



TGX360 Town Hall

March 29, 2022



Welcome

TGX360 Town Hall Agenda

- Introductions
- TGX360 Initiative
- TGX360 Economic & Employment Survey
- Next Steps
- Feedback

TGX360

TGX360 Initiative

In 2021, OUT Georgia Business Alliance launched **TGX360**, a new employment and entrepreneurship initiative created by and for Georgia's Transgender and Gender Expansive (TGX) community.

TGX360 Advisory Committee

- Comprised of 11 TGX community leaders from across the state
- Represents various lived intersections
- Ensures that TGX360's initiatives are created and developed for those most marginalized
- Utilizes personal relationships with TGX-led organizations to create alliance partnerships

TGX360 Advisory Committee



Gabrielle Claiborne
she/her



Dorian R. Debussy
they/them



Jamie Anne Harrell
she/her



Justine Ingram
she/her



Dionne Kettl
she/her/ella



Jaye Meggs
he/him/they/them



Dr. Kristen Peter Mork
they/them



Dr. Elijah Nicholas
he/him



Sybastian Smith
he/him



Rev. Kimble Sorrells
they/them



Feroza Syed
she/her

TGX360 Priorities

- Connect, support, and leverage TGX-led and TGX-focused coalition community partners
- Connect participants with supportive services
- Train employers, workforce development providers to provide trans affirming spaces

TGX360 Priorities (cont)

- Deliver job fairs connecting qualified TGX applicants with trans affirming employers
- Promote employment, entrepreneurship, and access to support resources through the OUT Georgia Business Alliance and our Partners

TGX360 Survey

TGX360 Employment & Entrepreneurship Survey

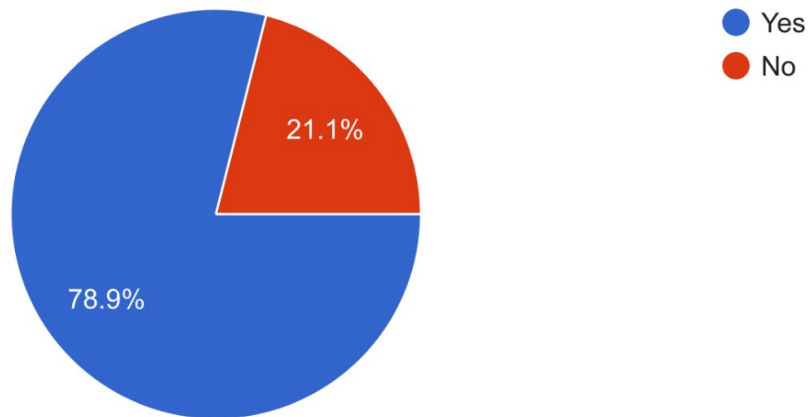
- Developed to Understand Needs, Inform Mission Delivery
- English & Spanish Versions Launched Nov 2021
- Distributed via direct asks, email, social media, and LGBTQ+ and TGX-led orgs
- 96 Responses

Demographics

TGX Identity

Do you identify as transgender?

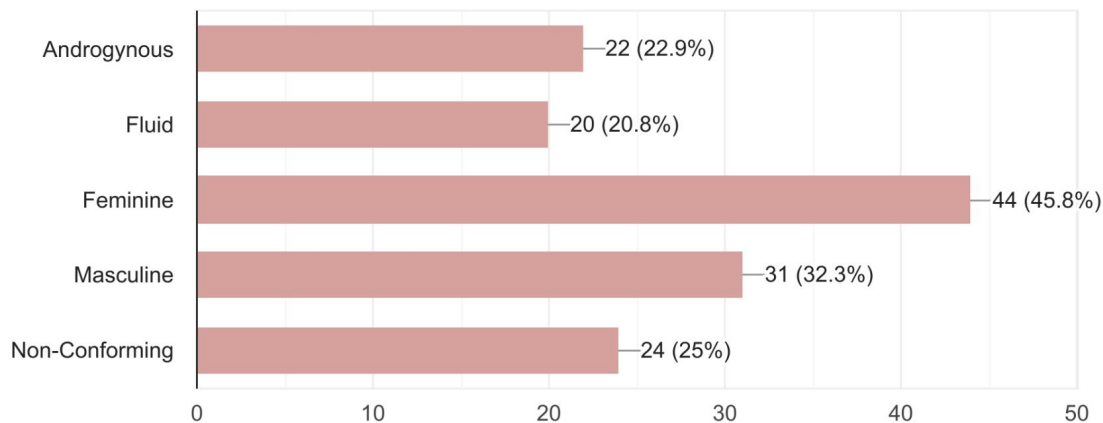
95 responses



Gender Expression

Which of the following terms best describe your gender expression?

