

# Support Trans Employees

## A PLAYBOOK OF BEST PRACTICE

Over 100 promising practices for trans inclusion from organizations based in Canada.

### WHY NOW

72%

of gender-diverse respondents experienced discrimination in the workplace

49%

left a job because they did not feel accepted at work

2.8x

rise in hate crimes motivated by sex and gender, 2020–2024 (49 → 139)

100,815

Canadians identified as trans or non-binary in 2025

### WHY IT MATTERS TO EMPLOYERS

Trans inclusion can help attract and retain talent, foster innovation and reduce organizational risk.

# 100+ PROMISING PRACTICES

The report compiles more than 100 examples of policies and practices supporting trans inclusion from organizations based in Canada, organized by organizational function.

## 1. Governance, Leadership & Strategy

## 2. Human Resource Processes

## 3. Values & Culture

## 4. Measurement & Tracking of EDI

## 5. Diversity across the Value Chain

## 6. Outreach & Expanding the Pool

### PRACTICE AREA

## Governance, Leadership & Strategy

01

BOARD Representation targets



EXEC Leadership commitment and accountability



COMMITTEE Policy review

### PRACTICE AREA

## Human Resource Processes

02

1

Recruitment

2

Job postings

3

Advancement

4

Transition policies

5

Leadership

### PRACTICE AREA

## Values & Culture

03

✓ Chosen names and pronouns

✓ Gender-inclusive facilities

✓ Employee resource groups

✓ Gender-affirming benefits

### PRACTICE AREA

## Measurement & Tracking of EDI

04

✓ Inclusive data collection

✓ Self-identification

✓ Pay equity assessments

✓ Representation targets

### PRACTICE AREA

## Diversity across the Value Chain

05

1

Inclusive procurement



2

Inclusive products and services

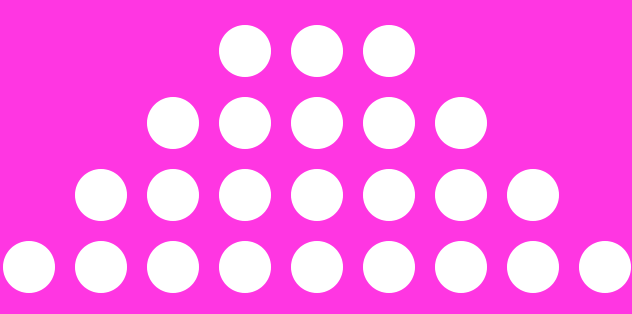
3

Inclusive communications

### PRACTICE AREA

## Outreach & Expanding the Pool

06



- Recruitment outreach to trans communities
- Career fairs and community partnerships
- Philanthropy and free services

# Trans inclusion is a human rights responsibility and a business imperative.

Meaningful inclusion takes a system-wide approach — and everyday actions matter too.

Explore the full playbook and 100+ promising practices

