



Change for trans people

**Easy actions
you can take**



May 2021

Time for action

It might seem like creating positive change for trans people is an enormous task or that you need to be an expert or hold some sort of political power to be able to bring change about. The power of the trans community and our allies comes from collaboration and collective action. Together we can bring about the change we want to see in the world. Together we can make life better for trans people.

This leaflet is full of ideas of things you could do, whether you've got 10 minutes or 10 hours.





minute actions

Share

The easiest action you can take is to keep yourself informed about trans rights and inform your friends and family of what they can do to create positive change for trans people. An easy first step is to share this leaflet.

Read

Supporting the transgender people in your life: A guide to being a good ally:

<https://transequality.org/issues/resources/supporting-the-transgender-people-in-your-life-a-guide-to-being-a-good-ally>

A guide to being an ally to trans and nonbinary youth:

<https://www.thetrevorproject.org/resources/trevor-support-center/a-guide-to-being-an-ally-to-transgender-and-nonbinary-youth>

A beginner's guide to being an ally to trans people:

<https://www.glaad.org/amp/beginners-guide-being-ally-to-trans-people>

Gender identity for beginners:

<https://www.amnesty.org.uk/LGBTQ-equality/gender-identity-beginners-guide-trans-allies>



minute actions

Sign

Signing petitions about issues important to trans people is also a simple and quick action you can take and usually takes no longer than a minute to do so. Sharing to social media also helps expand the impact of the petition and ensures more people see the current efforts to bring about trans rights.

You could start by signing these petitions:

Make all DVLA documents fully gender inclusive

<https://petition.parliament.uk/petitions/549283>

Improved access to healthcare for all trans people

<https://www.gendergp.com/signnow/>

Tag

If you see that a company isn't offering options for gender neutral pronouns, or you are unsure if they provide options, tag the company in a social media post asking them if they offer options for gender neutral pronouns and titles. Use #IncludeMx if they don't offer gender neutral options on their forms and #MxIncluded if they do. This is a simple but effective way of building an appetite for including gender neutral options in more critical spaces such as passports, driving licenses and gender recognition certificates. The Include Mx campaign is fantastic - you can follow them at @Include_Mx.



minute actions

Write

Writing to your MP is invaluable. It's the best way to inform them of your concerns and educate them on trans rights issues. You can write to them by post or by email.

MPs receive a lot of letters, so make sure you write less than a page of A4, talk about your own experiences as a trans person (or the experiences of local trans people, if you're cis) and that you are clear about the action you would like the MP to take. Consider your MP's sensibilities and choose an angle that will talk to them. For example, writing about the impact of transphobic discrimination on your career prospects would be more likely to resonate with an MP that speaks about the importance of 'social mobility'. Our template letter on p12 will get you started.

Use <https://members.parliament.uk/FindYourMP> to find your MP, and check their voting record at www.theyworkforyou.com.

MPs are busy so it may take several attempts before they reply, but they are duty-bound to reply to you. When they reply, be sure to thank them for their reply. It is a great idea to build a good relationship with your MP, to open up opportunities for ongoing dialogue.



minute actions

You are also able to write directly to Boris Johnson and Elizabeth Truss.

To contact number 10 and the Prime minister there is a form available to you: <https://email.number10.gov.uk>

To contact Elizabeth Truss, you can use her parliamentary email: elizabeth.truss.mp@parliament.uk

Learn

Actively learn about trans issues yourself. Sharing and educating people is a good start, but being an active ally is also tackling your own biases and informing yourself. Follow trans rights groups and trans people on social media. Make sure you listen to the voices of trans BPOC and disabled trans people.

Here are some useful reading lists:

Buzzfeed - Books written by transgender and non-binary authors
<https://www.buzzfeed.com/isabeldaly/books-written-by-transgender-and-non-binary-authors-you>

TransActual article directory
<https://www.transactual.org.uk/articles>



minute actions

Talk

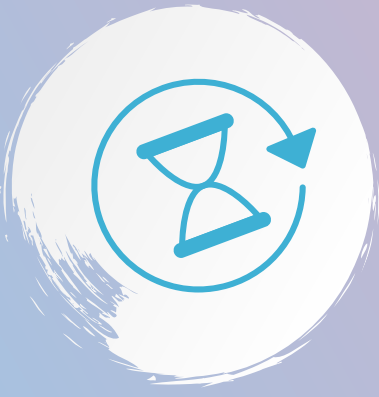
Talk to your colleagues and the HR team at work about the importance of trans inclusion. Share some of the suggested resources with them to help bring about change in your workplace.

Providing services for transgender customers: a guide
<https://www.gov.uk/government/publications/providing-services-for-transgender-customers-a-guide>

Supporting trans employees in the workplace
<https://www.acas.org.uk/supporting-trans-employees-in-the-workplace/html>

The recruitment and retention of transgender staff - guidance for employers
<https://www.gov.uk/government/publications/recruiting-and-retaining-transgender-staff-a-guide-for-employers>

UNISON model trans equality policy
<https://www.unison.org.uk/content/uploads/2017/12/UNISON-model-trans-equality-policy.docx>



Longer actions

Listen and learn

Engage in further learning about trans history and intersectionality as it is important to learn about the history of the struggle for trans, and understanding intersectionality between identities and how it affects trans people. Actively promoting positive change for trans people also means we all need to stand-up against all forms of bigotry wherever and whenever we see it - whether that's among friends and family or even in the workplace. To the allies specifically - we need you to move away from echo chamber conversations and build a diverse thought pool.

