

# Trans\* 101 Training

University of Cincinnati LGBTQ Center  
565 Steger Student Life Center  
Monday – Friday, 9:00 a.m. – 5:00 p.m.  
(513) 556-4329

# Trigger Warning

While we do not anticipate the following conversations to be triggering to anyone in the room, we cannot know what topics may arise over the next 2 hours or what may be triggering to those in the room. Please note that it is not our intention to create an uncomfortable or unsafe space for anyone. **If at any point you need to leave the room, please feel free.** You may return to the conversation at any time.

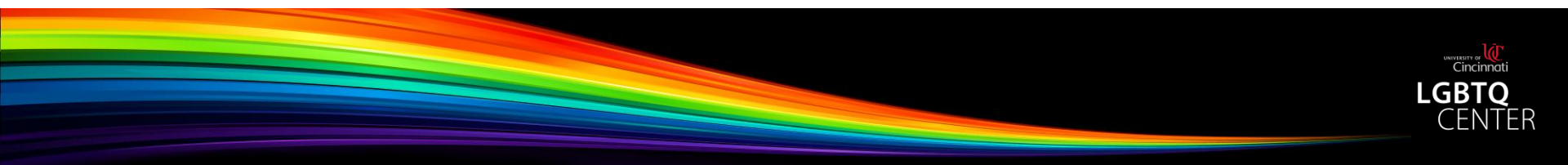
# Ice Breaker/Introductions



- Name
- Pronouns (ex. She/her/hers, he/him/his, they/them/theirs)
- Favorite Color

# Preferred Pronouns

		Nominative (subject)	Objective (object)	Possessive Determiner	Possessive Pronoun	Reflexive
<b>Traditional Pronouns</b>						
Masculine	<b>He</b>	<i>He</i> laughed	I called <i>him</i>	<i>His</i> eyes gleam	This is <i>his</i>	He likes <i>himself</i>
Feminine	<b>She</b>	<i>She</i> laughed	I called <i>her</i>	<i>Her</i> eyes gleam	This is <i>hers</i>	She likes <i>herself</i>
Gender Neutral	<b>They</b>	<i>They</i> laughed	I called <i>them</i>	<i>Their</i> eyes gleam	That is <i>theirs</i>	They like <i>themselves</i>
<b>Invented Pronouns</b>						
Gender Neutral	<b>Ne</b>	<i>Ne</i> laughed	I called <i>nem</i>	<i>Nir</i> eyes gleam	That is <i>nirs</i>	Ne likes <i>nemself</i>
Gender Neutral	<b>Ve</b>	<i>Ve</i> laughed	I called <i>ver</i>	<i>Vis</i> eyes gleam	That is <i>vis</i>	Ve likes <i>verself</i>
Gender Neutral	<b>Spivak</b>	<i>Ey</i> laughed	I called <i>em</i>	<i>Eir</i> eyes gleam	That is <i>eirs</i>	Ey likes <i>emself</i>
Gender Neutral	<b>Ze (or Zie) and Zir</b>	<i>Ze</i> laughed	I called <i>hir</i>	<i>Hir</i> eyes gleam	That is <i>hirs</i>	Ze likes <i>hirself</i>
Gender Neutral	<b>Ze (or Zie) and Zir</b>	<i>Ze</i> laughed	I called <i>zir</i>	<i>Zir</i> eyes gleam	That is <i>zirs</i>	Ze likes <i>zirsself</i>
Gender Neutral	<b>Xe</b>	<i>Xe</i> laughed	I called <i>xem</i>	<i>Xyr</i> eyes gleam	That is <i>xyrs</i>	Xe likes <i>xemself</i>



# Goals of Trans\* 101

- Becoming comfortable with basic terminology concerning the transgender community and feeling comfortable using the appropriate language
- The importance of language
- How to be a supportive advocate for trans\* and gender non-conforming students
- How issues and policies affect trans\* and gender non-conforming students at UC
- What resources are available both on campus and in the greater Cincinnati community
- Basic understanding of the complexity of identity and identity formation

# How Training Works

- 2 hours
- Dialogue not lecture around the topics of sexuality & gender
- Shared learning experience, so we'll all participate and share our current knowledge and perceptions of trans\* issues
- The point is to start to understand how fluid gender identities and issues can be
- If you don't know or you're unsure- ASK!!

# Ground Rules

- Respect for Privacy
- Respect for Time Constraints
- E.L.M.O.
- W.A.I.T.
- Positive Identifiers
- One Diva, One Mic
- Other group ground rules?

