

# Trans/forming Allyship: Inclusive Practices to Support Transgender People and Gender Diversity

November, 2018

**THINK AGAIN**

## Recipe

### Ingredients

1/2 ~~~~~  
2 ~~~~~  
1 ~~~~~  
3 3/4 ~~~~~  
3 ~~~~~  
1 ~~~~~

### Directions

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~~~~~  
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- ☐ Come as a learner
- ☐ Listen, Speak, Do
- ☐ Trust the process
- ☐ Confidentiality

1. Why this matters
2. Gender diversity
3. Inclusive practices

## Trans Experiences in Education

- 90% heard negative remarks about someone's gender expression in school
- 39% heard school staff/faculty make negative comments about someone's gender expression
- Almost all had been verbally harassed, about  $\frac{1}{2}$  had been physically harassed, and about  $\frac{1}{4}$  had been physically assaulted in school
- Almost half missed at least one day of school because they felt unsafe or uncomfortable
- About one sixth (15%) of trans adults report having left a school in K-12 or higher ed due to harassment



## Trans Experiences in Education



## Resilience Factors

- Family support
- Community support
- Access to gender-affirming healthcare
- Getting called the right name and pronoun
- Time since transition



## Legal Landscape

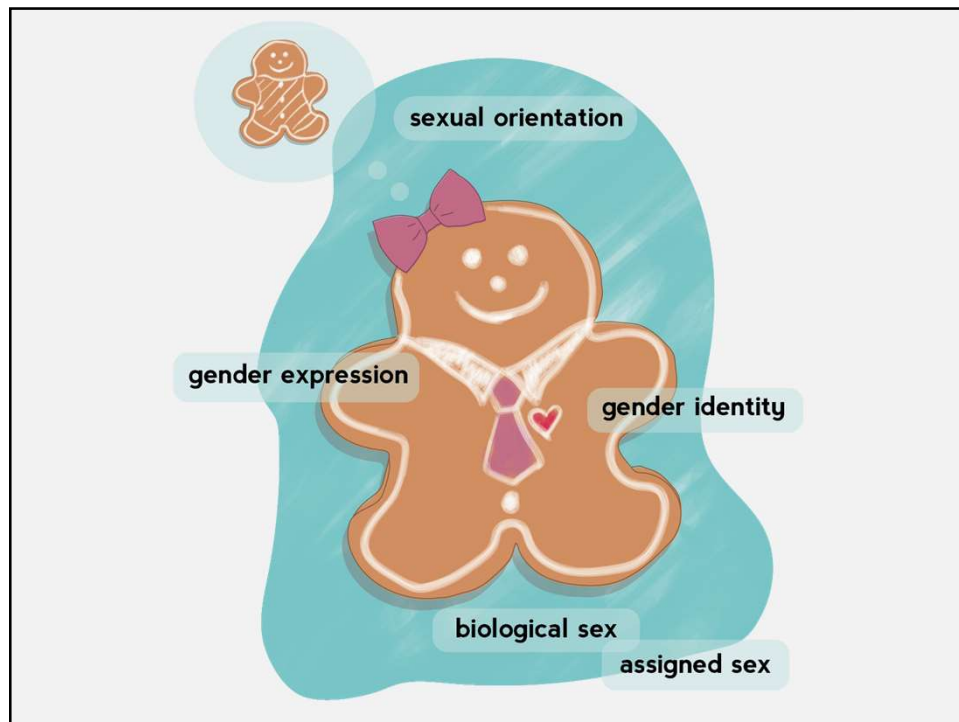
- Title IX
- Title VII
- 18 states (but not Wisconsin)
- ETF GIB trans exclusion – reversed as of Jan 1!
- Court cases re state employees and Medicaid recipients
- Madison nondiscrimination statutes
- **What “counts” as discrimination?**



“When someone with the authority of a teacher describes the world and you are not in it, there is a moment of psychic disequilibrium, as if you looked into a mirror and saw nothing.”

