

WE ARE YOUR DOL



Kathy Hochul, Governor
Roberta Reardon, Commissioner

Social Media Toolkit: New York State Department of Labor Report on Transgender, Gender Non-conforming, and Non-binary Persons in The Workforce

Governor Kathy Hochul is determined to make New York State a safe haven for the Transgender, Gender Non-conforming, and Non-binary (TGNCNB) community. Since taking office, Governor Hochul has spearheaded numerous pieces of legislation to support and address the needs of this community, including:

- Removing barriers to changing name and gender markers
- Establishing the Lorena Borjas Transgender and Non-binary Wellness and Equity Fund (TWEF)
- Funding to support organizations that provide critical services to the TGNCNB community
- Funding to prevent suicide among young TGNCNB New Yorkers

On August 10, 2022, Governor Hochul signed legislation tasking the New York State Department of Labor (the Department) to gather employment metrics on transgender New Yorkers, a community that has historically been excluded from data sets.

The Department released a report exploring the employment experiences of transgender New Yorkers at the end of 2023. The report details the challenges and barriers to employment that the TGNCNB community faces, including discrimination and harassment, complications from lacking legal identification that matches one's gender identity, and compounding barriers such as justice involvement and mental health care access. This report will help start the much-needed conversation on how we can better serve the community to create a more inclusive and equitable New York State.

Read the Release: <https://www.governor.ny.gov/news/governor-hochul-releases-first-its-kind-report-detailing-employment-experiences-transgender>

Read the Report: <https://nysdolreports.com/gwg/2023-tgncnb/>

If you choose to share this report with your community, we have drafted social media posts to help spread the word.

NYS DEPARTMENT OF LABOR SOCIAL MEDIA CHANNELS

Feel free to tag us when sharing this content:

- Twitter: [@NYSLabor](#) | [@NYSDOLenEspanol](#)
- Instagram: [@NYSLabor](#)
- LinkedIn: [@New York State Department of Labor](#)
- Facebook: [@New York State Department of Labor](#) | [New York State Department of Labor en Espanol](#)

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SOCIAL POST 1

GRAPHIC – English:



GRAPHIC – Spanish:



CAPTION (English): NEW: @NYSLabor’s recent report explores the increasing need to start the conversation of TGNCNB New Yorkers’ experience in the workplace. Read the full report: nysdolreports.com/gwg/2023-tgncnb/

CAPTION (Spanish): NUEVO: El informe reciente de @NYSLabor explora la creciente necesidad de iniciar la conversación sobre la experiencia de los neoyorquinos TGNCNB en el lugar de trabajo. Lea el informe completo: nysdolreports.com/gwg/2023-tgncnb/

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SOCIAL POST 2

GRAPHIC – English:



GRAPHIC – Spanish:



CAPTION (English): @NYSLabor's new report features testimony from TGNCNB workers on their workplace experiences to shine a light on gender identity and expressions discrimination. Read it now: nysdolreports.com/gwg/2023-tgncnb/

CAPTION (Spanish): El nuevo informe de @NYSLabor presenta testimonios de trabajadores de TGNCNB sobre sus experiencias en el lugar de trabajo para arrojar luz sobre la identidad de género y las expresiones de discriminación. Léelo ahora: nysdolreports.com/gwg/2023-tgncnb/

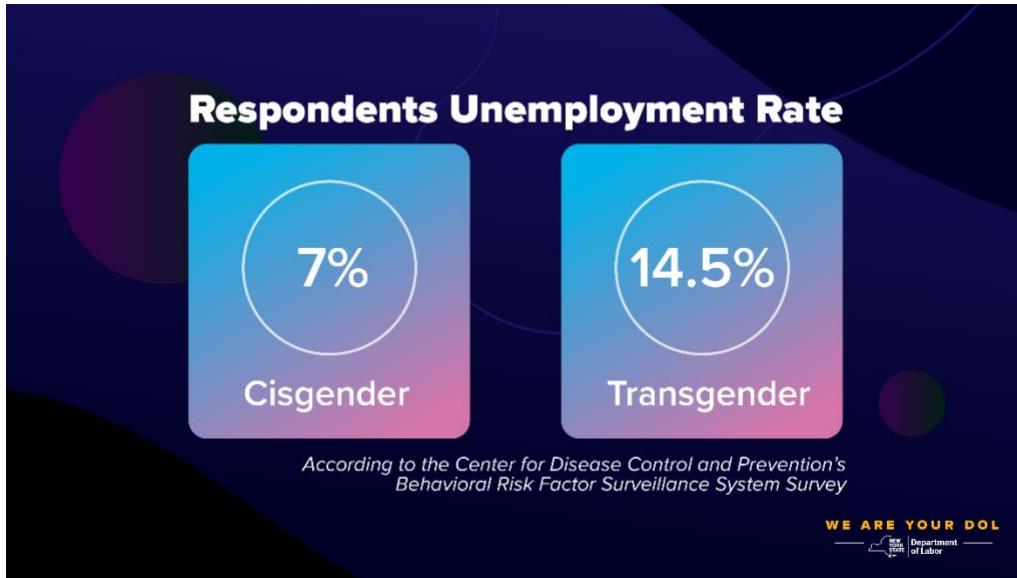
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SOCIAL POST 3