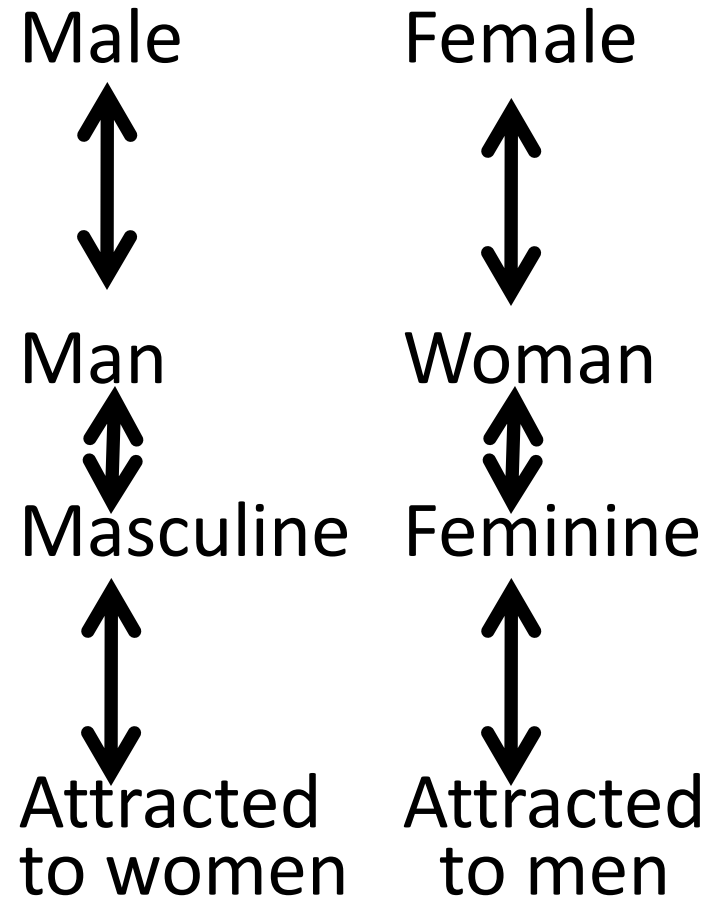
# Key Words

- Genderqueer
- Androgynous
- Gender Identity
- Drag King/Queen
- Transgender
- Transsexual
- Sex
- Cisgender
- Gender Dysphoria (GID)
- Gender Expression
- Gender Marker
- Two-Spirit
- Passing
- Sexual Reassignment Surgery (GCS)
- FTM/Trans man
- Preferred Pronoun
- Transvestite
- Gender
- Stealth
- MTF/Trans woman
- Transphobia
- Pansexual



# Traditional Binary Gender Model

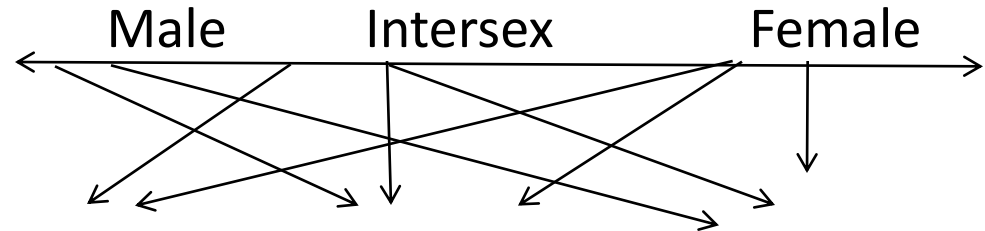
- **Biological Sex:**  
*Hormones, genitalia  
secondary sex  
characteristics*
- **Gender Identity**
- **Gender Expression**  
*Dress, posture,  
roles, identity*
- **Sexual Orientation**



