



TRANSGENDER 101

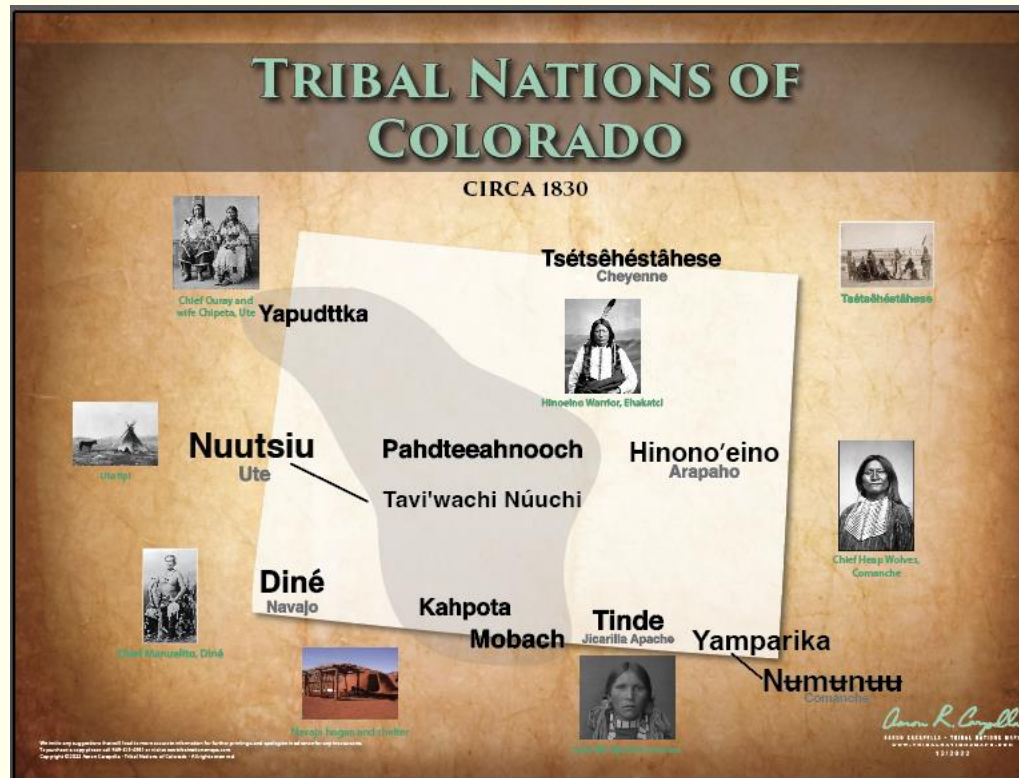
March 30, 2024
Fort Collins Senior Center





TRANSGENDER 101

- **Agreements and Workshop Objectives**
- **Historical Perspective**
- **Understanding Important Terminology**
- **Transitioning to Gender Congruence**
- **Panel Discussions**
 - **Transgender Members**
 - **Cisgender Family Members**
- **Being an Ally to the Transgender Community**



**Arapahoe Nation
Cheyenne Nation
Southern Ute
Nation
Ute Mountain Ute
Nation**

**We gratefully acknowledge the Native Peoples
on whose ancestral homelands we gather, as
well as the diverse and vibrant Native
communities who make their home here today.**



AGREEMENTS

This workshop is a safe place.

**What do you need to make
this a safe place for you?**



Agreements

- **We will honor basic rules of confidentiality –**
 - **We will respect the privacy of others.**
 - **We will not take photos or video/audio recordings of any workshop participant without the individual's permission in advance.**
 - **We will not post on social media sites what participants have shared during the workshop without the person's permission.**
- **We will speak and listen generously, being mindful of allowing time for others to talk and share.**
- **We will listen respectfully to all workshop participants as they are the experts of their own journey.**



Agreements

- All participants, panel members, and facilitators can choose to pass and not answer questions or participate in any workshop activity.
- We recognize that learning new behaviors takes time and practice. During the workshop, we will address unintended slights by “letting it go,” accepting apologies, and being forgiving.
- We recognize the difficulty and stress of stepping out of one’s comfort/safety zone. We encourage you to take care of yourself and to remain open to others’ experiences that may differ from your own.