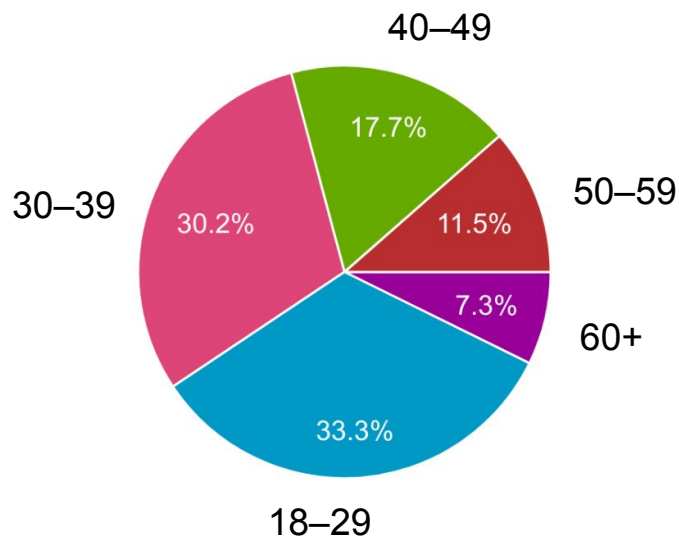
96 responses



Age

What is your current age?

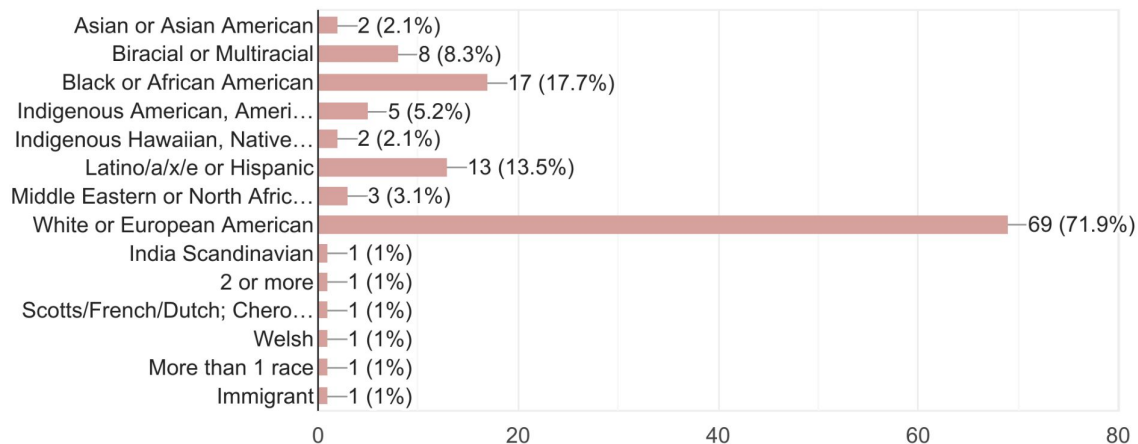
96 responses



Race & Ethnicity

Which of the following best describes your racial and/or ethnic identity/identities?

