

Education Guide

The TransFigures Poster Project is an awareness program **which seeks to educate and to celebrate the lives and achievements of trans* people.** The goals of the TransFigures Poster Project are to highlight the lives of trans* individuals across a variety of spectrums and contexts, from different gender identities and expressions to different careers and life work paths, and to educate individuals within and outside of the LGBTQ community on the lives of trans* individuals.

→ **trans*** in this context refers to many diverse gender identities and gender expressions that might include (but are not limited to) transgender, genderqueer, genderfluid, non-binary, genderf*ck, transsexual, agender, third gender, two-spirit, bigender, transman, transwoman, gender nonconforming, masculine of center, and gender questioning.

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Introduction

How Did the TransFigures Poster Project Start?

This project was first developed by Kayla Lisenby, a 2012 Graduate Summer Intern for Housing & LGBT Concerns at UC Riverside. The project originated with UCR student Johnathan Fiske, who suggested such a project as a complement to the Transgender Day of Remembrance (TDOR) poster project that was created in 2004. The TDOR project includes posters of 400+ trans* identified individuals who died as a result of violence spurred by hatred of trans* individuals and identities. While it is important to draw attention to transphobia and violence against the trans* community, it is also important to celebrate the lives of trans* people, as well as educate others about the trans* community.

TransFigures Poster Project Learning Outcomes:

- Individuals who view the TransFigures Poster Project will gain an understanding that individuals who identify as trans* occupy many professional and social fields and are not restrained to a particular societal niche.
- Individuals who view the TransFigures Poster Project will learn about the multiple ways that gender can be experienced, expressed, and explored, which will support the idea that gender identity and expression are different from the sex we are assigned at birth.
- Individuals who interact with the TransFigures Poster Project will have an opportunity to further explore gender constructions and discuss ways to expand their understanding of gender to incorporate identities that do not fall within a gender binary.
- Individuals who interact with the TransFigures Poster Project will learn that people whose assigned sex aligns with their gender identity or expression receive certain societal privileges on that account. They will also explore ways to address this privilege gap for individuals whose assigned sex does not align with their gender identity or expression.

How to Use TransFigures Posters:

Posters may be used in a variety of ways. They may be printed in either an 11x17 or 8.5x11 inch format, in black and white or in color. Generally, 11x17 color prints are suggested. Posters may be hung in any location to serve as a passive program, from LGBTQ resource centers to residence halls. The posters may serve as a program alone, or they may be coupled with further dialogue or additional trans* educational programs (see below for examples). Posters can also be shared digitally via the PDF format. Finally, posters may be coupled with advertising for other programs. For example, if there will be a week of trans* related programming, posters may be printed in the 8.5x11 format with a schedule of events on the reverse side. Such fliers could serve as promotional handouts for the week of events.

Before using the TransFigures Posters, it is important to consider what response there will be if the posters are removed or defaced in public areas. While it is hoped that this will not occur, it is beneficial to have a plan in place for such an event. Removal or defacement of these posters is a hate crime towards the trans* community, and trans* identified or gender questioning individuals may experience negative outcomes if these hate crimes are not addressed appropriately.

How to Add Your Own Figures:

We will continue to develop the TransFigures Poster Project so that it will stay updated, encompass individuals of many backgrounds, gender identities and expressions, and careers, and benefit institutions and individuals who choose to use it as an educational tool.

If you know trans* identified individuals who you would like to see featured in the TransFigures Poster Project, they may submit information at the following link: <http://www.surveymonkey.com/s/TransFiguresPosters>. This link will be the permanent collection site for information. Submissions completed through August 2012 will be printed in the first set of TransFigures Posters. After August 2012, submissions will continue to be accepted; however, the set will not be updated until the following summer.

We encourage you to also create your own poster series, especially if you do not wish to wait for new posters or wish to feature local trans* profiles. However, please include the statement below somewhere on the poster (small print at the bottom is okay):

“This poster, created by _____, was inspired by the TransFigures Poster Project launched in 2012 by UC Riverside (www.out.ucr.edu).”

We ask you to credit your own campus explicitly as the creator, so that no questions arise regarding UCR holding the photo release for posters we do not create.

Contact Information:

For any questions or concerns regarding the TransFigures Poster Project, please contact transfiguresposters@gmail.com. Additionally, you can visit the UCR website at <http://out.ucr.edu> for more information.

Trans* Terminology

Listed below are some terms you may come across in discussing gender and trans* issues. This list is not comprehensive, and certain terms may have multiple or updated meanings. Those who use these terms use them in a unique way; if you do not understand the context of a word, it is always okay to ask.

Within this terminology listing, we are purposefully only including terms related to gender, gender identity, and gender expression. Before facilitating any dialogue on gender, it is important to understand the difference between sexuality and gender and to review important terms related to sexuality such as gay, lesbian, bisexual, asexual, pansexual, omnisexual, polyamory and others. Resources for these terms can be found online at <http://architect.lgbtcampus.org/>.

Agender – A person without gender. An agender individual's body does not necessarily correspond with their lack of gender identity. Often, agender individuals are not concerned with their physical sex, but some may seek to look androgynous.

Androgyne – Person appearing and/or identifying as neither man nor woman, presenting a gender either mixed or neutral.

Assigned at Birth – Commonly utilized by trans* individuals, the term illustrates that the individual's sex (and subsequently gender in early life) was assigned without involving the person whose sex was being assigned. Commonly seen as "Female Assigned At Birth" (FAAB or AFAB) and "Male Assigned At Birth" (MAAB or AMAB).

Bigender - A person whose gender identity is a combination of male/man and female/woman.

Boi – A female-bodied person who expresses or presents themselves in a culturally/stereotypically masculine, particularly boyish, way, or an individual who enjoys being perceived as a young male and intentionally identifies with being a "boy" rather than a "man."

