

SUPPORTING TRANS STAFF

We are aware that access and safety varies greatly for trans and nonbinary educators due to location, tenure, grade level, school-type, and much more. If you are seeking to be an advocate for trans and nonbinary staff at your school, we encourage you to ask them how they, specifically, need and want to be supported.

1. **Practice Consent.** Firstly, always practice consent in supporting a trans or nonbinary educator, not only from the start, but throughout the entire process. Many schools who go through a transition with an educator are doing it for the very first time, and growing pains are inevitable. The most important practice is to always loop back to the educator you are looking to support in order to respect their boundaries and confidentiality and ensure they feel as safe and affirmed as possible.
2. **Consider Hiring a Consultant.** Laying the groundwork for supporting trans and nonbinary staff is not often a simple or quick process. Since many trans educators are isolated in their school or district, it is common for them to be expected to fulfill the role of educating their coworkers and keeping administration accountable. Hiring a consultant to come to your school and do this work will send a message that this is a priority and that you acknowledge the important and long-term labor that goes into this process.
3. **Transitioning.** Educators who undergo transition, whether medically or socially, can face a series of barriers. In order to support staff who embark on this process, a school Human Resources (HR) Department should consider rewriting their policies to anticipate potential staff transitions, mainly around name and gender marker changes and anti-discrimination. Inclusive healthcare is a critical element of this. Check out [this resource](#) from the Trans Law Center to learn more about what inclusive coverage looks like.
4. **School Records.** Changing one's name and gender marker through legal avenues can be a costly and time-consuming process. Allowing trans and nonbinary staff to change their name, title, and pronouns in the records of your school, regardless of legal document change, is a necessary step towards fostering an affirming environment. Places where legal names may show up are throughout the interview process, in emails, on pay stubs, and in class registry.
5. **Pronouns.** Creating space to share pronouns can not only benefits students, but staff as well. Schools can do this is on the first day of class, in staff email signatures, and in staff meetings or Professional Development trainings. This is especially important for nonbinary staff who may use gender-neutral pronouns such as they/them or ze/hir, or nonbinary honorifics such as Mx. (pronounced 'mix'). NOTE: If you accidentally misgender someone, make sure to acknowledge the mistake and correct yourself going forward. You can learn more about pronouns and strategies to avoid misgendering [here!](#)

SUPPORTING TRANS STAFF

We are aware that access and safety varies greatly for trans and nonbinary educators due to location, tenure, grade level, school-type, and much more. If you are seeking to be an advocate for trans and nonbinary staff at your school, we encourage you to ask them how they, specifically, need and want to be supported.

6. **Bathrooms.** Experiences with public bathrooms can vary for trans and nonbinary people, but common prevention measures are the same. Staff education and training on trans and nonbinary identities and experiences can mitigate potential conflict, but many trans and nonbinary people are still uncomfortable using multi-stall bathrooms altogether. It's important that your school has accessible single-stall all-gender bathrooms that are available to all staff and students if they wish to use this as an alternative.
7. **Parents and Guardians.** Trans and nonbinary teachers can experience misgendering, harassment, or less explicit forms of harm from people outside of school, such as parents and guardians of the students that they teach. You should anticipate that some people in your school community will feel uncomfortable with there being a trans or nonbinary teacher, and that this will hinder their experience as a teacher. It is important for administration to be prepared to offer support or mediate conversation if an issue arises. Consider establishing norms or processes that include members of administration when educators hold parent-teacher conferences or need to bring parents or guardians in to talk about their student.
8. **Policies.** Employment non-discrimination policies vary by state and school district. Policies that specifically enumerate or name "gender identity and expression" as a protected category can signal to current and prospective trans and nonbinary educators that they will be protected at your school if issues occur while teaching.
9. **Seek Local Support.** This work cannot and should not be done alone. Seek out local organizations or groups that may be able to provide guidance, such as teacher unions, PFLAG Chapters, GLSEN Chapters, an LGBTQ+ Center, etc.
10. **Keep Learning.** Another great resource that may be of use is "[Creating an Inclusive and Affirming Workplace for Transgender Employees: A Guide for Employees](#)" !