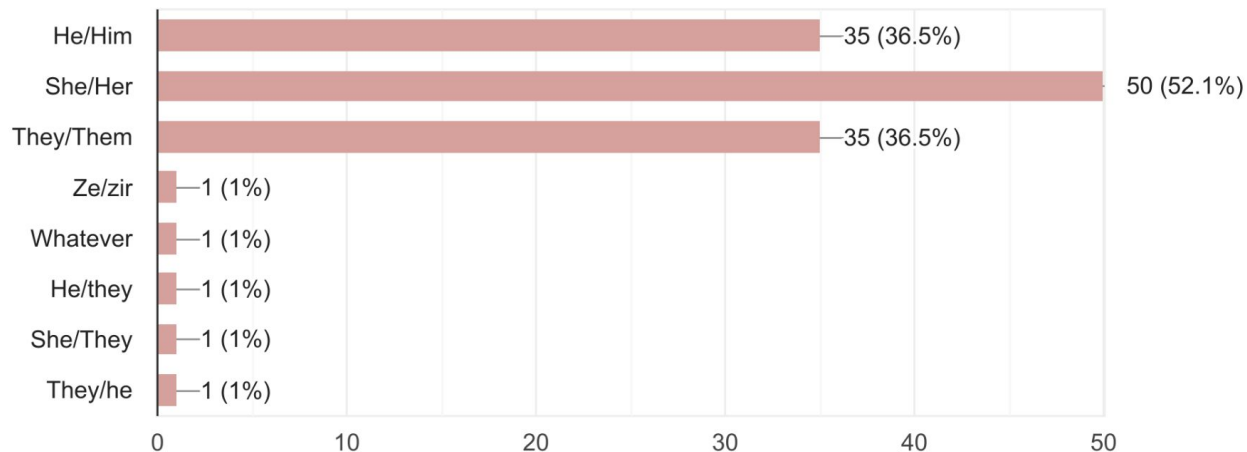
96 responses



Pronouns

What pronouns do you currently use in the workplace?

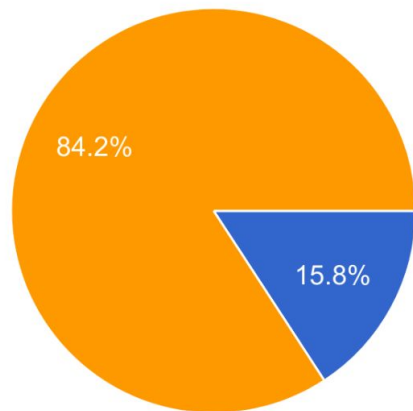
96 responses



Veteran Status

Which of the following best describes your veteran status?

95 responses

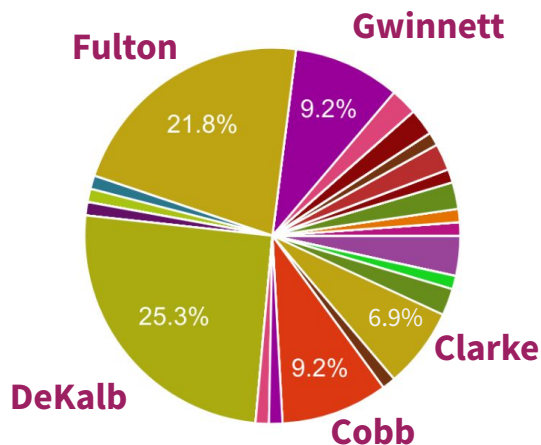


- I am a veteran.
- I am active duty but not yet a veteran.
- I am not a veteran.

County of Residence

Which of the following best describes your current county of residence (i.e., where you live)?

87 responses

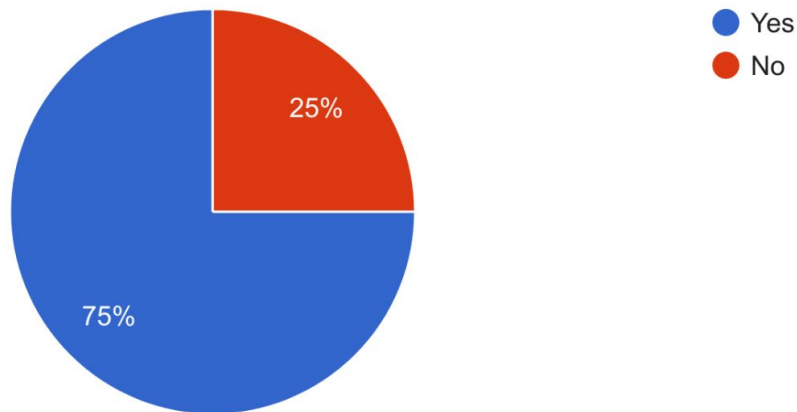


Employment

Currently Employed

Are you currently employed (including seasonal, temporary, part-time, or full-time)

