

TRANS CAN WORK

Building A More Inclusive Workplace



At Trans Can Work, we are driven by our passion for workplace inclusion.

With gender diversity becoming an increasingly visible part of our society, we provide organizations with quality insight, unique guidance, and innovative workplace solutions so that together we can build cultures well positioned for the changing landscape.

Our tried and true system is based off decades of cumulative experience as transgender leaders working to advance inclusion in the public, private, and non-profit sectors across the country.

We are excited to let our experience work for you.



The New Normal

The landscape for LGBTQ inclusion is changing every day. In the US, an estimated 1.4 million adults identify as transgender. However, when thinking about younger generations, a recent study by UCLA's Williams Institute discovered that 6.1% of youth identify as 'strongly gender variant' while a total of 27% were on a gender spectrum.

With culture changing daily, our specialty is in helping organizations - big and small - prepare for not only the changing workforce but for the evolving communities we live in.

Our Work

Our training sessions and facilitated discussions are meticulously planned by our leadership team and designed to meet the learning objectives of our clients. To ensure the highest quality educational experience, we utilize experiential learning strategies- a combination of engagement, storytelling, and presentation when discussing complicated subject matter.

Building inclusive workplaces is important to us, and we get there by providing an experience that is enlightening, informative, and memorable.

Creating Opportunity

In 2018-2019, Trans Can Work assisted over 1000 transgender job seekers with career navigation and workforce development. For many transgender people, finding an inclusive workplace can be a significant challenge, but with the network we have been able to build over the years, we saw an opportunity to make connections.

Today, our career navigation program has become our most sought after service. Not only does it create opportunity for the community, it creates opportunity for organizations looking to diversify their workforce and put their values into practice.

For employers, it is no longer a matter of what to do if they have transgender employees, but a matter of **preparing for when they have transgender employees.**

To support your organization's efforts in building a more inclusive workplace, Trans Can Work offers the following workplace solution services.

Program Development

Objective Development Consultation

TCW can work to identify learning objectives for each unique client.

Confidential Pre-Program Assessment

TCW can provide each client with a confidential assessment to determine baseline learning and additional objectives.

Session Development

TCW can create a proprietary learning program to meet identified learning objectives for each unique audience.

Programs and Workshops

TCW provides a variety of established and proprietary learning programs to our clients to help advance gender inclusion in the workplace.

Programs can run anywhere from 60 minutes to multi-day long sessions and include trainings, workshops, panel discussions, and keynote speaking.

Subjects include but are not limited to:

- The Case for Inclusion
- Unpacking Bias
- The Transgender Community
- Best Practices for Gender Inclusion
- The Changing Workforce
- Stories from the Community

TCW also provides 'specific' learning programs for different audiences including HR, management, executive and general staff, as well as volunteers, customers, and various other people engaging your organization.

Post Program Support

Confidential Post-Program Assessment

TCW can conduct a post-program assessment to determine degree of learning.

Program Debrief

TCW provides each client with a program debrief to discuss successes and challenges.

Additional Consulting

TCW provides consulting of the following items:

- Organizational Policy
- Onboarding and Training Systems
- Community Outreach
- Messaging and Communications

Recruiting

TCW provides each client with the opportunity to post job openings with the largest transgender talent pool in the country.

Our goal is to provide an experience that will prepare you for the changing workforce.



Building A More Inclusive Workplace Packages

Silver Program

- Development Consultation
- 120-150 minute Inclusion Workshop
- Free job postings

Pricing

1 Session - \$2,000

2-3 Sessions - \$1,750/session

4+ Sessions - \$1,500/session

Gold Program

- Development Consultation
- Pre and Post Session Evaluations
- 120-150 minute Proprietary Inclusion Workshop
- 2 hours of additional consulting
- Free job postings

Pricing

1 Session - \$2,500

2-3 Sessions - \$2,250/session

4+ Sessions - \$2,000/session

Platinum Program

- Development Consultation
- Pre and Post Session Evaluations
- 120-150 minute Proprietary Inclusion Workshop
- 5 hours of additional consulting
- Free job postings

Pricing

1 Session - \$3,000

2-3 Sessions - \$2,750/session

4+ Sessions - \$2,500/session

Individual Services

Consulting Services - \$300/hour

Workplace Evaluation - \$500

Panel Discussions - \$1,000+

Job Postings - Free Unlimited Posts

Facilitated Discussion - Ask us for more information

Please contact us for more information about our services and packages.



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"This Diversity seminar is fantastic and very important for our work environment. It's important for any Human Resource department to be culturally diverse. We need to be smart and learn the ins and outs of hiring to ensure diversity in our workforce. I recognize and understand the new normal."

Fernanda Aguirre
Director of Human Resources, Mondrian Hotel