

INTRODUCTION TO TRANS INCLUSION

POST SESSION RESOURCE

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LANGUAGE, TERMINOLOGY & IDENTITY

Gender

Often expressed in terms of masculinity and femininity. Largely culturally determined and is assumed from the sex assigned at birth.

Pronouns

Words we use to refer to people's gender in conversation - for example, 'he' or 'she'. Some people may prefer others to refer to them in gender neutral language and use pronouns such as they / them and ze / zir.

Trans

An umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. May encompass one or more of a wide variety of terms, including (but not limited to) transgender, non-binary, gender queer.

Gender Dysphoria

Used to describe when a person experiences discomfort or distress because there is a mismatch between their sex assigned at birth and their gender identity. This is also the clinical diagnosis for someone who doesn't feel comfortable with the sex they were assigned at birth.

Sex Assigned At Birth

Assigned to a person on the basis of primary sex characteristics (genitalia) and reproductive functions. Sometimes this term and 'gender' are interchanged to mean 'male' or 'female'.

Non-binary

An umbrella term for a person who does not identify as only male or only female, or who may identify as both.

Gender Recognition Certificate

This enables trans people over 18 to be legally recognised in their affirmed gender and to be issued with a new birth certificate. Not all trans people will apply for a it. You don't need it to change your gender markers at work or to legally change your gender on other documents.

Trans woman

A term used to describe someone who is assigned male at birth but identifies and lives as a woman. This may be shortened to MTF, an abbreviation for male-to-female.

Trans man

A term used to describe someone who is assigned female at birth but identifies and lives as a man. This may be shortened to FTM, an abbreviation for female-to-male

Gender identity

A person's internal sense of their own gender, whether male, female, non-binary or something else, which may or may not correspond to the sex assigned at birth.

Cis/Cisgender

Someone whose gender identity is the same as the sex they were assigned at birth. Non-trans is also used by some people.

Gender Reassignment

Another way of describing a person's transition. This usually (but not always) means to undergo some sort of medical intervention, but it can also mean changing names, pronouns, dressing differently and living in their self-identified gender. It is a characteristic that is protected by the Equality Act 2010. Other countries, such as Canada, use the phrases 'Gender Identity and Gender Expression' in similar legislation.

