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## Extrusa Corporate Transising Process

April 2006

Gender Dynamix assisted Extrusa (Pty) Ltd., a multi-national corporation in the motor industry, with the transitioning process of one of their employees. It was done in phases. The first step was to assess all the detail at hand, meet with the Human Resources Manager and in following meetings planned the strategy to follow. While the company started with a sensitizing campaign where they placed some general posters around LGBT issues and Human Rights issues on notice boards in their canteen, change rooms and in the factory, Gender Dynamix was tasked to amend current policies and documents to be more gender neutral and inclusive. There after an afternoon workshop session followed, to inform all management about the issue at hand. A week after that, Gender Dynamix gave introduction and sensitizing workshops to the whole company's full staff compliment. This workshop was hour long sessions and span over the whole day, from 10:00 – 22:00. In one day all shifts, 112 people were trained/ sensitized. This method worked ideally because not all staff members were literate and management also preferred all staff to be informed in one day, to limit rumors.