Brown Boi – A masculine of center person of color

Butch – A person who identifies themselves as masculine, whether it be physically, mentally or emotionally.

Cisgender – Describes someone who feels comfortable with the gender identity and gender expression expectations based on their sex assigned at birth.

Cross-dresser – Someone who wears clothes of another gender/sex. This is the preferred term to the outdated term "transvestite."

Drag King – A person who performs masculinity theatrically.

Drag Queen – A person who performs femininity theatrically.

Femme – An individual of any assigned sex who identifies with the feminine gender that is dictated by traditional gender roles. A femme identity may be intimately connected to assigned sex such as the case of cisgender female femmes who may be read simply as straight or gender normative. A femme gender identity may also be constructed independently of assigned sex.

FTM / F2M – Abbreviation for female-to-male transgender or transsexual person.

Gender Binary – The idea that there are only two genders – male/female or man/woman and that a person must be strictly gendered as either/or.

Gender Confirming Surgery – A medical surgery used to modify one’s body to be more congruent with one’s gender identity. Also known as GRS (Gender Reassignment Surgery) or SRS (Sexual Reassignment Surgery).

Gender Cues – What human beings use to attempt to tell the gender/sex of another person. Examples include hairstyle, gait, vocal inflection, body shape, facial hair, etc. Cues vary by culture.

Gender Expression – How one presents oneself and one’s gender to the world via gender cues. This may or may not coincide with or indicate one’s gender identity. Many utilize gender expression in an attempt to determine the gender/sex of another individual.

Gender Identity – A person’s sense of being masculine, feminine, or other gendered.

Gender Normative – A person who by nature or by choice conforms to gender-based expectations of society.

Gender Oppression – The societal, institutional, and individual beliefs and practices that privilege cisgender (gender-typical people) and subordinate and disparage transgender or gender variant people. Also known as “genderism.”

Gender Variant – A person who either by nature or by choice does not conform to gender-based expectations of society (e.g. transgender, transsexual, intersex, genderqueer, cross-dresser, etc.).

Genderqueer – A gender variant person whose gender identity is neither male nor female, is between or beyond genders, or is some combination of genders. Often includes a political agenda to challenge gender stereotypes and the gender binary system.

Intergender – A person whose gender identity is between genders or a combination of genders.

Intersex Person – Someone whose sex a doctor has a difficult time categorizing as either male or female. A person whose combination of chromosomes, gonads, hormones, internal sex organs, and/or genitals differs from one of the two expected patterns. This is the preferred term for the out-of-date and offensive term hermaphrodite.

Masculine of Center – A term that recognizes the breadth and depth of identity for lesbian and queer women who identify on the more masculine side of the gender spectrum. This term can include a wide range of identities such as butch, stud, aggressive/AG, dom, macha, tomboi, trans-masculine, etc.

MTF / M2F – Abbreviation for male-to-female transgender or transsexual person.

Outing – Involuntary disclosure of one's sexual orientation, gender identity, or intersex status.

Pangender – A person whose gender identity is comprised of all or many gender expressions.

Queer – A reclaimed word that was formerly used as a slur but is now a term of pride, this term is an umbrella term which may encompass many sexual orientations, and habits of the not exclusively heterosexual and monogamous majority. Queer may include lesbian, gay, and bisexual communities, trans* individuals of all types, radical sex communities, and other sexually transgressive communities.

Sex – A medical term designating a certain combination of gonads, chromosomes, external gender organs, secondary sex characteristics and hormonal balances. Because usually subdivided into 'male' and 'female,' this category does not recognize the existence of intersex bodies.

Sex Identity – How a person identifies physically: female, male, in between, beyond, or neither.

Stealth – This term refers to when a person chooses to be secretive in the public sphere about their gender history, either after transitioning or while successful passing.

Stud – A masculine lesbian, also known as "butch" or "aggressive." Often used within communities of color.

Trans – An abbreviation that is sometimes used to refer to a gender variant person. This use allows a person to state a gender variant identity without having to disclose hormonal or surgical status/intentions.

Trans* – An abbreviation which refers to many diverse gender identities and gender

expressions that might include (but are not limited to) transgender, genderqueer, genderfluid, non-binary, genderf*ck, transsexual, agender, third gender, two-spirit, bigender, transman, transwoman, gender nonconforming, masculine of center, and gender questioning.

Transgender – A person who lives as a member of a gender other than that expected based on anatomical sex. Sexual orientation varies and is not dependent on gender identity.

Transition – This term is primarily used to refer to the process a gender variant person undertakes when changing their bodily appearance either to be more congruent with their gender identity and/or to be in harmony with their gender expression.

Trans Man – An identity label sometimes adopted by female-to-male trans* people to signify that they are men while still affirming their history as females.

Transphobia – The irrational fear of those who are gender variant and/or the inability to deal with gender ambiguity. Sometimes called “transhate.”

Transsexuals – A person who identifies psychologically as a gender/sex other than the one to which they were assigned at birth. Transsexuals often wish to transform their bodies hormonally and surgically to match their inner sense of gender/sex.

Trans Woman – An identity label sometimes adopted by male-to-female trans* people to signify that they are women while still affirming their history as males.

Two-Spirit – Native persons who have attributes of both genders, have distinct gender and social roles in their tribes, and are often involved with mystical rituals (shamans). Their dress is usually mixture of male and female articles and they are seen as a separate or third gender. The term ‘two-spirit’ is usually considered to specific to the Zuni tribe. Similar identity labels vary by tribe and include ‘one-spirit’ and ‘wintke’.

Ze / Hir – Alternate pronouns that are gender neutral and preferred by some gender variant persons. Pronounced /zee/ and /here/. They replace “he”/”she” and “his”/”hers” respectively.

