



Transgender People Moving from “Them” to “Us”

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Introduction

Transgender People

Why this focus?

- ▶ Least understood of LGBT people by the general public
- ▶ Move from a “label” category to human and personal understanding
- ▶ Reduce conscious and unconscious bias
- ▶ Remove barriers (misunderstanding) in order to improve access
- ▶ Increased visibility – transpeople are here to stay! .

Agenda

What we will cover...

- ▶ **Who** are transpeople?
- ▶ **What** - Vocabulary & Concepts
- ▶ **Etiquette**
- ▶ Conscious and Unconscious **Bias**
- ▶ **Barriers** to Locating Materials on Transpeople
- ▶ **Trans Resources**
- ▶ **Q & A** and conversation .

TIME

THE TRANSGENDER TIPPING POINT

America's next
civil rights frontier

BY KATY STEINMETZ



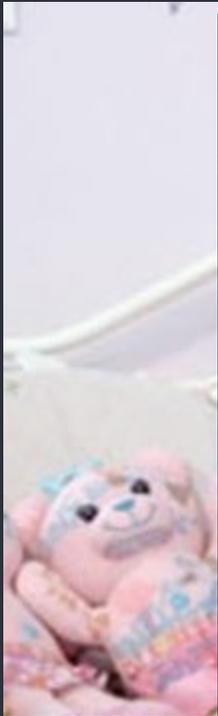
Laverne Cox, a star of *Orange Is the New Black*, is one of an estimated 1.5 million Americans who identify as transgender

Time
June 9, 2014

Transgender People

Who are transpeople?

Famous People...



Transgender People

Who are transpeople?

Famous People...

Aydian Dowling



VANITY FAIR

“Call me Caitlyn”

by BUZZ BISSINGER Photos by ANNIE LEIBOVITZ



Transgender People

Who else are transpeople?

- ▶ Students
- ▶ Students' friends and family
- ▶ But it's not just "them", it's people **you** know...

Co-workers

Spouses, partners,
family, friends of your
co-workers

Transpeople are **your** spouses, partners, family, friends, neighbors, and strangers you chat with on the street.

Transgender People

Who are transpeople?

Visible

Invisible

Transgender People

How many people are transgender?

The National Center for Transgender Equality estimates that between $\frac{1}{4}$ and 1 % of the population is transsexual.

However, no one really knows, for many reasons, such as:

Who counts as transgender?

How to **find** and count transgender people?.

Transgender People

How many people know someone who is transgender?

In the United States, a close friend or family member...

2013 – 9%

2014 – 17%

2015 – 22%

2016 – 35%

<http://www.hrc.org/resources/hrc-national-survey-of-likely-voters>

Transgender People

Questions?

Next...

Vocabulary & Concepts

Vocabulary & Concepts

Sex vs. Gender

Sex: the body. Male, female.

- ▶ Reproductive organs
- ▶ Hormones
- ▶ Chromosomes

Gender: psychological, social, cultural. Man, woman.

- ▶ Gender identity
- ▶ Gender role
- ▶ Gender expression .

Vocabulary & Concepts

Sexual Orientation vs. Gender Identity

- ▶ **Sexual orientation** : who you are attracted to – same sex or a different sex
- ▶ **Gender identity**: one's internal sense as man/boy, woman/girl, neither or both
- ▶ **Gender Expression/Gender Role**: how a person represents their gender or a gender role .

Vocabulary & Concepts

What does **transgender** mean?

- ▶ An umbrella term for people whose gender identity, expression, or behavior is different from those typically associated with their assigned sex at birth.
- ▶ It is an adjective.
- ▶ Not all transgender people wish to change their bodies or their gender role in society.
- ▶ Those who do, are known as **transsexuals**.

Vocabulary & Concepts

LGBT acronym

LGB – sexual orientation

T – gender identity

Transgender people can be straight, gay, lesbian, and bisexual.

Vocabulary & Concepts

MTF & FTM

Male to Female

MTF

Transgender Woman, Transwoman, Woman

Pronouns: she, her

Female to Male

FTM

Transgender Man, Transman, Man

Pronouns: he, his, him.

Vocabulary & Concepts

Genderqueer

A term used by some individuals who identify as both male and female, neither male or female, or another variation, such as...

Non-Binary

Gender Fluid

May use gender neutral pronouns, such as ze, zir, or plural “they”.

Vocabulary & Concepts

Non-Binary

U.S. Trans Survey (2015)

n=27,715

1/3 identified as non-binary

Of those non-binary respondents...

95% under age 25

90% were assigned female at birth.

Vocabulary & Concepts

Gender Non-conforming

A person whose gender expression is different than societal expectations.

May or may not be transgender.

May or may not be lesbian, gay, or bisexual.

Vocabulary & Concepts

Transition

When a transgender person begins living as the gender with which they identify, rather than the one assigned at birth.

