



LEAGUE

AT&T

“In talking with people from the transgender community, it became clear to me just how little data we have. As we pursue efforts like precision healthcare, making sure we properly represent transgender Americans is critical. I’m excited for the #transneeds project and the data that comes out of it.”

DJ Patil
US Chief Data Scientist

For more information visit:
twitter.com/transneeds



Binary gender is a fluid social construct.

Paraphrased from Black's Law Dictionary

Human biology agrees: XX, XY, XO, XXY, XXXX, XXXY, XXYY, XXXXY, and dozens of other natural variations

Wikipedia "DSD"



It is AT&T's intention to be a leader for transgender employee inclusion, and we are pleased to have been recognized as the #1 employer for LGBT employees by Diversity Inc. in 2016.

AT&T Transgender Policy, 2016

"What message are we sending to young people who are trans and gender-nonconforming when we don't even count them? We suggest that their identities don't even matter."

@LaverneCox



- ▶ 78% of transgender or gender nonconforming individuals experienced harassment in K–12 school
- ▶ Led 15% to leave a school in K–12 or in higher education

The Problem: Harassment

I'M
**AGAINST
BULLYING**

GLAAD
#SPIRITDAY
10.30.2014 GLAAD.ORG/SPIRITDAY

“Not getting kicked out of a hospital
would be a good start”

--Tweet from @safarihane

- ▶ 53% of respondents reported being verbally harassed or disrespected in a place of public accommodation (hotels, restaurants, buses, airports, government agencies, etc.)
- ▶ 22% were denied equal treatment by a government agency or official

The Problem: Public Exclusion



LGBTQ allies understand that safety for transgender people in restrooms is the REAL issue

“In many states, it is legal to deny someone housing for being transgender. That is wrong and must end.”

@BernieSanders

- ▶ 19% of respondents have experienced homelessness at some point in their lives because they were transgender or gender non-conforming
- ▶ 55% of those who tried to access a homeless shelter were harassed by shelter staff; 29% were turned away altogether, and 22% were sexually assaulted by residents or staff

The Problem: Housing



HRC commends AT&T Inc. for their ongoing commitment to LGBT workplace inclusion, a company that has earned and maintained a top rating of 100 since 2005. Assistant Vice President of Public Affairs Scott Sapperstein stated, “AT&T is very proud that our policies and procedures made [her] transition an easy one.”

Human Rights Campaign, 2015

**NATIONAL
TRANSGENDER
AWARENESS
WEEK**

NOVEMBER 14 - 20

I hold 3 college degrees, 4.0 GPA, 20+ years work experience. I am frequently blocked in my transition by work and medical discrimination.

SMS sent to #transneeds campaign, 2015

- ▶ Transgender individuals report higher educational achievement (e.g. 20% of TG individuals have graduate degrees vs. 9% of the general population)
- ▶ Yet economic discrimination is rampant in the transgender population (homelessness, poverty, and unemployment)

The Problem: Discrimination



"A diverse workforce and inclusive culture are essential to AT&T. They allow us to attract and retain the best and the brightest to develop the most innovative products and solutions to meet our customers' needs."

Randall Stephenson
Chairman & Chief Executive Officer



Medical costs for allowing transgender members in the military:

“The financial cost of transition-related care, in short, is too low to matter.”

“The Negligible Cost of Transition-Related Care,” New England Journal Of Medicine

Medical costs for City of San Francisco transgender employees over 5 years:

Estimated insurance expenses: \$1.75 million

Actual: \$77,000 (22 times LESS than expected)

City of San Francisco, 2007



In 2006, AT&T was one of the first U.S. corporations to offer transgender-inclusive health care benefits.