The Genderbread Person v2.0

When continuing your discussions on sex, gender, gender identity, and gender expression, the following GenderBread Person v.2.0 may be a helpful visual.

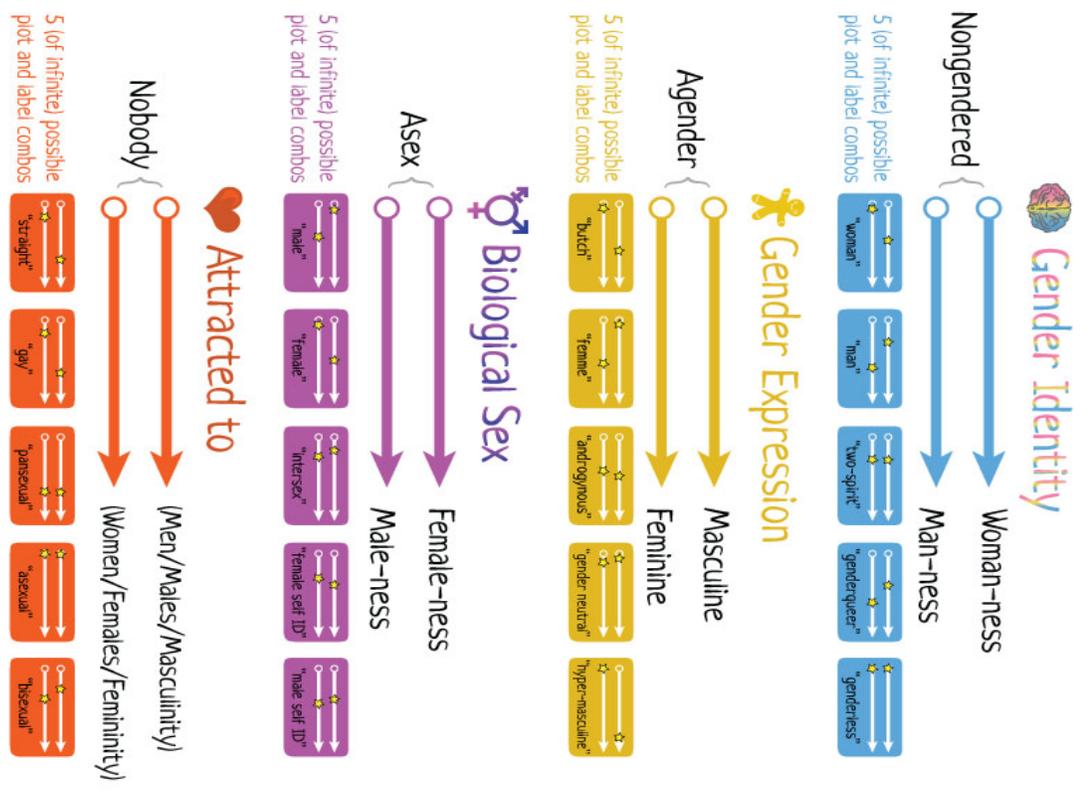
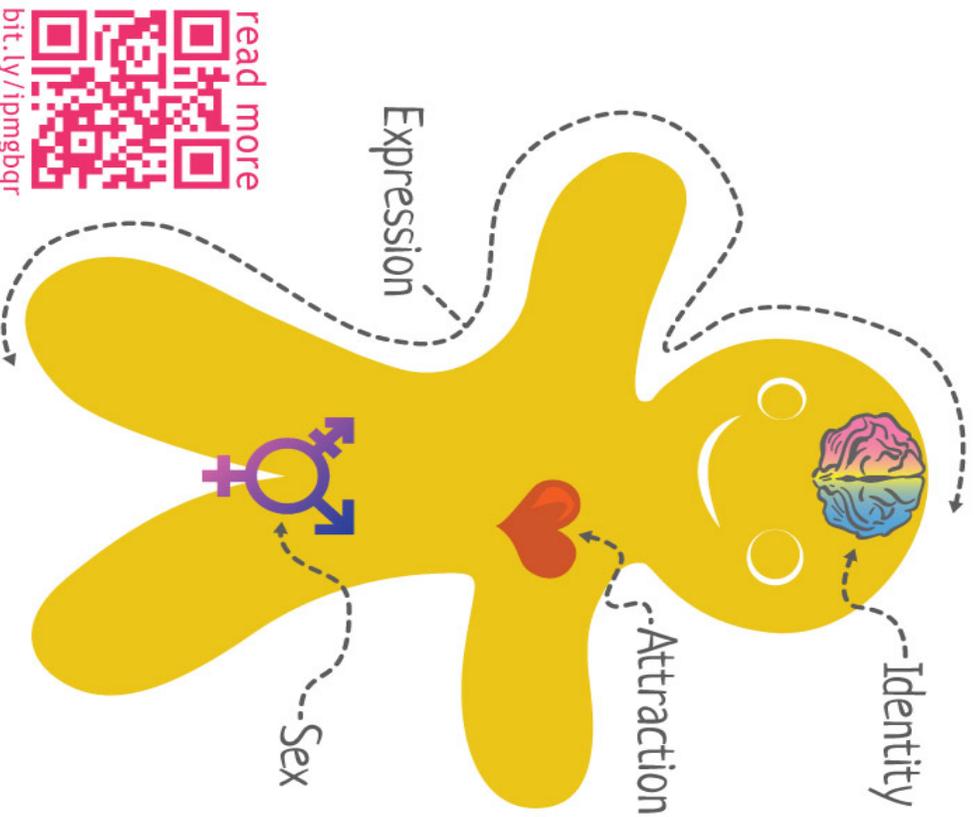
The GenderBread Person v.2.0 illustrates the differences between gender identity, gender expression, biological sex, and to whom an individual is attracted. It also shows a variety of combinations and identities that an individual may experience. This visual representation may be more impactful for visual learners and can provide clarity that is difficult to express simply through reading terminology and explanations.

