

TRANS & GENDER DIVERSE EMPLOYMENT & RECRUITMENT CHALLENGES



31 MARCH - TRANS DAY OF VISIBILITY

This fact sheet explores employment for people who have a trans and/or a gender diverse experience and the barriers they face.

Even though there has been a lot of progress in the past few years in supporting transgender and gender diverse individuals in the workplace, there is still much more to be done. Our organisation has the opportunity to help trans and gender diverse individuals overcome some of the challenging obstacles they have in finding fulfilling

employment that fits their qualifications and experience. Most often, these difficulties arise in the early phases of the application and hiring process.

54%

of trans and gender diverse employees feared being discriminated against because of their gender identity, as set out in data sourced from the 2022 Australian Workplace Equality Index (AWEI) Employee Survey.

20%

of respondents felt that the recruitment process wasn't inclusive (AWEI Survey, 2022).

EMPLOYMENT & RECRUITMENT CHALLENGES: A SUMMARY

The following resource will explore common barriers and challenges experienced by Trans and Gender Diverse applicants throughout the recruitment process. The document will outline considerations to be implemented in order to address these challenges.

Research outcomes from the Curtin University study revealed that the five key challenges which trans and gender diverse people say they face in Australia are:

Silent Discrimination - Stalled or discontinued recruitment processes once the applicant discloses their gender diverse experience, or instances where the employer ceases any contact with the applicant after disclosure in an interview.

Level of Understanding - The need for applicants to explain gender identity in an interview, in instances where employers are seen to expect or prefer cis gendered employees.

Identity Denied - Challenges posed by name changes and affirming gender

Safety in Systems - Systems or process that collect or disclose gender information.

Binary View - The ability to "pass" impacting acceptance.

The following pages explore these challenges in further detail and how to consider these challenges throughout the recruitment process.

SILENT DISCRIMINATION

Applicants who revealed their gender diverse experience at the beginning, or throughout the duration of the recruitment process resulted in their application being rejected, halted, or communication ending completely. This was also often linked with either limited or no feedback.

Tips for Recruiters

Be explicit. Emphasise that diversity is valued and that there are support and inclusion policies in place for applicants with transgender or gender diverse experience in job adverts. Our code of conduct holds people accountable for pointing out unacceptable comments and/or behaviours within their teams when they occur.

Communication. Clearly state that there is a designated point of contact that can assist during the application process, and attest that all people involved in the hiring process have received training that enables them to comprehend the unique challenges faced by trans and gender diverse individuals and how to overcome them.

Training. Particular training on gender diversity and transgender issues for your internal or external recruitment agency. Recruiters may occasionally be unaware that candidates

are transgender or gender diverse. In these situations, some inquiries and assumptions spoken aloud may increase the tension and anxiety that applicants are already feeling.

Interviewing. Employers must be aware of the difficulties and concerns that candidate with transgender and gender diverse experiences encounter. It is imperative for recruiters to pledge to make transgender or gender diverse candidates feel supported and comfortable throughout the process. When a candidate with a transgender or gender diverse experience is known, it would be helpful to have LGBTQ representation on any panel. Introductions can also involve using your own pronouns.

NON-INCLUSIVE INTERVIEWS

Interviews can be non-inclusive for trans and gender diverse people if interviewers are not trained in LGBTQ inclusive recruitment. Trans and gender diverse applicants need to be supported and feel safe in the interview process. Assumptions that all job applicants will be cisgender and either identify as a man or a woman can cause extreme stress, heightened anxiety and can exacerbate any existing fears that the TGD person may have in regard to being interviewed.

Tips for Recruiters

Provide trans and gender diverse awareness training to recruitment professionals. Ensure that all recruiter and hiring managers are aware of the differences between sex characteristics and gender identity and that there are more than two gender identities (man & woman), and that people can come to an understanding that their gender identity is different to the one assumed at birth.

