

Trans/Intersex Ally

supporting TS, TG, IS and Gender-
queer campus communities

Trans Allies Overview UC Riverside

November 2011
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History & Model

The Trans Allies program at UCR was developed in 2003 by Eli Green and Eric Peterson. The program has been further developed by Nancy Jean Tubbs, with new and expanded resources gathered from other sources.

Trans Allies seminars are offered to current members of the Allies Safe Zone program who have already attended 3-hour Allies Safe Zone seminars. Participants may choose to sign a contract and receive a Trans Allies placard at the end of the 3-hour Trans Allies seminar.

Seminar Activities

Trans Ally Quiz
Purpose & Ground Rules
Common Language
Continuum of Sex, Gender, & Sexuality
Trans Developmental Milestones
“In My Skin” film
Panel of trans, genderqueer, and gender nonconforming people
Gender Normative Privileges
Action Tips for Allies of Trans People
UCR Trans Guide
Contract & Evaluation

Handouts

Trans/Intersex Ally Quiz
Continuum of Sex, Gender, & Sexuality
Developmental Milestones of Different Transgender Groups
Action Tips for Allies of Trans People
A Cisgender Privilege Checklist
Trans Terminology
Trans Allies Contract
UCR Online Trans Guide

LGBTQArchitect web site

<http://architect.lgbtcampus.org/>

A project of the Consortium of Higher Education LGBT Resource Professionals, this web site gathers documents created and used by LGBT programs. Browse by topics, and download free educational resources.

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 relationships with family and his girlfriend.

Diagnosing Difference

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

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

Diagnosing Difference is a feature-length length (64 mins) documentary featuring interviews with 13 diverse scholars, activists, and artists who identify on the trans spectrum (transgender, transsexual, genderqueer, and gender variant) about 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=tis4k7zqDT4>

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.

Trans / Intersex Ally Quiz - How Much Do You Know?

Instructions: Answer the following questions to the best of your ability. If you are unclear about an answer, please be sure to mark that question for later discussion.

1. When you suspect someone might be transgender/genderqueer identified, how do you know which pronoun to use?
 - a. Decide based on a person's gender presentation
 - b. Decide based on a person's perceived or known biological sex
 - c. Ask the person what pronoun(s) they prefer
 - d. Ask the person's friend what pronouns the person in question uses
2. Which of the following terms is generally inoffensive to the community named:
 - a. Berdache
 - b. Hermaphrodite
 - c. Intersex
 - d. All of the above
 - e. None of the above
3. What of the following is a disparaging term used to refer to the Transgender community?
 - a. Gender variant
 - b. Trans
 - c. Genderqueer
 - d. All of the above
 - e. None of the above
4. Which of the following is not a gender identity / expression?
 - a. Pangender
 - b. Genderqueer
 - c. Pansexual
 - d. Androgyne
5. Which of the following describes the typical process for a gender variant person to come out to themselves?
 - a. They realize at a young age that they are gender variant.
 - b. They realize at puberty that they are gender variant.
 - c. They realize their gender variance as an adult
 - d. There is no one typical coming out process for a gender variant person.

6. What is a common psychological reaction when a parent is told of their child's gender variance?
 - a. The parent has no problems accepting their child's feelings of gender variance
 - b. The parent experiences the sense that their child is dying.
 - c. The parent immediately disowns their child and never speaks to them again.
 - d. Any or all of the above have been known to occur.

7. Which of the following is **not** a major issue that a gender variant person faces when seeking medical treatment?
 - a. Assuming they have already found a physician who treats gender variant patients, a low likelihood that their physician will follow the WPATH Standards of Care (formerly the Harry Benjamin Standards of Care).
 - b. High costs associated with surgeries and hormones
 - c. Finding physicians within a reasonable driving distance
 - d. Lack of knowledgeable physicians

8. Which of the following is a common legal challenge that a gender variant person can face?
 - a. In most localities, it is perfectly legal to fire or not hire someone for being gender variant.
 - b. In most localities, it can be hard to change the sex listing on documents such as drivers license, passport, birth certificate, etc.
 - c. A gender variant person has limited access to marriage benefits, (depending on location).
 - d. All of the above
 - e. None of the above

9. What is the state of the relationship of LGB communities to gender variant communities?
 - a. The LGB communities are completely inclusive and understanding of gender variant identities.
 - b. Even though the "T" is often included in "LGBT", gender variant identities are often marginalized and misunderstood within the LGB community.
 - c. There are no connections between the LGB and gender variant communities.
 - d. All of the above
 - e. None of the above.

