

Transitioning Employers: Survey results for **inclusive practices**

Only **22%** of surveyed companies have senior executive leadership focused on trans inclusion

Are employers moving beyond basic accommodations to create truly inclusive cultures for transgender workers?

Large Canadian workplaces are still at the early stages of creating transgender-inclusive practices.

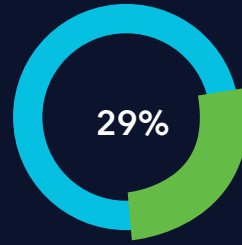


Recruiting and Training Support

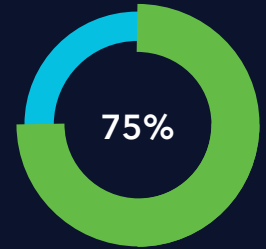
Employers offering:



Inclusive recruiting for trans and gender non-conforming people



Onboarding training on gender identity



Employee training on gender identity (only 41% offer training regularly)

Organizational Support

Companies provide these supports...

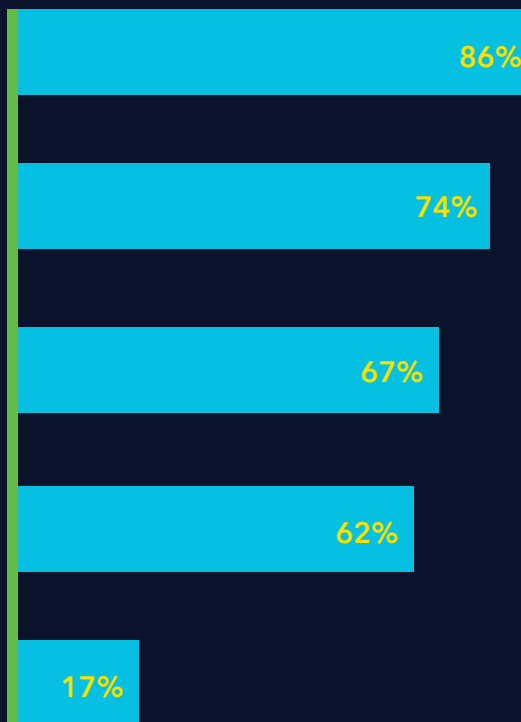
Organizational community networking to support trans and gender non-conforming inclusion initiatives

Employee resource groups

Encourage employees to be allies

Diversity and inclusion manager with mandate to address trans and gender non-conforming staff

Platform for matching trans employees with mentors



...**but** most of these initiatives combine trans and gender non-conforming employees under the broader **LGBTQ+** umbrella