Count Us In
Getting Serious About Transgender Rights: A Look Forward for Employers
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
Count Us In provides businesses and employers with key tools and resources to advocate for equality, amplify LGBTQ+ stories and educate key stakeholders on priority issues.

Learn more by scanning here or going to: hrc.im/countmein
Housekeeping

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

- Please use the Q&A function to ask questions
- 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

- LGBTQ+ Legal Landscape: A Look Forward
- Data Points: LGBTQ+ Workers
- Data Points: LGBTQ+ Community Survey
- Conclusion
- Q&A
45.4% of trans youth (or 136,300) live in states in which transgender youth have lost access to, or are at risk of losing access to, gender-affirming care.
Equality Rising: LGBTQ+ Workers and the Road Ahead

- 57 percent of LGBTQ+ workers and 61 percent of transgender and nonbinary workers believe their employer does too little for transgender people.
- Over a quarter of LGBTQ+ workers (28 percent) and over a third (37 percent) of trans and nonbinary workers have left a job as a result of an unaccepting working environment.
2023 LGBTQ+ Community Survey

- Nearly 80 percent of LGBTQ+ adults (and nearly 90 percent of trans and nonbinary adults) report that gender affirming care bans make them feel less safe.

- Nearly 2/3 of LGBTQ+ adults report they “would not consider moving to a state” that introduced a gender affirming care ban.

- Over 1/4 of LGBTQ+ adults (and 40 percent of trans and nonbinary adults) report they “would look for a new job in a different state” if their current state of residence passed a gender affirming care ban.
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Questions?
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