# Revolutionary Gender Model

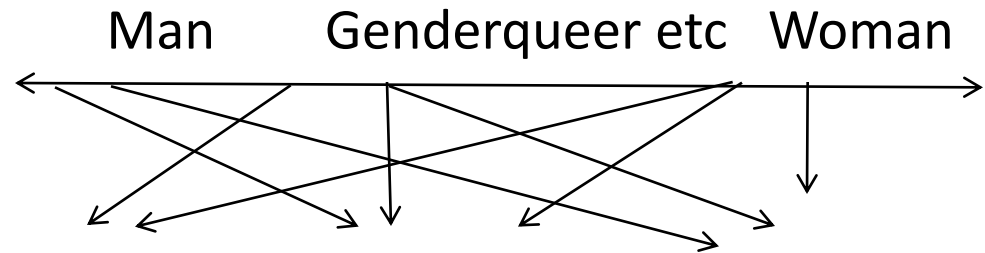
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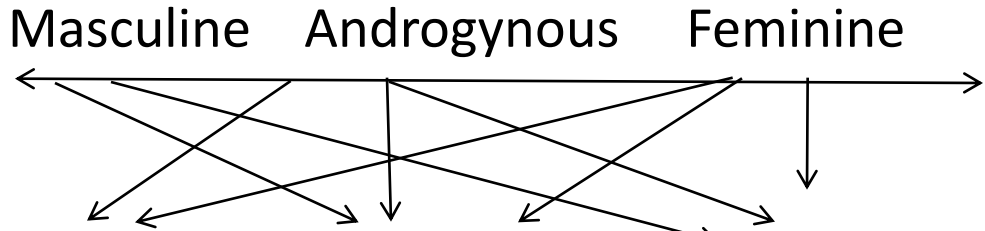
- **Gender Identity**