Workshop Objectives

- 1. Build stronger, safer, and more inclusive communities where individual differences are better understood, accepted, and affirmed.**
- 2. Help participants to become better informed by providing transgender education.**
- 3. Share strategies for becoming allies with the transgender community.**





Transgender: You're Part of the Story - Nicole Maines

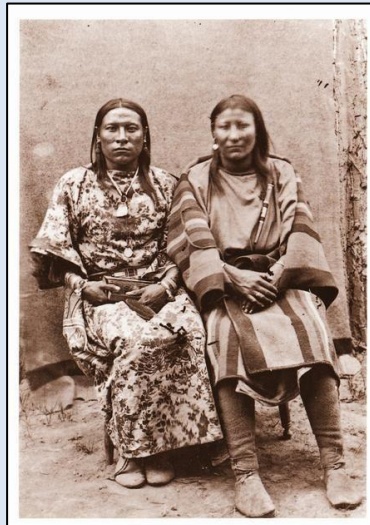


Gender Around the World



In the Indian subcontinent, hijra are eunuchs, intersex people, or transgender people who live in communities that follow a kinship system known as guru-chela system. They are also known as aravani, aruvani, and jogappa. The term is used in Pakistan as khawaja sira, the equivalent of transgender in the Urdu language.

Traditionally, Native American two-spirit people were male, female, and sometimes intersexed individuals who combined activities of both men and women with traits unique to their status as two-spirit people. In most tribes, they were considered neither men nor women; they occupied a distinct, alternative gender status.



Māhū people have a gender that is between male and female, or a mix of male and female. Māhūs were highly regarded in Hawaii for a long time and often held positions as beloved healers, teachers and caretakers. Māhūs were also given the important task of passing on traditions and Hawaiian wisdom.



Fa'afafine are people who identify themselves as having a third gender or non-binary role in Samoa, American Samoa and the Samoan diaspora. A recognized gender identity/gender role in traditional Samoan society, and an integral part of Samoan culture, fa'afafine are assigned male at birth, and explicitly embody both masculine and feminine gender traits in a way unique to Polynesians. Their behavior typically ranges from extravagantly feminine to conventionally masculine.



Gender Through History: Important People



Joan of Arc (1412-1431): Joan has been described as a model of an autonomous woman who challenged traditions of masculinity and femininity to be heard as an individual in a patriarchal culture—setting her own course by heeding the voices of her visions. She fulfilled the traditionally male role of a military leader, while maintaining her status as a valiant woman. Merging qualities associated with both genders, Joan has inspired numerous artistic and cultural works for many centuries.

Billy Tipton (1914-1989): Billy was a famous jazz musician who lived most of his adult life as the man he knew himself to be. Even though he had a successful career and loved ones, he felt like he couldn't share that he had been assigned female at birth with those closest to him due to fear of them not understanding. Tipton kept the secret of his extrinsic sexual characteristics from each of his wives by telling them he had been in a serious car accident that resulted in damaged genitals and broken ribs. The truth was discovered only at the time of Tipton dying.



Lucy Hicks Anderson (1886-1954): Born in Waddy, Kentucky in 1886, Lucy Hicks Anderson insisted on wearing dresses to school. While Anderson was a child her concerned mother took her to a doctor who suggested that she allow her child to live as a female. By age 15, she changed her name to Lucy and left home. In 1944, Lucy Hicks married Reuben Anderson. Upon discovery, the Ventura County District Attorney voided the marriage and arrested Lucy for perjury, justifying the charge by saying she had signed the marriage license stating there were "no legal objections to the marriage." During her perjury trial Lucy Hicks Anderson insisted that a person could appear to be of one sex but actually belong to the other, saying, "I defy any doctor in the world to prove that I am not a woman." She told reporters, "I have lived, dressed, acted just what I am, a woman."

Gender Throughout History: Important People



Miss Major Griffin-Gracy (1940-present): is an American author, activist, and community organizer for transgender rights. She has participated in activism and community organizing for a range of causes, and served as the first executive director for the Transgender Gender Variant Intersex Justice Project, which is focused on providing support services to transgender, gender variant, and intersex people in prison. Her work includes visiting trans women and men in California prisons to help coordinate access to legal and social services, and testimony at the California State Assembly and United Nations Human Rights Committee in Geneva about human rights violations in prisons.

