Transgender individuals account for a growing proportion of the US population... especially among the younger generations.

- 1.8% Generation Z (born 1997–2002)
- 0.2% Baby Boomers (born 1946–1964)

While the workforce reflects this growing population, transgender and gender non-conforming individuals often experience harsh injustices (2015 U.S. Transgender Survey):

- 27% missed career advancement opportunities
- 15% reported verbal/physical/sexual abuse at work
- 40% attempted suicide
- 12% experienced psychological distress
- 15% other types of mistreatments at work

How can we develop an all-inclusive work culture?

1. Create an organisational culture of inclusion
   Instill respect, safety, and agency for all workers, irrespective of their sex/gender identity

2. Apply integrative diversity approach (Köllen, 2016)
   Career advancement should be based on individual need, capacity, and contribution, irrespective of sex/gender identity

3. Improve understanding, visibility, and acceptance
   Embrace the gender constellation as a whole, with all of its dimensions and manifestations

4. Open up gender-centered social networks
   Build inclusive positive shared experiences by opening up gender-centered networks to individuals outside those networks

5. Proactively build integrative diversity environments
   Address complex issues related to sex/gender identity in the workplace

6. Support inclusion on a national scale
   Promote equality and inclusivity by enacting comprehensive legislative acts

These steps will play a huge role in shifting the diversity needle and creating a truly sustainable inclusive society.