Transitioning

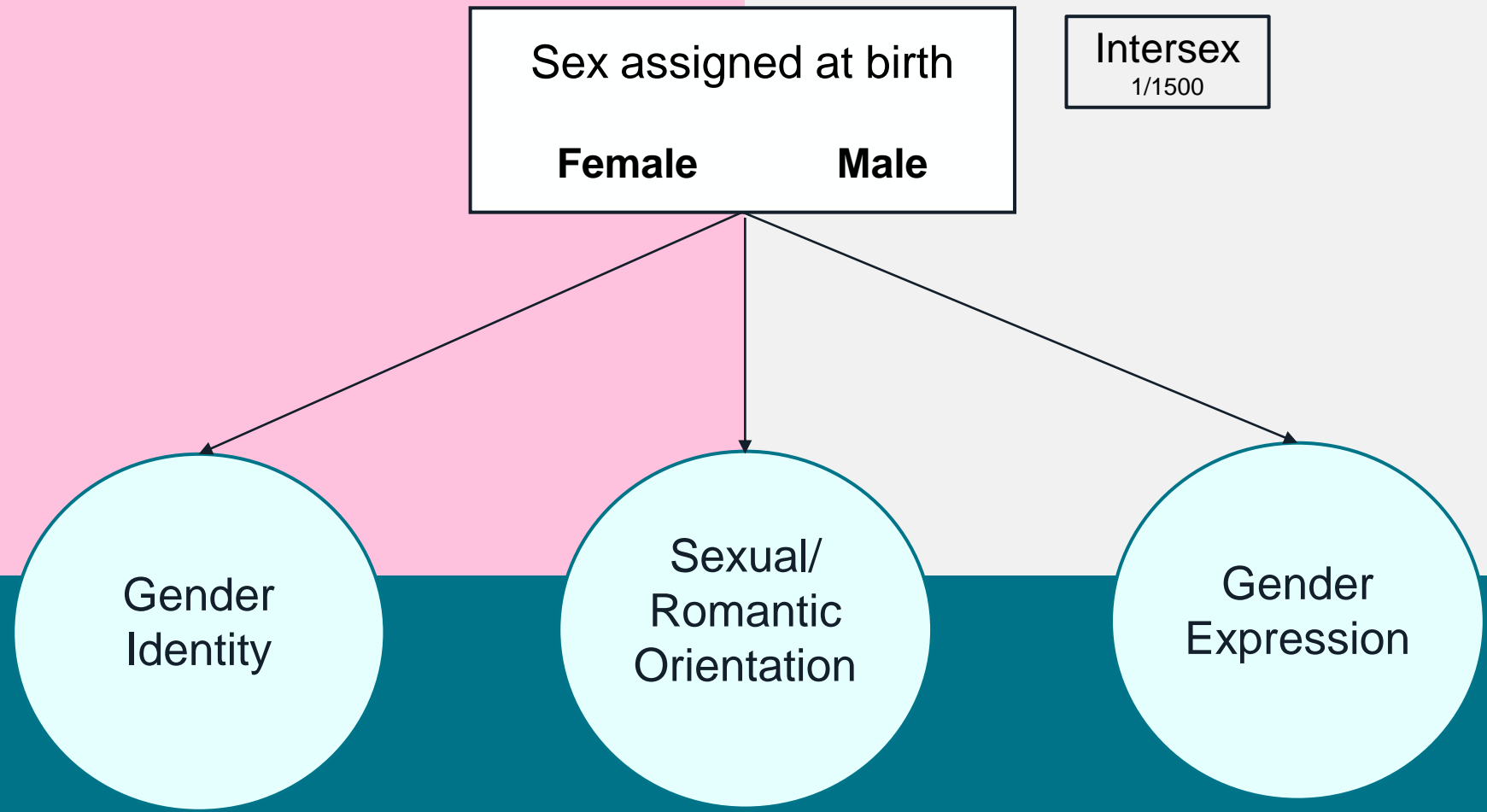
The steps a trans person may take to live in the gender with which they identify. For some this involves medical intervention, such as hormone therapy and surgeries, but not all trans people want or are able to have this. This also might involve things such as telling friends and family, dressing differently and changing official documents