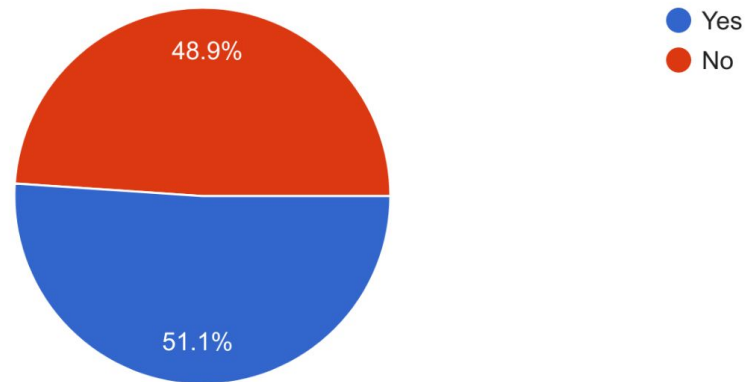
96 responses



Seeking Employment

Regardless of your current employment status, are you currently looking for employment?

94 responses



Key Employment Themes

- **Hiring Discrimination (15 responses)**
- Hostile Work Environment (10)
- **Broad Cultural Concerns (8)**
- **Insurance (7)**
- Pronouns (7)
- **Paperwork (5)**
- Isolation (5)
- **Positive (2)**

Hiring Discrimination (n=15)

TGX people are less likely to be interviewed or hired.

Even though leadership may express that they do not discriminate, I have found that most hiring managers do

Everything is fine until the interview process, and then once they see me, they immediately don't want to respect me

I have been denied work and I have had job offers revoked. I have been told that my identity makes others too uncomfortable

[Not] landing the job [because of] my size and not passing for the eye of others like voice.

Hostile Work Environment (n=10)

TGX people are being harassed or threatened on the job.

Even if there were legal protections ..., if I were out my employer would just find some other reason to fire me

My last job ended because of discrimination, its taken me a couple of years just to recover from the damage they did

I live in an extremely conservative area and do not feel safe being out

At my last job, I was told I might be happier in [another] environment. It felt like coded language meaning that my identity wasn't a fit for the ... atmosphere

Broad Cultural Concerns (n=8)

TGX people are less welcome in society, which stifles individuals from seeking employment or from expressing their gender in the workplace (a specific employer wasn't involved).

In the past, I've been terrified to go to interviews because of what people might think of the way I look

I cannot be out because of a lack of workplace protections

Afraid to look for better paying opportunities because of discrimination

I have never felt comfortable sharing my gender identity in any place of employment

I'm hesitant to even look because of fear of rejection

Insurance (n=7)

TGX people have limited options because of insurance.

Also, because HRT is expensive and because I someday want surgeries, health insurance is an important factor in my job exploration

Access to insurance that covers my healthcare needs, access to employment with gender affirming company policies and procedures

Difficulty finding employment that offers good insurance that covers gender-affirming surgeries

Healthcare that includes transition is nearly impossible to find

Pronouns (n=7)

Pronouns or gender aren't respected.

I have found that my identity is never respected. It's brushed past or I have gotten disrespectful comments

No one in my org uses my affirming gender pronouns

When filling out forms not having space made for my pronouns to be heard

People will say that my gender expression isn't work-appropriate; or they will remark that my insistence on my pronouns makes customers and employers uncomfortable

Paperwork (n=5)

Difficulties arise from old or inconsistent paperwork.

Mainly because I identified with one name, while legally I still had my [old] name. It was clear from the tone and response to that information that the job was no longer available to me

Temp agency removed my preferred name from my resume so the potential employers would only know my dead name

Difficulty updating gender marker/legal name on college transcripts

Background checks that reveal name and sex assigned at birth have caused employers to reconsider employment offer

Isolation (n=5)

TGX people are being excluded at work.

It was ok to be myself when the company was smaller, but as we grow and the culture has become more institutionalized, I have been marginalized to the back office

Sometimes I face subtle alienation. After people meet me and find out I'm a woman that grow a full beard

Unaccepting/uncomfortable environment

Positive Feedback (n=2)

I work for a great company
that is open and affirming!

