

# Trans 101

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Alex Palmer (he/him/his)

# What does 'trans' mean?

- Someone who is trans has a gender identity that *isn't* solely the one they were assigned at birth
  - Someone who identifies wholly with the gender assigned at birth is described as cis
  - The reason for having this word is so that trans people are not immediately 'othered'
- This might mean identifying with another binary gender or identifying as non-binary (not male or female)
- Some trans people may undergo medical treatment and some may not - this is *not* a requirement for being trans

Someone's identity should always be respected!



# Gender, sex and binaries

As explained on the previous slide:

- gender identity is not a strict binary
- gender identity is not dictated by assigned sex

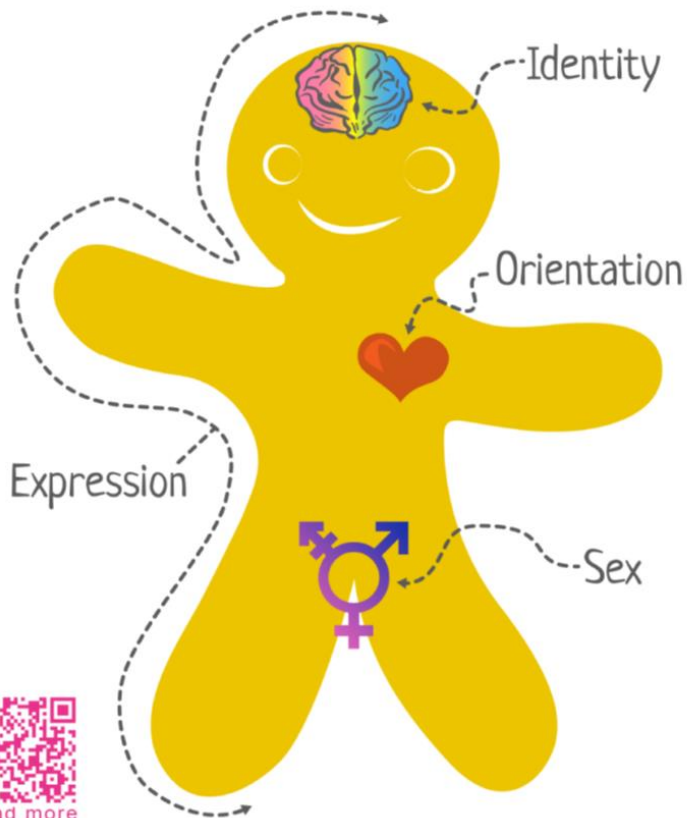
Biological sex is *also* not a strict binary

- 'male' and 'female' are not discrete categories that never overlap
- biological sex can also be regarded as a spectrum of characteristics
- the biology that you learned when you were 14 is a reductive oversimplification of the truth

<https://www.scientificamerican.com/article/beyond-xx-and-xy-the-extraordinary-complexity-of-sex-determination/>

# The Genderbread Person

by [www.ItsPronouncedMetrosexual.com](http://www.ItsPronouncedMetrosexual.com)



## Gender Identity

← Woman Genderqueer Man →

Gender identity is how you, in your head, think about yourself. It's the chemistry that composes you (e.g., hormonal levels) and how you interpret what that means.

## Gender Expression

← Feminine Androgynous Masculine →

Gender expression is how you demonstrate your gender (based on traditional gender roles) through the ways you act, dress, behave, and interact.

## Biological Sex

← Female Intersex Male →

Biological sex refers to the objectively measurable organs, hormones, and chromosomes. Female = vagina, ovaries, XX chromosomes; male = penis, testes, XY chromosomes; intersex = a combination of the two.

## Sexual Orientation

← Heterosexual Bisexual Homosexual →

Sexual orientation is who you are physically, spiritually, and emotionally attracted to, based on their sex/gender in relation to your own.

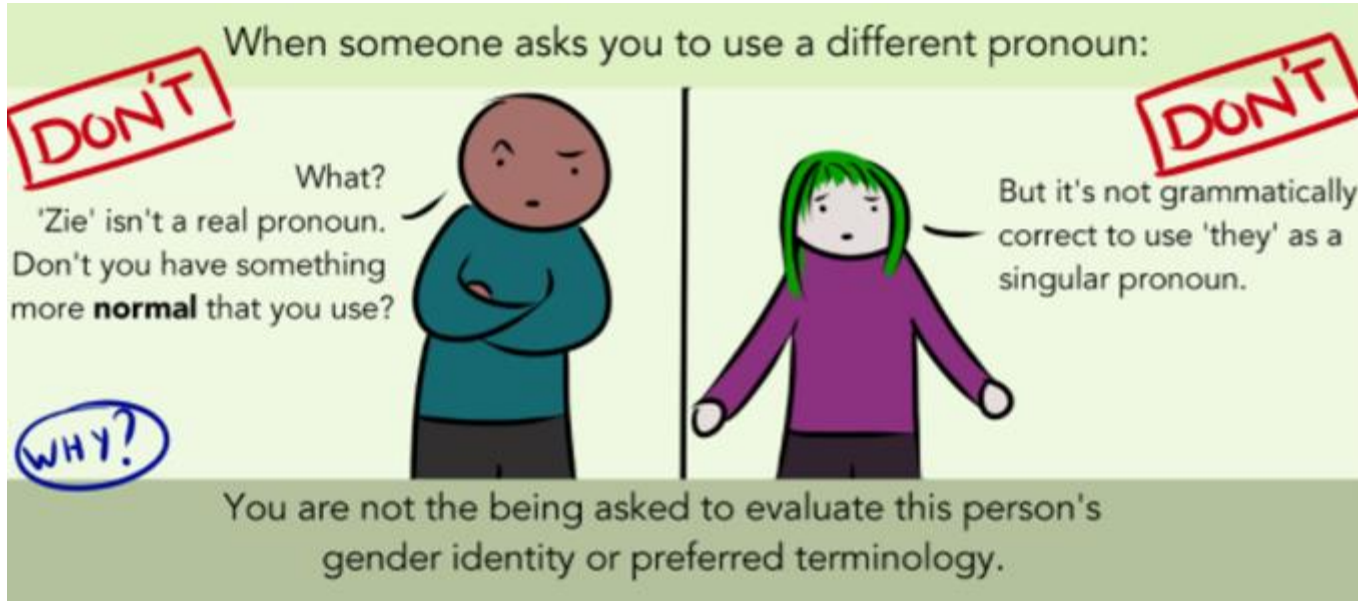
# What pronouns and titles might trans people use?

