

Quick Steps

Before or as part of a comprehensive assessment, it is valuable to start experiencing and practicing subtle and powerful gender-based shifts. Here are a few suggestions for your organization to make relatively quickly and/or with no or low cost to begin folding trans inclusion into your practices, systems, and spaces.

1 Communications

A. Introduce a consistent and standard practice of gender inclusive language. For example, greet groups with “Good morning, everyone” or “Good morning, ladies, gentlemen, and non-binary people.”

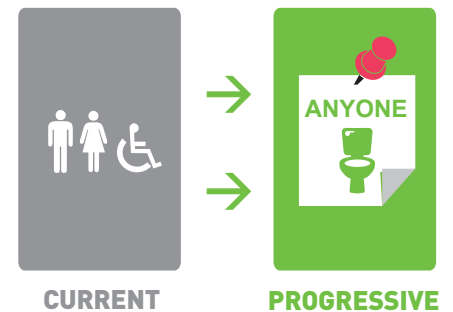
B. Introduce a consistent and standard practice of sharing pronouns as part of introductions in meetings where people are new to one another.



2 Facilities

A. If your organization only has men’s and women’s multi-stall washrooms, explore nearby options for single occupancy washrooms. Make a standard practice at the front desk or reception, of offering all three options to everyone without assuming someone’s gender identity.

B. Remove signage with gender icons on single-occupancy washrooms and replace with function-based signage (i.e., toilet icon).



3 Human Resources

Explore whether extended health benefits cover the range and diversity of trans-specific procedures (and what documentation and steps are needed to access them). If not, inquiring what it would take to cover all the procedures and summarize them in a document and make available to all managers.