*"I am a...":*



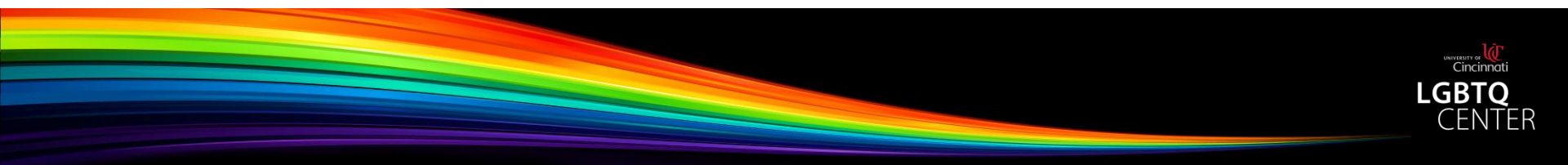
- **Gender Expression**

*Dress, posture,  
roles, identity*



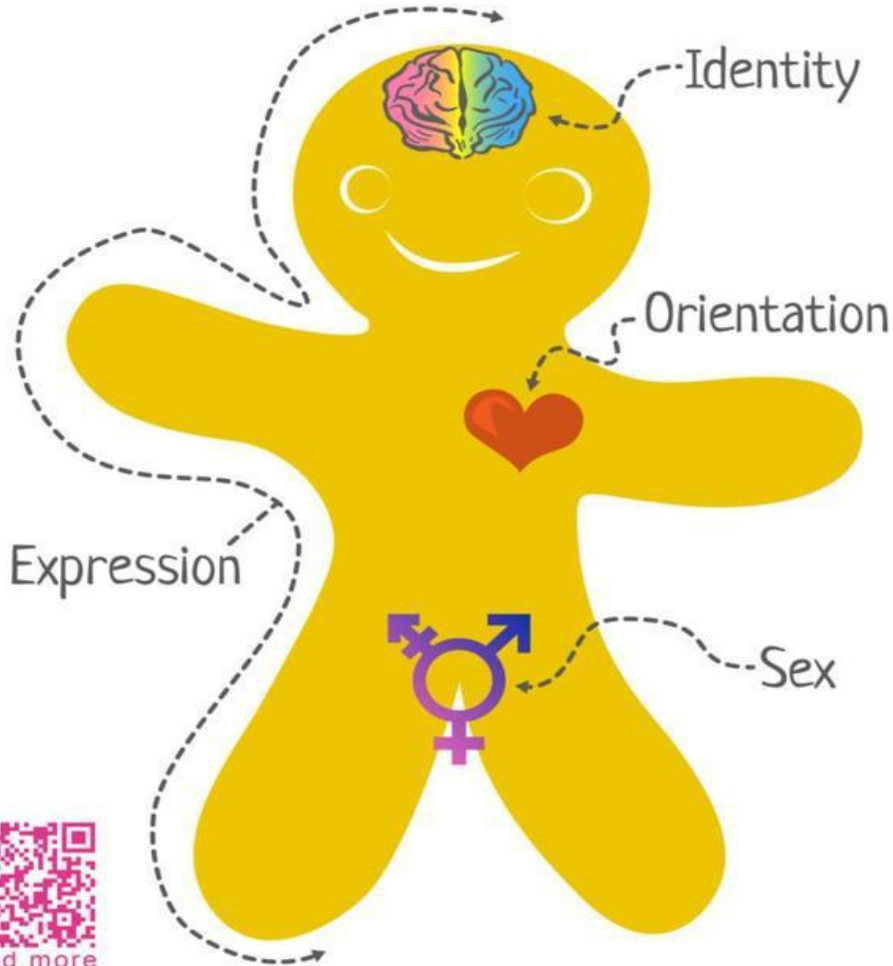
- **Sexual Orientation**

*Attracted to:*



# 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.





# TRANS\* UMBRELLA

## **Trans\*/Transgender**

Someone who does not identify with their sex assigned at birth

## **Transfeminine/Transmasculine**

Someone who identifies more female than male or more male than female

## **Trans Man/Trans Woman**

Someone who was female at birth but identifies as male/someone who was male at birth but identifies as female

## **Agender**

Someone who does not identify with a gender

## **Two Spirit**

Someone who fills one of the many mixed-gender roles prevalent in Native American communities

## **Multigender**

Someone who identifies with more than one gender (e.g. bigender)

## **Gender Fluid**

Someone whose gender changes

## **Genderqueer**

Someone who does not identify within the gender binary

## **Identities Not Under The Trans\* Umbrella:**

### **Cisgender**

Someone who is not trans\*

### **Drag Performer**

Someone who wears flamboyant clothes for entertainment value (can be trans\*)

### **Crossdresser**


Someone who wears clothes associated with the a different gender (can be trans\*)

### **Intersex**

The presence of a less common combination of biological features that generally distinguish male and female (can be trans\*)

 transstudent

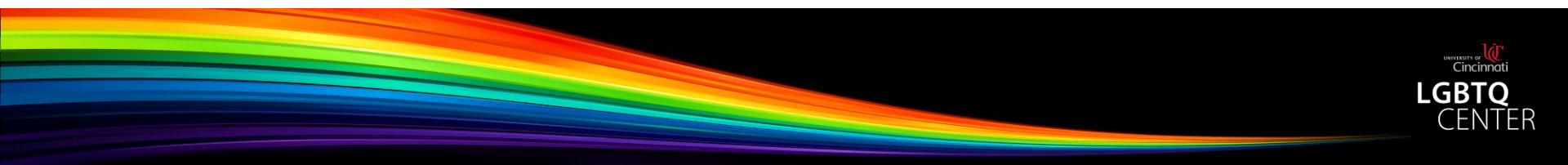
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 @transstudent

For more information,  
go to [transstudent.org/graphics](http://transstudent.org/graphics)

**TSER**  
Trans Student Equality Resources

# One Couple's Trans Narrative



# Think – Pair – Share

- How did the videos make you feel?
- What questions did it bring up?
- How might this apply to you and the work that you do?
- Did it raise any concerns or issues for you?
- Were there any issues that were new to you?

# Understanding Privilege

Cisgender Privilege



Transphobia





# Think – Pair – Share

## Cisgender Privilege

- What is the difference between the two?
- Give examples of cisgender privilege
- How can you as an ally combat cisgender privilege?

## Transphobia

- Have you witnessed transphobia?
- In what ways have you seen transphobia manifested?
- How can you as an ally combat transphobia?