GRAPHIC – English:



GRAPHIC – Spanish:



CAPTION (English): According to @NYSLabor's new report, transgender New Yorker's unemployment is double that of cisgender New Yorkers. The report looks to start the discussion of the wage gap experienced by TGNCNB workers. Read it now: nysdolreports.com/gwg/2023-tgncnb

CAPTION (Spanish): Según el nuevo informe de @NYSLabor, el desempleo de los neoyorquinos transgénero es el doble que el de los neoyorquinos cisgénero. El informe busca iniciar la discusión sobre la brecha salarial que experimentan los trabajadores del TGNCNB. Léelo ahora: nysdolreports.com/gwg/2023-tgncnb

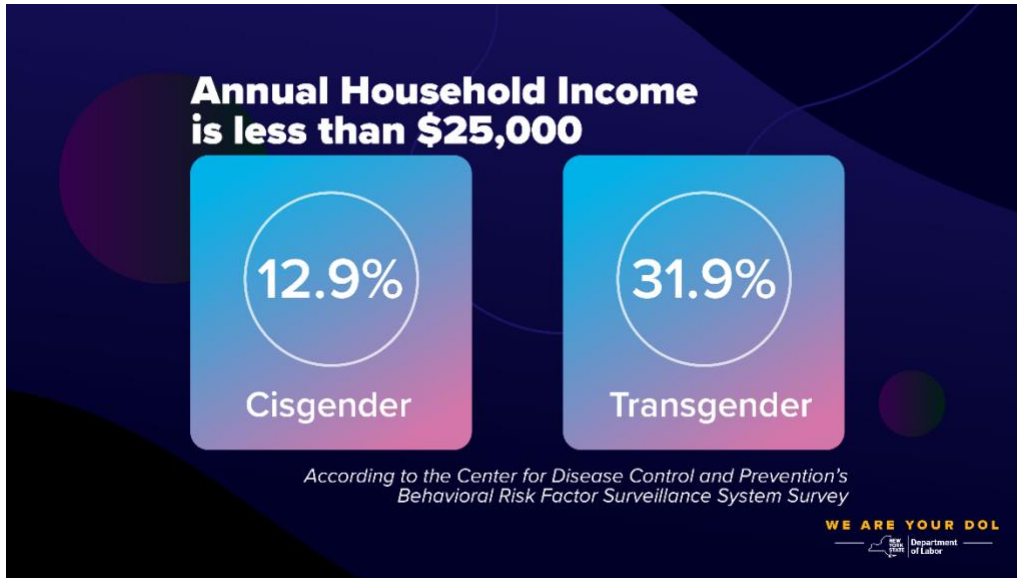
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SOCIAL POST 4

GRAPHIC – English:



GRAPHIC – Spanish:



CAPTION (English): ICYMI: NYS DOL's new TGNCNB report found that transgender New Yorkers' annual household income is, on average, lower compared to cisgender households. The report is the beginning step to obtaining equity for all gender identities. Read the report: nysdolreports.com/gwg/2023-tgncnb/

CAPTION (Spanish): El informe TGNCNB del NYS DOL encontró que el ingreso familiar anual de los neoyorquinos transgénero es, en promedio, más bajo en comparación con los hogares cisgénero. Este es el primer paso para lograr equidad para todas las identidades de género. Léalo: nysdolreports.com/gwg/2023-tgncnb/