

TRANS INCLUSIVITY 101



UNDERSTANDING COMMON TERMS

GENDER BINARY

is the mistaken classification of sex and/or gender into only two opposing groups.



CISGENDER

someone whose gender identity largely matches the sex they were assigned at birth.



TRANSITION

anything a person does to more closely align how they express their gender externally with how they identify internally.



TRANSGENDER

an umbrella term that describes someone whose gender identity is different than the sex they were assigned at birth.



NON-BINARY & GENDERQUEER

an umbrella term that describes someone whose gender identity does not conform to the idea of the "gender-binary".



UNDERSTANDING PRONOUNS

PRONOUNS: Pronouns are words we use to refer to others in place of their name. There are 2 types:

GENDER-SPECIFIC: These pronouns not only replace someone's name but also imply context about their gender. IE. SHE | HER | HIM | HIS

GENDER-NEUTRAL: These pronouns are used in place of a name without carrying any gender context. IE. THEY | THEM | THEIRS



REIGN IN CURIOSITY

Curiosity is a valid feeling.

Remember though that while you may be curious about the details of someone's gender or body, it doesn't mean you automatically have the right to answers.

None of us ever have the obligation to share or explain more of ourselves than we want.

CHECK YOUR OWN ASSUMPTIONS

ASK

We can never know or tell someone's name or pronoun just by looking at them or by the sound of their voice. So... you always have to ask!

If you're ever unsure or even maybe forgot, there's never any harm in asking again.

RESPECT

If someone tells us their name, pronouns, or something about their gender, it's our job to use and respect them.

If we need help, we can always ask others to help us with our learning & point out when we've made a mistake.

PRACTICE

For some of us, things like using a different name for people, or asking for pronouns is new and can be tricky. That's okay.

Changing our words and actions takes time and effort. Keep working at it and it will pay off.

AVOID GENDERED LANGUAGE

Do not assume about what terms to use with people. Default to gender neutral terms like "hi, folks" or "hi, all" instead of words like "guys", "ladies" or "gentlemen" until you are sure they are appropriate.

Using precise language rather than dumping words in gender buckets isn't only more inclusive, it's just clearer.

WAYS I CAN HELP MAKE MY SPACE MORE INCLUSIVE

- Gender Neutral Bathrooms
- Pronouns/Names on forms
- Pronouns on nametags
- Use inclusive language
- Listen & Learn

LIS TEN

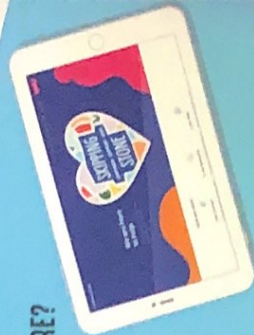
Be attentive to how people refer to themselves and each other.

They're likely already telling you what you need to know.

WANT TO LEARN MORE?

There's lots of great information out there from social media, blogs, websites, books and resources you can use to continue to learn.

For more information and other great resource visit us www.skippingstone.co



I'M SORRY.

APOLOGIZE WHEN WE MAKE A MISTAKE

Mistakes are a natural part of being human, but the growth that can come from them is one of the absolute best parts of being human.

So, when we make a mistake, we...

- **PAUSE:** take a breathe and don't panic. It doesn't make us a bad person
- **APOLOGIZE:** Acknowledge our mistake, offer a brief apology, and correct the error
- **LEARN:** commit to learning from this and putting in the effort to do better

DO'S & DON'TS

- ✓ Remember a person's gender identity, or who they are, is different than someone's sexual or romantic attraction, or who they might love.
- ✓ Avoid the words "real" or "normal." Our trans friend isn't "as pretty as a real woman." She is a real woman. And, she is pretty.
- ✓ Remember that all of us are greater than then our various identities and expression, gender or otherwise. So let's not only focus only on a single part too much.
- ✗ Ask someone about what is between their legs or "the surgery." It's just not appropriate to ask anyone those questions!
- ✗ View someone's identity or expression through a lens of how it affects us. It is theirs and theirs alone and our role is to support and validate.
- ✗ Use someone's name assigned at birth or "deadname". These names carry a lot of power for trans people because they can instantly be used to invalidate someone's identity so keep them sacred, keep them safe.
- ✗ Share someone's identity to others without their consent. This is referred to as "outing someone". Not only is this knowledge not ours to share, it risks putting the person in harm or danger.