# Trans\* Allyship

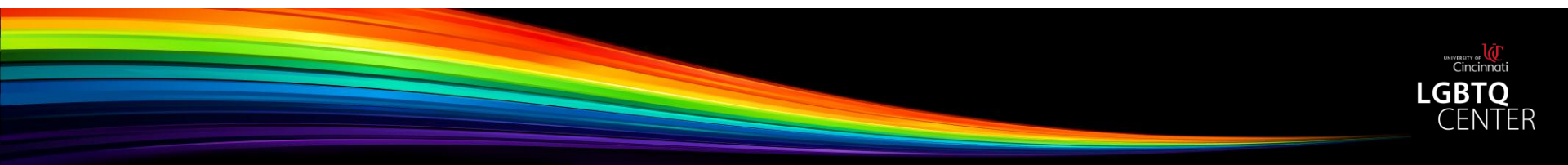
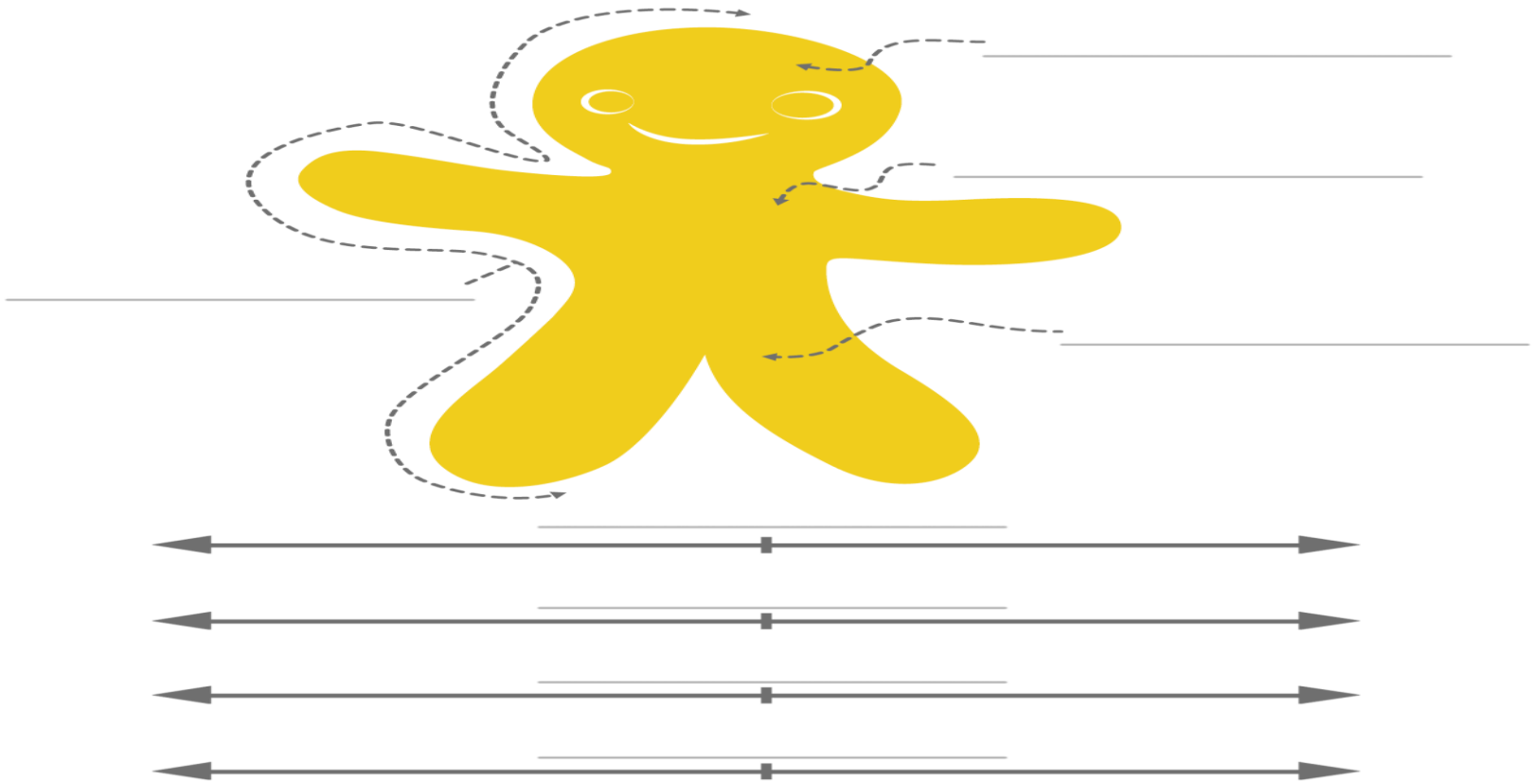
- Don't ever out a trans\* person. This is dangerous to their safety & can invalidate their identity
- Always use the pronouns & name the person wants you to use. If you're unsure, ASK! If you make a mistake, correct yourself, & correct others if they use the wrong pronoun.
- Don't confuse gender with sexual orientation. Trans\* individuals like Cisgender people, are straight, gay, bisexual, pansexual, asexual, etc. Gender is not tied to sexual preference, & there are a million ways to express desire.
- Don't assume the only way to transition is through hormones/surgery. Understand that medical transition is very often based on economic status.

