YOUR ROADMAP TO CULTURAL TRANSFORMATION
START HERE

Creating transgender and non-binary workplace inclusion is of vital importance; not only for your trans employees, but for their friends and families in the workplace as well. You are committing to a place where every employee is valued, respected and feels safe.

We congratulate you on taking the first step in understanding what the landmarks are in your own organization’s journey to full inclusion. It will require careful consideration and clear communication, and like any cultural change, is not an undertaking to be glossed over or handled lightly.

Once you understand what is involved, you may want to consider getting expert help to facilitate the process in a way that is approachable for your team and manageable for you.

You are not the first to step forward to create this level of inclusion, and we are here to share what others have learned along this incredible journey.

So, let’s begin:
Before you begin to make sweeping cultural changes within your organization, it is critically important that you get a clear understanding of where your existing cultural strengths and gaps exist. This allows you to focus where you can make the most impact right away and begin to create success rapidly.

Transformation Journeys Worldwide provides a complimentary assessment to organizations preparing to create a trans and non-binary inclusive workplace. Ask us about it today.

**INCLUDES:**
- Audit
- Recommendations
SECOND INCLUSION LANDMARK POLICY DEVELOPMENT

While it is impossible to regulate cultural biases and misunderstanding, a clear set of guidelines and policies about what inclusion looks like in your workplace is a critical step in the right direction. When employees and leadership understand what respectful interactions look like, they can begin to build the new behaviors you are working to establish.

To see what policies other organizations like yours are putting into place, reach out to us at the email address, above.

INCLUDES:
- Gender Transition Guidelines
- Updated Non-Discrimination Policies
- Inclusive Dress Codes
- Health Insurance Benefits
- Facilities Usage Policies
- Email Signature Policies
There is a great deal of confusion, curiosity, myths and misunderstandings around what it means to be inclusive and respectful of transgender and non-binary co-workers. Education is the most powerful tool to clarify and create empathy as well as understanding.

Our structured, tested, and results-oriented training modules are available through workshops or online offerings. Visit our website for more information.

**INCLUDES:**
- Executive Leaders
- HR, D&I, L&D and ERG/BRG Leaders
- Talent Acquisition Team
- Call Center Employees
- New Hires
- All Employees
FOURTH INCLUSION LANDMARK
FACILITIES

Employees spend the majority of their waking life in your workspace. How you create a welcoming and inclusive environment that shows real understanding of a diverse population, shows how you, as an organization, consider all your employees’ needs equally - or not. This subtle cue lets your trans and non-binary employees, and their loved ones who work in your spaces, know right away how they can expect to be treated by their peers and leadership. With over 30 years of experience in the construction industry, our team is uniquely qualified to help your team get this important step right.

INCLUDES:
- Restrooms
- Locker Rooms
- Lactation Rooms
- Dressing Rooms
- Policy Awareness
Unfortunately, many organizations stop with creating a trans-inclusive workplace, instead of starting there. Becoming advocates inside, but not outside, the workplace demonstrates an unintentional inauthenticity to partners, employees, and even prospective employees.

Therefore, it is just as important to be a visible advocate for inclusion and change externally in your community as it is to make policy changes internally. Let us guide you to a better understanding of how to be a voice for inclusion that makes your brand stand out for good!

INCLUDES:

- Supplier Diversity
- Advocacy
- Sponsorship
- Volunteer Service
To find out more about how you can navigate your own cultural transformation for transgender inclusion, contact us at:
678-620-9129  |  404-408-4676
or email: info@transformationjourneysww.com