



## **Being Anti-Transphobic Strengthens Our Profession and Our Professional Organization**

AEG is committed to fostering a welcoming and inclusive environment in our profession and our organization. We support every person's right to open gender expression and access to gender affirming healthcare. We recognize our social responsibility as a global organization to speak up against prevalent misunderstanding and fear of diverse expressions of gender identity. Transphobia has been used to justify denying access to life-saving healthcare and participation in social aspects of society (including educational opportunities).

### **Benefits of disavowing transphobia include:**

- Diverse perspectives and life experiences enrich working groups and can lead to novel solutions to existing problems;
- Transgender youths who are affirmed by their families and communities are more likely to survive to adulthood, and thus are more likely to become part of the next generation of geoscience professionals;
- Safer workplaces, particularly for fieldwork, for transgender colleagues. This may also result in safer workplaces for other underrepresented groups in the geosciences;
- Increased member engagement and retention, because people who feel valued and seen as themselves by their colleagues are more likely to actively engage in the organization; and
- Recognition by our members, other organizations, companies, and sponsors for advancing social justice in the geoscience profession.

### **Ways you can help:**

- Normalize sharing your pronouns, including adding pronouns to your email signature or offering your pronouns when introducing yourself during interviews and at networking events;
- Speak up when you hear transphobic views expressed in the workplace or other professional spaces to help make the industry safe for all geoscientists;
- Stay informed of current transphobic movements in your area. There are many resources/legislative trackers, including:  
<https://www.transformationsproject.org/>