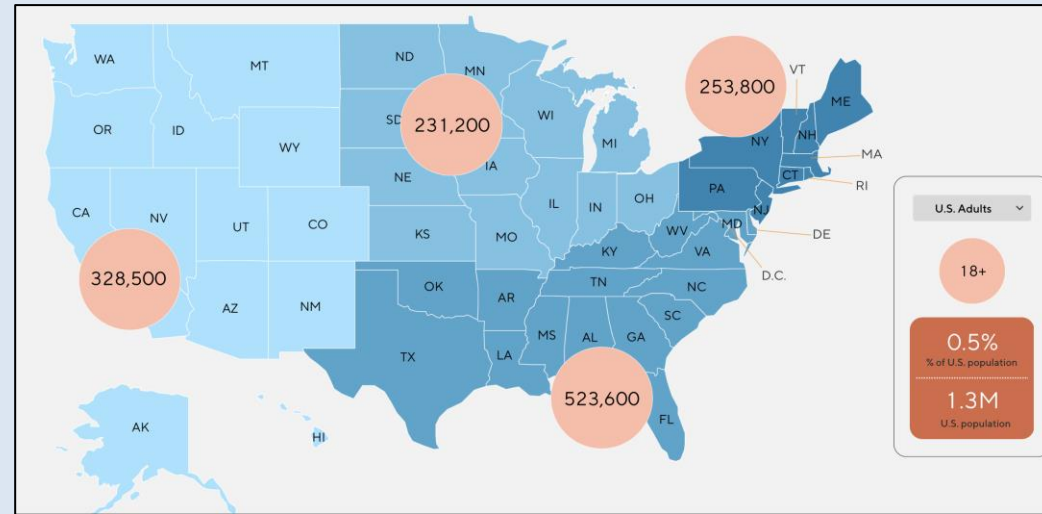
Marsha P. Johnson and Sylvia Rivera (1945-1992 & 1951-2002): were self-proclaimed drag performers and vibrant, indelible figures in Greenwich Village street life. The women were prominent figures in the Stonewall Uprisings, but their efforts were even more enduring, with the uprisings being just part of their unending commitment to social justice. They emerged from the events that took place at Stonewall in 1969 as leaders in the Gay Liberation Movement. Together they helped found the group STAR (Street Transvestite Action Revolutionaries), which offered housing to homeless and transgender youth, a particularly vulnerable population. Johnson and Rivera recognized that many transgender people turned to sex work after being rejected by their families, and they faced additional hardships and dangers through being unsheltered. Johnson and Rivera opened the first LGBTQ+ (Lesbian Gay Transgender Bisexual Queer) youth shelter in North America, and these trailblazers became the first Trans women of color to lead an organization in the United States.