# Trans\* Allyship

- Recognize your privilege & prejudices as a Cisgender person
- Don't let transphobia slide. Confront it as you would confront all other forms of oppression

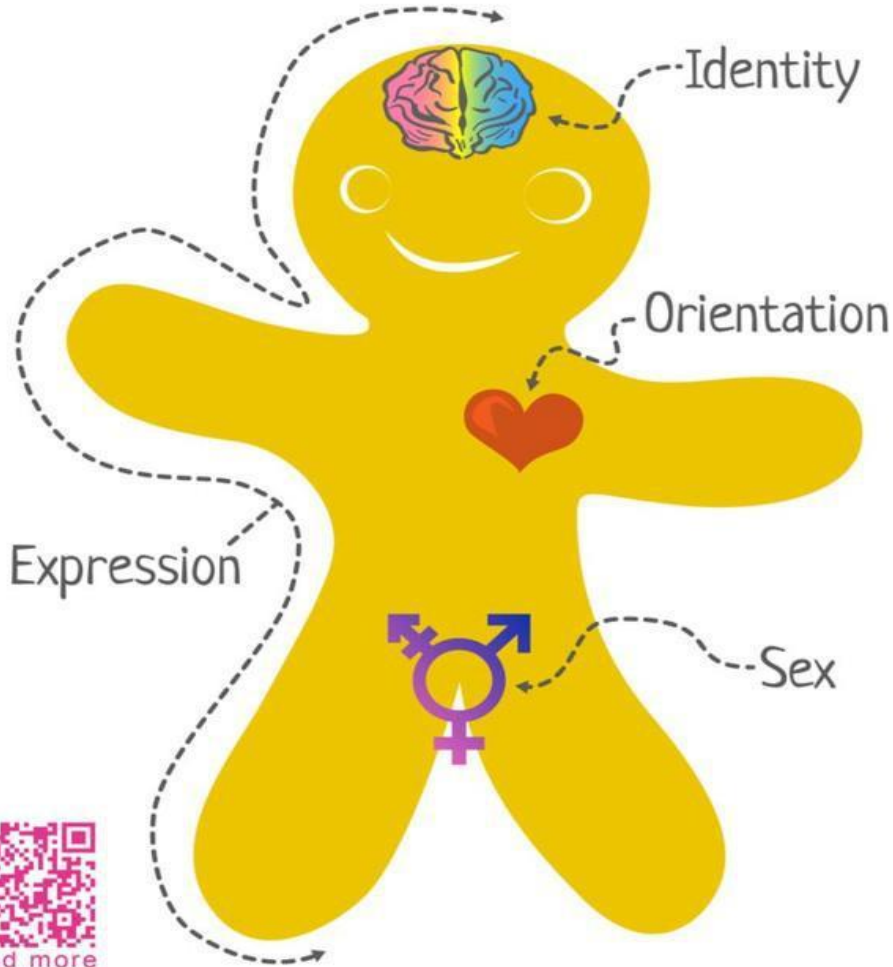
Above all respect and support  
trans\* individuals in their lives  
and choices

# Activity Time



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



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# When in doubt...