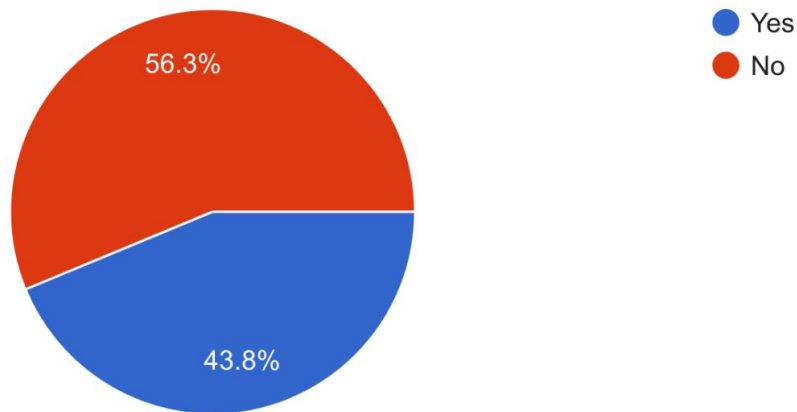
I've been one of the lucky ones.
Disclaimer: I work remotely, and my
company is based in California

Entrepreneurship

Current Entrepreneurs

Are you currently engaged in any entrepreneurial activities, broadly defined?

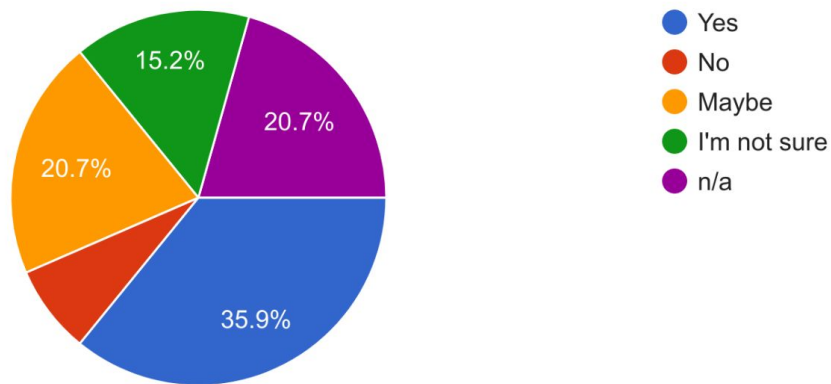
96 responses



Prospective Entrepreneurs

If you are not currently engaged in any entrepreneurial activities, are you potentially interested in a opportunity like that in the future?

92 responses



Key Entrepreneurship Themes

- **Access to Resources (10 responses)**
- **Lack of Respect (6)**
- **Coaching (4)**
- **Entrepreneurs Can Create Safe Spaces (2)**

Access to Resources (n=10)

TGX people have trouble getting the resources they need to start a business.

Racism and Transphobia some people put their personal beliefs ahead of policy and deny loans or access to resources because they don't believe in that

Difficulty in obtaining loans and capital

Scaling and having funds to advertise & reach my target audience (a.k.a. the LGBTQIA community)

Finding sustainable funding sources for trans charity work

Lack of Respect (n=6)

TGX people aren't treated with the same respect as other entrepreneurs.

I am a co-director of a school and we have lost students because parents have felt uncomfortable with their kids being in a queer space

Most people don't respect the face behind the product or whatever else you're trying to sell

It's difficult to find clients in this field that can look past my identity to see the educational and work experience I bring to the table

People doubting my capabilities based upon my appearance

Coaching (n=4)

TGX people have a desire for more coaching.

Finding business mentors who are gender affirming and have shared values when building a business

Expanding marketing and finding time to work on my entrepreneurial interest

I would like to know that I have someone to support me and assist me

I will say confidence-building along with finding the right resources is something that's needed ... to be an entrepreneur. ... I know a huge part of that is just the confidence

Entrepreneurs Can Create Safe Spaces (n=2)

My answer to barriers has been to build my own company and create a space for other trans professionals to thrive!
Grateful for the work OUT GA does

