

Gender

Welcome! Please grab a name tag and write your name and pronouns. Here's an example:




Then grab a seat and fill out the Intro Survey.




Land Recognition


Agenda

1. Welcome and Intro Survey
 2. Language basics
 3. What is gender?
 4. Why is this important?
 5. What does it mean to be transgender?
 6. What can I do?
 7. Language dos and don'ts
 8. Q & A
- 

Language Basics


- **Transgender:** Someone who identifies as a gender they weren't assigned at birth (such as someone who was born with a penis and is a woman).
 - **Cisgender:** Someone who does identify as the gender they were assigned at birth (such as someone who was born with a penis and is a man).
 - **Gender non-conforming:** Someone who behaves or presents in a way that defies gender expectations (such as a man wearing lipstick).
 - **Gender dysphoria:** An intense emotional reaction to the mismatch of one's gender identity and how society perceives their gender physically.
 - **Pronouns:** How to refer to someone in the third person without using their name. Pronouns are specific to the individual and their gender.
- 

Language Basics


- **Transition:** The process of changing one's appearance to match their gender identity (this can include taking hormones, dressing in a certain way, changing your name/pronouns, and many more things).
 - **HRT:** Hormone Replacement Therapy. Medication prescribed by a doctor to change one's hormones levels to lessen gender dysphoria.
 - **Passing/Read as:** How much a trans person can be perceived as a cisgender person (being read as cisgender provides a level of safety for transgender individuals, but it is not always the goal).
 - **Transphobia:** Prejudice against transgender people.
 - **TERF:** (Trans-Exclusionary Radical Feminist) Someone who excludes transgender women.
 - **Misgender:** To use the wrong language for someone (name, pronouns, gender) when talking to or about them.
- 

What is Gender?

Gender is Different than Sexuality

- Sexuality is who you are attracted to.
 - Gay (attracted to the same gender as you)
 - Straight (attracted to a different gender than you)
 - Bisexual/Pansexual (attracted to many genders)
 - Many others!
 - Gender is not affected by sexuality at all!
 - For example, if you're a transgender woman attracted to men, you are straight.
- 

Gender vs. Sex

- **Each person is born with biological differences**, based mainly on:
 - Primary characteristics (penis, vagina, uterus, testes)
 - Secondary characteristics (breasts, facial hair, wide hips, adam's apple)
 - Note: up to 1.7% of people are intersex (they have both, neither, or a combination of bio characteristics). That's about the same % as redheads!
 - **Gender** = a social construct
 - **How a person identifies**
 - Has nothing to do with one's physical body, though one may choose to express their gender via their looks
 - Sex is assigned at birth, while gender is an innate feeling within yourself.
- 

Gender is not binary

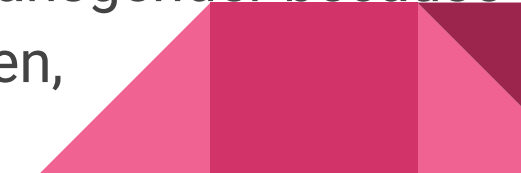
Man

Woman

Non-Binary: Any gender that is not only male or only female. Non-binary is an umbrella term that encapsulates many genders such as:

- Genderqueer
- Pangender
- Bigender
- Genderfluid
- Agender
- And more!


Gender Expression

- What are gender specific stereotypes?
 - Most people have gender non-conforming traits!
 - Some gender non-conforming traits are more acceptable
 - Women wearing pants
 - Men being loving fathers
 - Gender identity is what your gender is.
 - Gender expression is how you behave/dress.
 - Transgender women do not come out as transgender because they want to wear dresses - they ARE women, and whatever they wear is irrelevant.
- 

The background is a solid pink color. In the top right corner, there are several overlapping geometric shapes, including triangles and squares, in various shades of pink and magenta, creating a modern, abstract design.