Visible signs of inclusion. Establishing a friendly and inclusive work environment for trans and gender diverse applicants requires visible signs of inclusion. These indicators can include inclusive wording in job descriptions and corporate policies, and visible displays of support for the LGBTQ community, including name badges and lanyards that indicate a person's pronouns.

Diverse interview panel. Use diverse interview panels and ensure that the interview panel includes diverse representation, including individuals who are knowledgeable

about transgender and gender diversity issues. This can help create a more inclusive and understanding environment for trans and gender diverse applicants.

Respect privacy. Respect an applicant's privacy and do not require them to disclose their gender identity or history during the interview process. It is extremely unlikely to be relevant to their ability to perform the job.

Assumptions and language: We may not know all the language or pronouns that people use for themselves. Beyond the automatic assumption of masculine equals man or feminine must be woman, using people's names breaks the habit of assuming identity. Inclusive language is listening and respecting

DOCUMENTS, SYSTEMS AND IDENTITY

Candidates must submit their personal identification information referenced by official documents. Key official documents that disclose a person's identity include:

Birth Certificate • Passport • Driver's Licence

These official documents reflect the identity of people who have a trans and/or gender diverse experience prior to their affirmation of their gender. If a job applicant does not have or has been unable to obtain updated documents, then this poses challenges for the trans or gender diverse applicants in confirming their affirmed identity their and leads to a risk of misgendering.

If the application process offers limited identity options, those applying for a role in an organisation who have a gender diverse experience may turn away before lodging an application at all.

Tips for Recruiters

Provide a contact person for applicants. By advising there is a contact person for an applicant with a trans or gender diverse experience to reach out to, allows for an efficient and inclusive process through the application and recruitment stages if there are differences between identity and documentation.

Be clear about your organisation being a trans and gender diverse inclusive employer. The language that employers use in job advertisements and interviews clearly highlights whether they are inclusive. Ensure that all recruitment materials such as websites are clear about the values and actions of your organisation.

Ensure that all recruitment materials such as websites are clear about the values and actions of your organisation. You can empower all your recruiting channels and touchpoints to implement your values as an inclusive employer. From the start of any recruitment be explicit about your organisation's

Awareness of these barriers allow us to take active steps to assist in their removal. It is important for employers to understand the significant barriers posed by official documentation of trans and gender diverse applicants, and the challenges faced by trans and gender diverse applicants in updating official documents. These include the often-significant cost to update documents, Governmental laws that restrict individuals with a trans and gender diverse experience to self-identity or determine their own gender identify.

inclusive values to ensure your organisation has access to the largest pool of applicants including applicants with a trans or gender diverse experience.

Systems check. Audit your Human Resource and recruitment systems to put in place language and identity options inclusive of trans and gender diverse applicants. It is much more likely that they will see themselves as being a welcome, safe and productive member of your team.

Clear communication. Be very clear in your communication around asking for identity information/data collection. This means being explicit about the targets our organisation has set to achieve in diversity and specifically in trans and gender diverse employment. It is important for employers to be clear about their goals in seeking information about the gender of applicants as this will invite participation and reduce disengagement by applicants with a trans or gender diverse experience.

KEY CONTACTS & SUPPORT

To mitigate the challenges and barriers associated with Trans and Gender Diverse recruitment, and to provide the necessary support, ICC Sydney has assigned the following contacts that can be reached throughout any point of the recruitment process.

Grievance Officers

TSSC Members trained to address and resolve LGBTQ related harassment or discrimination complaints within ICC Sydney, ensuring a supportive and inclusive environment while demonstrating empathy, understanding, and allyship. These members are in the Human Resources Team and are involved with recruitment and company policies.



Luke Fleming
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Jack Dunn
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Jake Piccirillo
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Jess Zickar
(She/Her/Hers)
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Confidential Contacts

TSSC Members trained to provide a safe and supportive space for discussing LGBTQ-related concerns within ICC Sydney, offering guidance, and sharing resources without involving Human Resources.