10. What is the difference in definition between a transgender person and an intersex person?
- There is no difference between the two categories (transgender and intersex)
 - An intersex person has biological characteristics of both sexes, and a transgender person has a felt sense of identity that is incongruous with the identity attributed to their biological sex.
 - A transgender person has biological characteristics of both sexes, and an intersex person has a felt sense of identity that is incongruous with the identity attributed to their biological sex.
 - All of the above
 - None of the above
11. What is the most common route for an intersex person to receive surgery on their genitals?
- At an age at which they are capable of decision-making, they elect to have the surgery performed.
 - Doctors typically refuse to perform surgery on the genitals of intersex persons.
 - Intersex persons' parents select the option of surgery after being presented by doctors with an array of treatment options, along with a list of risks and benefits of the procedures and first-hand accounts from former patients.
 - Doctors inform parents of the intersex person that their child's condition of being difficult to sex is an "emergency" requiring immediate surgery if the person is to develop a "normal" gender identity and sexual orientation.
12. Which of the following is a common side-effect of having received medical treatment for an intersex condition under the usual protocols?
- A need for further surgeries to address the complications of an earlier surgery
 - Pain and / or reduced or eliminated sexual sensation in the genital region
 - Shame at apparently having been so unacceptable that one needed multiple and secretive treatments in order to be "normal"
 - All of the above
 - None of the above
13. What is the relation between having what is designated an intersex condition and having a gender variant identity of one sort or another?
- All intersex people have a gender variant identity.
 - No intersex people have a gender variant identity.
 - All people with certain types of intersex conditions have a gender variant identity, but others do not.
 - Some intersex people have a gender variant identity, but others do not.

14. Which of the following is a significant social issue that out gender variant people and intersex people face in their daily lives?
- Access to safe and appropriate restrooms
 - Severing of many pre-existing ties upon coming out
 - Unemployment
 - All of the above
 - None of the above
15. A person who is born female, has taken testosterone, and generally appears masculine is:
- MTF
 - FTM
 - Genderqueer
 - Intersex
 - There is not enough information to answer this question.
16. Genderqueer is often defined as:
- A non-gender variant person who wants to be transgender identified
 - A non-gender variant person who has a political agenda to challenge the gender binary system.
 - A gender variant person who feels themselves to be genderless or multi gendered, and often includes a political agenda to challenge the gender binary system.
 - None of the above
 - All of the above.
17. Challenges specific to a genderqueer person include:
- Genderqueer persons may often have their gender identity invalidated by other transgender persons
 - Genderqueer persons may often have their gender identity invalidated by general society.
 - Genderqueer persons may often have a harder time getting their pronoun preferences respected than other gender variant identified persons
 - All of the above
 - None of the above.
18. According to anecdotal sources, the nature and frequency of violence perpetrated against the gender variant community is:
- Infrequent and mild in nature.
 - Frequent but mild in nature.
 - Infrequent but excessively severe in nature.
 - Both frequent and excessively severe in nature.

The correct answers are:

1. C
2. C
3. E
4. C
5. D
6. D
7. A
8. D
9. B
10. B
11. D
12. D
13. D
14. D
15. E
16. C
17. D
18. D

Please keep in mind that some of these questions and their respective answers may be debated within the gender variant and intersex communities. In no way do we mean to enforce that our answers are the only correct answers. Rather, these questions are meant to start a dialogue and raise awareness about gender variant and intersex issues.

This resource developed by Eli Green and Eric Peterson for the LGBT Resource Center of the University of California, Riverside, www.out.ucr.edu and is partially based on the work of Genny Beemyn.