The visual can be accessed online at <http://itspronouncedmetrosexual.com/2011/11/breaking-through-the-binary-gender-explained-using-continuums/>. Online you will find a downloadable version that may be used for creating posters/fliers if you chose to do so. The website also has additional resources concerning gender that you may wish to peruse before moving forward.

The Genderbread Person v2.0

by its pronounced **METRQ** sexual .com

Gender is one of those things everyone thinks they understand, but most people don't. Like *Inception*. Gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for understanding. It's okay if you're hungry for more.



read more
bit.ly/1pimgbqr

Cisgender Privilege Checklist

The Cisgender Privilege Checklist is a valuable activity that can accompany passive programming done with the TransFigures Poster Project. The checklist includes a large number of privileges held by cisgender individuals that are not afforded to trans* individuals. Through considering the many privileges often taken for granted by cisgender individuals, dialogue may be sparked surrounding creating more inclusive communities.

****This list was originally created under the definition of the word cisgender as “a person whose determinations of hir sex and gender are universally considered valid.” It is the opposite of transgender, or “a person whose determination of hir sex and/or gender is not universally considered valid.” This definition draws attention to the central role of gender policing in cisgender privilege/trans* oppression, validates the identities of gender conforming transpeople as their gender of choice rather than assignment, and takes into account a large variety of gender variant identities and expressions that are not necessarily in direct contradiction with identifying as a member of one’s assigned sex/gender.*

Casual Offenses

1. Strangers don’t assume they can ask me what my genitals look like and how I have sex.
2. My validity as a man/woman/human is not based upon how much surgery I’ve had or how accurately other people view my gender.
3. Strangers do not ask me what my “real name” is and then assume that they have a right to call me by that name.
4. People do not disrespect me by purposefully using incorrect pronouns even after they’ve been corrected.
5. If I tell people about my gender, I don’t have to hear “so have you had THE surgery?” or “oh, so you’re REALLY a [incorrect sex or gender]?”
6. I am not expected to explain to friends, family, or strangers what it means to be my gender, how I knew what my gender was, or whether my gender is just a “phase.”

Medical issues

1. I expect that I will be able to access necessary medical care without lying.
2. If I need hormone injections due to an inability to produce them on my own, it will be considered an “obvious” need.
3. If I have them, my desires for various cosmetic surgeries are considered normal.
4. I don’t need to prove how long I have identified as my gender in order to have my health needs taken seriously.
5. I cannot be denied health insurance on the basis of my gender; my health insurance does not specifically exclude me from receiving benefits or treatments available to others because of my gender.
6. The medical establishment does not serve as a “gatekeeper” denying my self-

determination of what happens to my body, nor requiring me to undergo extensive psychological evaluation in order to receive basic medical care.

7. I expect that if a doctor treats me inappropriately, my concerns will be taken seriously, and I will be able to find another doctor who will treat me appropriately.
8. Treatments which are medically necessary for me are generally covered by insurance.
9. People of my gender are not considered inherently “sneaky” by health/helping professions.
10. I expect that medical professionals competent to treat my conditions exist outside of major cities, and in proportion to the demand for them. I expect no undue delay in access to routine medical services, and for such services to be available throughout the work day/week.
11. I will not be required to have a “gender appropriate” sexual orientation in order to be treated by doctors and mental health providers.
12. I expect that medical care will be crafted to suit my own particular needs. I expect to be able to access treatment A without accessing treatment B, if treatment B will do nothing to advance my particular needs.
13. I do not have to worry that life-saving treatment will be withheld from me due to my gender, nor will all of my medical issues be seen as a product of my gender.

Other's Perceptions

1. If someone inaccurately genders me, I do not need to be afraid; I can assume it reflects more on them than on me, I can be amused or angry without calling into question what my “true” gender is.
2. I do not have to worry whether my gender will be questioned by others seeing/hearing: pictures from my childhood, my identification or official documents, others' language used to refer to me, my speaking and singing voice, or any of my body parts.
3. I can expect to be appropriately gendered by others without having to worry about: my clothing, whether I like certain colors or styles, whether I am passive or aggressive, wearing specially designed clothing, or if I'm willing to lose sensation in my genitals and/or chest.
4. I have never had someone tell me what my gender is, regardless of what I say my gender is. If someone mistakes my gender it will rarely continue to the point of an argument, a simple assertion of my gender will generally be enough to convince the other person.
5. When initiating sex with someone, I do not have to worry that they won't be able to deal with my parts or that having sex with me will cause my partner to question their own sexual orientation.
6. Bodies like mine are represented in the media and the arts. It is easily possible for representations of my naked body to pass obscenity restrictions.
7. Others' appropriate understanding of my gender is not dependent on how rich I am.
8. My gender is acknowledged universally, immediately, and without hesitation.

Safety

1. If a lover attacks me, no one will excuse my attacker because ze was “deceived” by

my gender.

2. I do not have to worry about whether I will be able to find a bathroom to use or whether I will be safe changing in a locker room. I can use public showers without fear of being attacked for my genitalia.
3. When engaging in political action, I do not have to worry about the gendered repercussions of being arrested.
4. If I am unable to find clothing that fits me well, I will still feel safe, and recognizable as my gender.
5. I don't need to be constantly aware of how others perceive my gender.