Adventures in Time and Gender

<http://adventuresintimeandgender.org>

Marsha's Plate - Black trans podcast

<https://podcasts.apple.com/gb/podcast/marshas-plate-black-trans-podcast/id1293033444>

HidayahLGBT – Podcast

<https://www.hidayahlgbt.com/podcast>

Trans People of Color Coalition

<https://twitter.com/TransPOCC>

Regard - UK's national LGBT Disabled People's Organisation

<https://twitter.com/RegardLGBT>



Longer actions

Meet

If you want to address your concerns and issues directly, you can meet your MP. This requires you to have a running dialogue with your MP through writing to them, asking parliamentary questions and engaging with them regularly. Your MP has a duty to respond to your queries and meeting the public is part of the job. Don't badger the MP, this will make it less likely for them to meet with you. When requesting a meeting, highlight key points in the request and how you think they can help. More information on how to meet your MP can be found in this guide from Gendered Intelligence: <http://genderedintelligence.co.uk/briefings>

Join

Join a political party or trade union and organise for trans rights within them or if you are already part of a party or union you can feed into talks about inclusivity and diversity. You should research the party and trade union before joining and check their track record on trans rights.

Contact

Write to companies and organisations that don't have non-binary inclusive forms as this is more likely to get a reply than only tweeting at them. Never underestimate the power of a letter. Use the template letter on page 13 for inspiration.



Longer actions

Protest

Joining a protest is a great way of making yourself visible and to show your support for trans rights. There are multiple protests and demonstrations, such as Trans+ Pride, and some are held online.

If you do intend to join a protest here are several things you should think about before joining:

- Safety! Your health and safety is important. Make sure the protest you are going to is well organised including complying with local authorities, stewarded and has first aiders on hand.
- Ensure the protest is peaceful and avoid engaging with counter protesters.
- Also ensure the protest is accessible for your needs and others i.e. ample space for wheelchairs, ramps, seating and other essentials.
- If this is your first protest please try to ensure you are going with a friend or meeting a friend or someone you trust at the protest
- Know your rights and take rights information with you.



Longer actions

Meet HR

Ensure you read your company's policies and challenge any elements that aren't inclusive, such as encouraging your employer to recognise non-binary members of staff and promote ethical and inclusive policies. Actively work with your company to implement inclusive hiring practices (e.g. having women/gender non-confirming and a person of colour on hiring panels), to have gender neutral toilets, use pronoun badges and be visible at local pride marches.

Volunteer

A good way to make a big impact is to volunteer with local trans led charities or organisations. Think about what time or skills you can give and have fun with it. It can be a rewarding experience and is a great way to engage with the community. Take a look at the member directory on the LGBT Consortium website for details of charities and organisations you can get involved with.

<https://www.consortium.lgbt/member-directory/>

Template letters

Letter to your MP

Dear [MP's Name],

My name is [your name] and I am writing to you today as a UK citizen in your constituency. I am writing to you about [*insert topic here - it could be GRA reform, trans healthcare, tackling misinformation etc.]

This matter is important to me because [*insert your concerns, but also its very impactful to include your own experiences.]

[A few examples can be press transphobia, trans healthcare, tackling misinformation, legal recognition for non-binary people etc.]

I am sure that [*insert an angle that would talk to your MP. This could include safety and dignity, personal freedom, opportunities for people to contribute to society] is important to you. [*insert information about how the issue prevents you from achieving this]

Please could you [*insert the action you would like them to take, for example 'write to the Secretary of State for Health to ask what steps can be taken to improve healthcare for trans people'].

If I can provide you with any more information on this matter, or if you would like to arrange to discuss it with me, please do let me know. I look forward to hearing from you soon.

Yours faithfully,

[Your name]

Letter to a company

To whom it may concern,

I'm getting in touch because I notice that your forms are not currently inclusive of non-binary people. I am aware of your commitment to [*insert equality related statement from their mission statement, organisational values, or corporate responsibility plan] and I'm sure that you wouldn't wish for any of your customers to feel excluded.

You might also wish to note that non-binary people are protected from discrimination by the Equality Act (2010), as the protected characteristic of 'gender reassignment' applies to [us/them].

There are some simple steps you can take to ensure that your forms are inclusive:

1. Ensure that 'Mx' is included in choices of titles
2. If it is absolutely necessary to collect data on gender, offer non-binary as an option. It is also useful to offer people the option to select that they identify in another way, with the option of adding the label for their identity.

Taking these steps will help you to ensure that [*insert company name] is an inclusive [*company/organisation] that cares about the needs of all of its customers. [*If you know that a competitor does offer non-binary inclusive forms, it would be useful to mention this here.]

Yours faithfully,
[Your name]