UCLA Williams Institute Research

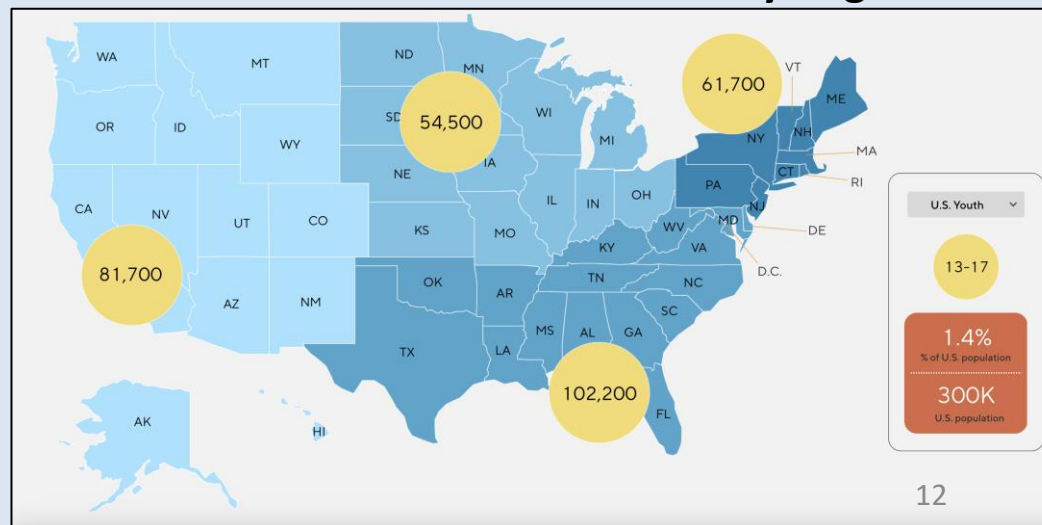
Number of Estimated Adults by Region

**In the United States,
an estimated
1.6 million people
ages 13 and older
identify as transgender.**



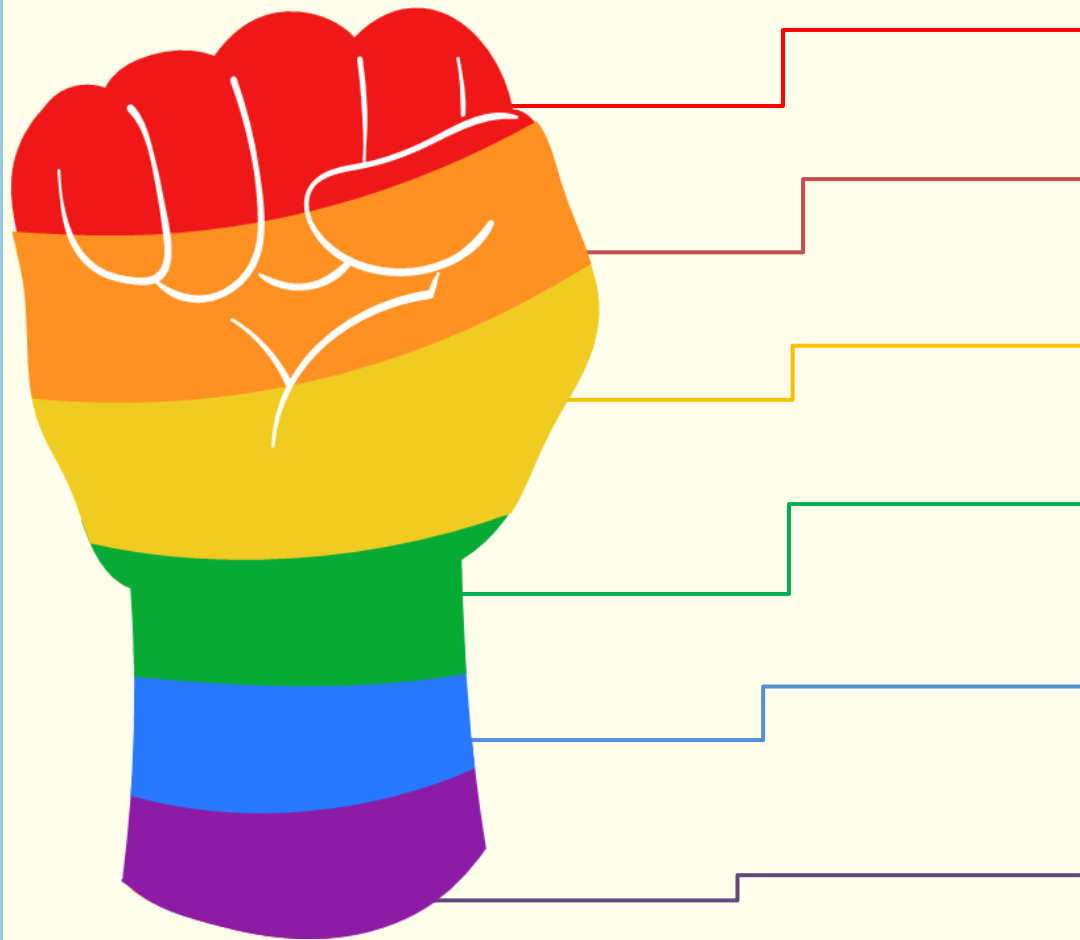
**These numbers are based on
the collection of data by the U.S.
Census Bureau. We know these
numbers aren't accurate and
are lower than the true number
would be.**

Number of Estimated Youth by Region





Recent Legislation: What was the current legislative context in 2023?



2022

520 Anti-LGBTQ bills in state legislatures

2022

220 of 520 bills targeting TGNC* people

In 2023...

