



Employers' Guide Supporting Successful Gender Transition: Building Diversity and Equality (Transgender)

Nikki DiCaro

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This book as an efficient and practical guide to help employers understand and support transgender employees as they undertake gender transition. The book is short and direct. It addresses practical questions and realities of gender dysphoria and offers recommendations on supporting your employee(s) as they complete gender transition and also enables your organization to effectively implement and nurture diversity and equality. This change your employee is contemplating is significant, monumental and may be perceived as unbelievable and unacceptable. They are brave and probably fearful of rejection, ridicule, retribution and losing their livelihood. Your transgender employee is undertaking this journey out of absolute necessity. Your employee comes to you suffering from dysphoria, a medical diagnosis. Just like any other illness your employee is vulnerable physically, emotionally and psychologically. The need to reveal their true self is not a lifestyle choice. The sense of relief your employee will experience from not having to constantly move back and forth across the gender continuum should deliver renewed energy and focus; helping them to continue to be a valuable member of your workforce. Transition creates a changing landscape; impacted by all the variables in a person's life. Transition is challenging and difficult but not impossible; unless your or your transgender employee fail to understand the implications of the decision. This guide, along with my corollary guide, The Practical Guide for Gender Transition, should be read together. Following the directions in these guides will enable you to understand what you, the employer, can do to support a healthy transition process, to address your concerns and questions and to help you, your transgender employee and your workforce learn, understand and support their colleague. Working together openly and honestly will also fulfill any legal obligation you may have to all of your employees. Planning and thoughtful execution should enable you and your organization to attract and retain quality employees and to emerge from this process with a reasonable likelihood of success.

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