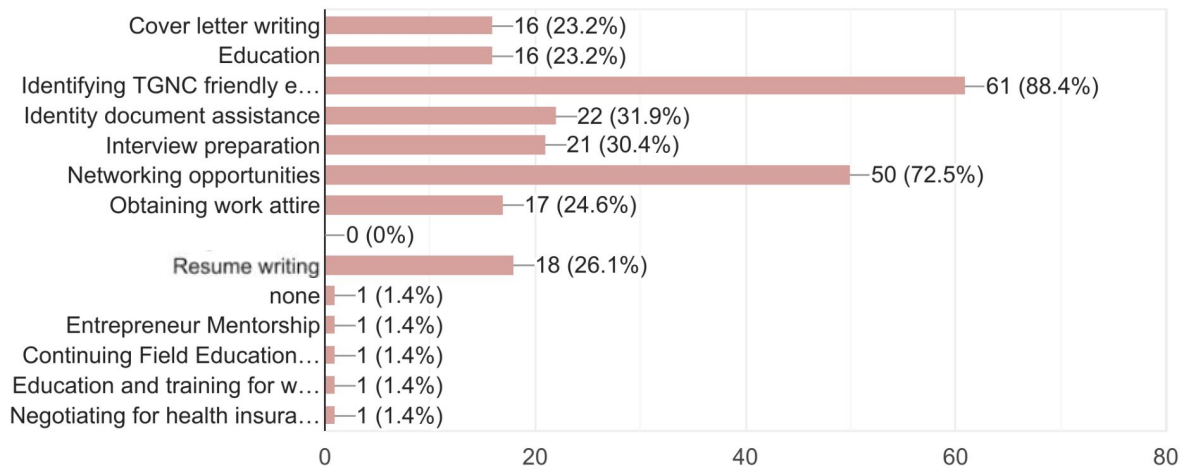
Please help my siblings start their own businesses! It's the best way for us to control the narrative about us

Next Steps

Desired Resources for Job Seekers

Which of the following resources would be most valuable to you to find employment?

69 responses



TGX360: Employment Focus

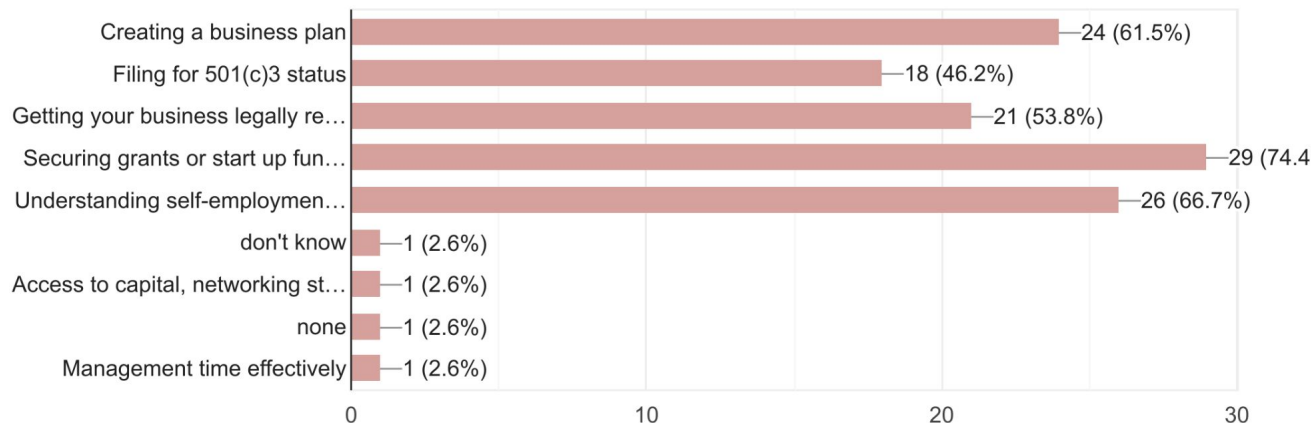
2022/2023

- Job Readiness Support & Programming
- Employer Training & Assessments
- Job Bank
- TGX360 Job Fair (In-Person/Virtual)

Desired Resources for Entrepreneurs

Which of the following resources would be most valuable to you specifically to find entrepreneurial opportunities?

39 responses



TGX360: Entrepreneurship Focus

2022/2023

- Networking Events (In-Person/Virtual)
- Mentorship Program
- LGBT-owned Business Certification
- Resources

TGX360: Partnership Focus

2022/2023

- Collaboration with TGX-led Organizations
- Establish QTBIPOC Think Tank
- Secure Investments, Support, and Involvement from OUT Georgia's Partner Network

NGLCC & Wells Fargo TGX Grant

OUT Georgia recently awarded 2022 National LGBT Chamber of Commerce (NGLCC) & Wells Fargo TGX Initiative Grant

- Launch of TGX Business Pitch Program
- Cover TGX Business Membership & Certification Fees

Questions & Feedback

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