Count Us In
Correcting Disinformation About the Transgender and Nonbinary Community
Count Us In Series

A webinar series that will have a specific focus on transgender and non-binary workplace inclusion.

The Count Us In webinars will center on best practices and other timely topics that impact employees and their families.

- **When is it?** Every second Monday of the month for the next four months, may be an ongoing series beyond that time period
- **Who is this for?** HR and DEI professionals, out and allied employees, Pride ERGs, other inclusion stakeholders
Housekeeping

All microphones are muted and you can ask questions using the “Q&A” function

- Please refrain from using the chat for questions, use the Q&A function
- Auto-generated captions can be enabled using the toolbar at the bottom of the screen
- All slides, a recording of the webinar, and relevant follow up materials will be shared with registrants and attendees as a follow up
Today’s Agenda

Mythbusting: Correcting Disinformation About the Transgender and Nonbinary Community

- History of Trans and Nonbinary Identity
- Trans and Nonbinary People in the Workplace
- Trans and Nonbinary Youth
- Trans and Nonbinary People in Sports
- Conclusion
- Q&A
Are Trans and Nonbinary People New?

Although concepts of gender and sex have changed significantly over time, evidence of gender nonconformity goes back thousands of years.

- Evidence of trans, nonbinary, or gender nonconforming people date as far back as ancient Sumeria and Greece.
- On the other hand, binary understandings of sex, gender, and gender expression are relatively new.
- Trans and nonbinary people have become more visible in recent years, but that is largely due to a relative increase in mainstream social acceptance.
Are there trans and nonbinary people in the workplace?

There are millions of trans and nonbinary adults around the world and even more young adults are openly identifying as trans and nonbinary

- Population experts estimate that approximately two percent of the global population identifies as transgender or nonbinary.
  - This is likely an undercount due to ongoing anti-trans stigma and discrimination
- Gen Z are twice as likely to identify as transgender or nonbinary than the overall population (4%)
- Gen Z and Millennials in the U.S. are also far more likely than older age groups to favor pro-equality policies around transgender rights and issues.
Are benefits for trans and nonbinary people expensive for employers?

Studies show that the cost of of benefits coverage for the employer is very small and ultimately more cost-effective

- According to the National Institutes of Health, utilization of medical intervention for transition is very low.

- Cost per person per year is also relatively low and vanishingly small when spread across an entire member pool

- According to Johns Hopkins, the cost of surgery and hormones is not significantly higher than other long-term treatment protocols

- Regardless of cost, healthcare is a fundamental necessity for all people.
Could “bad actors” take advantage of laws that allow transgender people to use restrooms and other spaces consistent with their gender identity to prey on women?

The short and most accurate answer is “no.”

- Trans women have been using restrooms, locker rooms, and other gendered facilities without issue for decades.
  - Laws in at least 21 states prohibit discrimination on the basis of gender identity in these spaces. There is no evidence to even suggest that these laws undermine safety.

- More than 300 domestic violence and sexual assault prevention organizations support full and equal inclusion of transgender people in facilities consistent with their gender identity.

- Anti-LGBTQ+ operatives have admitted the bathroom panic is contrived and not based on a real concern for the safety of women and girls from sexual predators.

- Trans and nonbinary people are disproportionately victims of harassment, violence, and assault.
Aren’t youth too young to be trans or nonbinary? What about transition?

Trans youth are not new and gender transition for youth is based on what is age appropriate and in the best interest of the child

- Just like trans and nonbinary people as a whole, trans and nonbinary youth are not new and evidence of gender-expansive children, while harder to find, does date back to at least the 19th century

- What transition looks like for trans and nonbinary youth varies based on age and individual needs of the child.
  - At all stages, parents, young people and medical professionals make decisions together
Don’t trans and nonbinary people have an unfair advantage in sports?

Trans and nonbinary athletes have been in professional sports for decades. Like all people, trans people have varying levels of skill and physical strengths that may or may not impact their performance in a sport.

- It is important to understand that all people, cis or trans, have physical differences that may or may not impact their performance in a particular sport.

- Transgender and nonbinary athletes have been playing in college and elite sports for decades; There is no evidence of any inherent advantage.

- Opponents of trans and nonbinary people in sports rely on sexist, homophobic, and transphobic stereotypes, not facts, to further their agenda.
Transgender, nonbinary, and gender non-conforming people have existed in some form for the entirety of human civilization. While the modern, binary idea of gender is relatively new.

There are millions of transgender and nonbinary workers all over the world. Adequate benefit coverage is a matter of equality.

Trans youth are not new and medically necessary, age appropriate care is life-saving.

Opponents of trans and nonbinary people in sports rely on sexist, homophobic, and transphobic stereotypes, not facts, to further their agenda.
Questions?
Please use the “Q&A” function to ask your question
Next Session
Monday, August 14th, 2023