— Adrienne Rich





## Trans as an Umbrella Term



Trans (or sometimes transgender) can be used broadly to describe a variety of people whose experience of gender is more complicated than can be described by simply “man” or “woman” such as:

- Transsexuals
- Gender variant or gender-nonconforming people
- Drag Queens & Drag Kings
- Cross Dressers
- And others

## Transgender Identity

Transgender (or sometimes trans) is also used to describe a particular *kind* of trans identity:

*Someone who lives their life as a gender other than what is expected of them based on their assigned sex at birth*

- People assigned male at birth who live as women
- People assigned female at birth who live as men
- People who live as a gender other than man or woman (nonbinary)

*People who identify as transgender may or may not choose to change their bodies through medical technologies or other means.*

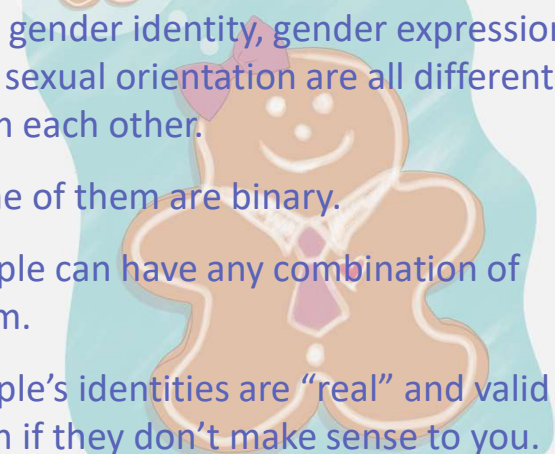


## Under the Trans Umbrella

- Transsexual
- Transgender
- Genderqueer
- Gender fluid
- Bigender
- Agender
- Gender-questioning
- Gender-nonconforming
- Cross dresser

- Drag King / Drag Queen
- Nonbinary
- FTM/ F2M/ FtM
- Trans man
- Assigned Female at Birth (AFAB)
- MTF/ M2F/ MtF
- Trans woman
- Assigned Male at Birth (AMAB)
- Two-Spirit

- Not under the umbrella: Cisgender

- 
1. Sex, gender identity, gender expression, and sexual orientation are all different from each other.
  2. None of them are binary.
  3. People can have any combination of them.
  4. People's identities are "real" and valid even if they don't make sense to you.

## When you don't know someone's pronouns



- Ask
- Ask everyone, not just people who "look trans"
- Explain why you are asking
- Or: Don't use any

## Pronouns Practice



Pair up. Practice asking each other's pronouns *and* explaining *why* you're asking.

## When you mess up

- Acknowledge it
- Apologize
- Move on
- Don't make it about you





## Pronouns Practice

Person B: Practice correcting someone about your own pronouns

Person A: Practice apologizing

- Person A, to (imaginary) Person C, referring to Person B: Well, like [wrong pronoun] was saying before ...
- Person B: ...
- Person A: (practice apologizing!)



## Pronouns Practice



Practice correcting someone about someone else's pronouns

- Person A: Oh I ran into Zander, he said ...
- Person B: (Knows that Zander uses they/them/theirs) ...

## Pronouns in Groups



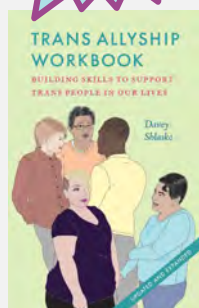
## Showing Support, Beyond Pronouns

- Inclusive language, e.g.:
  - Don't use ("women and men") to mean "everyone"
  - Don't address a group as "ladies" if you don't know their identities for sure
- Suspend assumptions, about: identities, pronouns, sexual orientation, family relationships, etc.
- Use respectful and up-to-date terminology



## Showing your Support, Beyond Pronouns

- Believe people about their identities
- Don't "police" or question gender expression
- Avoid intrusive questions or comments (for example, about bodies and transition plans)
- Do not disclose someone's trans status without their specific permission
- Use requested names and pronouns – even if they change



THANK YOU!

Get in touch any time:

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