Nearly 90 anti-LGBTQ laws enacted

School Curriculum

7 curriculum censorship bills became law

School sports

19 states exclude TGNC* athletes in school sports

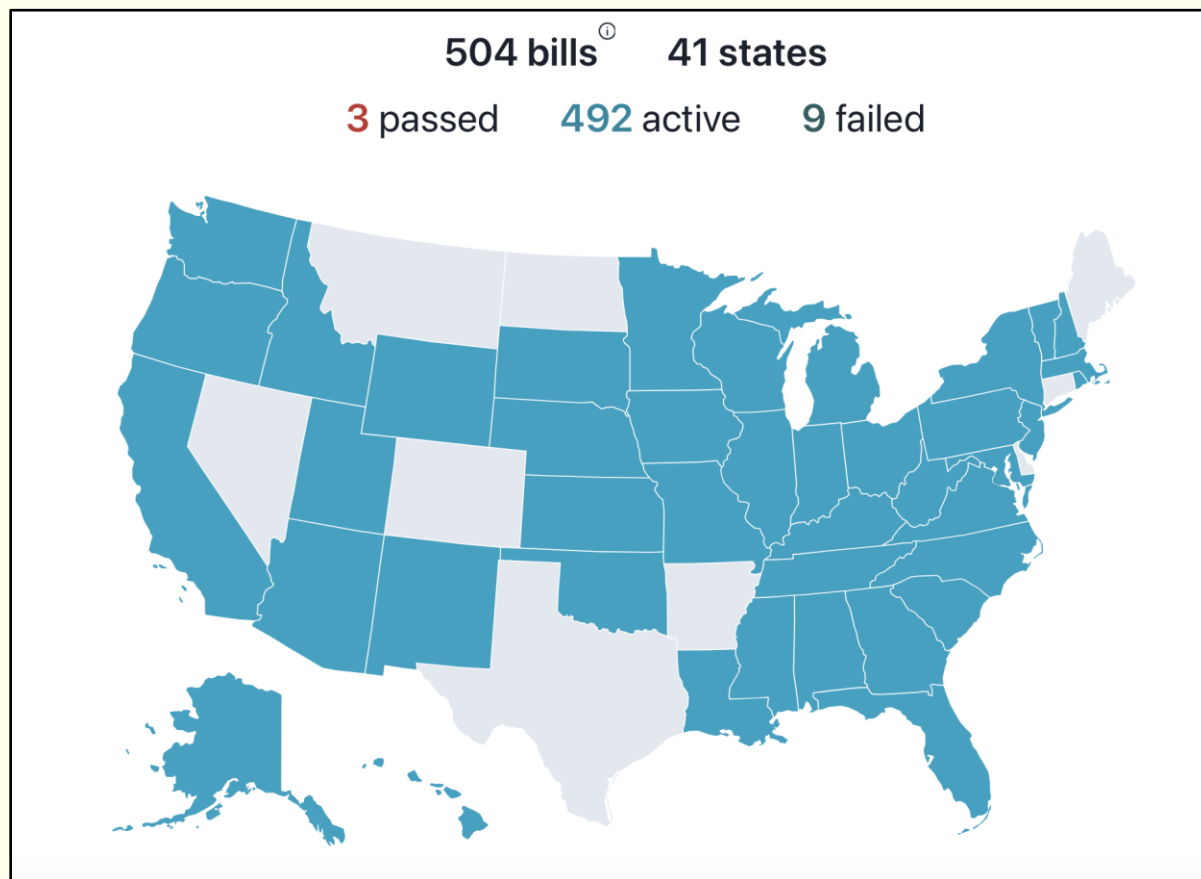
Moving into 2024

How has this evolved in 2024?

*TGNC – Transgender Non-Conforming

Trans Legislation Tracker in 2024

<https://translegislation.com>



- **228 bills carried over from 2023 are under consideration in 2024 right now**
- **In total 504 bills introduced as legislation that seeks to block trans people from receiving basic healthcare, education, legal recognition and the right to publicly exist.**



In 2024 -

2024 is already shaping up to be an even more difficult, dangerous, and harsh landscape. Within just the first few weeks of 2024, hundreds of bills seeking to marginalize and outright erase transgender people in a wide array of areas have been introduced. For example:

- **Indiana:** legislation was introduced to eliminate the ability of transgender people to obtain state driver's licenses or identification cards that accurately identify who they are.
- **Utah:** passed legislation prohibiting many transgender people from using restrooms in public schools that are consistent with their gender identity.
- **West Virginia:** a bill was introduced that would allow transgender people to be prosecuted for simply being around children,
- **South Carolina:** legislation introduced that would ban access to medical care to treat gender dysphoria
- **Iowa:** wants to prohibit transgender prisoners from being safely housed.
- **Texas:** at the end of February, PFLAG had to sue the Texas Attorney General's Office over its unconstitutional demand to turn over information about our support of families in Texas seeking medically necessary care for their transgender kids.



The Trevor Project's 2022 National Survey on LGBTQ Youth Mental Health

<https://www.thetrevorproject.org/survey-2022/>

The Trevor Project 2022 Survey captures the experiences of nearly 34,000 LGBTQ youth ages 13 to 24 across the United States, with 45% of respondents being LGBTQ youth of color and 48% being transgender or nonbinary.

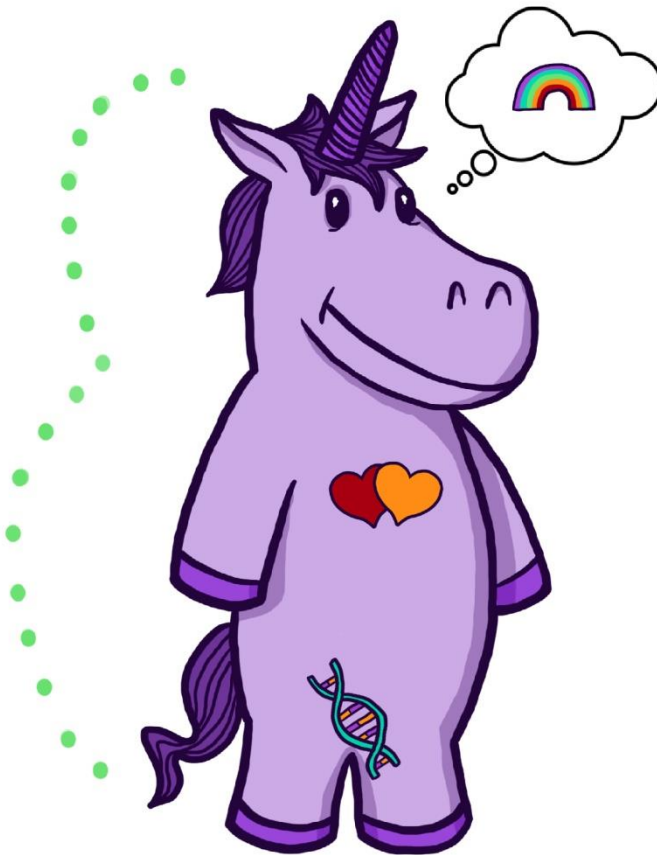
1/3 say mental health is worse because of anti-LGBTQ+ policies

2/3 say just hearing about laws banning people from discussing LGBTQ+ people made their mental health worse.

