



# WORKSHOPS

TRAINING & SPEAKING

## BRINGING TRANSGENDER AND NONBINARY POLICIES TO LIFE

*with Joanne Lockwood*



*Joanne Lockwood*



Welcome to our advanced level workshop, designed to help professionals like you create a workplace that supports everyone. If you're involved in HR, lead a team, or support colleagues, clients or customers, this workshop is for you.

### What You'll Learn:

- Understand the lives of transgender and nonbinary people and the challenges they face.
- Find out why just having policies isn't enough and how your actions make a real difference.
- Get real-world tips on making your workplace environment welcoming for everyone.
- Gain skills to handle tough talks and support your transgender and nonbinary colleagues.
- Help shape company policies to be fair and inclusive.

Ready to make real change in your workplace? Join our Inclusion Workshop today and become a champion for transgender and nonbinary support. Register now and take the first step towards a more inclusive environment for everyone.

### Takeaways

- Actions Over Policies
- Skills for Leaders
- Tips for Inclusion
- Learn about Different Identities
- Improve Workplace Policies
- Practice Through Role-Playing

### Features

- Listening Circles: Small groups including diverse stakeholders hold discussions to share experiences and insights on inclusion.
- Review Process: Analyse feedback from listening circles to identify main issues and improvement areas for inclusion.
- Stakeholder Content Review: Collaborate with key figures to ensure the program's material meets organisational needs.
- Tailored Delivery: Conduct the program in small cohorts for a personalised and engaging learning experience.
- Post-Delivery Assessment: Evaluate the program's impact and determine next steps for ongoing development in inclusion practices.





301

# ADVANCED LEVEL

## OUTCOMES

### Think

**Increased Awareness:** Participants will have a heightened awareness of the challenges faced by transgender and nonbinary individuals in their workplace, including the impact of misgendering, discrimination, and unconscious bias. They will recognise the importance of understanding diverse gender identities and the need for inclusive policies and practices.

**Expanded Knowledge:** Participants will have a deeper understanding of transgender and nonbinary identities, including the complexities of gender identity, expression, and intersectionality. They will have a broader perspective on gender beyond traditional binary constructs and challenge societal norms and stereotypes.

**Critical Thinking:** Participants will develop critical thinking skills to identify and address unconscious biases and discriminatory practices. They will be able to critically analyse policies and practices to ensure they are inclusive and supportive of transgender and nonbinary individuals.

### Feel

**Empathy and Compassion:** Participants will develop a greater sense of empathy and compassion towards transgender and nonbinary individuals. They will understand the importance of creating a safe and supportive environment where individuals can bring their whole selves to work or the environment without fear of discrimination or judgment.

**Motivated and Empowered:** Participants will feel motivated and empowered to take action and become effective allies for transgender and nonbinary individuals. They will feel a sense of responsibility to challenge biases, advocate for inclusive policies, and create positive outcomes for marginalised individuals.

**Open-Mindedness:** Participants will approach discussions and interactions with a more open-minded attitude, valuing diverse perspectives and experiences. They will be more receptive to learning and unlearning, recognising that their own beliefs and assumptions may need to be challenged and revised.

### Act

**Advocacy and Support:** Participants will actively advocate for transgender and nonbinary individuals in their workplace environment, both in their presence and when they are not around. They will intervene in misgendering incidents, educate others, and promote inclusive practices and policies.

**Inclusive Language and Practices:** Participants will implement practical strategies discussed in the workshop, such as using gender-neutral language, including pronouns on name badges, and modernising communication to be more inclusive. They will actively work towards creating an inclusive environment where all individuals feel respected and valued.

**Continuous Learning and Growth:** Participants will commit to ongoing self-education and professional development to deepen their understanding of transgender and nonbinary inclusion. They will actively seek out resources, engage in conversations, and stay updated on best practices to support transgender and nonbinary individuals effectively.



# 301

# ADVANCED LEVEL

## PROGRAM DELIVERY

### Step 1

**Listening Circles:** The program begins with listening circles, where small groups of stakeholders, including trans and nonbinary colleagues, HR policy makers, leaders and supervisors, HR business partners, Customer Support, and DEI teams, come together to engage in open and honest discussions. These circles provide a safe space for sharing experiences, concerns, and perspectives related to transgender and nonbinary inclusion in the workplace.

### Step 2

**Review Process:** Following the listening circles, a review process takes place to determine the business priorities and key challenges related to transgender and nonbinary inclusion. This involves analysing the insights and feedback gathered from the listening

### Step 3

**Content Review with Key Stakeholders:** The program's content is then reviewed with key stakeholders, including representatives from the listening circles, HR policy makers, and DEI teams. This collaborative review ensures that the content is accurate, relevant, and aligned with the specific needs and goals of the organisation.

