



UNDERSTANDING THE IMPACT OF ANTI-TRANS RHETORIC ON MENTAL HEALTH

with Joanne Lockwood



The world is a pretty toxic place right now for trans people and it is having a significant impact on wellbeing and mental health. There is a rise in homelessness among young transgender people, especially young black, brown or people of colour who are trans. The trans communities are under attack from the mainstream media and also their governments in a seemingly coordinated way right now.

Much of the language used is designed to de-humanise, reduce trans people, mainly trans women to tropes and stereotypes, conflate trans people with predators, perverts, rapists or cheats. We are being labelled a threat to women and girls and no one is defending us.

It is unclear what the motivation behind this level of transphobia is, although it seems to be aimed at specifically using trans people as a political football, to use us as a wedge issue in the political arena.

This is having a huge impact on mental health where we are not able to thrive in our workplaces, our families and our society. We all want to live in a world where we have psychological safety, can bring our whole selves to work and society and be "free to be me" without fear of bullying, discrimination or victimisation.

When you feel constantly under a state of threat our brains live in stress and anxiety which not only affects us mentally, but knocks on to our physical health.

As allies you can step up and step in, call out the myths and misconceptions you hear. Educate yourselves as to the challenges trans people are facing and help amplify our struggles. You can also educate others when you have the opportunity too.

Stand up against transphobia and help trans people just get on with their lives, like everyone else.

Key Points:

- Understanding the climate of anti-trans rhetoric in society
- Become aware of the impact on mental health for trans people and how this limits their ability to thrive
- Recognise the barriers trans people face in society, among their friends, their workplace, within their family and in their own minds
- Learn how to step up and become allies and counteract transphobia



Joanne Lockwood

INCLUSIVE CULTURE EXPERT

Speaker • Consultant • Facilitator • Mentor



ABOUT

Joanne Lockwood

Joanne Lockwood is the Founder and CEO of SEE Change Happen and an Inclusive Culture Expert that works with organisations throughout the UK, Europe and Elsewhere to bring culture change that allows people to thrive and perform at their best from pre-hire to retire.

Joanne is passionate about helping organisations to develop policy and best practise to be more inclusive for all people. By challenging biases, she helps them to develop a vision and strategy for conscious inclusion, with the aim of bringing about positive candidate, employee, and customer experiences. She delivers workshops, seminars, and training programmes both on-line and in-person.

Additionally, she promotes transgender awareness and support to businesses and assists them in developing allies' programmes and LGBTQ+ inclusion strategies.

She is a Fellow of the Professional Speaking Association, Member of the Institute of Equality and Diversity Professionals, consultant, and facilitator who focuses on "people people" be that in Talent Acquisition, Human Resources, or Learning & Develop to bring sustainable change by establishing a "why of D&I" for both the Organisation and the leadership teams to ensure it is promoted throughout to all colleagues.

As well as being a sought-after keynote conference speaker Joanne is also a prolific blogger and podcaster who hosts "Inclusion Bites" and is a regular columnist in a UK based National Newspaper where she shares her views on Inclusion and Belonging and creating environments where people can thrive.

She was a contributor and featured in a Channel 4 (UK) documentary called "The Making of Me", broadcast in February 2019 which featured on an episode of Gogglebox. This documentary was filmed over a 3-year period and detailed her own personal gender transition and its impact on those around her.

