



Hello all,

I was fortunate to be able to attend the GLAAD Gender Literacy 101 training “TO SUPPORT & BETTER UNDERSTAND THE DYNAMIC, DIVERSE TRANSGENDER, NON-BINARY, & GENDER NON-CONFORMING COMMUNITY @ FULLERTON COLLEGE” on 10/25/19 and wanted to share notes!

- Presented by: Fullerton College Library & Cadena Cultural Center In collaboration with the Staff Development Office and Q&A: Queer Straight Alliance (an LGBTQIA+ United Faculty subcommittee)

Presenter: Scott Turner Schofield, Special Projects, Trans Media & Representation GLAAD Media Institute Trainer (GLAAD – media influencers lobbying media for inclusion to accelerate acceptance via media – 87% of Americans know a LGB person, but only 20% know someone who identifies as trans.) Scott Turner Schofield shared best practices and personal observations on trans “invisible experiences”

Trans statistics:

27% of 11-17 year olds identify as Transgender or Gender Non-Conforming (TGNC) (Williams poll 2017)

4x higher unemployment rates

40% REPORTED attempting suicide as compared to 4.6% of the general population

29% of trans persons live in poverty

in 30 states it is legal to fire someone for being trans

1% of the US population accesses Trans-related health care (more of the population is estimated to identify as Trans without accessing health care specifically for Trans folk - many Trans people live as their assigned gender in fear of retaliation/ to avoid discrimination)

In 2019 so far 20 trans women (most of color) have been killed

Many trans people are also dealing with issues of intersectionality in multiple marginalized groups like being "UndocuQueer" and may experience rejection from different groups for their status.

Stereotypes:

50 years of movies have portrayed trans women as murdering psychopaths.

People laugh when someone looks like a "man in a dress", but if a trans woman "passes" then she is often criticized for being deceptive or "a trap".

Many groups portray trans women as predators to cis-gender women.

The 2016 election brought bathroom bills, legal employment discrimination, end of federal gender discrimination protections, health care providers can choose not to help trans people on religious grounds even if it leads to the death of a trans person, trans persons are prohibited from the military, the words "trans" and "non-binary" have been scrubbed from all federal US government websites.

Sexuality and Gender Identity come pre-programmed at birth

Cis-gender = Gender identity aligns with the gender assigned at birth. From the Latin "cis" meaning "on the same side"

Non-Binary = Gender identity does not align with either of the binary gender identities: male/female

Transgender = Someone who does not identify with the gender assigned at birth. From the Latin "trans" meaning "journey"

Intersex = A combination of chromosomes, hormones, physiology, etc that is not typically male or female. 17 different scientific identifiers.

Aligning gender identity with gender expression is critical to saving Trans lives.

One distinction between LGB and TGNC folks is that LGB folks "come out" more and more as their confidence increases. Trans folks "disclose" only to those who need to know - doctor, insurance, etc. Once a Trans person has transitioned, they don't necessarily want to talk about the trauma they may have experienced while transitioning or their experienced before transitioning as they are often upsetting. We may work with Trans students and never know, simply because it's not our business to know.

Ally-ship and best practices:

Actively support those who disclose their Trans status to you - this means they trust you a great deal!

Don't judge or assume anything about their identity until they tell you. If/when they do, "Believe it and repeat it" - we don't need to understand or agree with someone's gender identity, pronouns, or name for it to be true for them.

Respect a person's asserted pronouns and name (these are not "preferred pronouns" implying a choice instead of a fact).

Asking questions about someone's pronouns can have a cost - it is othering and alienating - just repeat what they say.

Language to avoid:

"Transgendered" No one is gayed or straighted, Trans folk are simply transgender

"A transgender" i.e. as in saying "they are a transgender" is dehumanizing

"Transvestite" is outdated language referring to someone cross-dressing and feels invalidating to the gender identity of a trans person

"Tranny" is a slur used derogatorily

"Sex change (operation)" - if referred to at all (which is discouraged) it could be referred to as a gender affirmation surgery.

It is needlessly invasive to ask about a person's pre-op or post-op status and/or use that to identify someone as a "real" man/woman. They are a real man or woman regardless of what surgeries they have or have not had.

Assumptions of gender can be traumatizing for Trans people.

Saying "but you're such a beautiful girl!" or "but you're so tough!" or "I always knew" can reinforce gender dysphoria and depression.

Scott Turner Schofield shared this about himself - once out with his fiancée, a server assumed him to be a woman and kept referring to he and his fiancée as "you ladies". This brought up memories of childhood trauma and brought up suicidal feelings for him 20 years after the trauma happened.

Feelings of being misgendered or invisible are easily avoided by not assuming genders - referring to groups as "folks" or "y'all" etc.

Being an Ally means taking action:

Educate others

Go with Trans acquaintances to the bathroom if they are nervous

Support Trans rights to use the bathroom that aligns with their gender identity as per CA law - we don't decide where other people go to the bathroom - only they can decide which bathroom is the best choice for them.

See Trans 102 bathroom video (Links to an external site.) directed by Silas Howard for some entertaining education on the bathroom issue.

Call your representatives - especially if you are NOT a member of the LGBTQ+ community - support from Cis/Het folks is more respected than LGBTQ+ individuals advocating for themselves.

Believe people in Trans claims of harassment, discrimination, and assault. Support their claims. Don't withdraw if called out.

At work:

Avoid body-centered conversations or talking about transitions - it is a HIPAA violation to discuss medical information publicly at work.

Accidents happen. If we mispronoun or use a dead name for someone, simply apologize, move on, and try to be mindful.

To intentionally mis-gender, use the wrong pronoun, or dead name is sexual harassment.

In emails, we may choose to list our pronouns in our signature.

When asked what we at the Community Colleges can do to best support Trans students, Scott's answer was to put single stall all-gender bathrooms in every building, allow easy access to name change on My Gateway and/or Canvas, and have frequent staff development on de-gendering daily conversations and classrooms for students.

If you have any questions, please don't hesitate to reach out to me!

Best,

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