Understanding Identities

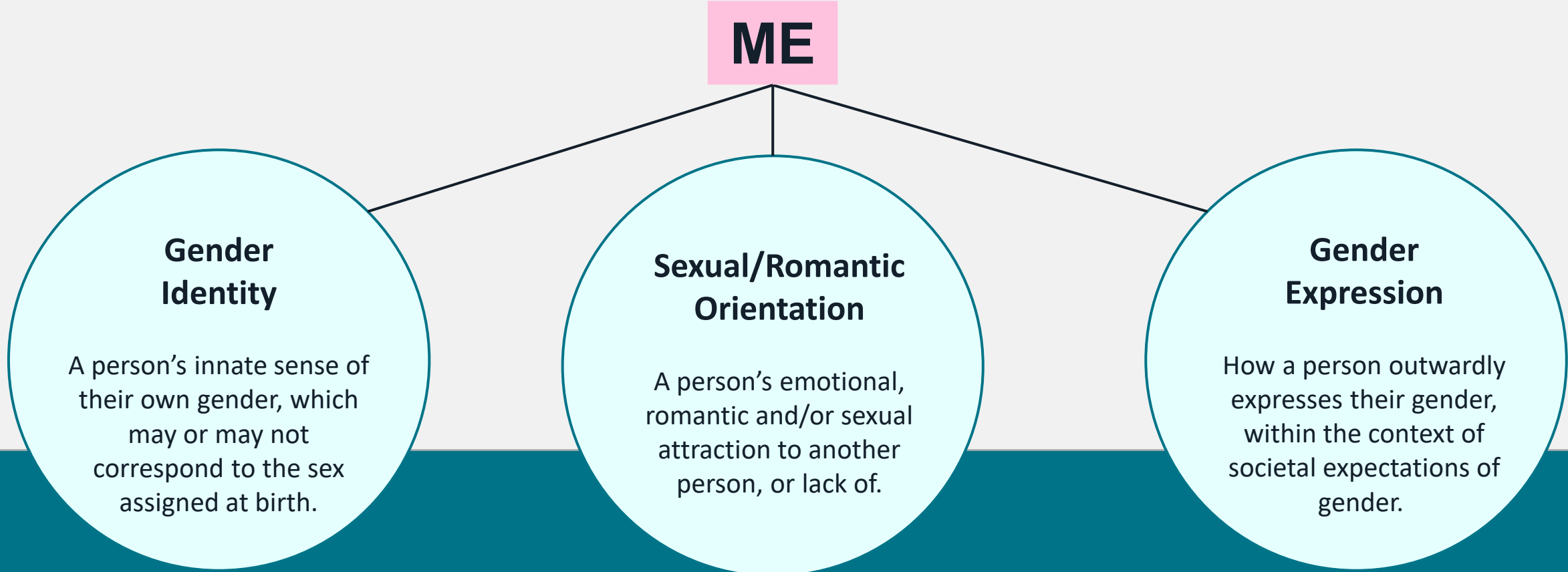
Your identity

Identity is someone's innate sense of self and ownership of the components that make up who they are.