- Binary trans people might use he/him/his or she/her/hers
- Non-binary people might use they/them/theirs
  - The singular ‘they’ is grammatically correct and you probably use it all the time
  - e.g. “Someone’s left *their* coat behind! Do you think *they’ll* be back for it?”
- Non-binary people might also choose to use pronouns like zie/hir or xe/xem
  - If you aren’t familiar with a pronoun, ask the person for a couple of examples!

Don’t assume what pronouns someone uses, or how they identify, from how they look: expression is not the same as identity.



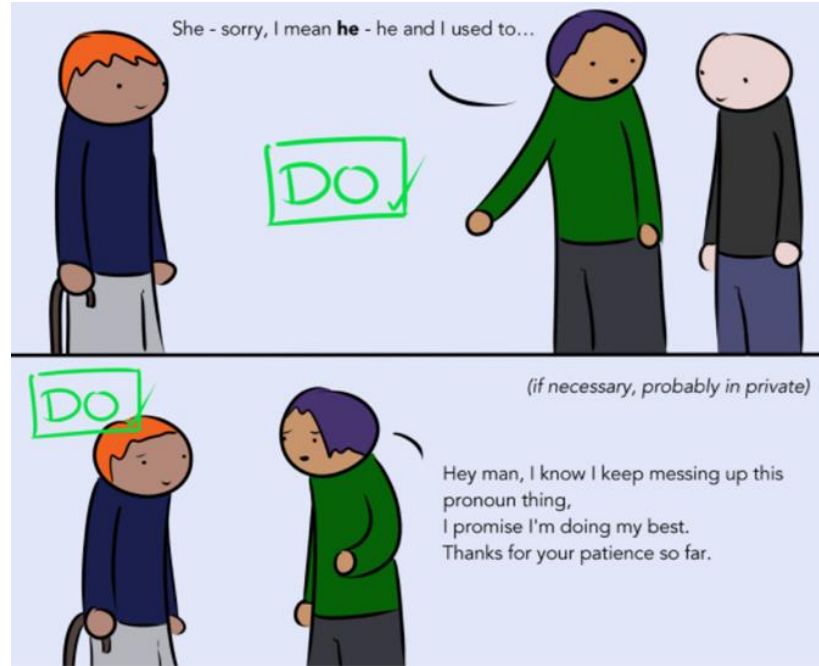
# “What should I *not* do?”



# “What should I *not* do?”



# “What should I *definitely* do?”





# Transphobia 101

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# What is transphobia?

The basic definition is “prejudice or discrimination against trans people”

This might take the form of

- Assuming everyone is cis (‘mothers’ as opposed to ‘pregnant person’)
- Assuming that ‘biological sex’ is always more important than gender identity (it’s not)
- Assuming that ‘biological sex’ is a defined binary that everyone will fall into (they don’t)
- Misgendering or deadnaming a trans person
- Denying access to gender-specific facilities (the notorious ‘bathroom bills’ in NC)

and while some transphobic acts are ‘worse’ than others, **that doesn’t make any of them acceptable.**

# How to make positive changes

If things go wrong, work to improve them:

- First of all, *apologise* (a little thing goes a long way)
- Ask *why* something was transphobic if you don't understand
- Find out what would be better
  - Change the vocabulary used in lecture materials
  - Preface content with an explanation of why a term is being used (for example, it's shorthand)
  - Open a discussion with students on why a term isn't always accurate/exceptions to the rule

# Examples of good practice in the department

- Personal Gender Pronouns handout circulated
- Individual WCs converted to All Genders Welcome toilets
- Maternity/paternity/adoption guidelines updated to avoid gendered language
- Risk assessment forms updated to include more gender options
  - These now include 'other' and 'prefer not to say'
- Gendered language in some modules has been updated to be gender neutral
- Changes to supervisor forms (from September 2018)

Department of Chemistry

Risk Assessment 2017-2018

Do you identify as:

Male:	<input type="radio"/>
Female:	<input type="radio"/>
Other:	<input type="radio"/>
Prefer not to say:	<input type="radio"/>



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