

LGBT+ Ally

Trans and Non-Binary conversation cards



What is the role of an ally and why are allies important?

An ally is someone who supports, but is not a part of, a specific, underrepresented group, inside and outside of the workplace. In this case, they seek to ensure that the Trans and Non-Binary community are treated fairly and with respect, taking positive action to show their support and speaking up when discrimination or injustice is taking place.

Allies are vital in helping broader society acknowledge and understand the experiences of trans and non-binary individuals, and in turn, breaking down barriers and stigmas.

Sometimes, becoming an ally means that you may have to challenge your own misconceptions, and this is okay. It means that you are on your way to making positive change.



Listen, acknowledge, and avoid assumptions

- Listen to the Trans and Non-Binary community and their lived experience
- Acknowledge and share your visible support for Trans and Non-Binary colleagues
- Appreciate that each individual has a unique experience and journey
- Respect their choices and ask how you can support them, without being overbearing
- Learn about [gender identity](#) and the Trans and Non-Binary community. A person's gender expression may not reflect their gender identity.

Use the correct pronouns

People worry a lot about asking about pronouns, but the reality is that most Trans or Non-Binary people are used to being asked this question.

One way to make the conversation easier is to share your own pronouns first for example:

'My name is Marcia, and my pronouns are she / hers. Can I ask what your pronouns are?' (See further page for more information)



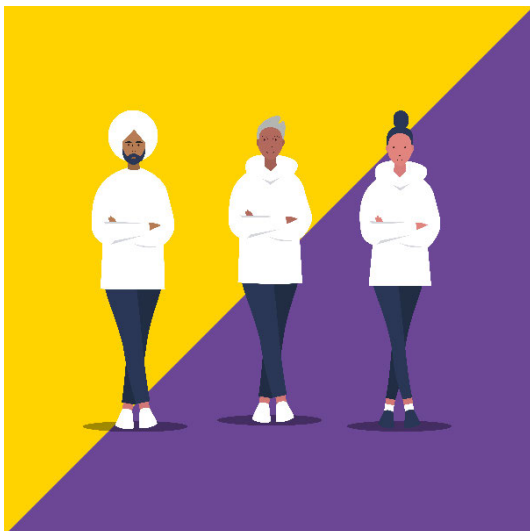
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Speak up!

- TfL recognise the rights of all of our employees to be their authentic selves
- Transphobia, when someone is targeted through physical harm, abuse, or negative commentary, is a hate crime
- Everyone at TfL has a duty to report a hate crime or discrimination within the workplace. You don't have to be the person who has been directly impacted
- Alert managers and challenge transphobic behaviour
- Contact [redacted] Helpdesk for further guidance
- Don't be a bystander!



Keep it confidential

- If a colleague shares information with you regarding their gender identity this information must be kept confidential and treated with respect. Sharing this information without explicit permission is illegal.

Use inclusive language

- Create an inclusive environment where others can feel a sense of belonging by using inclusive language. Use gender neutral language. For example:
 - Replace “he” or “she” with “they” or “them”
 - Replace “ladies and gentlemen” with “everybody”
 - Replace “men and women” with “people”

Take some time to educate yourself further

Useful sources of information for further reading:

- genderbread.org
- thesafezoneproject.com/learn
- mermaidsuk.org.uk
- gires.org.uk
- stonewall.org.uk
- globalbutterflies.com



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Respect boundaries

- Avoid asking personal questions and avoid quizzing, even if you have good intentions.



Sources of external support

- [Support groups](#) outside of work
- [GIRES - Gender Identity Research & Education Society – Improving the Lives of Trans People](#) (gires.org.uk)
- [The Beaumont Society | Help and support for the transgendered community](#)
- [Gendered Intelligence](#)
- [Mermaids](http://mermaidsuk.org.uk) (mermaidsuk.org.uk)
- [Mindline Trans+ – Trans+ emotional support helpline](#)
- [Stonewall](#)
- [THT Direct helpline | Terrence Higgins Trust](#)

Celebrate and acknowledge key dates and events

1 February - Holocaust Memorial Day (extends to other genocides)-
www.hmd.org.uk

31 March - International Transgender Day of Visibility

17 May - International Day Against Homophobia, Transphobia, and Biphobia

13-19 November - Transgender Awareness Week

20 November - Transgender Day of Remembrance (TDOR)

OUTbound LGBT+ Staff Network Group LGBT+ Allies

[OUTbound LGBT+ SNG](#) are committed to championing a safe and inclusive work environment so LGBT+ colleagues can be authentic, celebrate who they are and have equality of opportunity.

OUTbound provide LGBT+ employees and allies with opportunities to connect with one another to support them and to help them develop.

Email ████████@tfl.gov.uk to join



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Trans is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.

Trans as an umbrella term includes those who might be using one or more of a wide variety of terms (but not limited to) transgender, transsexual, gender-fluid, non-binary, gender-variant, trans man, trans woman, trans masculine, trans feminine, gender-queer (GQ), genderless, agender, nongender, third gender, bi-gender and neutrois'.

Gender reassignment is the process of transitioning from one gender to another and is a personal process, not necessarily a medical process. This means that someone does not need to have undergone surgery, be under any kind of medical supervision, or to have any intention to undergo surgery, to be classed and protected as trans in accordance with the Equality Act 2010.

Some trans employees may wish to apply to the Gender Recognition Panel for a Gender Recognition Certificate (GRC) and new birth certificate. However, for many the process of applying presents many barriers, is intrusive, onerous and may not be something they feel the need to pursue.

What are pronouns?

Pronouns are words we use in place of nouns. They are words we use to refer to people in conversation:

Common ones are I, You, He, She, They, Them. We are conditioned from birth to make gender assumptions and for many people, everybody is either he/him or she/her.

The examples below are of the most common pronouns and neo-pronouns. Always ask colleagues what pronouns they like to use and do not assume as to partner or family members pronouns it's best to use they or their until confirmed.

If in doubt it is always best practice, and courteous, to use someone's name.

Pronouns:
she/her/hers
he/him/his
ze/hir
they/them/theirs
co/cos
xe/xem/xyr
hy/hym/hys



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Titles are something we all use to provide detail of our identity to others; they are uniquely personal and should be respected.

The following titles are included on SAP to reflect the diversity of gender identity.

Mx	pronounced mix or mux. The x replaces the end of Mr, Miss and Ms and leaves a person's gender unstated
Ind	abbreviation of individual
M	The letter M – dropping the end of Mr, Mrs, Miss and Ms
Misc	abbreviation of miscellaneous
Mre	abbreviation of mystery or 'mistree'
Msr	pronounced miser. Represents a combination of Miss and Sir
Myr	pronounced meer.
Per	pronounced per. An abbreviation of person
Sai	pronounced sigh.
Ser	pronounced sair.



Always be led by your colleagues and ask what title they like to use and do not assume.

Encouraging everyone to use their preferred title can help promote inclusivity for all.

But be mindful some colleagues, for personal reasons, may choose not to share their title or pronouns and you should respect that right.