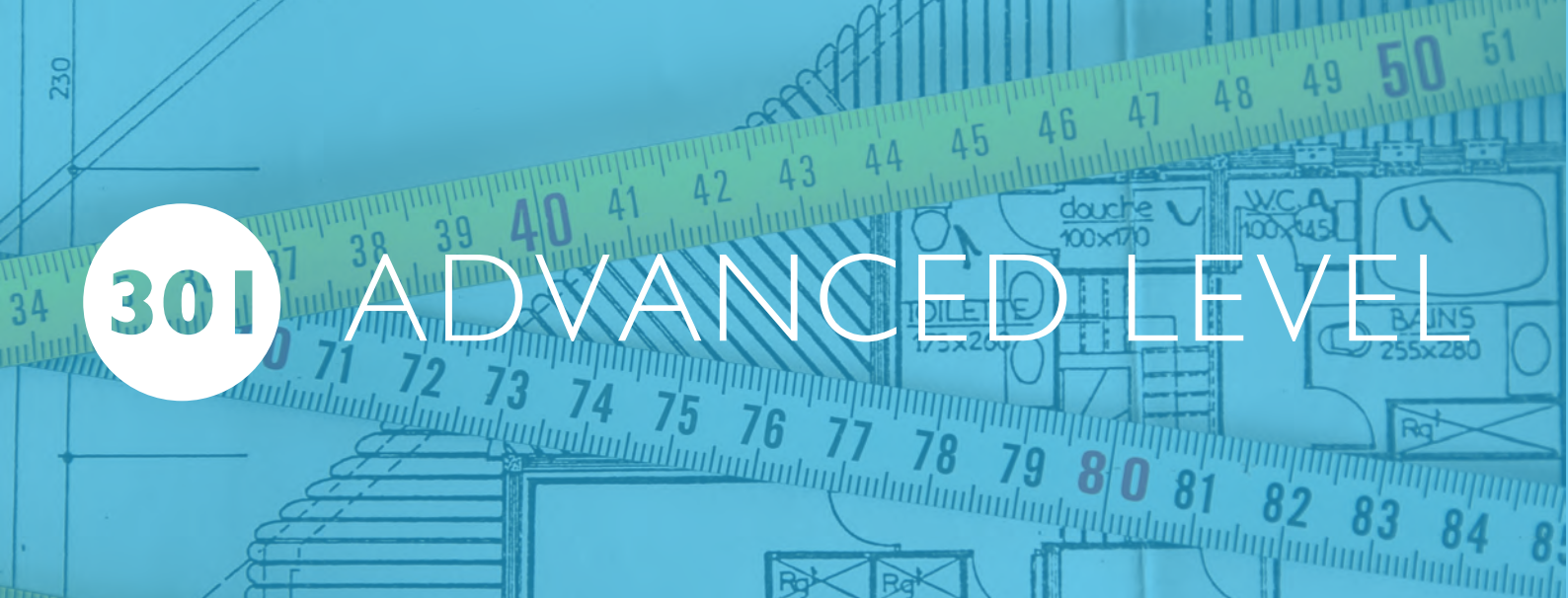
### Step 4

**Delivery across Cohorts:** The program is delivered across cohorts of the business, typically broken into groups of around 12 participants per 4-6 hour session. This allows for a more personalised and interactive learning experience, fostering engagement and participation. The delivery includes workshops, discussions, and activities designed to educate and empower participants to become effective allies and create inclusive environments.

### Step 5

**Post-Delivery Review:** After the program is delivered, a post-delivery review takes place. This involves reviewing documents, summaries, and feedback gathered from participants to assess the program's effectiveness and identify areas for improvement. Next steps are then determined based on the review findings, ensuring continuous learning and progress in transgender and nonbinary inclusion efforts.





301

# ADVANCED LEVEL

## TRACK AND MEASURE

**Pre- and Post-Program Surveys:** Conduct surveys before and after the program to assess participants' knowledge, attitudes, and behaviours related to transgender and nonbinary inclusion. This will help measure the change in understanding and awareness resulting from the program.

**Feedback and Evaluation Forms:** Participants will feedback with evaluation forms after each session to gather their insights and opinions on the program's content, delivery, and effectiveness. This feedback can be used to make improvements and adjustments for future sessions.

**Quantitative Metrics:** Establish quantitative metrics to measure the program's impact on key performance indicators (KPIs) related to transgender and nonbinary inclusion.

**Case Studies and Success Stories:** Collect and share case studies and success stories of individuals who have benefited from the program. These stories can highlight the positive outcomes and impact of the program on individuals' experiences and the overall workplace culture.

**Employee Engagement Surveys:** Include questions related to transgender and nonbinary inclusion in regular employee engagement surveys. This will provide insights into the overall perception of inclusivity in the workplace and help identify areas for improvement.

**Tracking Policy Changes:** Monitor the implementation and impact of policy changes related to transgender and nonbinary inclusion. Measure the effectiveness of these policies in creating a more inclusive and supportive environment for all employees.

**Long-Term Follow-Up:** Conduct long-term follow-up assessments to measure the sustained impact of the program. Through surveys, focus groups, or interviews to gauge participants' continued understanding, support, and advocacy for transgender and nonbinary individuals.

**Benchmarking:** Compare the organisation's progress in transgender and nonbinary inclusion to industry benchmarks and best practices. This will provide a broader perspective on the organization's performance and help identify areas for further improvement.