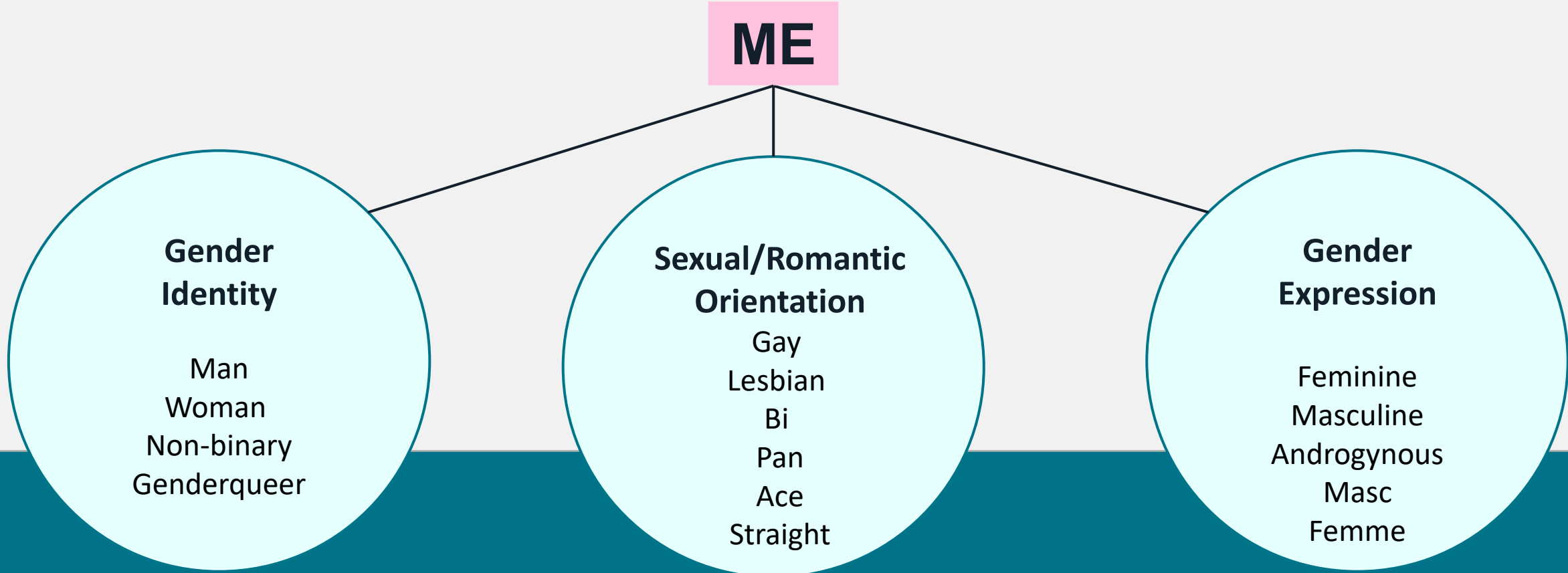
Understanding Identities



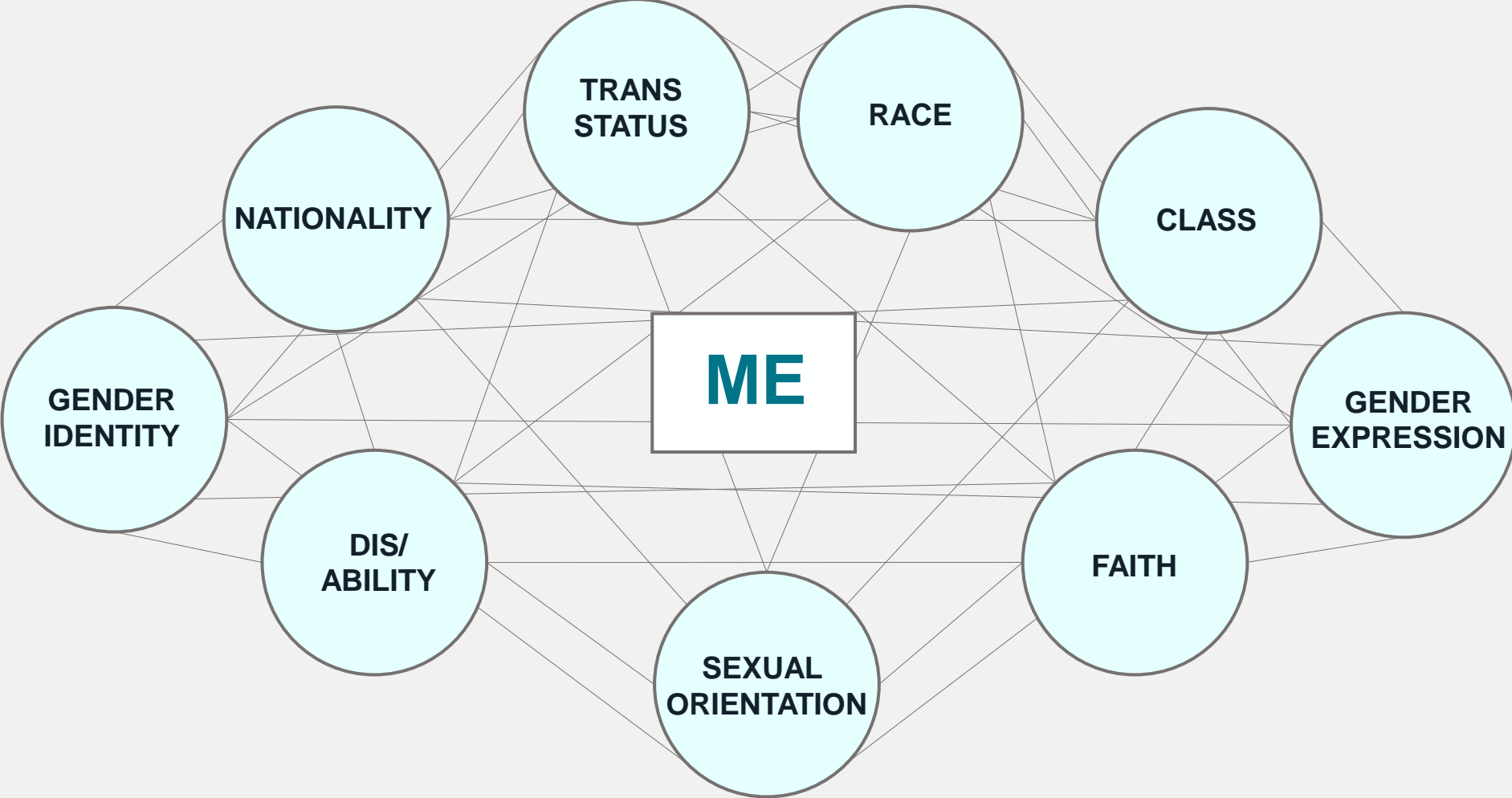
Understanding Identities



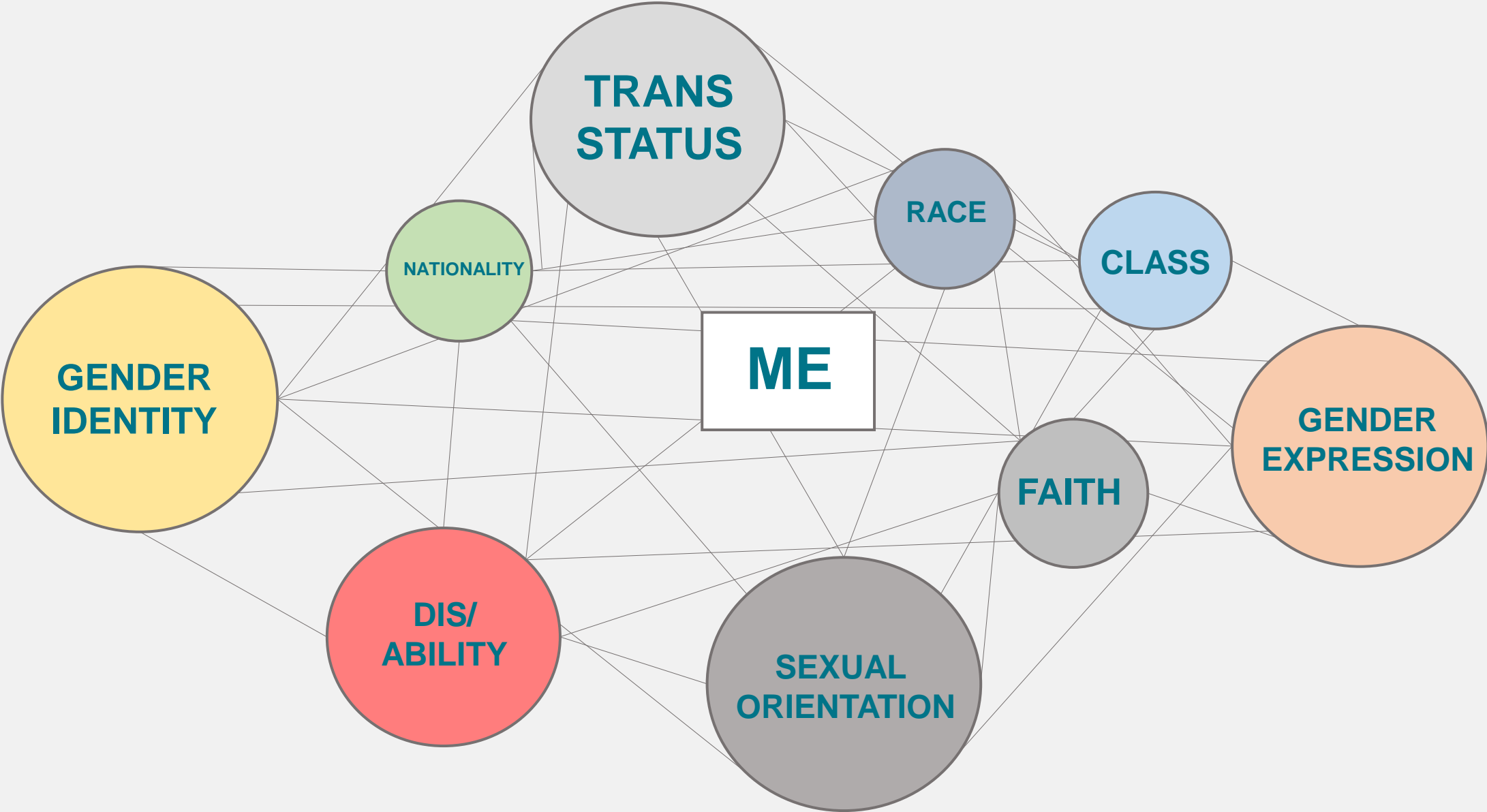
Understanding Identities



Understanding Identities



Understanding Identities



Remember

It's OK to make mistakes

Don't guess or make assumptions

Everyone has a sexual orientation and gender identity

Consider your questions carefully

TRANS EXPERIENCES

Gender in Society

Many aspects of society are gendered

Spaces: Public toilets, changing rooms, bars/pubs, support centres, as well as some hospital wards and religious buildings.