Government/Bureaucratic issues

1. When there are boxes to check on various forms, my gender will definitely be included. I do not even need to acknowledge that there are other genders than those listed.
2. I can expect my government-issued identification to accurately represent who I am. If my identification does not, I expect to be able to remedy this quickly and easily, without added expense, undue delay, arbitrary criteria, or a necessity to present evidence or medical documents.
3. My gender is not dragged into everything that happens to me. If I am involved in a lawsuit or attempt to access government-services that are not related to my gender, I can assume my gender will not be brought up, if it is, it will generally not be a hindrance.
4. My gender will not make me immediately suspect to those with government sanctioned power (lawyers, judges, police, bureaucrats, etc.).
5. My gender does not make me necessarily unfit to be a parent in the eyes of the law, regardless of what state I'm in.
6. I expect my gender to not unduly affect my ability to travel internationally.
7. I expect access to, and fair treatment within sex segregated facilities such as: homeless shelters, domestic violence shelters, drug rehab programs, prisons, hostels, and dorms.
8. I never have to wonder what to put down on legal or official forms when they ask for "sex" or "gender".
9. In no country in the world is it illegal to be my gender.

Emotional issues

1. When I express my internal identities in my daily life, I am not considered "mentally ill" by the medical establishment.
2. My experience of gender (or gendered spaces) is not viewed as "baggage" by others of the gender in which I live.
3. I do not have to choose between either invisibility ("passing") or being consistently "othered" and/or tokenised based on my gender.
4. I am not told that my sexual orientation and gender identity are mutually exclusive.
5. I can attend "women-only" or "male-only" events or groups (if I identify as the gender listed) without fear of being seen as an interloper.
6. I was never forced to wear gender inappropriate clothing in order to "fix" my gender, nor was I refused permission to engage in hobbies or behaviors I was interested in

- because others did not approve of my gender.
7. Those who wrong me are expected to know that it is hurtful, and are considered blameworthy whether or not they intended to wrong me.
 8. I was trained into whatever gender was appropriate for me, and so I am prepared to live in my current gender, without having to go back and learn vital skills I was not taught when I was young.
 9. Commonly used terminology that differentiates my gender from other genders/sexes implies that I am normal, and that I have unquestionable right to the gender/sex I identify with.
 10. Those who tell jokes about my gender are assumed to be sexist.
 11. The sex/gender dichotomy does not have consequences in my life.

This checklist was developed as resource in relation to Peggy McIntosh's "White Privilege: Unpacking the Invisible Knapsack." [<http://www.amptoons.com/blog/files/mcintosh.html>] Much of the source matter comes from: Cisgender Privilege [http://t-vox.org/index.php?title=Cisgender_Privilege].

In the Box/Out of the Box

This activity can supplement or replace the use of the suggested dialogue questions that follow. Since this is an activity that requires more interaction than simply speaking, it may be more useful for more quiet groups or groups who need some more visual support in order to better understand the construction of gender.

The facilitator of this activity absolutely must be comfortable discussing the complexities and interactions of biological sex, assigned sex, gender identity, and gender expression. The materials in this packet should be reviewed before facilitating this activity, and the facilitator may wish to seek out additional resources before proceeding.

To do the activity, the group will need two large pieces of paper (chart paper or similar) or a large white board and several markers.

To begin, draw two large boxes and label one “man” and one “woman.” From there, ask students to write in anything that comes to mind when they think of men or women in the appropriate boxes. These can be adjectives, characteristics, phrases, or any other words that readily come to the students’ minds. For example, words such as “mother” or “wife” may be placed into the woman box. Then, ask students to write OUTSIDE of the boxes any words or phrases that come to mind that are used to describe people who do not fit into these boxes. For example, words such as “spinster” or “butch” may be placed outside of the woman box.

While students are completing the activity, ask probing questions to get students to think more deeply about gender construction, especially when it comes to thinking of words and phrases used to describe those who do not fit inside the “boxes” of gender.

After the activity, continue facilitating the dialogue by discussing what it means for these boxes to exist, what privileges those who fit within the boxes experience, and what life may be like for those who exist outside of the boxes.

Thank you to David Bishop, Director of the LGBT Resource Center at the University of California, Irvine, for this activity.

Questions for TransFigures Dialogue

These questions can be used to facilitate dialogue concerning gender, sex, gender identity, gender expression, and gender privilege. They do not have to be used in the order that follows, and you may choose to use only certain questions in order to guide dialogue in a particular manner. They may be used with the posters, Cisgender Privilege Activity, the In the Box/Out of the Box Activity, and other resources. They are a starting point for creating your own reflective dialogue and discussion.

- What are the differences between sex, gender identity, and gender expression? How do you define each of these terms?
- How many genders are there?
- What is a woman? What does a woman do? What characteristics and values does our society say women should have?
- What is a man? What does a man do? What characteristics and values does our society say men should have?
- What does it mean to be a man in today's society? On campus? What about being a woman? What does it mean if someone does not fall into either of these categories?
- When you meet someone for the first time, how do you decide if they are male or female?
- What cues about your gender do you give to those around you? (ex: way you dress, hairstyle, etc.)
- Do you feel confined or restricted by your assigned gender? In what ways?
- Do you feel forced to act in certain ways because of your gender? What happens if you don't act in these ways?
- What privileges do you or don't you have due to the gender you've been labeled as?
- What are some situations in which an individual may experience privilege due to their gender identity or gender expression matching their perceived biological sex?
- How does your gender interact with other aspects of your identity? How might this be different if you did not identify with your assigned sex?
- Can you imagine a world without gender? What does it look like?
- Can gender expectations be unlearned? How?

Action Tips for Allies of Trans* People

The following are several actions tips that can be used as you move toward becoming a better trans* ally. Of course, this list is not exhaustive and cannot include all the “right” things to do or say—because often there is no single, easy, or “right” answer to every situation a person might encounter! Hopefully this list will provide you with food for thought and a starting place as you learn more about trans* people, gender identities/presentations, and gender differences.

Don’t assume you can tell if someone is transgender.

Transgender and transsexual people don’t all look a certain way or come from the same background, and many may not appear “visibly trans*.” Indeed, many trans*people live most of their lives with very few people knowing their trans* status.

Don’t make assumptions about a trans* person’s sexual orientation.