Diagram of Sex, Gender, & Sexuality

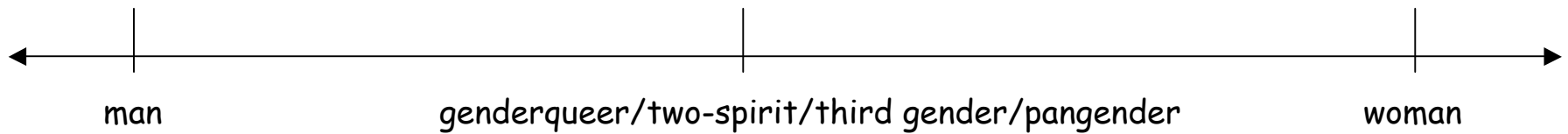
"Normative Man"

"Normative Woman"

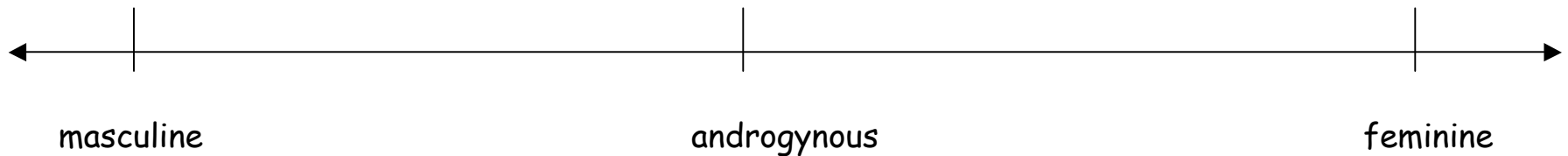
Biological Sex (anatomy, chromosomes, hormones)



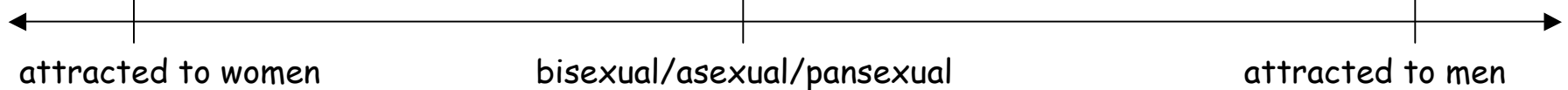
Gender Identity (psychological sense of self)



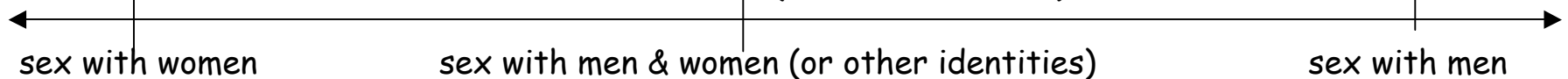
Gender Expression (communication of gender)



Sexual Orientation (identity of erotic response)



Sexual Behavior (sexual behavior)



Adapted from "Diagram of Sex & Gender," Center for Gender Sanity, <http://www.gendersanity.com/diagram.shtml>

Developmental Milestones of Different Transgender Groups

From Genny Beemyn and Sue Rankin, *The Lives of Transgender People* (Columbia University Press, 2011)

FTM Milestones	MTF Milestones	CD Milestones	GQ Milestones
Feeling and often expressing a male gender identity from a young age	Feeling and often expressing a female gender identity from a young age	Attraction to “women’s” clothes and cross-dressing from a young age	Feeling and often expressing a different gender identity from a young age
Repressing or hiding one’s male gender identity in the face of hostility and/or isolation	Repressing or hiding one’s female gender identity in the face of hostility and/or isolation	Buying or obtaining one’s own “women’s” clothing	Realizing that genderqueer is a viable identity
Thinking of oneself as lesbian, but realizing over time it was not a good fit	Learning about and meeting other transsexual women	Repressing the desire to cross-dress and purging clothing because of shame	Deciding how to express oneself as genderqueer
Realizing that there are FTM individuals and that transitioning is possible	Recognizing oneself as transsexual, rather than a cross-dresser	Learning about and meeting other cross-dressers	Encountering resistance to a non-binary gender identity or expression
Learning about and meeting other transsexual men	Overcoming denial and internalized genderism to accept oneself as female	Overcoming shame to accept oneself as a cross-dresser	Not fitting in with transgender or LGBT communities
Overcoming denial and internalized genderism to accept oneself as male	Taking hormones and perhaps having surgery to look more like self-image	Cross-dressing in public for the first time and adopting a feminine name	Creating a home within or outside of LGBT/transgender communities
Taking hormones and having top surgery to look more like self-image	Whether and when to tell others, and developing new relationships after disclosure	Whether and when to tell others, and developing new relationships after disclosure	
Whether and when to tell others, and developing new relationships after disclosure	Having a sense of wholeness even when unable to be seen as a woman	Arriving at a comfortable place with cross-dressing	
Having a sense of wholeness as a different kind of man			

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 who we’re attracted to. 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.