Jobs & Activities: Sports, parental roles, and many different jobs, including care work, manual labour, nursing, and the military.

Behaviours & Choices: Clothing and school uniforms, gestures and mannerisms, the pitch and tone of one's voice, choices of music and art, and even diet.

Content Warning:

Discussions of transphobia, discrimination, hate crimes

Transphobia

Transphobia is the fear or dislike of someone who identifies as trans, including the denial/refusal to accept their gender identity.

Examples of Transphobia

Speculating about or questioning someone's gender

Purposefully ignoring someone's pronouns or preferred name

Asking inappropriate questions about someone's medical treatment

Questioning someone's ability to 'pass'

Disclosing someone's trans identity or history without permission

Trans Experiences

At a second consultation, our designated new GP told my partner flat-out she was uncomfortable prescribing the hormones agreed by our London GP. We were stunned. 'Uncomfortable' is not a medical explanation. I can't begin to imagine how these recurring hurdles make him feel, but on my part, I feel powerless, utterly outraged, and humiliated. Emily, 31 (East of England)

Trans Experiences

Gender Identity Clinics in this country are largely awful and take forever to see patients. Once you are seen, one false move and you're discharged and have to start from scratch. It's frustrating.
Norma, 33 (North East)

Trans Experiences

One in four trans people fear discrimination from healthcare providers.

Wait times for gender identity clinics can be as long as **five years** in England.

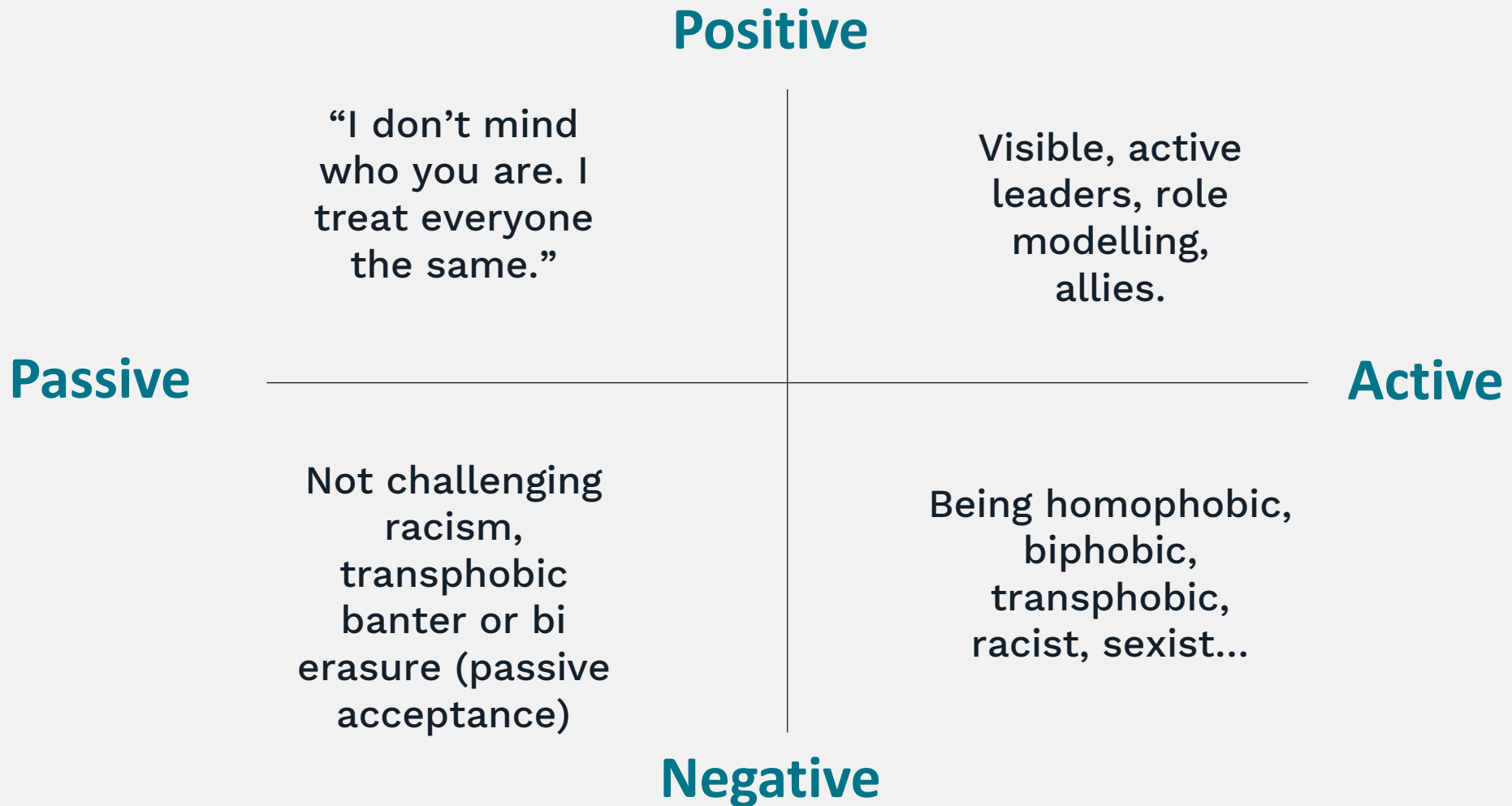
45% of trans people report not being able to afford treatment (private treatment, travel, etc.).