Gender identity is different than sexual orientation. Sexual orientation is about to whom we’re attracted. Gender identity is about how we know our own gender. Trans* people can identify as gay, straight, bisexual, pansexual, or asexual.

Be careful about confidentiality, disclosure, and “outing.”

Some trans* people feel comfortable disclosing their trans* status to others, and some do not. Knowing a trans* person’s status is personal information and it is up to them to share it with others. Do not casually share this information, or “gossip” about a person you know or think is trans*. Not only is this an invasion of privacy, it also can have negative consequences in a world that is very intolerant of gender difference— trans* people can lose jobs, housing, friends, and sadly have even been killed upon revelation of their trans* status.

Understand the differences between “coming out” as lesbian, gay, or bisexual (LGB) and “coming out” as trans*.

Unlike “coming out” in an LGB context, where the act of disclosing one’s sexuality reveals a “truth” about that person’s sexual orientation, disclosing one’s trans* status often has the opposite effect. That is, when a person “comes out” as trans*, the listener often assumes the “truth” about the trans* person is that they are somehow more fundamentally a member of their birth sex, rather than the gender/sex they have chosen to live in. In other words, sometimes “coming out” makes it more difficult for a trans* person to be fully recognized as the sex/gender they are living in.

Do not tolerate anti-trans* remarks or humor in public spaces.

Consider strategies to best confront anti-trans* remarks or jokes in your classroom, lab, office, living group, or organization. Seek out other allies who will support you in this effort.

If you don't know what pronouns to use, ask.

Be polite and respectful when you ask a person which pronoun they prefer. Then use that pronoun and encourage others to do so.

Be patient with a person who is questioning their gender identity.

A person who is questioning their gender identity might shift back and forth as they find out what identity and/or gender presentation is best for them. They might, for example, choose a new name or pronoun, and then decide at a later time to change the name or pronoun again. Do your best to be respectful and use the name and/or pronoun requested.

Don't try to tell a person what "category" or "identity" they fit into.

Do not apply labels or identities to a person that they have not chosen for themselves. If a person is not sure of which identity or path fits them best, give them the time and space to decide for themselves.

Don't assume what path a trans* person is on regarding surgery or hormones, and don't privilege one path over another.

Affirm the many ways all of us can and do transcend gender boundaries, including the choices some of us make to use medical technology to change our bodies. Some trans* people wish to be recognized as their gender of choice without surgery or hormones; some need support and advocacy to get respectful medical care, hormones, and/or surgery.

Don't ask a trans* person what their "real name" is.

For some trans* people, being associated with their birth name is a tremendous source of anxiety, or it is simply a part of their life they wish to leave behind. Respect the name a trans* person is currently using.

Don't ask about a trans* person's genitals or surgical status.

Think about it—it wouldn't be considered appropriate to ask a non-trans* person about the appearance or status of their genitalia, so it isn't appropriate to ask a trans* person that question either. Likewise, don't ask if a trans* person has had "the surgery." If a trans* person wants to talk to you about such matters, let them bring it up.

Don't ask a trans* person how they have sex.

Similar to the questions above about genitalia and surgery—it wouldn't be considered appropriate to ask a non-trans* person about how they have sex, so the same courtesy should be extended to trans* people.

Don't police public restrooms.

Recognize that gender variant people may not match the little signs on the restroom door—or your expectations! Encourage schools, businesses and agencies to have unisex bathroom options, and offer to accompany a trans* person to the bathroom, in a "buddy system," so they are less vulnerable.

Don't just add the "T" without doing work.

"LGBT" is now a commonplace acronym that joins lesbian, gay, bisexual, gay and transgender under the same umbrella. To be an ally to trans* people, lesbians, gays and bisexuals need to examine their own gender stereotypes, their own prejudices and fears about trans* people, and be willing to defend and celebrate trans* lives.

Know your own limits as an ally.

Don't be afraid to admit you don't know everything! When speaking with a trans* person who may have sought you out for support or guidance, be sure to point that person to appropriate resources when you've reached the limit of your knowledge or ability to handle the situation. It is better to admit you don't know something than to provide information that may be incorrect or hurtful.

Listen to trans* voices.

The best way to be an ally is to listen with an open mind to trans* people themselves. They are the experts on their own lives! Talk to trans* people in your community. Consult the reading and film lists of this education guide to find out where to learn more about trans* lives.

This document was created by MIT as part of the Trans@MIT Toolkit at <http://web.mit.edu/trans>*Some of the above items were adapted from the following resources: "Ideas for Allies of the Transgender and Intersex Communities" by Eli R. Green and Erica R. Peterson of the University of California, Riverside and "Action Steps for Being a Trans*Ally" by Samuel Lurie.

Resources for Additional Trans* Identity Related Programming

Films:

***In My Skin**

2007, 20 minutes, 2009, \$50 Educational Institution, \$20 Individual (sliding scale for people with limited resources)

Contact: Miguel Ruelas at miguelandresruelas@gmail.com

In My Skin documents the story of a young Latino transman from his first T-shot to six months into transition and forging new relationship with family and his girlfriend.

***Diagnosing Difference**

2009, 64 minutes, \$295 Educational Institutions, \$75 Non-Profit Agencies, \$25 Individuals

Contact: <http://diagnosingdifference.com/>

Diagnosing Difference is a feature-length documentary featuring interviews with 13 diverse scholars, activists, and artists who identify on the trans*spectrum (transgender, transsexual, genderqueer, and gender variant) and the impact and implications of the Gender Identity Disorder (GID) on their lives and communities.

