

# DIVERSITY & INCLUSION

## it's our business



## Understanding the “T” in LGBT: Gender Identity & Gender Expression

How are you educating your leaders about the “T” in LGBT? Do they know how to respond to workplace questions and situations related to transgender employees or customers? Are leaders and employees creating an inclusive environment?

Not sure? Well, we have a cutting-edge solution for you... *Understanding the “T” in LGBT: Gender Identity & Gender Expression*.

This self-paced, guided, online learning experience engages employees in critical thinking and skill-building about the trans community in a straight-forward and respectful way.

Learners will...

- ... explore the most important terms and concepts and gain answers to the most common questions related to gender identity and gender expression.
- ... identify inclusive and respectful behaviors as well as some non-respectful words and behaviors to avoid.
- ... gain knowledge and tools for addressing workplace situations related to gender identity and gender expression.

### Understanding the “T” in LGBT: Gender Identity & Gender Expression

- Gender Identity and Gender Expression
- Transgender, Transsexual
- Biological Sex, Gender and Gender Role
- Gender Identity is Different than Sexual Orientation
- Harassment and Discrimination
- Inclusive and Respectful Behaviors
- The Business Case for Inclusion
- Guiding Principles / Legal Guidelines
- Transition in the Workplace
- Expanding your Awareness
- Gender Identity and Gender Expression Tools and Resources
- Your Role as Leader



“With the Employment Non-Discrimination Act (ENDA) still not institutionalized as law, this online training module seeks to provide a point of entry for education about transgender issues for those who may not have met trans people or know about transgender issues.”

Titled *Understanding The T In LGBT: Gender Identity and Gender Expression*, this training program is much needed in an age where 90% of transgender people report experiencing harassment, mistreatment or discrimination within the workplace.”

*The Huffington Post, 2/4/2014*



To read more or preview *Understanding the “T” in LGBT: Gender Identity & Gender Expression*...  
[www.DiversityInclusionElearning.com](http://www.DiversityInclusionElearning.com)

Leslie Aguilar  
CEO / Author / Co-Producer

### Diversity and Inclusion Center

[www.DiversityInclusionElearning.com](http://www.DiversityInclusionElearning.com)  
[www.DiversityInclusionCenter.com](http://www.DiversityInclusionCenter.com)

407.859.1191  
[Leslie@DiversityInclusionCenter.com](mailto:Leslie@DiversityInclusionCenter.com)