85% of youth pay somewhat or a lot of attention to the media about LGBTQ+ rights.

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



Gender Identity



Gender Expression



Sex Assigned at Birth



Physically Attracted to



Emotionally Attracted to





To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore



Let's Play Bingo!

You have been given
a handout in your
resource folder with
all of the terms we
are about to use in
this game.

B I N G O				
Awareness			Youth	Love
	Unity	Inclusivity	Support	Rainbow
Purple	Celebrate	Free!		Together
Identity	LGBTIQA+	Equality	Empower	Safe
Courage	Pride	Confidence	Community	Advocate

First Things to Know About Transitioning

- **There is no right way to transition. Transitioning is a personal journey, and everyone is unique in that journey. A person does not need to transition to be transgender.**
- **Not everyone goes through medical transitioning. People find what is right for them and their gender identity.**
- **Four Types of Transitions:**
 - **Social**
 - **Medical: Hormonal**
 - **Medical: Surgical**
 - **Legal**





Social Transitioning

- **Making changes in a way that can be completed without a medical provider to present in society as the gender identity the person identifies with**
- **May or may not include:**
 - **Changing name used**
 - **Changing pronouns used**
 - **Changes to gender expression such as clothing, hair, make-up usage**
 - **Changing which bathroom is used in public**
 - **Using hair removal services**
 - **Using products to help address body dysphoria such as a gaff, breast forms, a binder, or a packer**
 - **Seeking voice therapy**
 - **Changes to the home environment**



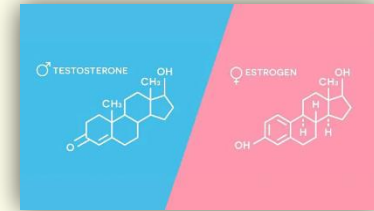


Meet Rebekah Bruesehoff: I'm the Scary Transgender Person the Media Warned You About.





Medical: Hormonal Transitioning

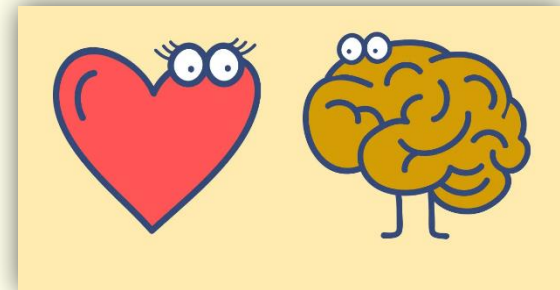


- Approach will be dependent upon age when person is seeking hormonal transitioning.
- If person has already gone through natural puberty and is an adult, access to hormones is more readily available after evaluations have been completed to ensure the person understands the ramifications of treatment.
- If person is a child, different steps will be taken before hormone transitioning occurs:
 - Discussion with parents and child regarding ramifications after evaluations completed
 - Puberty blockers if early approach before natural puberty has started
 - Administer sex steroids to initiate puberty that aligns with gender identity with continuous monitoring under medical supervision



When incongruence between family members happens...

- Child may have already gone through earlier decision making phases when they decide to come out to their parent or others in their life.
- Know that medical professionals will allow time for the parent to go through the pre-contemplation phases they need to and will help the child be patient.
- Take time to process while still being supportive to the person in your life.
- Research shows 93% positive effects from Gender Transitions which occur.





The story of Hannah: What Being Trans Is Really Like





Medical: Surgical Transitioning (occurs after age 18)

For Transgender Women Surgical Options May Include:

- **Breast implants**
- **Removal of testicles**
- **Removal of penis**
- **Creation of a vagina**
- **Creation of a clitoris**
- **Creation of labia**
- **Facial feminization surgery**
- **Trachea shaving**
- **Removal of male brow**
- **Jaw reshaping**

For Transgender Men Surgical Options May Include:

- **Breast removal and chest recontouring**
- **Removal of womb**
- **Removal of ovaries**
- **Removal of vagina**
- **Creation of penis/phallus (available through 2 different mechanisms)**
- **Creation of a scrotum with testicular implants**