***It Gets Messy In Here**

2011, 30 minutes, \$125 Educational Institutions, \$25 Individuals

Contact: Kai Green at kiana.green@gmail.com

Trailer: <http://www.youtube.com/watch?v=tis4k7zDT4>

This short documentary challenges gender assumptions and gender identities of all kinds by delving into the bathroom experiences of masculine identified queer women and transgendered men of color, featuring performance artist D'Lo, Alice Y. Hom, Prentis Hemphil, Megan Benton, Dr. C. Riley Snorton, Jun-Fung Chueh-Mejia, Jay-Marie Hill, and Che.

Orchids

2010, 60 Minutes, \$295 Educational Institutions, \$29.95 Individuals

Contact: <http://www.orchids-themovie.com/>

Gen X filmmaker Phoebe Hart always knew she was different growing up – but she didn't know why. This award-winning documentary traces Phoebe's voyage of self-discovery as an intersex person, a group of conditions formerly termed hermaphroditism. Learning only in her teens that she was born with 46XY (male) chromosomes, Hart now seeks to understand her own story and the stories of others affected by this complex and often shameful syndrome. With help from sister Bonnie (also born with the same condition) and support from partner James, Hart drives across Australia, interviewing individuals whose struggles and victories mirror and differ from her own. Some advocate systemic change ending shame and controversial genital surgeries, while others debate coming out or staying closeted with a stigmatized secret. Questioning rigidly defined constructs of gender, sexuality, and normality, often with lively good humor, ORCHIDS is the first film to look at intersex from a positive perspective. Its engaging portrait of survival, courage and reconciliation will speak to a variety of audiences and spark lively discussion about what it means to be perceived as "different."

Still Black: A Portrait of Black Transmen

2008, 60 Minutes, \$300 Educational Institutions, \$25 Individuals, \$5 Personal Download

Contact: <http://www.stillblackfilm.org>

The film is brought to life by the stories of six thoughtful, eloquent and diverse transmen.

Preachers, teachers, students and activists educate us simply by making their presence known... The viewer is welcomed with vivid discussions of the connections they have to their bodies, social status and the consequences of being black, transgender and men.” – Zion Johnson

Online Resources:

Brown Boi Project

The Brown Boi Project is a community of masculine of center womyn, men, two-spirit people, transmen, and our allies committed to transforming our privilege of masculinity, gender, and race into tools for achieving Racial and Gender Justice.

<http://www.brownboiproject.org>

TransYouth Family Allies

TYFA empowers children and families by partnering with educators, service providers and communities to develop supportive environments in which gender may be expressed and respected. It envisions a society free of suicide and violence in which all children are celebrated.

<http://www.imatyfa.org/>

Transgender Law and Policy Institute

This nonprofit is dedicated advocacy for the transgender community. It brings experts and advocates together to work on law and policy initiatives designed to advance transgender equality.

<http://www.transgenderlaw.org/>

Transgender Law Center

TLC is a civil rights organization advocating for transgender communities. Part of its services include connecting trans-identified people and their families to sound legal services. TLC also utilizes direct legal services, public policy advocacy, and educational opportunities to advance the rights and safety of diverse transgender communities.

<http://www.transgenderlawcenter.org/>

The International Foundation for Gender Education

IFGE promotes acceptance for transgender people and advocates for freedom of expression, understanding and acceptance of all people including: transgender, cis-gender, transsexual, crossdresser, agender, genderqueer, Intersex, two-spirit, hijra, kathoey, drag king, drag queen, queer, lesbian, gay, straight, butch, femme, faerie, homosexual, bisexual, heterosexual and you!

<http://www.ifge.org/>

FTMInternational

This organization serves the female-to-male community.

<http://www.ftmi.org/>

National Center for Transgender Equality

The National Center for Transgender Equality is a social justice organization dedicated to advancing the equality of transgender people through advocacy, collaboration and empowerment. NCTE was founded in 2003 by transgender activists who saw the urgent need for a consistent voice in Washington DC for transgender people.

<http://transequality.org/>

GLAAD's Transgender Resources

A page of transgender resources and information compiled by GLAAD.

<http://www.glaad.org/transgender>

Books:

Freeing Ourselves: A Guide to Health and Self Love for Brown Bois

Brown Boi Project

An amazing gift to queer, trans, and gender nonconforming masculine of center people everywhere. This groundbreaking book covers health from so many perspectives and is a must for the personal library.

<http://brownboiproject.org/>

Gender Outlaw: On Men, Women and the Rest of Us

Kate Bornstein

Part coming-of-age story, part mind-altering manifesto on gender and sexuality, coming directly to you from the life experiences of a transsexual woman, *Gender Outlaw* breaks all the rules and leaves the reader forever changed.*

The Lives of Transgender People

Genny Beemyn & Susan Rankin

Responding to a critical need for greater perspectives on transgender life in the United States, Genny Beemyn and Susan (Sue) Rankin apply their extensive expertise to a groundbreaking survey—one of the largest ever conducted in the U.S.—on gender development and identity-making among transsexual women, transsexual men, crossdressers, and genderqueer individuals. With nearly 3,500 participants, the survey is remarkably diverse, and with more than 400 follow-up interviews, the data offers limitless opportunities for research and interpretation. Beemyn and Rankin track the formation of gender identity across individuals and groups, beginning in childhood and marking the "touchstones" that led participants to identify as transgender. They explore when and how participants noted a feeling of difference because of their gender, the issues that caused them to feel uncertain about their gender identities, the factors that encouraged them to embrace a transgender identity, and the steps they have taken to meet other transgender individuals. Beemyn and Rankin's findings expose the kinds of discrimination and harassment experienced by participants in the U.S. and the psychological toll of living in secrecy and fear. They discover that despite increasing recognition by the public of transgender individuals and a growing rights movement, these populations continue to face bias, violence, and social and economic disenfranchisement. Grounded in empirical data yet rich with human testimony, *The Lives of Transgender People* adds uncommon depth to the literature on this subject and introduces fresh pathways for future research.*

