

Strategy for Inclusive Structures

Structure

TransFocus is highly regarded for its work guiding organizations through key systemic changes to achieve greater inclusion of gender diversity. TransFocus offers flexible options for support to get you up and running quickly. This information package provides an overview of our strategy sessions.

Context

For the nearly 10 years, TransFocus has been providing hundreds of organizations with education and strategies to unlock the places where transgender people get stuck. We have educated over 30,000 employees and conducted research among 15,000 people across many different industries and sizes of companies. Through this extensive engagement, we have gained a depth of expertise to inform effective and meaningful changes for greater inclusion of gender diversity. We share this information during our strategy sessions.

**We have done the heavy lifting,
so you don't have to.**

Why TransFocus?

Have you ever wondered what changes are needed to make your organization more inclusive of transgender people? Or are you overwhelmed by the sheer volume of changes you found online during a google search? Or are you stuck at a key part of the implementation process?

Our experienced facilitators help remove the mystery about what your organization should do. Our approach is collaborative and practical. We ensure that changes are meaningful for your stakeholders, tailored to your unique culture, and viable within budget and space constraints. We also lead you around common pitfalls that frequently hamper progress. Your leaders will grow in their confidence to make decisions and take steps in thoughtful manner.

No need to wait. Get started today with our **free resources**, including a **video** about the issues and solutions as well as our **TransFocus BluePrint** with 12 key recommendations to create a more gender-inclusive organization.



Click to access video

What to Expect

Clients choose one or more topic(s) they wish to tackle together with TransFocus' experts. Here are the four common areas of consideration in order of priority:

- **Policies and Procedures** (e.g., toolkit/policy to support trans employees, gender-affirming benefits, or parental leave)
- **Information Systems** (e.g., first names, pronouns, titles, or gender data)
- **Facilities** (e.g., washrooms or change rooms)
- **Communications** (e.g., written or visual)

Each strategy session is **1.5 hour** in length to allow your leader to gain an awareness of the challenges and explore the options to solve them.

The number of sessions your organization will need depends on its size and the complexity of its systems, spaces, and procedures. Here are the steps we take before, during, and after each session:

- **Before Meeting:** You compile and share relevant documents, videos, screenshots of policies, procedures, systems, or layouts of spaces for TransFocus to review and comment (up to 15 pages)
- **During Meeting:** Hold a meeting with the TransFocus specialist and one of your departments or across-departmental team. Explore and discuss options available for change.
Option: Record the session for later review (available for 6 months).
- **After Meeting:** TransFocus provides a summary of key outcomes of the meeting (up to 3 pages) and/or additional resource(s), including template(s), checklists, handouts.

Strategist

Kai Scott, MA (He/Him)

Kai is a social scientist who has spent nearly 20 years researching and educating on complex social problems. He delivers engaging education sessions and compiles insightful data on gender diversity that shift perspectives and result in greater understanding, ease, and support.



Projects

2023-24 BC College of Nurses and Midwives (2 Sessions: Overview of All Topics and Washrooms)

Supported decision-making to increase inclusivity in washrooms with particular consideration of privacy and safety. Conducted a pulse check survey among 180 employees to determine readiness and refine change for greater comfort. Facilitated education sessions for 200 employees to prepare managers and employees for washroom changes.

Conducted a strategy session with five leaders to provide an overview of all four key areas of structural challenges that trans and non-binary employees face in the workplace. During the session, shared best practice solutions summarized in a PowerPoint presentation that was recorded for later reference. Facilitated discussions among leaders to determine strategic next steps.

2023 SurveyMonkey (1 Session: Overview of All Topics)

Conducted a strategy session with six leaders across North America to provide an overview of all four key areas of structural challenges that trans and non-binary employees face in the workplace. During the session, explained how to address challenges with emerging solutions as illustrated in a PowerPoint presentation that was recorded for later reference. Facilitated discussions among leaders to determine strategic next steps.

2022-23 City of Surrey (2 Sessions: Policies and Procedures, Washrooms)

Conducted two strategy sessions with seven City of Surrey leaders to provide issues and solutions on the topic of washrooms and change rooms in two different buildings of the city. Before the sessions, reviewed floor plans and photos of existing buildings. During the sessions, provided concrete design ideas and considerations illustrated in a PowerPoint presentation that was recorded for later reference. Shared examples from other organizations where the ideas have been implemented with success.

2022-23 European Wax Center (3 Sessions: Policies and Procedures, Information Systems, Communications)

Conducted three strategy sessions with sixteen leaders across North America to provide issues and solutions on the topics procedures, information systems, and communications. Before the sessions, reviewed training and marketing materials, as well as a series of screenshots of IT system fields. During the sessions, explained how to address challenges with best practices and facilitated discussions among leaders to resolve concerns and questions. Summarized key recommendations in memos to support implementation of solutions.



“Working with Kai and his team was an invaluable add to our organization’s initiative to become more inclusive internally and in the experiences we create for our guests. The strategy sessions were a great service to focus on particular parts of our business and a safe space to ask questions and educate ourselves. [...]”

– D. Green, Director of Diversity, Equity, & Inclusion at European Wax Center