Important Statistics

- A study in the Netherlands followed people who had started gender affirming medical treatment to receive hormonal medical care as an adolescent. This study found 98% of people had continued to use gender affirming hormones into adulthood. (van der Loos, et al., 2022)
- A systematic review and meta-analysis (high quality research study) showed the prevalence of regret after gender affirming surgery was 1% (Bustos, et al., 2021)
- For comparison:
 - 47.2% reported regret with breast reconstruction surgery after mastectomy (Sheehan, Sherman, Lam & Boyages, 2008)
 - 18.6% reported regret after knee replacement surgery (Scott, Howie, MacDonald & Biant, 2010)
 - 4.8% reported regret after hip replacement surgery (Cassidy, Bennett, Beverland & O'Brien, 2023)



Legal Transitioning

- Refers to changing of legal documents to match gender identity and/or name
- Can include changes to:
 - Drivers license
 - Birth certificate
 - Social Security Card
 - Health insurance paperwork and other medical records
 - Passport
 - Financial & Insurance documents
 - School records
 - Selective Service records





Questions on Transitioning?





What's It Like Being Transgender- ABC ME

**I DIDN'T FEEL
LIKE I FELLED
INTO THE
"RIGHT"
CATEGORY.**

WHAT IT'S LIKE



Panel Discussions

- Each panel member will introduce themselves and share what they would like you to know about them.
- Please write questions you would like to ask a panel member on one of the cards on your table and give it to your table facilitator.
- The table facilitator will give the cards to the panel moderator to screen out duplicates and appropriateness of the questions.



Being an Ally - The Basics to Remember!



- **There is no way to be a ‘perfect’ ally.** There is no one right way to handle every situation or to interact with every trans person. Be respectful, do your best, and keep trying.
- **You don’t have to understand someone’s identity to respect it.** Even if you don’t understand, everyone deserves respect.
- **Continue to educate yourself.** It’s important to take your education into your own hands and seek out resources and information on your own.
- **“Messing Up Properly”**- If you’ve just messed up someone’s name or pronoun, simply apologize, forgive yourself, and get it right next time.



Being an Ally -Supportive Practices



- **Avoid assumptions and gender specific terms if unknown.**
 - Don't assume you know a person's gender identity or sexual orientation based on how they look or sound.
 - Don't assume you know how a person wants to describe themselves or their partners.
 - Don't assume everyone you meet is heterosexual and cisgender.
- **Don't assume someone who has come out to you has come out to everyone.** Have the conversation with them and respect their boundaries. It is their story to tell. **THIS IS SAFETY ISSUE.**



Be an Ally – Don't Ask Unnecessary Questions



- It isn't the responsibility of someone who is transgender to satisfy your curiosity.
- Understand that your desire to know something doesn't mean a trans person is required to answer your question.
- Do not ask about:
 - A person's surgical status or body parts
 - To see pre-transition photos
 - To know their dead name - the name they were given at birth. Use their chosen name.
 - When a person "became" transgender
 - How they have sex