My Gender Workbook: How to Become a Real Man, a Real Woman, the Real You, or Something Else Entirely

Kate Bornstein

Gender isn't just about "male" or "female" anymore - if you have any doubts, just turn on your television. RuPaul is as familiar as tomato ketchup with national radio and television shows, and transgendered folk are as common to talk-shows as screaming and yelling. But if the popularization of gender bending is revealing that "male" and "female" aren't enough, where are we supposed to go from here? Cultural theorists have written loads of smart but difficult-to-fathom texts on gender, but none provide a hands-on, accessible guide to having your own unique gender. With *My Gender Workbook*, Kate Bornstein brings theory down to Earth and

provides a practical approach to living *with* or *without* a gender. Bornstein starts from the premise that there are not just two genders performed in today's world, but countless genders lumped under the two-gender framework. Using a unique, deceptively simple and always entertaining workbook format, Bornstein gently but firmly guides you to discover your own unique gender identity. Whether she's using the USDA's food group triangle to explain gender, or quoting one-liners from real "gender transgressors", Bornstein's first and foremost concern is making information on gender bending truly accessible. With quizzes and exercises that determine how much of a man or woman you are, *My Gender Workbook* gives you the tools to reach whatever point you desire on the gender continuum, Bornstein also takes aim at the recent flurry of books that attempt to naturalize gender difference, and puts books like *Men are from Mars, Women are from Venus* squarely where they belong: on Uranus. If you don't think you are transgendered when you sit down to read this book, you will be by the time you finish it!*

Trans-Kin: A Guide for Family & Friends of Transgender People

Edited by Eleanor Hubbard and Cameron T. Whatley

Trans-Kin is a collection of stories from significant others, family members, friends, and allies of transgender persons (SOFFAs). Powerful, thought-provoking and enlightening, this collection will tug at the heart of anyone who has ever loved a transgender person. Trans-Kin is also an essential read for allies of the transgender community and anyone who wishes to become one. <http://www.trans-kin.com/>

Transgender 101: A Simple Guide to a Complex Issue

Nicholas M Teich

Written by a social worker, popular educator, and member of the transgender community, this well-rounded resource combines an accessible portrait of transgenderism with a rich history of transgender life and its unique experiences of discrimination. Chapters introduce transgenderism and its psychological, physical, and social processes. They describe the coming out process and its effect on family and friends, the relationship between sexual orientation, and gender and the differences between transsexualism and lesser-known types of transgenderism. The volume covers the characteristics of Gender Identity Disorder/Gender Dysphoria and the development of the transgender movement. Each chapter explains how transgender individuals handle their gender identity, how others view it within the context of non-transgender society, and how the transitioning of genders is made possible. Featuring men who become women, women who become men, and those who live in between and beyond traditional classifications, this book is written for students, professionals, friends, and family members.*

The Transgender Child: A Handbook for Families and Professionals

Stephanie A. Brill and Rachel Pepper

This comprehensive first of its kind guidebook explores the unique challenges that thousands of families face every day raising their children in every city and state. Through extensive research and interviews, as well as years of experience working in the field, the authors cover gender variance from birth through college. What do you do when your toddler daughter's first sentence is that she's a boy? What will happen when your preschool son insists on wearing a dress to school? Is this ever just a phase? How can you explain this to your neighbors and family? How can parents advocate for their children in elementary schools? What are the current laws on the rights of transgender children? What do doctors specializing in gender variant children recommend? What do the therapists say? What advice do other families who have trans*kids have? What about hormone blockers and surgery? What issues should your college-bound trans*child be thinking about when selecting a school? How can I best raise my gender variant or transgender child with love and compassion, even when I barely understand the issues

ahead of us? And what is gender, anyway? These questions and more are answered in this book offering a deeper understanding of gender variant and transgender children and teens.*

Transgender Explained for Those Who Are Not

Joanne Herman

Joanne Herman, a transgender woman who read everything in sight to understand her own gender incongruity, has been helping others with her non-complicated explanations of transgender for almost a decade. Now she has written down her explanations for all to read in *Transgender Explained For Those Who Are Not*. Organized by topic into short, easy-to-read chapters, *Transgender Explained* is perfect for parents, relatives, colleagues, friends, allies and even journalists who want to quickly get up to speed on what it means to be transgender.*

*Book summaries taken from Amazon.com.

Featured Individuals Directory

Updated Fall 2012

Ryka Aoki

Poet, Musician, Teacher, Human

rykaaoki@gmail.com

Los Angeles, CA

Dr. Van Bailey

Masculine of Center Transfeminist

vbailey01@fas.harvard.edu

Cambridge, MA

Genny Beemyn

Queer and Genderqueer College Administrator & Writer

genny@stuaf.umass.edu

Amherst, MA

D'Lo

Queer Transgender Tamil-Sri Lankan American Artist

dlo@dlocokid.com

Los Angeles, CA and New York City, NY

Vicki Estrada

Post-op Transwoman/Landscape Architect/Urban Planner/Musician

vestrada@estradalandplan.com

San Diego, CA

Phyllis Randolph Frye

*Transwoman, Lesbian, Eagle Scout, Texas Aggie, Army Veteran, Engineer, Out LGBT
Lawyer, Judge*

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Houston, TX

Ricky Garcia

Daddy By Nature – Masculine Female – Third Gender - Bisexual

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Pomona, CA

Raquel Gutiérrez

Literary and Performance Artist. Queer. Brown. Bulldagger.

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Los Angeles, CA

Tania "T" Hammidi

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Joshua Tree, CA

Jennifer Leitham

Musician

Pasadena, CA

Deirdre N McCloskey

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Bamby Salcedo

Strong Leader and Innovative Activist Trans Latina Woman

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Los Angeles CA

Mia Yamamoto

Transwoman, Asian American, Lawyer

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Los Angeles, CA