

TRANS STUDENTS

You may be wondering about how to best position yourself as a graduate entering the workplace. The resources on this page will provide you with some useful information to identify how to best make the transition from education into employment.

The resources will help you explore considerations around disclosure and how to find trans positive employers. Remember to make an appointment also with your relevant [Career Coach](#) who can also support you.

Disclosing your trans status when marketing yourself to employers (CK May 2020)

(Adapted from targetjobs.co.uk)

As a trans person you may have faced some big hurdles in your life that you could use as examples of your strengths and your capabilities. Positive selling points you could use to market yourself as a strong, adaptable individual may include:

- an ability to overcome obstacles
- an ability to persevere against adversity
- highly developed communication and negotiation skills
- the confidence to make difficult decisions
- self-organisation skills
- an innovative and constructive approach to problem solving

If you're targeting graduate employers, you may find that many of your personal experiences provide you with rich examples of the competencies they require. But remember that it's not necessary to disclose any of your trans history, or your intent to begin the transition process, if you do not want to.

When is the right time to disclose your trans status?

You're not legally required to disclose your circumstances to an employer, unless there's a 'genuine occupational requirement' (GOR) related to the job. Even so,

it's good to weigh up the pros and cons of disclosure to your employer/potential employer. Your individual circumstances will influence these greatly, particularly at the earliest stages of your transition.

Regardless of whether or not you're pre or post transition, you may need to consider your personal experiences to date and how comfortable you feel with yourself as this may impact on your decision whether or not to disclose.

Whether you disclose at the application, interview stage or at all, keep in mind the following:

- Research the organisation's commitment to recruiting a diverse workforce. Even if they've stated a commitment to diversity they may still need some educating on your personal situation and the impact, if any, that it may have on your work.
- If you wish to, you can talk about how your experiences have had a positive impact on your life and your potential as an employee in interviews.
- If you do disclose your situation or are in the process of transitioning you will need to be ready to work with the employer to assist your smooth integration into the workforce. Co-operative approaches to disclosing to colleagues within the organisation work well. This may be particularly appropriate if you are transitioning within a workplace you are already employed in.
- Know the relevant legislation and be ready to remind the employer of their obligations to you if needed. They may even welcome the insight you are able to provide on accommodating trans people into the workforce.

Don't forget that there are several organisations to help, advise and support you.

Transgender Equality Network of Ireland:

www.teni.ie

LGBT Ireland

www.lgbt.ie/

Glenlgbt

www.facebook.com/GLENLGBT/

Finding trans-positive employers

(Adapted from targetjobs.co.uk)

The vast majority of Irish employers recruit based on merit – regardless of gender, sexuality, age, colour, class, disability or any other difference. This is because they recognise the business advantage of creating a work environment that draws people from a broad social spectrum.

Even so, some employers struggle to embrace the challenges that are involved in recruiting a diverse workforce. Evidence suggests that trans people in particular may face more discrimination than other groups. It may not be blatant discrimination, but purely a lack of knowledge around the issues facing trans people.

Legislation has made it illegal for employers to discriminate against trans people in the workplace. However, despite statutory protection against discrimination, some employers are better prepared to recruit trans people than others.

Generally, you will find that larger public sector organisations and private sector companies with well developed human resources (HR) departments have made the greatest effort to include specific reference to the rights of trans people in their policies of fair practice.

Tips for spotting trans-positive organisations

- An equal opportunities policy; look for policies that relate specifically to the recruitment of trans people.
- Look at the terminology employees have used in their policies. The use of 'gender identity' or other appropriate terminology would suggest that they have recognised the importance of this and researched best practice.
- A specific policy on transitioning within the workplace. For example, EY has an LGBT-inclusive focus on recruitment, and has taken part in GLEN's Diversity Champions annual LGBT recruitment directory.
- Any other policies that would protect a trans employee. Those of particular interest may relate to confidentiality, harassment, allocation of resources (such

as office space and equipment), access to development (such as training, secondment, internal job vacancies and promotions), pensions and insurance.

- In larger companies the employer may have a dedicated 'equality and diversity' or even a 'sexual harassment' officer. This would suggest that they take issues relating to trans people seriously.