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Transgender Visibility Matters in the Workplace

International Transgender Day of Visibility on 31 March is a day we acknowledge each year to celebrate transgender and gender diverse people around the globe, their courage and accomplishments.

The term 'transgender' refers to a person whose gender identity or expression is different from their assigned sex. Trans people experience significant harassment, discrimination and violence and may also face difficulties gaining employment.

It is important that organisations and individuals take steps to encourage inclusivity and diversity. Research by the Diversity Council Australia found that LGBTIQ+ employees in organisations that were highly LGBTIQ+ inclusive were twice as likely as employees in non-inclusive cultures to innovate, and 28% more likely to provide excellent customer/client service¹.

SHINE SA was the first organisation in SA to achieve Rainbow Tick Accreditation, which ensures all systems and processes are in place for an inclusive culture and operation.

Natasha Miliotis SHINE SA's Chief Executive said:

"We were surprised at how much our whole organisation developed from Rainbow Tick Accreditation. Improving our capacity to be inclusive and to support diversity benefited everyone – staff, clients, stakeholders and our organisational culture as a whole. It's made us more flexible, more able to respond to the needs of others."

"It has also made us better at designing and delivering services to support Trans people whether that's STI testing, contraception advice, cervical screening, counselling support or providing inclusive education to doctors, nurses and teachers or providing information to the community."

Zac Cannell, SHINE SA Sexual Health Counsellor, and Co-Founder and Co-Facilitator of TransMascSA writes:

"I self-identify as a transgender man. My lived experience of gender diversity is an important factor to me in my profession, my community advocacy, as well as my social connectivity.

I knew when I transitioned that there were many hurdles ahead of me, one of which was employment. As a visible transgender person I sadly knew my options for employment would be limited, and I knew I faced potential discrimination. My colleagues, and the SHINE SA management team, don't just talk about inclusivity, they live it and champion it. This has gone a long way to helping build my resilience and confidence as an individual, as a professional, and as a SHINE SA team member. It also shows the community the value of leadership in facilitating visible diversity and the positive impact it has."

SHINE SA offers a Gender Wellbeing Service which is a free counselling and peer support service for people who are questioning their gender or who identify as Trans or Gender Diverse in the Metropolitan Adelaide area. For more information visit: www.shinesa.org.au/community-information/sexual-gender-diversity/gender-wellbeing/

SHINE SA offers education opportunities for individuals and organisations that want to encourage and support diversity. For more information on SHINE SA's workforce development visit: www.shinesa.org.au/community-information/sexual-gender-diversity/. To learn more about why inclusion and diversity matters watch: www.youtube.com/watch?v=YyQAIQMfd0Q

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1 <https://www.dca.org.au/research/project/out-work-prejudice-pride>