**Why the
heck is this
so important??**

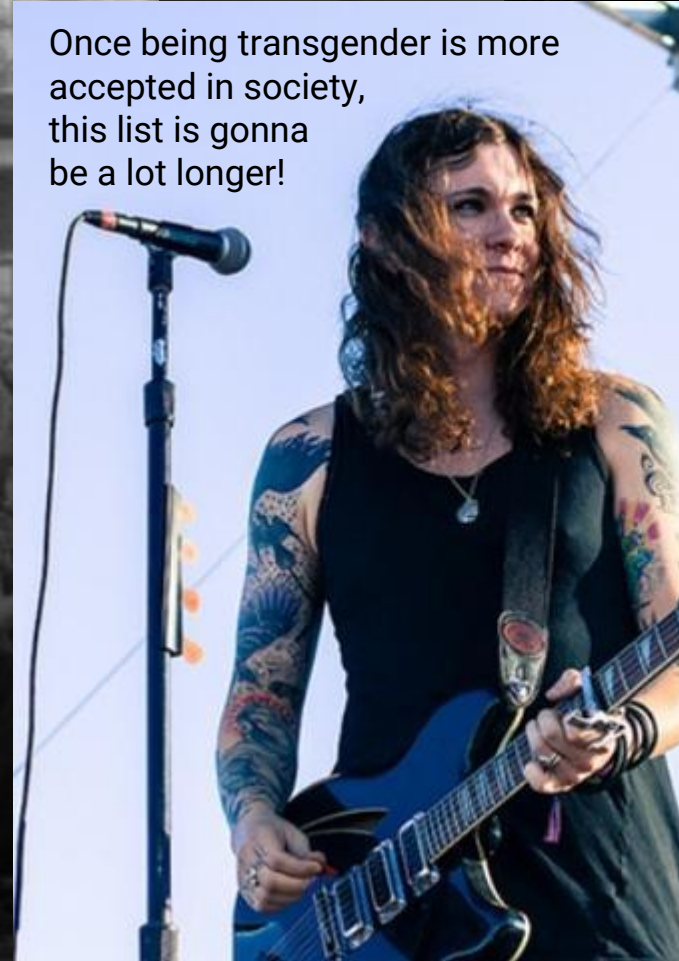
Let's look at the facts

- 75% of transgender youth in America feel unsafe at school. This leads to:
 - Missing school due to fear of safety
 - Lower GPAs, dropping out, not pursuing higher education
 - Mental illness and suicide
 - Higher rates of alcohol/drug use and homelessness
 - More than half of transgender male teens (who were still alive to take the survey) have attempted suicide at least once.
 - The average lifespan for transgender women of color is 30 years old.
 - 59% of transgender students in American public schools have been denied access to the bathroom that matches their gender identity.
 - ~6% of 10th graders in Washington State identify as transgender
 - That's 60,000+ 16 year olds (not including other grades)
- 



Leslie Feinberg on Discovering Transgender History

Once being transgender is more accepted in society, this list is gonna be a lot longer!




Maurice Jeffrey

What does it mean to be transgender?



The Matrix, 1999
Dir. The Wachowskis

**How do I help
make my community
a safe and welcoming
space for trans folks?**

1. Use gender neutral language. Rewire your brain to stop assuming gender.
 - a. “Hello folks” instead of “Hello ladies and gentlemen.”
 - b. “They” instead of “He or she.”
 - c. Don’t ever assume you’re in a room of cisgender people.
 2. Respect people’s name, pronouns, identities.
 - a. A person’s identity is not up for debate.
 - b. It’s ok to check in with folks about what language they use.
 3. If you mess up, don’t make it about you.
 - a. Apologize quickly, make a mental note to do better in the future, move on.
 4. Make it obvious that this is a safe space.
 5. If someone is misgendered, stand up for them.
 - a. It’s as simple as correcting them, then moving on.
 6. There will be discomfort, new ideas and new language, and you will need to Do The Work.
- 

Languages Dos and Don'ts

Many people want to be supportive and respectful allies, but simply don't know where to start. Here are some basic dos and don'ts when discussing transgender topics!

DO: say “transgender”

My son is a transgender man

My friend is trans

DON'T: say “transgendered,”
“a transgender,” “the
transgenders,” “trans*”

DO: say “trans woman”

My daughter is a trans woman

My friend is a cis man

DON'T: say “transwoman,” “transman,” “cisman”

Trans women are women. Writing “transwoman” creates a separate category, excluding them from womanhood.



DON'T: say “tranny”

It is a slur.

A decorative graphic in the top right corner consisting of several overlapping triangles in various shades of pink and magenta.

DON'T: say “transvestite”

It is a slur.



DON'T: say “she-male”

It is a slur.

DON'T: say "hermaphrodite"

It is a slur.

DO: say "intersex"



DON'T: use “it” as a pronoun

It is a slur.



DON'T: ask a trans person
about their genitals

It's creepy.



**DON'T: ask a trans person
about their previous name**

It's none of your beeswax.

DON'T: ask a trans person about their transition

Some people may want to share their experiences, but assuming you have a right to hear something this personal is inappropriate.

DON'T: call trans people drag queens

Drag queens are cisgender men who dress in women's clothing as a form of performance.

DON'T: say “stuck in a boy’s
body”

A trans woman has a woman’s body.

DON'T: ask about “the moment you knew”

Finding one's gender is a process. Some people know when they're a young child, while others spend many years exploring. Many people go through a number of different identities - and that's ok!

DON'T: out anyone, ever

“Outing someone” means to reveal their sexuality or gender without that person’s consent. Don’t be afraid to check in about what settings someone is out in!

**DON'T: say “born a woman”
or “biologically female”**

**DO: say “assigned female at
birth”**

Trans men are born men. The doctor assigns them a sex based on their genitals, which doesn't reflect their actual gender.

DON'T: say “preferred pronouns”

DO: say “pronouns”

Someone doesn't “prefer” to be a woman - they are a woman. Same with pronouns.

DON'T: say “passing”
or “stealth”

DO: say “read”

She can be read as a cis woman

He is read as a trans man

The goal of being transgender is not to look cis. “Passing” unjustly puts the onus on the trans person to conform to cisgender standards. “Stealth” makes it seem like trans folks are trying to trick people.

DON'T: assume gender

DO: use gender neutral
language until you're able to
ask what is comfy for them

*Hi, I'm Erik and I use they/them pronouns.
What about you?*


Anyone can be trans or non-binary, no matter how they look or act.

If you mess up someone's
name/pronouns/identity:

1. Apologize
2. Correct yourself
3. Do better in the future

Don't make it into a big deal, because that puts them in the awkward and unfair position of comforting YOU.

Works Cited

- GLSEN
 - GLAAD
 - OSPI's 2019 Healthy Youth Survey
 - All Home King County
 - The William Institute
 - American Academy of Pediatrics
 - Human Rights Campaign
 - Outlaw, a film by Alisa Lebow
 - The Matrix, a film by The Wachowskis
- 



Questions?

Contact Us:

Kat: katvatne@gmail.com

Brontë: nbronten@gmail.com