May or may not include:

- ▶ Name change
- ▶ Dressing differently
- ▶ Medical – surgery, hormones
- ▶ Legal – changing identity documents (e.g., driver license, Social Security records) .

Vocabulary & Concepts

“Intersex” – What does it mean?

“Intersex” is a general term used for a variety of conditions in which a person is born with a reproductive or sexual anatomy that doesn’t seem to fit the typical definitions of female or male.*

- ▶ Intersexed people → anatomy
- ▶ Transgender people → gender identity
- ▶ “Hermaphrodite” – Discontinued term considered stigmatizing and derogatory.

* From Intersex Society of North America (ISNA) website:

http://www.isna.org/faq/what_is_intersex

Vocabulary & Concepts

Questions?

Next...

Etiquette

Etiquette

Pronouns and Names

- ▶ Pronouns – use the ones that best represents
- ▶ Unsure? Avoid or use plural, e.g., *them*, *they*
- ▶ Unsure? Ask tactfully and discretely
- ▶ Use the preferred name
- ▶ Do not make assumptions
- ▶ Respect boundaries – transpeople are people.

**IF YOU'RE OUT IN PUBLIC AND YOU CAN'T FIGURE
OUT A STRANGER'S GENDER, FOLLOW THESE STEPS:**

Etiquette

Don't Ask...

- ▶ What is your “real” name? What was your name before?
- ▶ Have you had “the surgery”?
- ▶ How do you have sex?
- ▶ I still think of you as Jane/Joe. Do you mind if I keep calling you that?
- ▶ Interrogating or invasive questions.

Etiquette

Privacy

Do not “out” someone without their permission.

Trans status is confidential, personal medical information.
Honor the trust that was placed in you.

If you violate that trust, you potentially threaten someone’s safety and well being.

Being out as transgender carries different risks than being out as a lesbian, gay, or bisexual person.

Etiquette

Questions?

Next...

Conscious & Unconscious Bias

Conscious & Unconscious Bias

What is bias?

“a particular tendency or inclination, especially one that prevents unprejudiced consideration of a question; prejudice.” ~[Dictionary.com](#)

Conscious Bias

- ▶ Bias we know we have
- ▶ Deliberate, intentional

Unconscious Bias

- ▶ Bias we are not aware we have
- ▶ Automatic, unintentional .

From: *Untying the Gender “Nots” – Eliminating Transgender Bias in the Legal Profession*; presentation by Colin Close, GATE – Gender Advocacy, Training & Education.

Conscious & Unconscious Bias

What is (anti) transgender bias?

- ▶ Privileges people whose gender seems “normal” to us
- ▶ Disadvantages people whose gender does not seem “normal” to us .

From: *Untying the Gender “Nots” – Eliminating Transgender Bias in the Legal Profession*; presentation by Colin Close, GATE – Gender Advocacy, Training & Education.

Conscious & Unconscious Bias

Tangible Results of (Anti) Transgender Bias

Injustice at Every Turn: A Report of the National Transgender Discrimination Survey. (2011). National Center for Transgender Equality and National Gay & Lesbian Task Force. n = 6450

- ▶ 90% reported experiencing on-the-job mistreatment or discrimination, or hid who they were to avoid it
- ▶ 50% reported harassment at work
- ▶ 26% reported job loss due to being transgender
- ▶ 22% reported denied equal treatment or harassment by government agency or official
- ▶ 19% reported experienced homelessness
- ▶ **41% reported attempting suicide (1.6% of general public) .**

Conscious & Unconscious Bias

Unconscious (Anti-) Transgender Bias

More likely to experience...

- ▶ Left out of important meetings, committees, decision making
- ▶ Microaggressions

Less likely to be...

- ▶ Interviewed
- ▶ Hired
- ▶ Advanced/promoted .

From: *Untying the Gender “Nots” – Eliminating Transgender Bias in the Legal Profession*; presentation by Colin Close, GATE – Gender Advocacy, Training & Education.

Conscious & Unconscious Bias

Questions?

Next...

Barriers to Locating Trans Resources

Barriers to Locating Trans Resources

Searching for “Transgender”...

- ▶ “Transgender” keyword search – what happens?
Lesbian, Gay, Bisexual, and **Transgender**
- ▶ Dynamic nature of gender and trans language
- ▶ “Transgender” subject heading new in 2007 .

Summary

What we covered...

- ▶ **Who** are transpeople?
- ▶ Vocabulary & Concepts
- ▶ Etiquette
- ▶ Bias – Conscious and Unconscious
- ▶ Obstacles to Locating Resources & Information

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More Transgender Information

Transgender Resources

GLAAD

Transgender FAQ, Tips for Allies, Media Style Guides, Transgender Resources
www.glaad.org/transgender

Transgender 101 – Office for Victims of Crime, Department of Justice
www.ovc.gov/pubs/forged/transgender.html

National Center for Transgender Equality

“Injustice at Every Turn – A Report of the Transgender Discrimination Survey”
www.transequality.org

U.S. Trans Survey

www.ustranssurvey.org

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