

## Prominent Trans Advocate Announces Strategic Partnership to Educate Organizations About Transgender Issues in the Workplace

Dr. Jamison Green, a pioneering world leader in transgender advocacy, has announced a strategic partnership with the Diversity & Inclusion Center to educate organizations about the T in LGBT (Lesbian, Gay, Bisexual and Transgender).

Currently, a patchwork of state and municipal laws, Executive orders and corporate policies prohibits discrimination based on gender identity, yet most Americans don't understand gender identity and expression. In the workplace, people often feel uncomfortable with transgender employees and customers. This can lead to breakdowns in communication, teamwork and customer service.

There is a groundswell of media interest in transgender celebrities and transgender issues. Time Magazine's June 9, 2014, cover story was *The Transgender Tipping Point: America's next civil rights frontier*. Even so, trans people still experience high levels of stereotyping, harassment, discrimination and hate crimes.

Dr. Green and the Diversity & Inclusion Center are teaming up to respond to the urgent need for gender identity and gender expression awareness. Their blended-learning solution begins with individual, self-paced, online learning, and culminates with a group discussion with Dr. Green.

Dr. Jamison Green is recognized worldwide for his contributions to transgender health, civil rights, social safety, dignity and respect for gender-nonconforming people. He is the author of *Becoming a Visible Man* and president of the World Professional Association for Transgender Health. WPATH is the body that established and maintains international standards of care and ethical protocols for professionals serving transgender people's health care and human rights concerns. Dr. Green has consulted on transgender issues for over 25 years and has held management positions in major corporations. He understands workplace dynamics for employers, transgender employees and their co-workers.

The Diversity & Inclusion Center's robust learning solutions include facilitator-led training as well as video-based and online learning. CEO Leslie Aguilar is the author of the best-selling video *Ouch! That Stereotype Hurts* and the groundbreaking online learning module *Understanding the T in LGBT: Gender Identity and Gender Expression*.

Dr. Green states: "I'm excited to partner in *Understanding the T in LGBT*. Participants independently complete the 45-minute eLearning first. They cover basic concepts and get answers to the most common questions. They explore behaviors that are respectful and inclusive of trans employees and customers. Then, when participants attend my session, they are ready to open up and learn at an even deeper level. Let's face it: Nobody likes to feel ignorant. Asking questions about gender identity when you don't know much about it can be really uncomfortable. This training approach eases that fear and increases understanding."

Leslie Aguilar says: "I'm a strong supporter of the HRC Corporate Equality Index, which considers the inclusion of gender identity within diversity-related training as part of organizational competency in LGBT issues. Dr. Green has consulted with HRC on transgender inclusion in the CEI for many years, and he is a fabulous partner to bring this learning to life. He shares his own experiences and answers questions on every aspect of transgender issues from work, social, medical, legal, historical and policy implementation, to everyday practical information. His expertise is unparalleled."

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