



The complexity of understanding gender identity within a workplace setting cannot be understated; in our society, Gender impacts individuals in the workplace in a multitude of ways such as power, privilege, leadership, employment opportunities, productivity, and much more. Our goal is to help instill the importance of diversity and acceptance in the workplace. This training provides strategies and the best practices in building and communicating in an inclusive environment.

TransNewYork delivers impactful, informative and compelling programs by using a three-stage model that delivers relevant content through the lens of personal stories of transition in Corporate America:

1. The education of our audiences is at its foundation.
2. This foundation, in turn, leads to a better level of understanding,
3. It is this understanding that ultimately sows the seeds of acceptance.

We cater to teams, leaders, human resource personnel, hiring authorities, new hires, and any group or individual that would benefit from an increased exposure to the concept of creating transgender inclusive workplaces.

SPEECHES/WEBINARS:

We find ourselves as individuals, organizations and companies at a very unique intersection in the evolution of Corporate America and the LGBT movement. We at TransNewYork believe we have been brought to this point in our history with a clear and specific objective: to educate, to inform, to inspire. Our straightforward approach lends an overarching sense of humanness to our programs and sets TransNewYork apart from other Organizations because we have lived through what we speak about. This produces an energy that creates the power to change minds, and more importantly, to change hearts.

FORMAT: In-person speeches (60-90 minutes), Webinars (45-90 minutes) **Price: \$2500 to \$5000**

The topic for each speech is specifically tailored to the needs of the client and/or event.
(Client is expected to provide technology platform for webinars.)

CUSTOMIZED WORKSHOPS/TRAINING EXPERIENCES:

Spark change in your organization with basic, intermediate or advanced education on the Transgender community. This can also include guidance on specific workplace issues such as the implementation of transition guidelines, onboarding of transitioning employees, guidance on bathrooms and other accommodations for the transitioning employee.

FORMAT: Full day (7-8 hours) or half day (3.5-4 hours) workshops. **Price: Full Day \$10,000 Half Day \$5000**

SMALL GROUP FACILITATED DISCUSSION SESSIONS/CUSTOMIZED CONSULTATIONS:

Whether it is leading a Q&A session with HR and D&I executives, conducting a small group discussion with ERG leadership or working in a dyad or triad with a transitioning employee, their manager and an HR liaison; TransNewYork will provide the support, education and guidance you seek tailored to your specific circumstances

FORMAT: In-person discussions **FEE:** Negotiable based on specific client needs. **Price: Negotiable based on client needs**

STEPHANIE BATTAGLINO Stephanie Battaglino is the founder and owner of Follow Your Heart, LLC (www.stephaniebattaglino.com), an internationally recognized speaker, workshop presenter, trainer, and consultant. Her focus is on creating transgender inclusive workplaces by helping organizations move from “policy to practice” with respect to their workplace transition guidelines, corporate diversity & inclusion policies – as they pertain to transgender and gender non-conforming employees. Stephanie also aims to evolve the narrative with regard to the rapid emergence of the gender continuum and the broadening nature of gender expression in the workplace.



DR. GENNIFER HERLEY PhD is the founder and Executive Director of TransNewYork. She works with allies of the transgender community, additionally TransNewYork provides an array of Transgender Non-Conforming educational training seminars for Organizations. We provide an array of services to help maintain and expand diversity and inclusion within organizations. Our presence has spread to local businesses and educational institutions, to whom we have provided guest speakers and other resource materials. We have helped raise public awareness on transgender issues through hosting and sponsoring speaking engagements, featuring prominent transgender leaders and organizations.