



Who are Transgender People?

**By
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Transgendered people are:

Parents	Police/Federal Agents
Children	Firefighters
Taxpayers	Next Door Neighbors
Home Owners	Bus Drivers
Doctors	Business Owners
Attorneys	Radio DJs
Writers	Ministers/Pastors
Actors	Athletes
Teachers	Poets
Mechanics	Soldiers/Sailors/Marines

Where is your gender?

- Who defines a person's gender?
- What defines gender?
- When did you know your gender?
- How do you know your gender?
- Why is your gender important to you?



SEXUAL IDENTITY

1. BIOLOGY

2. GENDER IDENTITY

3. GENDER ROLE

4. ORIENTATION

Variables



- Chromosome configuration
- XY Chromosomes = Male
- XX Chromosomes = Female
- Disorders of Sex Development (DSD)
 - Before birth:
 - Hormone levels
 - Brain development
 - Brain imprinting



GENDER IDENTITY

Theories of ourselves that reflect masculine, feminine or androgynous characteristics as judged with a given cultural framework

GENDER IDENTITY

Transgender is a general term applied to a variety of individuals, behaviors, and groups involving tendencies to vary from culturally conventional gender roles.

A transgender individual may have characteristics that are normally associated with a particular gender, identify elsewhere on the traditional gender continuum, or exist outside of it as "other", "agender", "genderqueer", or "third gender". Transgender people may also identify as bigender.

GENDER IDENTITY

- Agender/Asexual – Neither male nor female
- Third gender - other-gendered; includes those who do not place a name to their gender¹
- Bigender – May present male or female
- Genderqueer- Catch all for gender identities for gender variant persons.
- Cisgender - individuals who have a match between the gender they were assigned at birth, their bodies, and their personal identity“,

TRANSSEXUAL

Refers to a person who is born with the genetic traits of one gender but has the internalized identity of another gender

The goal of treatment for transgender people is to improve their quality of life by facilitating their transition to a physical/emotional state that more closely represents their sense of themselves.

Gender Non-Conformity

- One's internal, personal sense of being a man or a woman (or a boy or girl.) For transgender people, their birth-assigned sex and their own internal sense of gender identity do not match.

Gender Dysphoria

- Refers to the discomfort or distress that is caused by a discrepancy between a person's gender identity and that person's sex assigned at birth and the associated role and/or primary and secondary sex characteristics.
- Only SOME gender nonconforming people experience DYSPHORIA.

INTERSEX

- Refers to a person who is born with mixed sexual physiology.
- Often assigned at birth.

GENDER ROLE

External Behaviors Based on Messages

All boys/men should/should not:

All girls/women should/should not:

Gender identity and sexual orientation are different things

- Every individual has a biological sex, a gender identity and a sexual orientation.
- But being transgendered does not mean you're gay and being gay does not mean you're transgendered.
 - There is overlap, in part because gender variance is often seen in gay context.
 - Masculine females and feminine males are assumed to be gay;
 - “anti-gay” discrimination and violence often targets gender expression, not sexuality

TREATMENT

- In the early to mid-1900s, many people who were diagnosed as being gender dysphoric were treated as mentally deranged or otherwise ill. Attempts to “cure” people included electric shock therapy and other severe, and ultimately ineffective, aversion techniques.
- Harry Benjamin International Standards of Care.
- WPATH

Terminology

- FTM
- MTF
- Pre-op, post-op, non-op
- SRS/GRS/Gender Conformation
- Transitioning/clock/pass
- Stealth

Transition Issues/Work

- Who's bathroom?
 - Department of Labor Occupational Safety and Health Administration (DOL/OSHA) guidelines.

Helpful Tips

- You can't tell if someone is transgender just by looking.
- Pay attention to visual cues.
- Use the persons preferred name.
- Understand the differences between "coming out" as lesbian, bisexual, or gay and "coming out" as transgender.
- If you don't know what pronouns to use, ask.

Helpful Tips - Continued

- Be careful about confidentiality, disclosure, and "outing."
- Avoid backhanded compliments or "helpful" tips.
- Be patient with a person who is questioning or exploring their gender identity.
- Respect the terminology a transgender person uses to describe their identity.

Helpful Tips - Continued

- Understand there is no "right" or "wrong" way to transition - and that it is different for every person.
- Don't ask a transgender person what their "real name" is or Surgical Status.
- Don't ask a transgender person how they have sex.
- Challenge anti-transgender remarks.
- Support Gender Neutral Public Restrooms.

Helpful Tips - Continued

- Challenge anti-transgender remarks or jokes in public spaces.
- Make your organization truly trans-inclusive.
- Listen to transgender people.

Resources and information

- Transgender issues in the workplace – A Tool for Managers HRC.
- Transgender Rights by Paisley Currah, Richard M. Juang, and Shannon Minter.
- OPM Transgender Guidance – <http://www.opm.gov/diversity/transgender/guidance.asp>

Publications

- True Selves: Understanding Transsexualism by Mildred Brown and Chloe Ann Rounsley
- She's not there: A Life in Two Genders by Jennifer Finney Boylan
- Wrapped in Blue by Donna Rose
- She is not the man I married by Helen Boyd
- Transgender History by Susan Stryker

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