Over, please...

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 Allies Toolkit to find out where to learn more about trans lives.

WHERE TO LEARN MORE AT UCR

<http://out.ucr.edu/welcome/transguide.htm>

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 Eric N. Peterson of the University of California, Riverside and "Action Steps for Being a Trans Ally" by Samuel Lurie.

A Cisgender Privilege Checklist

Source:

Posted October 15, 2009 on Peterson Toscano's A Musing
<http://petersontoscano.wordpress.com/2009/10/15/privilege-of-non-transgender-people/>

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, including the Terminology section, comes from: Cisgender Privilege. http://t-vox.org/index.php?title=Cisgender_Privilege

Terminology:

Cisgender

This list was originally created under the following definition of the word *cisgender*:

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 was chosen in preference to more common definitions

1. *someone who identifies with the sex and gender ze was assigned at birth, or*
2. *someone who conforms to gender norms*

to:

1. Draw attention to the central role of gender policing in cisgender privilege/trans oppression;
2. Validate the identities of gender conforming transpeople as their gender of choice, rather than assignment; and
3. Take account of 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, such as crossdressers, butches, genderqueers, drag performers, bigenderists, two spirit, travesti, and so forth. Even highly feminine men and masculine women who in no way identify with the term transgender may find themselves lacking some privileges in this checklist--that is to be expected.

This list uses the term "cisgender" as opposed to "non-trans(gender)" because the purpose of the list is to make visible the specificity of experiences of members of the dominant, invisible identity, and the place held by cispeople within a system of gender, which the term "non-trans" is unable to do, as it simply reflects back on being the opposite of trans experience. This term was used in preference to words like bio, genetic, real, normal, etc because all of those terms reinforce cisgender privilege by implying that there is some basis in which a person's gender can be rooted other than their own self-determination.

Ze/hir

"Ze" and "hir" (pronounced like "here") are gender-ambiguous, singular pronouns. They are used in preference to "they" and "their" because many transpeople find those words dehumanizing, as well as to make ze and hir more accessible options for transpeople who choose to use them for themselves. For the purposes of this document, they are used not only about people who actively prefer those pronouns to be used, but for anyone whose gender is not specified. (example: *Ze went to the grocery store to buy herself some ice cream.*)

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

7. I expect that I will be able to access necessary medical care without lying.
8. If I need hormone injections due to an inability to produce them on my own, it will be considered an "obvious" need.
9. If I have them, my desires for various cosmetic surgeries are considered normal.
10. I don't need to prove how long I have identified as my gender in order to have my health needs taken seriously.
11. 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.
12. 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.
13. I expect that if I am treated inappropriately by a doctor, my concerns will be taken seriously, and I will be able to find another doctor who will treat me appropriately.
14. Treatments which are medically necessary for me are generally covered by insurance.
15. People of my gender are not considered inherently "sneaky" by health/helping professions.
16. 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.
17. I will not be required to have a "gender appropriate" sexual orientation in order to be treated by doctors and mental health providers.
18. 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.
19. 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

20. 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.
21. 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.
22. 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.
23. 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.
24. 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.
25. 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.

26. Others' appropriate understanding of my gender is not dependent on how rich I am.
27. My gender is acknowledged universally, immediately, and without hesitation.

Safety

28. If I am attacked by a lover, no one will excuse my attacker because ze was "deceived" by my gender.
29. 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.
30. When engaging in political action, I do not have to worry about the gendered repercussions of being arrested.
31. If I am unable to find clothing that fits me well, I will still feel safe, and recognizable as my gender.
32. I don't need to be constantly aware of how others perceive my gender.