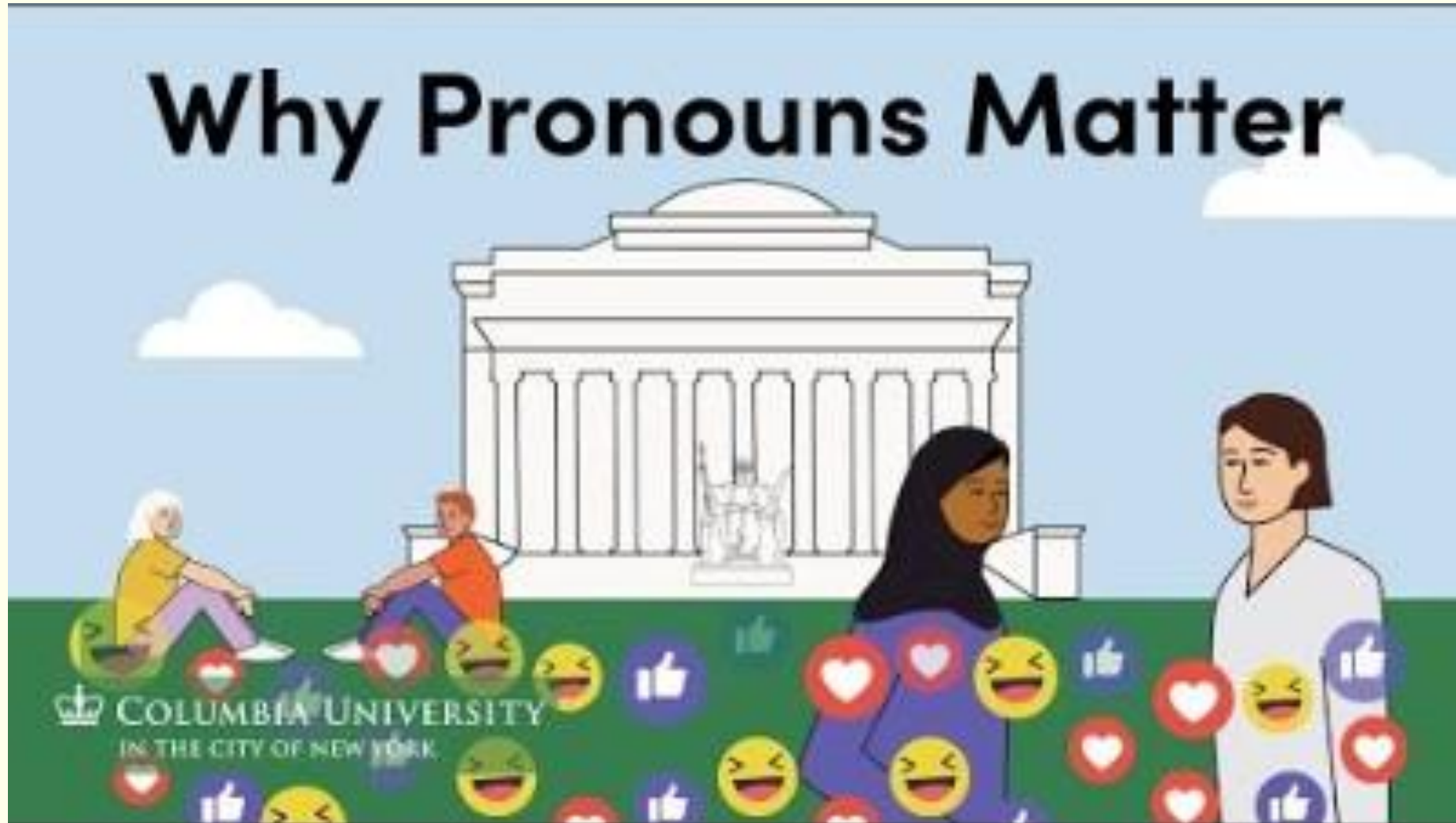


Be an Ally – Foster an Affirming Environment



- **Follow the lead of the person who is transgender:** listen and respond rather than guide, enforce or force. There isn't one way to present or be as transgender. Everyone in the world is unique.
- **Be supportive and positive about gender and expression** including any changes in gender expression such as hair, make-up, and clothing.
- **Compliment transgender people** in a genuine manner.
- **Have a (an appropriate) sense of humor.** For example, pantyhose suck!
- **Protect them from harm:** have no tolerance for transphobia in the environments you are in.
- **Visibly indicate your support;** i.e., wear a rainbow button; put rainbow stickers on your cell phone, water bottle, or laptop; display a sign that says, "All people are welcome here."

Why Pronouns Matter



Be an Ally – Don't Use Micro-aggressions!

- What are micro-aggressions? Let's watch a video...
- Examples:
 - "I also wanted to be a boy when I was a child."
 - "I don't understand why you don't just love yourself?"
 - "Wow. You're so beautiful. I thought you were a woman."
 - "I would never have known you were transgender. You look so (pretty/handsome)."



<https://www.youtube.com/watch?v=hDd3bzA7450>

"Switch It" –

When hurtful LGBTQ+ comments or micro-aggressions are switched and readdressed to straight/cisgender people, it often becomes clearer why the comments are offensive.

Behold, the Straight for Equality Ally Spectrum®:



Guide to being a trans ally. Straight for Equality, straightforequality.org.



Being a Super Ally!

Speak out in support of transgender people and rights. Politely correct others if they use the wrong name or pronoun for a transgender person. Challenge anti-transgender remarks, jokes or conversations.



Think about how you use gendered language. Do you say “ladies and gentleman” or “hey guys”? Consider changing to a term like “hi folks!” or “you all.”

Rethink gender on forms and documents. When creating forms and documents, consider whether you need to include gender at all. If you do need to ask for gender information, consider using a blank space for people to fill in as they feel comfortable!

https://transequality.org/sites/default/files/docs/resources/Ally-Guide-July-2016_0.pdf



Vote like a Super Ally!



Learn about policies affecting transgender people. Learn more about the challenges that transgender people face and the goals of transgender advocates. Help push to change bad laws and policies and support good laws/policies.

Ensure everyone has access to bathrooms and other facilities. Vote to allow people to use the bathroom that matches their gender identity rather than what's on their ID. Consider creating gender inclusive bathrooms in spaces you control.

Contact your elected officials. Contact your elected local, state, and federal officials to thank them when they do support transgender rights and to provide important criticism when they don't.



TRANSGENDER 101

- Post Survey
- Resource Tables
- Transgender 201 in the Fall of 2024
- Appreciations:
 - Fort Collins Diversity Office
 - Facilitation Team
 - Program Planning Committee
 - Resource Fair Agencies

