



# WORKSHOPS

TRAINING & SPEAKING

# BUILDING A TRANS INCLUSIVE ORGANISATION

*with Joanne Lockwood*



*Joanne Lockwood*

## Summary

This interactive workshop runs as a half-day, online or in-person, and aims to help you build a more transgender-inclusive organisation. The core objectives of this workshop will focus on engaging with HR or D&I Professionals to assist in building implementable policies and procedures. It dives deeper into the challenges faced by trans, non-binary, and gender-diverse people in the workplace, be they clients, customers, or members.

This session focuses on creating and leading an organisation that makes a safe working environment for trans individuals and empowers them to feel psychologically safe and reach their full potential in employment. It teaches an understanding of language, terminology, gender identities, and allyship that can be implemented effectively in the workplace. The overall takeaway from this course is to equip your company with practical strategies that you can use to cultivate a more trans-inclusive organisation.

## Who is this session for?

This session is intended for all EDI and HR professionals in an organisation who are developing or influencing policy in regard to Transgender, Non-binary or Gender-Diverse individuals. Managers and Supervisors who are looking to become more confident in supporting their trans colleagues will also benefit from this session.

## Synopsis

- Duration: 3-4 Hours (Half Day)
- Situ: On-Line or In-Person
- Format: Facilitated Workshop with Videos, Breakouts, Q&A
- Equipment: Internet, AV, Projector & Screen
- Room Layout: Class Room
- Audience: Workplace, Club, Organisation
- Typical Delegate Size: 12 – 16 persons
- Cost: from £POA + VAT





# WORKSHOPS

201

## FACILITATION LEVEL

### Aims and Objectives

#### 1. INTRODUCTION

- What is trans-inclusion?
- Why do we need trans-inclusion?
- What are the common pitfalls we need to avoid?

#### 2. RECOGNISE THE IMPORTANCE OF BASIC EMPLOYEE HYGIENE FACTORS

- Establishing the importance of an inclusive culture
- Recognising the need to build psychological safety and trust
- Understanding the fundamental elements to a psychologically safe environment
- What are the key attributes of an inclusive leader

#### 3. UNDERSTANDING THE NEEDS OF TRANS INDIVIDUALS

- The principles of trans-inclusion; Identities, Language, Terminology and Allyship.
- Explore challenges faced by trans people in the workplace
- Highlight challenges when transitioning at work.
- Recognise the need for trust.
- Understand the issues face by trans people in their private lives that can impact work performance.

#### 4. FUNDAMENTALS OF BUILDING A TRANS-INCLUSIVE ORGANISATION

- Look at ways organisations can engage and support trans individuals.
- Understand what "looks good" when it comes to policies and procedures.
- The challenges when implementing new policies and building trust
- Ideas for respecting the needs and identities of Trans Clients/ Customers.
- Building an effective Workplace Allies programme

#### 5. IMPLEMENTING A TRANS-INCLUSIVE CULTURE IN YOUR WORKPLACE

- Spreading a Culture and Ethos to support your Workplace or Organisation.
- Ideas for respecting the needs and identities of Service Users, Clients or Customers.
- Becoming effective Workplace Allies – Advocating and Educating

#### 6. REFLECTION AND ACTIONS

- Commitment to "What can I do" / "What can we do"
- Reflection on personal learning and takeaways
- Top Tips and Takeaways
- Commitment to action





These 201 facilitation-level intermediary sessions are either standalone or are often used as a kick-off to a D&I consultancy engagement and programme to set the scene and bring people to the same level of knowledge and understanding.

They are generally delivered either as half-day or full-day standalone deep-dive workshops that contain a presentation, interaction, video, games and facilitated round table discussions, together with actions, takeaways, summarisations and agreement on the next steps and priorities.

Typically sessions have between 15 and 20 people and are often most relevant for leaders and those with people or customer responsibility.

## What people have said about the session...

“

I thought it was a valuable course that raises awareness around the lived experience of the trans community and the challenges the community faces. I would highly recommend this talk.

”

*Louisa Coyle,  
NUI Galway*

“

Joanne's openness and clear explanations were exactly what was needed for the topic. I consider myself a trans ally and I still learnt a lot. Also just having a talk like this and seeing the number of people who attended has really opened up the conversation at our organisation.

”

*Claire Hazelton,  
Siemens Healthineers*

“

Don't hesitate - sign up! It is no surprise that colleagues have described Joanne's sessions as the best they've ever attended.

”

*Adam Watkins,  
NHS England-South Region*







P R O M O T I N G

# *Positive People Experiences*

SEE Change Happen is an Inclusion and Belonging consultancy, that specialises in working to ensure that organisations are culturally aware and sensitive to the needs of individuals.

We offer best-practice consultancy including developing workplace policies, inclusion and ally strategies, and support and mentoring; professional keynote speaking for conferences or events; and workshops and training for crucial learning and development.



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