301

# ADVANCED LEVEL

Overall, participants will think more critically, feel more empathetic, and take proactive actions to create a more inclusive and supportive workplace and environment for transgender and nonbinary individuals. They will be equipped with the knowledge, skills, and motivation to challenge biases, advocate for inclusive policies, and foster positive outcomes for marginalised individuals.

## Session Outline

### 1. INTRODUCTION AND OUTLINE

- Overview of the workshop program
- Importance of supporting transgender and nonbinary individuals in the workplace

### 2. UNDERSTANDING TRANS & NONBINARY INCLUSION

- Defining transgender and nonbinary identities
- Exploring the challenges faced by transgender and nonbinary individuals in the workplace

### 3. GOING BEYOND THE POLICIES

- Understanding the limitations of policies in addressing real-life situations
- Importance of empathy and active allyship in supporting transgender and nonbinary individuals

### 4. PRACTICAL STRATEGIES FOR INCLUSION

- Overview of the workshop program
- Importance of supporting transgender and nonbinary individuals in the workplace

### 5. SUPPORTING LEADERS AND MANAGERS

- Providing guidance on handling difficult conversations and situations
- Educating leaders and managers on transgender and nonbinary inclusion

### 6. SHAPING INCLUSIVE POLICIES

- Identifying gaps in existing policies and guidelines
- Strategies for developing more inclusive policies for transgender colleagues

### 7. CASE STUDIES AND ROLE-PLAYING

- Analysing real-life scenarios and discussing appropriate responses
- Role-playing exercises to practice inclusive communication and support

### 8. FACILITATED DISCUSSION

- Addressing specific questions and concerns from participants
- Facilitating open dialogue and sharing of experiences

### 9. CONCLUSION & WRAP

- Recap of key takeaways and action steps for participants
- Encouragement to implement inclusive practices and policies in your organisations.





The is a comprehensive program designed to improve transgender and nonbinary inclusion within the workplace, offering a multi-phase approach starting with listening circles for stakeholder input, a review process to pinpoint focus areas, collaborative content refinement, personalised cohort sessions for practical application, and a post-delivery evaluation to measure effectiveness and facilitate continuous improvement.

“

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 session.

”

**Louisa Coyle**  
**NUI Galway**

“

Joanne was authentic, open and genuinely moving. The perfect mix of challenge and humour. Thank you.

”

**Sarah Winship, DEI Director**  
**at Molson Coors Beverage Company**

## ***What people have said about our sessions...***

“

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 session like and seeing the number of people who attended has really opened up the conversation at our organisation

”

**Claire Hazelton**  
**Siemens Healthineers**

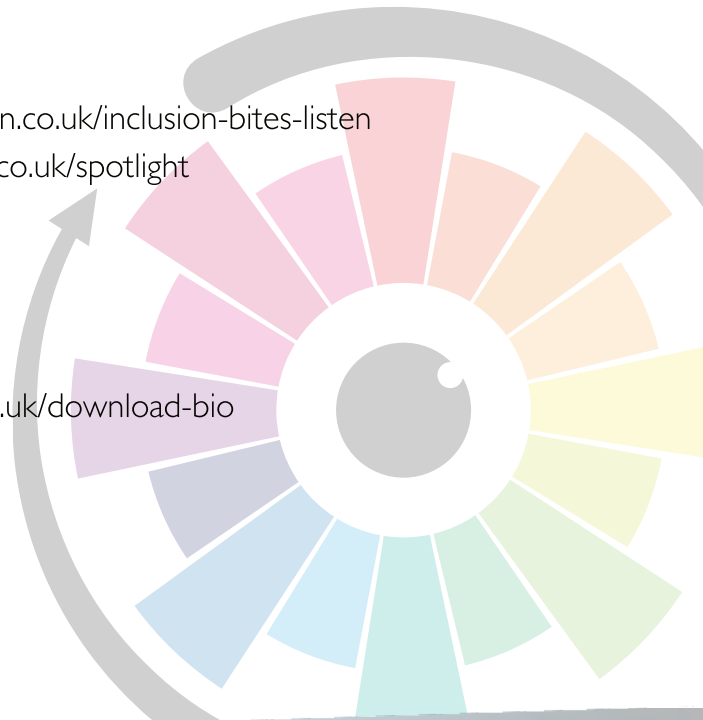


SEE Change Happen is an Inclusion and Belonging consultancy, that specialises in working to ensure that organisations are culturally aware and sensitive to the needs of individuals.

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.

## ***Let's keep the conversation going...***

- **Watch the clip from “The Making of Me” on Gogglebox via Channel 4 or Facebook:**  
<https://www.channel4.com/programmes/gogglebox/on-demand/67829-001>  
<https://www.facebook.com/Channel4/videos/583840432131386/>
- **Website:** <https://seechangehappen.co.uk>  
**Inclusion Bites Podcast:** <https://seechangehappen.co.uk/inclusion-bites-listen>  
**Spotlight Newsletter:** <https://seechangehappen.co.uk/spotlight>
- **Twitter:** @seechangehappen  
**LinkedIn:** <https://linkedin.com/in/jolockwood>
- **Headshots and Bio:** <https://seechangehappen.co.uk/download-bio>







P R O M O T I N G

# *Positive People Experiences*



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