

Trans Day of Visibility at TOPdesk

Initiated in 2009 by US-based trans activist Rachel Crandall, this is a moment for trans people to revel in the acknowledgement of their unstoppable force and beauty. But just as importantly, it's a day for allies to reflect and act on the work that still needs to be done to ensure all trans people everywhere thrive every single day.

TOPdesk: where we stand today

We've taken some mention-worthy first steps in doing the work internally: TOPdesk hosted its inaugural Diversity and Inclusion week in fall 2021, with trans and gender nonconforming awareness as part of the program. We also now have gender-neutral restrooms in our headquarters in Delft, and colleagues are increasingly more careful and respectful when it comes to pronouns.

We also have to be honest with ourselves: so far, we've only touched the tip of the iceberg. Pronouns and restrooms are just the beginning. But why is trans inclusion in particular so important? We've outlined some action points below that can serve as a guide to the next steps we can collectively take towards trans and gender nonconforming people's sustained inclusion and celebration.

Why trans inclusivity matters

Trans inclusivity matters because everyone deserves to have their human needs and rights met, at all times and everywhere. Statistics about the global rates of anti-trans violence are high, while the rates for employment and overall life satisfaction of trans people are low. There isn't a trans person in any study executed that hasn't experienced at least some kind of (micro-)aggression at the workplace. All these issues are interconnected, and the resulting mix of struggles that trans people face on the daily makes living and thriving that much harder compared to their cis family, friends and colleagues.

Why trans people are essential to tech

In the tech sector in particular, the presence of trans and gender nonconforming people can be, and is, an engine to progress and innovation. Who better to develop breakthrough technologies than people who themselves transgress and tear apart any type of social constructs, to then build them up again in their own unique ways?

About Val Dechev



Val is a Copywriter at TOPdesk's International Marketing and Communications department. They currently focus on customer-and-product-specific content, but a curiosity about all things thought leadership and brand storytelling leads them down a variety of writing alleys. Val is also part of TOPdesk's Diversity and Inclusion guild, where they utilize their experience as a non-binary trans femme to promote awareness and equity for their colleagues and community.

” **The inclusion of trans and gender nonconforming people cannot be a purely corporate desire. It must come from a place of genuine care for your employees and co-workers' well-being.**

Val Dechev, TOPdesk

From the ones whose names and stories are globally renowned, there's Angelica Ross, a Black trans woman that founded TransTech, a social enterprise that provides skills and support for trans and gender nonconforming people that wish to enter tech.

The next urgent step in the inclusion of our community in tech, is for an intersectional approach that centers and uplifts the most marginalized.

What can we do?

The inclusion of trans and gender-nonconforming people cannot be a purely corporate desire. It must come from a place of genuine care for your employee's and co-workers' well-being. There's no way to "hack" inclusivity — it must be established with consistent actions of support.

Educate yourself

Respecting your trans and gender-nonconforming colleagues' pronouns and names is an essential part of establishing a safe work environment. Unintentional slip-ups can happen, and that's totally normal. Just apologize and quickly move on; it's that simple.

Structural change

Bigger structural trans-formations are needed to ensure all trans and gender-nonconforming employees work in an equitable and respectful environment. Consider beginning with:

- Make sure there are gender-neutral restrooms in your office.
- Give recruitment a trans-inclusive training.
- Paid sick and parental leave, allow trans people to take off time for their transition if they need it.

We're all at different stages in our commitment to doing this long-term work, but we need to be aware that there's always more to be done. Let's celebrate our achievements today while also making concrete plans about how to become better and better at ensuring trans liberation and equity for all.

Want to read the full story?

Check out the full blog post at blog.topdesk.com