

What Companies in Austria Know About „Transgender“

Alexa Michelle Schwarz

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Series of Interviews

- conducted with big Austrian global companies, Austrian subsidiaries of foreign global companies
- their experience with the topic „transgender“ and with transgender employees among the staff
- companies actively supporting the LGBTIQ* community
- having implemented diversity management internally



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Lack of Knowledge

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- basically no experience with „Transgender“
- only a low one-digit number of transgender colleagues known, if at all
- learnings in these few cases are not collected and analysed centrally
- company guidelines on how to support transgender employees missing

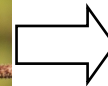
Provide Training

- provide training - there is hardly any knowledge of the topic „transgender“ among the staff
- focus groups: HR, management, works council or similar
- train inhouse medical personnel for attending transgender persons



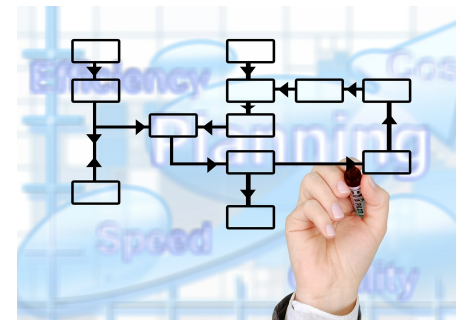
Know How to Support

- support with the internal coming-out process
 - who needs to be informed by whom and when?
 - via which channels will colleagues be informed?
 - time between announcement and start of new life at work?
- or through the transition process
 - time off for official errands like changing the first name
 - plan absence for surgery



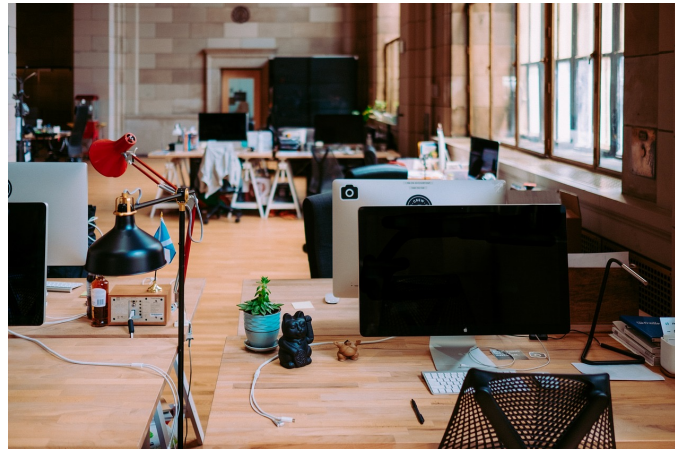
Adapt Your Processes and IT systems

- business processes and IT systems need to be adapted to transgender persons' needs
- standard job application processes exclude transgender persons living their true self
 - how are certificates with previous names being handled?
- enable IT systems to additionally hold the correct gender, first name and pronoun even before these have officially been changed



... and Premises

- missing provisions in office buildings, e.g.
 - all-gender toilets
 - locker rooms with changing cubicles



Prepare your company!

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Contact me at..



ALEMiS* Alexa Michelle Schwarz

ami.schwarz@gmx.at

[linkedin.com/in/alexa-michelle-schwarz-3215a4190/](https://www.linkedin.com/in/alexa-michelle-schwarz-3215a4190/)