

The workplace gender equality act must include transgender and gender diverse employees in their analysis. Gender pay gaps between cisgender men and women are important, but they are small in comparison to pay and equality gaps between cisgender and transgender people (of all genders). Current practices of examining pay, opportunity, and equality gaps based on gender focus only on cisgender binary genders; they leave out transgender, nonbinary, and gender-diverse employees that face significantly more barriers to employment and opportunity due to systemic transphobia and discrimination built into government systems. Payroll systems, workplace surveys, and staff profiles continue to lack inclusion of gender diverse information. Furthermore, they often force transgender and gender diverse employees to be categorized according to their assigned sex at birth. As a result, opportunity and pay gaps for gender diverse employees are not measured. There is no way to bridge these gaps if they continue to be ignored. Gender equality is not possible if gender diverse employees are left behind.