AT&T Diversity Statement

TRANS AWARENESS WEEK

November 14-20 • #transwk

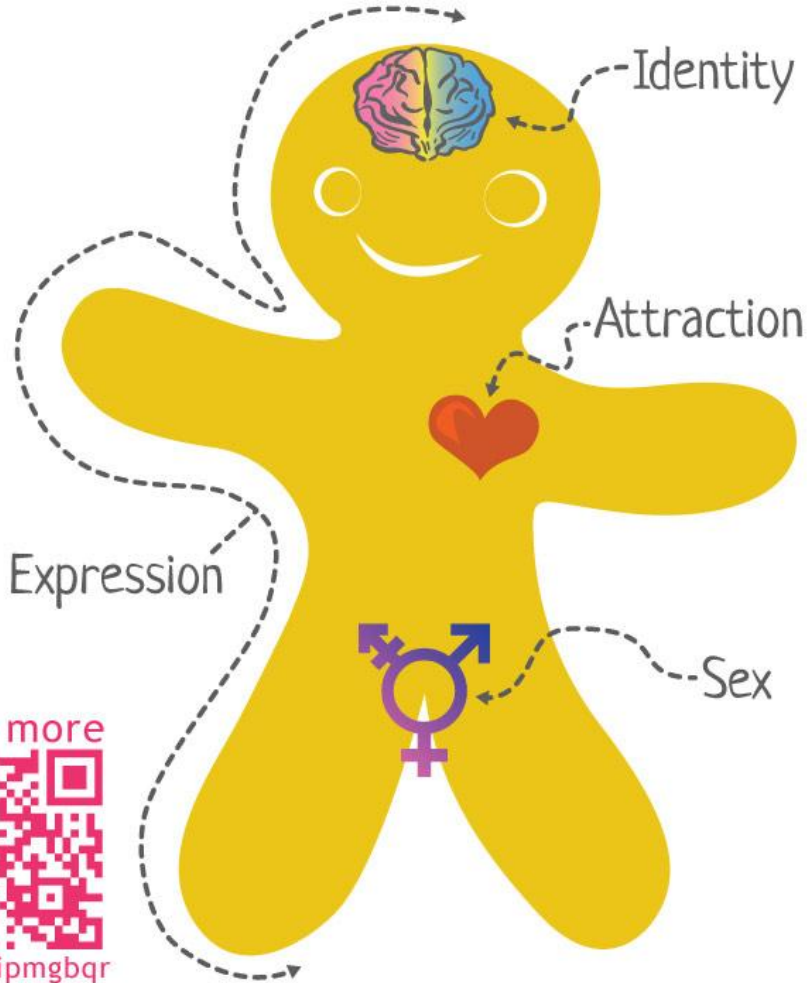


glaad.org/transweek

The Genderbread Person v2.0

by its pronounced **METROsexual**.com

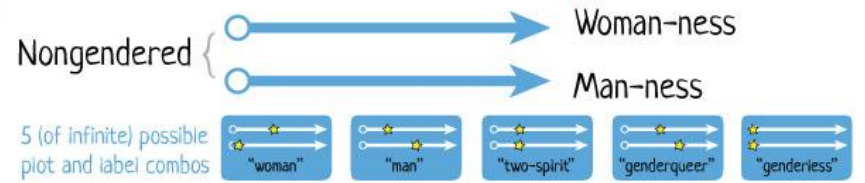
Gender is one of those things everyone thinks they understand, but most people don't. Like *Inception*. Gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for understanding. It's okay if you're hungry for more.



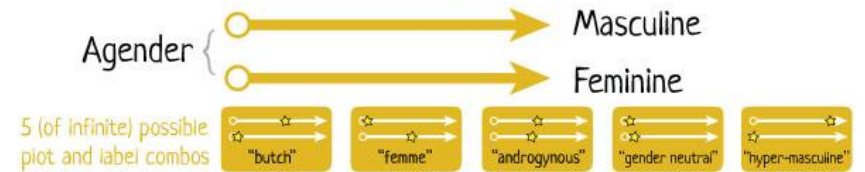
read more

bit.ly/ipmgbqr

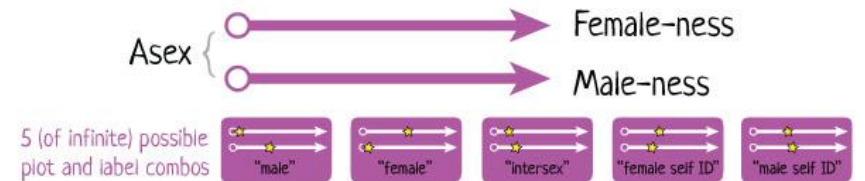
Gender Identity



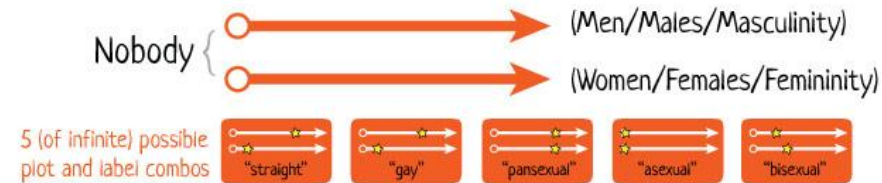
Gender Expression



Biological Sex



Attracted to



Conventionality comes from clinging to
the familiar.

Creativity emerges when you
dance with your fears.



Established in 1987, LEAGUE at AT&T is the oldest LGBT Employee Resource Group (ERG) in the nation.

AT&T Diversity Statement

87 transgender people were murdered in 2016. Invisibility on documents, absence of press, misgendering by officials, and family secrecy means these numbers are the tip of the iceberg.

glaad.org, tdor.info

A close-up profile of a person's head and shoulder, looking towards the right. The background is dark with numerous out-of-focus, warm-toned bokeh lights in shades of yellow, orange, and red. The person's hair is dark and curly. The overall mood is contemplative and somber.

TRANSGENDER DAY OF REMEMBRANCE

November 20, 2016

Memorial services in cities worldwide