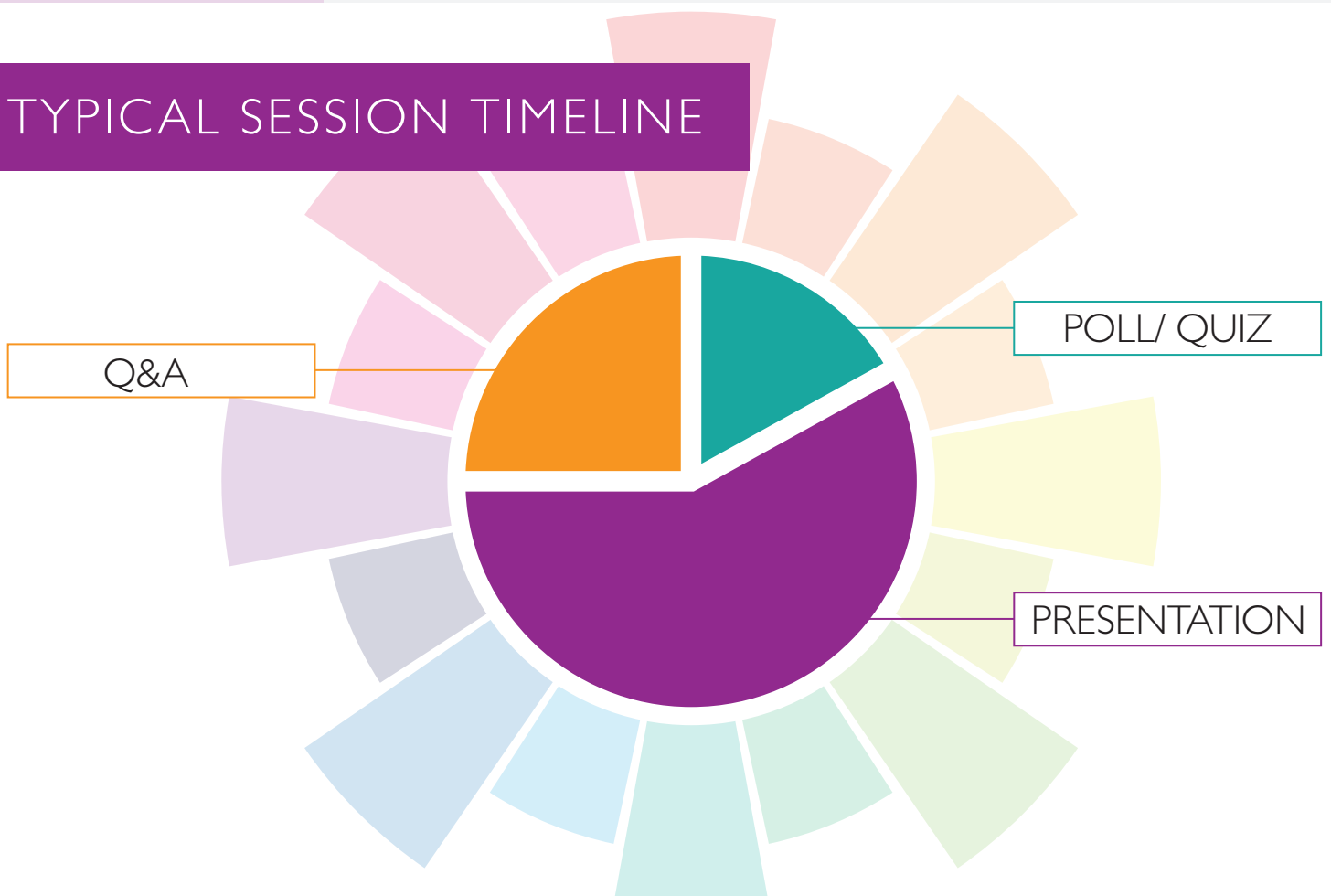
Recently, Joanne was named as one of the "Power List of the Top 200 Biggest Voices in Leadership in 2022" by leadersHum.com, also one of the "Top 30 must-follow diversity & inclusion thought leaders you must follow in 2022" by PeopleHum.com and one of the "125 People to Follow on LinkedIn About Diversity and Inclusion" by DiverselIn.com

Her mantra is "Smile | Engage | Educate" and that we should treat people as they wish to be treated.

SESSION STRUCTURE

STYLE:	Lunch and learn/speaking
DURATION:	Typically, 60 to 90 minutes
DELIVERY:	In-person or remote/on-line via Zoom or MS Teams
AUDIENCE:	Staff/colleagues – numbers up to 500
RECORDING:	By arrangement
MATERIALS:	Copy of slides will be provided in PDF format after the event
TECHNOLOGY:	Internet connection required for both presenter and delegates (phone)
FEEDBACK:	We are happy to provide a feedback/evaluation form
ACCESSIBILITY:	Please notify us in advance if there are any accessibility requirements

TYPICAL SESSION TIMELINE





We will join you in-person or online for a lunch and learn, which is as it sounds, an event often held over a 1-hour lunchtime break, to deliver a topic to a company-wide audience. With a quiz, speaking and an opportunity for questions and answers.

Empowering effective trans allies in your organisation will foster psychological safety and build a culture where people feel able to be themselves and bring their whole selves to work.

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*

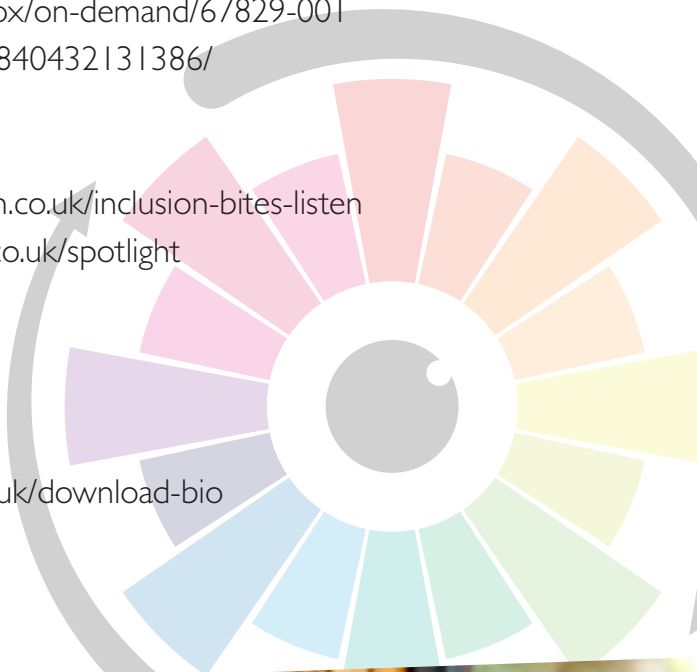


SEE Change Happen is an inclusion consultancy that specialises in working to ensure that organisations are culturally aware and sensitive to the needs of individuals.

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...

- ▶ See other lunch and learns available from Joanne:
<https://seechangehappen.co.uk/speaking-category/lunch-and-learn>
- ▶ 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: @jo_lockwood1965
LinkedIn: <https://linkedin.com/in/jolockwood>
- ▶ Headshots and Bio: <https://seechangehappen.co.uk/download-bio>





— PROMOTING —

Positive People Experiences



You can email us...
info@seechange happen.co.uk



www.seechange happen.co.uk