Almost one in ten trans people don't feel able to use a toilet that they feel comfortable with.

1 in 8 trans people have been physically attacked by customers or colleagues while at work.

BEING AN ALLY

Inclusive Allyship Quadrant



CREATING AN INCLUSIVE ENVIRONMENT

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Challenging Transphobia

How can we make our workplaces more inclusive for trans people?

LGBTQ+ people are protected from discrimination by the Equality Act 2010, regardless of whether or not they are “out” at work.

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Challenging Transphobia

Using or disclosing your name and pronouns in email signatures or internal meetings shows a basic level of respect that you should show every colleague.

If you make a mistake **apologise, correct yourself** and then **move on**.

Listen first, **ask** if in doubt, and always **respect** the individual's choice.

Correct each other and show trans colleagues and patients that their identity is being taken seriously.

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Challenging Transphobia

Recognize that gender and sexuality impact the specific healthcare needs and comfort level accessing care for many patients.

Don't comment on whether you feel someone could be more “convincing” or that they are “convincing”.

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Challenging Transphobia

Create and highlight HR policies and employee support protocols. These policies add to the support all staff might need, but they don't take away existing protections.

Use the name trans and nonbinary people ask you to use for them. Using a birthname (often called 'deadname') can be hurtful and alienating for trans colleagues and patients and often discourages them from returning.

RESOURCES

Further suggestions



#VICENews #News

The UK Has a Trans Healthcare Crisis | Transnational

175,339 views...



6.6K



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Further suggestions

Netflix: Disclosure, Sense8, Pose, Tales of the City, The Umbrella Academy, Dragnificent, Feel Good

Other TV: Veneno, Transparent, Euphoria, September Mornings, Dead End: Paranormal Park

Films: Paris is Burning, No Ordinary Man: The Billy Tipton Story, Keyboard Fantasies, By Hook or By Crook, A Fantastic Woman, Something Must Break

Comedy / Performers: Mae Martin, FOCitup, Travis Alabanza

Further suggestions

Podcasts

One From the Vaults, Bad Gay, What the Trans?!, Translash, Marsha's Plate

Activists / Influencers

Fox and Owl Fisher, Juno Dawson, Munroe Bergdorf, Kuchenga, Liv Little / GalDem, Lady Phyll, Kenny Ethan Jones

Books

The Transgender Issue by Shon Faye
Transgender History by Susan Stryker
Lote by Shola von Reinhold
Redefining Realness by Janet Mock
Detransition Baby – Torrey Peters
Amateur – Thomas Page McBee

Signposting

