

1.1 Hostile climates

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1.2 Being unsafe

"Most people just don't have to consider this at all...That is an extra layer of organization and actually of pressure, and that's not a form of professionalizing that you are going to get from just an average experience in the academy, because the average experience in the academy is not a trans experience. There are small numbers of...very negative interactions that the people around me aren't necessarily prepared for, and I'm not necessarily prepared for". (US-1)

"I think anything that would provide some sense of safety in regards my trans identity would make an absolute world of difference. I think not feeling safe definitely interferes with my work...Literally anything within my department that says we're gonna try to protect you I think that would be helpful". (US-1)

2.2 Recognising Transphobia

"I was openly/visibly queer before transitioning socially

"You deal with people not using your pronouns and you deal with people being insensitive, or people making potentially racist remarks, and professionalism says that you can't react. And if you do react, you're being judged very carefully by how you react... This person might just have straight up insulted me consciously, and I need to not be flustered and need to be calm and need to deal with it in the most perfectly diplomatic way or I will be the one who is judged... You don't always have people backing you up or people who even understand why a statement might be problematic". (US-1)

"I felt that, if anything happens, no one's going to support me.. I am not able to... call out transphobia because there is no backing... If I were to... call out transphobia, I would just be sidelined... No one's going to support me. Yeah. I feel that the repercuss

3.2 Leadership commitments

"I would like to see employers take complaints of transphobia more seriously" (OS).

"More awareness overall and more severe consequences for bigotry" (OS).

"put trans specific anti-discrimination policies in place" (OS),

"Enforce anti-discrimination and anti-harassment policies, and make sure cis employees actually understand what transphobia looks like" (OS).

"No one at work knows that I'm trans. It's a trans hostile environment and it can be quite scary at times". (OS)

"If he [transphobic work colleague] ever learns that I'm trans then I am sooooo dead.. And on the last day I work with him I'm going to tell him I'm trans and my story, see if I can change his mind about us. Hey I know you despise trans people but this person that you have worked with for years and highly respect is trans. It might just change his mind. Or he could kick my teeth in". (OS)

"I don't feel alone anymore - I've met loads of other trans [STEM professionals] now and there's networks of us, and it is more just than just being trans myself... it's about being able to bring that lived experience and that knowledge into the profession... moving, adapting. (UK-I)

2.1 Being a problem

"Being trans in these systems or in these cultural contexts in a way that just don't have a lot of trans people. You do sort of see yourself I think as a problem, not in that it's bad, but that you create situations that need to be fixed". (US-I)

"It's well known -

2.2 Exhaustion

"I was the first out trans person in that school, in that faculty actually, and I think this is probably not unique for a lot of trans people in STEM that when you come out you not only just had to deal with your being out and transitioning, you have to educate others". (UK-1)

"I don't want to be in a position of having to educate people with more privilege... who are geniuses in the field and... should be able to educate themselves without me educating others" %

"All these other things that may prevent someone from being able to go down a standard path of education as a young adult and as a child... once you fall off of this path, it's near impossible to get back on.. If those things could possibly be opened up.. (if) I could have access to these opportunities and show that I am suitable for these types of jobs". (US-I)

"Why there are so few trans people within these spaces, why there are so few queer people, and especially as to... why there are so few black and brown trans women in STEM spaces... It's because our communities have been decimated by systemic obstacles which haven't allowed us to grow and progress... Only certain peoples and communities are allowed into these spaces" (UK-I)

"Trans people, and especially trans people of colour have some of the highest like poverty and homelessness rates... That is something that prevents so many of us.. from reaching all the great things that we would be able to do... I definitely have firsthand experience with that... after dropping out of high school... I spent a while like homeless and I spent a while just jumping around and scraping by for years until I managed to like kind of scrape together what I have right now of a career". (US-I)

"When I came to applying to do medicine.. I felt really nervous about being part of the system that causes harm to people like me. I deferred it because I was like, I don't know if I want to be part of this system". (UK-I)

"I wish that STEM employers would consciously recruit and retain trans employees. Work with local trans organizations to hold job fairs. Offer on-the-job training so people who haven't had the opportunity to pursue higher education can get into STEM via job experience". (OS)

"[Company] as a company hires pretty much only from universities. And this year they kind of did a unique program where they tried to hire like from the community without sifting only for university graduates. So, I was the only person there who hadn't gone to school". (US-I)

"So that definitely affected my job at that time and started a period of maybe like seven years of being under employed. Transitioning took time and energy out of my life at a time that would have been really opportune to be establishing myself in a career". (US-I)