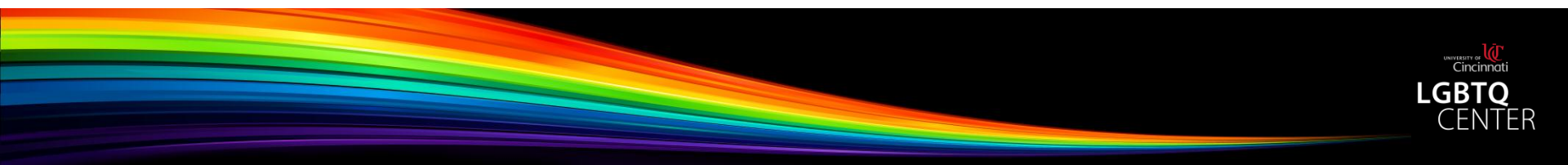
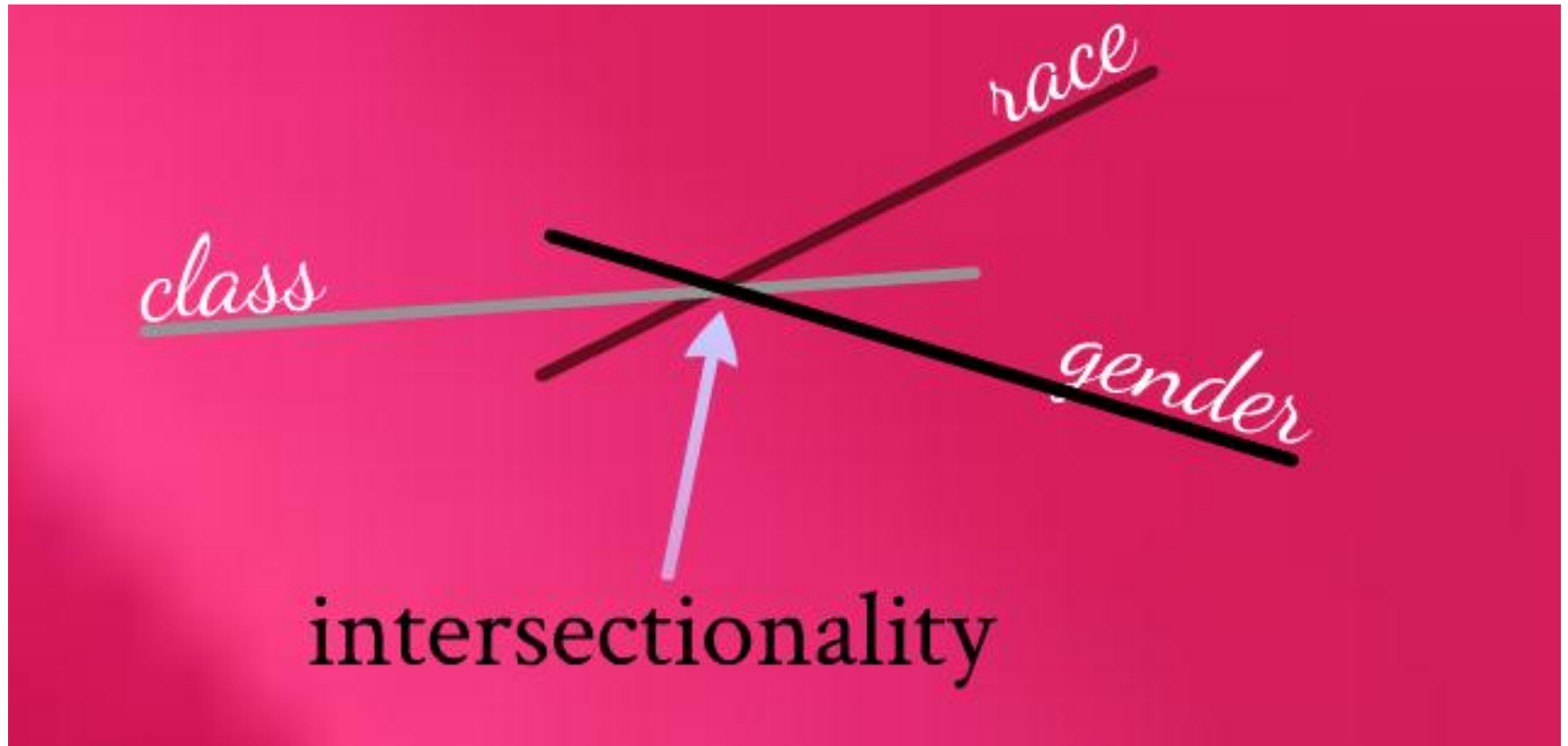
## The Genderbread Person, revised

Gender is one of those things everyone thinks they understand, but most people don't. Gender isn't binary. Gender's not even a spectrum or a continuum. Gender is a complex concept of n-dimensions that varies wildly from person to person. The only way to understand a person's gender is to ask them.



