

Why Gender Identity training in the workplace?

Everyday, we get up, get dressed and go out to face the world. We work. We volunteer. And we raise our children. Some days are good. Other days can be a struggle but that's life, right?

But what if you were dealing with a major medical issue that you'd been hiding for years because you were worried about losing your job, your friends, maybe even your family?

How would that affect your work performance?

Your quality of life?

What would happen if you decided that it was time to deal with it?

Real Life Quotes -

*"Did you hear about John yet? Apparently he's spoken to HR and says that he's really a woman. Can you believe that?!? I'm glad that I don't have to work with him... her... whatever!!" ** laughs ***

"I don't care what they say: I'm not sharing the women's bathroom with some guy in a dress."

"We don't serve you people here. Why don't you go back to "Freaktown" where you belong!"

"All I want to do is go to work and do my job like everyone else. Why do people have to make it their job to ridicule me in the workplace?"

There are, arguably, few groups in our society today who are as disadvantaged and disenfranchised as transgenderists and transsexuals. Fear and hatred of transgenderists and transsexuals combined with hostility toward their very existence are fundamental human rights issues.

- Keith Norton, Former Chief Commissioner, Ontario Human Rights Commission

Who we are -

Our trainers draw on their wealth of experience and training to help corporations and organizations deal with the complexities of today's workplace. This knowledge and expertise allows us to offer services that meet your needs in an ever-changing workplace.

What we do -

We are a diversified consulting firm that offers a range of facilitators, policy writers and guest speakers to help companies and organizations enhance their inclusiveness policies.

Whether it is one of our general workshops or a more advanced offering that utilizes real life situations and exercises, our trainers have the skills and experience to help you deal with the challenges and opportunities that present themselves in today's workplace.

Other services -

- Policy Development
- Guest Speakers
- Panel Discussions
- Some services are available in both French and English.

Contact Information -

The Finan Diversity Group
1075 Bay Street, Suite A102/312
Toronto, ON M5S 2B2
Phone: 416.964.2106

Email: info@FinanDiversityGroup.com

Proud Corporate Learning Partner for:

 **PRIDE AT WORK**
Canada

 **Finan Diversity Group**
We succeed best when we work together



Gender Identity -o- Policy and Training for the Workplace

**Corporations - Not-For-Profits
Government Agencies**

***I have been told
that I am a figment of my own imagination,
that what I am cannot be,
that my truths are lies
and their lies are truths.***

***But I know that I am
and that my truths are not lies
and their lies are not truths.***

***They may keep me
outside the boundaries
of their imaginations,
but I refuse to be invisible.***
- Jason Cromwell, "Truths and Lies"

What we offer -

HR Professionals & Management

When a transgender or transsexual individual decides to come out in the workplace, there are, understandably, questions and concerns. Co-workers want to know why and how it's going to impact them. Management and HR want to know how they can be supportive while minimizing disruption of the workplace as well as what other companies are doing.

We help answer those questions and provide assistance and strategies to help diffuse potential situations and roadblocks. In the end, our goal is to help create a supportive environment for the person transitioning while giving the company and its employees the tools and information they need so that everyone can concentrate on their work.

We've worked with: CIBC, IBM, TD Bank Financial Group, & Ontario Human Rights Commission

Universities & Colleges

Whether it's a course on sexual diversity, psychology, or even the local LGBT university group, our trainers bring a wealth of real life knowledge and experience to our workshops, answering things that can only be answered by someone who has lived the experience.

We've spoken at University of Toronto, Western, Seneca College, TDSB and others.

Community Groups and Organizations

We have a strong social conscious and are committed to helping our community partners be more inclusive and knowledgeable about diversity in the community.

We're trained: Children's Aid Society, Planned Parenthood & Eva's Phoenix

Workshops -

Whether it is basic training around the fundamentals or more detailed seminars focused on real life situations, we offer a wide range of workshops to suit your needs.

~ *What does the "T" in LGBT mean?*

Covers the fundamentals of being transgender or transsexual and helps build awareness & general knowledge.

~ *Transition in the Workplace I*

Service provider workshop for HR professionals and Management.

~ *Transition in the Workplace II*

Workshop for co-workers and other affected employees where someone is in the process of gender transition.

~ *Building Inclusive Workplaces*

Policy development workshop designed to help raise awareness amongst HR professionals who want to develop more inclusive policies.

What are they like?

Our trained professionals use a combination of exercises, discussions and personal stories to encourage a safe space where everyone feels comfortable getting involved and talking about this aspect of diversity.

Policy Development -

Jenn Finan, our principal, has worked with both large corporations and government bodies to help develop policies specifically aimed at helping transgender and transsexual clients and providing guidance for HR and Management.

Let us help you customize a policy that is both inclusive and speaks to your corporate environment.

Some Common Terms -

Gender Identity

Gender Identity relates to a person's internal sense of self and how they express it in their lives.

Sexual Orientation

Sexual Orientation refers to who a person is sexually attracted to.

Gender Dysphoria

Refers to the state of discomfort felt by some Trans individuals caused by the incongruity between one's physical sex and one's gender identity.

Trans (also Transgender or Transsexual)

These are all umbrella terms used to describe individuals who, to varying degrees, do not conform to what society usually defines a "man" or a "woman". This may include but are not limited to transsexuals, crossdressers, genderqueer & intersex individuals.

Cissexual

A term used to describe a person who's internal sense of self is congruent or not at odds with their physical body.

Two Spirit

A term used by some Aboriginal people to describe a person who identifies as having two spirits (one male and the other female) inhabiting one body. May be understood as gay, lesbian, bisexual, or transgender.

Gender Transition (Transition)

The period of time during which a Trans person begins to change their appearance and bodies to match their internal sense of self. ie. Making their bodies match their minds.