"I wish that there were more institutional or structural solutions... I started transitioning during the beginning of the pandemic and so partially I felt like I got a pass because everyone was being unproductive... [employer] was trying to ameliorate the issues of people falling behind or otherwise give people more time to complete stuff because they understood that many people had a long period of time where they couldn't do, especially lab work". (US-I)

understanding of career gaps" (OS),

"I'm so worried I'll never be hired for a different job because I'm trans. I've been in my current role got 6 years and want to leave (not for trans related reasons) but don't want to risk experiencing transphobia at a different company". (OS)

"With the current political environment in the UK I'd be worried about leaving in case new employer is less accepting". (OS)

"I knew that the sooner that I got to [STATE], where they have legal protections for...trans people...I knew that at some point if things kept going how they were going, I would be forced to leave (US-I).

"I would love to move back to [STATE] and work there...but just from a legal standpoint it feels sort of infeasible to consider putting down roots and becoming a permanent resident of the state just because...of legal challenges to parents of trans kids, various attempts to restrict the rights of trans people to change their legal markers, to access healthcare. It feels too dangerous of a legal situation to commit to living there". (US-I)

"I have to look for opportunities now because I have to find jobs soon... this is not a safe time for us to live freely... It sounds terrible. It's cheaper to live in [state] but... what are the laws... if they're gonna freaking put me in jail are we gonna do that? ... I would love to just be a scientist" (US-I).

"I just outright said to some of my colleagues, I cannot work, I cannot find or apply for positions in the majority of states in the country that I live in... On top of the fact that advancing to the next career stage is incredibly competitive, it's an incredibly selective process – that even further narrows my prospects". (US-I)

"I need to find a new job and it's hard because there's so many states in the USA drafting and passing anti-trans laws, which in turn limits the places I can apply to work, unless I want to live somewhere

Inclusive workplace practices

"In that [workplace], I feel very supported. I'm able to thrive. I received enormous support. I feel valued". (UK-I)

"I'm happy I came out. I wouldn't want it any other way. I'm proud I did it. So I would say it's been a net positive. I just think the way to make it even more positive is to create structures within institutions that are more welcoming. And not just kind of from a not actively harmful way, but actually a supportive way and a forward thinking way, rather than reactive ending of problems, thinking about what the barriers might be". (US-I)

Building community

"(my workplace) is almost all older straight white men... I'm exhausting my capacity to be around those people also. That's why I feel like having protected spaces. To build our capacity and also to embolden us when we're in those spaces to be like that's not all right, I'm not okay with that, that's not a funny joke. " (US-I)

lumped into the larger LGBTQ+ bucket (which makes sense, but trans folks experience unique forms of discrimination that LGBTQ folks don't) or trans folks are put into a "gender minority" group and associated with women". (OS)

"Supporting trans people to network with each other, particularly through financial support". (OS)

"I want there to be spaces that are for queer people, trans people, people of colour to gather and it's like organizers have to invest in those groups to be possible. Places where we are already where I often feel like I'm the only whatever whatever, would be an opportunity to designate a place and invest in a space and a time for me not to be alone". (US-I)

"Having a trans and nonbinary network...has been really helpful in providing some of that support, particularly, people who are struggling with difficulties in the workplace, how do you manage if your manager's not really backing you up and supporting you." (UK-I)

"I'm very fortunate to have a position in senior leadership and I think that for me being, out and visible as a trans person and someone who is willing to engage with the staff network has been really helpful. The fact that they're not sort of screaming into the void. There's someone who can listen and can take the concerns up to our board meetings and I carry on and they'll hold my feet to the fire. If I say, I'll do this, I do it. Then, I have my work colleagues to answer for, and I think that's really important, a sense of accountability, but also a sense that you've been being listened to...I think that that's why that whole thing about having trans people in positions of senior leadership is so important". (UK-I)

Mentorship

"This burnout and this exhaustion...because people tend to lean on each other...most people who are kind of global majority or local minorities...doing mentoring it doesn't tend to benefit them...in a monetary sense...it gives you nourishment but it also does take away a lot from you, so I think a model whereupon there is more funding available for mentorship and mentors in order to give whatever they have, their experiences, in a restful way, in a way that they are already nourished and so they can give accessibly would even the playing field a lot more." (UK-I)

"I'd say go for it; you're never going to be the only one. There's trans people everywhere, you can't get rid of us. We're in every space imaginable. go for it. You're not going to be by yourself". (UK-1)

"I really hope for just more trans excellence. I suppose in the field, I mean trans people have always kind of been at the forefront of, you know, fields like this. Trans people have always been very



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