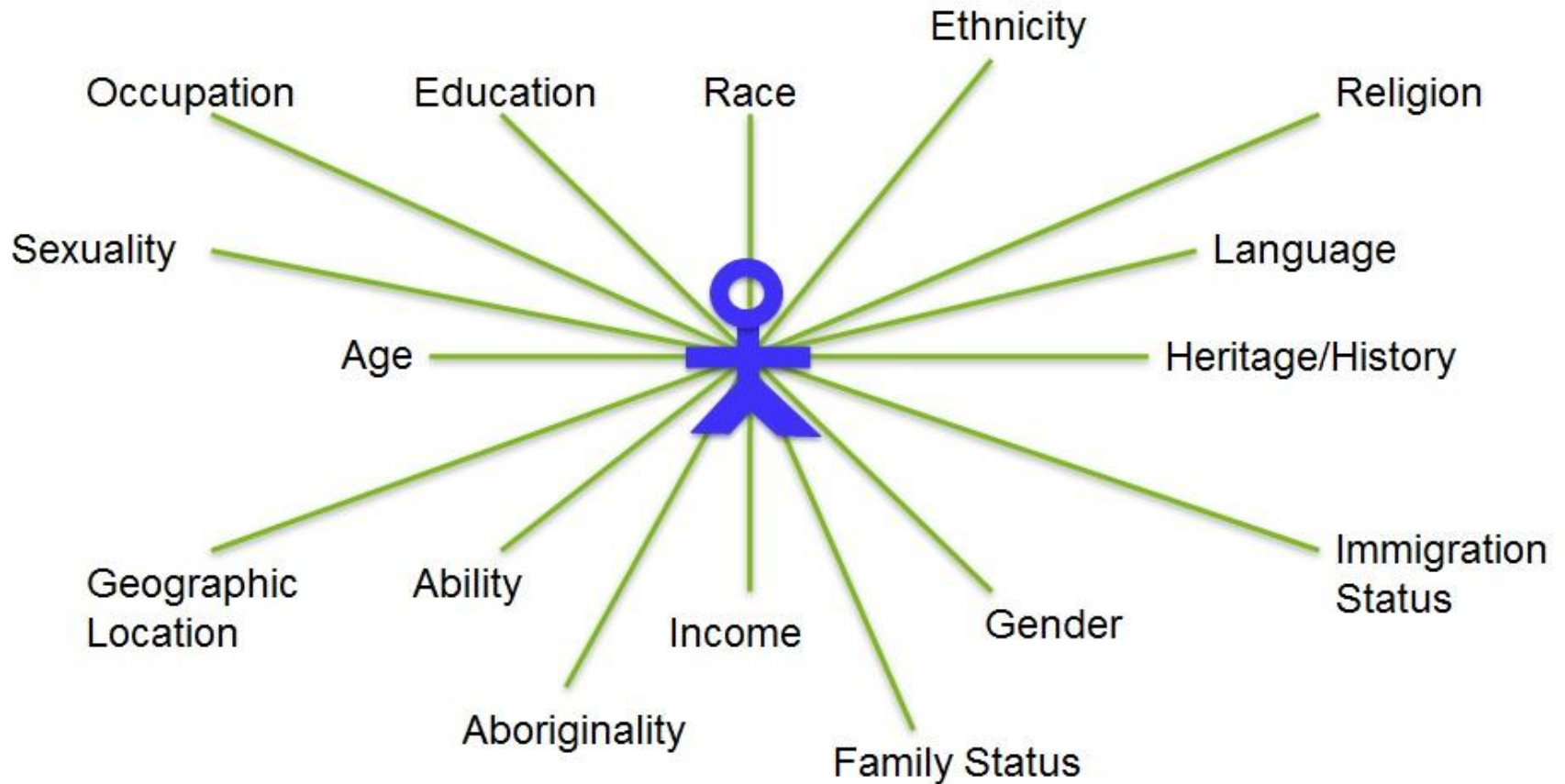
Brought to you by Eden

# Intersectionality





# Intersectionality



# Intersectionality

- Almost 90% of all homicide victims in 2013 were people of color, yet LGBTQ and HIV-affected people of color only represented 55% of total survivors and victims
- The overwhelming majority of homicide victims, 78%, were Black and African American
- 11% of homicide victims were Latina, and 11% of homicide victims were white
- Almost three-quarters (72%) of homicide victims were transgender women
- More than two-thirds (67%) of homicide victims were transgender women of color
- Transgender survivors and victims only represent 13% of total reports to NCAVP
- In 2013, 27.78% of homicide victims were men, all of whom identified as gay



# Campus Resources

- **The LGBTQ Center**

565 Steger Student Life, 556-4329

- **The Women's Center**

571 Steger Student Life, 556-4401

- **Title IX Coordinator**

Jyl Shaffer - 1207 Crosley, 556-5597

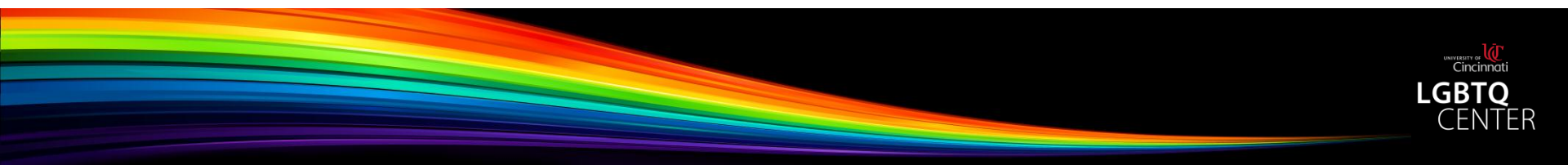
- **University Ombuds Office**

607 Swift Hall, 556-5956

- **Counseling and Psychological Services**

225 Calhoun Street Suite 200, 556-0648

# Questions



# Contracts and Evaluations

# For More Information...

LGBTQ Center  
University of Cincinnati  
565 Steger Student Life Center  
(513) 556-4329  
[www.uc.edu/lgbtq](http://www.uc.edu/lgbtq)