“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-noncomforming 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

Source: NCTE, 2011
I'M AGAINST BULLYING

#SPIRITDAY
10.20.2016 GUAD.Org/SPIRITDAY
“Not getting kicked out of a hospital would be a good start”

--Tweet from @safarishane
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

Source: NCTE, 2011
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

Source: NCTE, 2011
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

Source: NCTE, 2011
"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
TRANSACTIONAL AWARENESS WEEK

November 14-20 • #transwk

glaad.org/transweek
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.
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.
TRANSGENDER DAY OF REMEMBRANCE

November 20, 2016
Memorial services in cities worldwide