Government/Bureaucratic issues

33. 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.
34. 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.
35. 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.
36. My gender will not make me immediately suspect to those with government sanctioned power (lawyers, judges, police, bureaucrats, etc.).
37. 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.
38. I expect my gender to not unduly affect my ability to travel internationally.
39. 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.
40. I never have to wonder what to put down on legal or official forms when they ask for "sex" or "gender."
41. In no country in the world is it illegal to be my gender.

Emotional issues

42. When I express my internal identities in my daily life, I am not considered "mentally ill" by the medical establishment.
43. My experience of gender (or gendered spaces) is not viewed as "baggage" by others of the gender in which I live.
44. I do not have to choose between either invisibility ("passing") or being consistently "othered" and/or tokenized based on my gender.
45. I am not told that my sexual orientation and gender identity are mutually exclusive.
46. 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.
47. 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.
48. Those who wrong me are expected to know that it is hurtful, and are considered blameworthy whether or not they intended to wrong me.
49. 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.
50. 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.
51. Those who tell jokes about my gender are assumed to be sexist.
52. The sex/gender dichotomy does not have consequences in my life.

Trans Terminology

A note about these definitions: Each of these definitions has been carefully researched and closely analyzed from theoretical and practical perspectives for cultural sensitivity, common usage, and general appropriateness. We have done our best to represent the most popular uses of the terms listed; however there may be some variation in definitions depending on location. Please note that each person who uses any or all of these terms does so in a unique way (especially terms that are used in the context of an identity label). If you do not understand the context in which a person is using one of these terms, it is always appropriate to ask. This is especially recommended when using terms that we have noted that can have a derogatory connotation.

Agendered – Person is internally ungendered.

Ally – Someone who confronts heterosexism, homophobia, biphobia, transphobia, heterosexual and genderstraight privilege in themselves and others; a concern for the well-being of lesbian, gay, bisexual, trans, and intersex people; and a belief that heterosexism, homophobia, biphobia and transphobia are social justice issues.

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

Berdache - A generic term used to refer to a third gender person (woman-living-man). The term ‘berdache’ is generally rejected as inappropriate and offensive by Native Peoples because it is a term that was assigned by European settlers to differently gendered Native Peoples. Appropriate terms vary by tribe and include: ‘one-spirit’, ‘two-spirit’, and ‘wintke.’

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

Binding – The process of flattening one’s breasts to have a more masculine or flat appearing chest.

Bottom Surgery – Surgery on the genitals designed to create a body in harmony with a person’s preferred gender expression.

Butch – A person who identifies themselves as masculine, whether it be physically, mentally or emotionally. ‘Butch’ is sometimes used as a derogatory term for lesbians, but it can also be claimed as an affirmative identity label.

Cisgender – describes someone who feels comfortable with the gender identity and gender expression expectations assigned to them based on their physical sex.

Coming Out – May refer to the process by which one accepts one’s own sexuality, gender identity, or status as an intersexed person (to “come out” to oneself). May also

refer to the process by which one shares one's sexuality, gender identity, or intersexed status with others (to "come out" to friends, etc.). This can be a continual, life-long process for homosexual, bisexual, transgendered, and intersexed individuals.

Cross-dresser – Someone who wears clothes of another gender/sex.

Discrimination – Prejudice + power. It occurs when members of a more powerful social group behave unjustly or cruelly to members of a less powerful social group. Discrimination can take many forms, including both individual acts of hatred or injustice and institutional denials of privileges normally accorded to other groups. Ongoing discrimination creates a climate of oppression for the affected group.

Drag - The performance of one or multiple genders theatrically.

Drag King – A person who performs masculinity theatrically.

Drag Queen – A person who performs femininity theatrically.

Femme – Feminine identified person of any gender/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. (See also 'Identity Sphere'.)

Gender Confirming Surgery – Medical surgeries used to modify one's body to be more congruent with one's gender identity. See "Sex 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 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. (Also referred to as 'Genderstraight'.)

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.).

Genderism – see “Gender Oppression.”

Genderfuck – The idea of playing with ‘gender cues’ to purposely confuse “standard” or stereotypical gender expressions, usually through clothing.

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.

Genderstraight—See ‘Gender Normative.’

Hermaphrodite—An out-of-date and offensive term for an intersexed person. (See ‘Intersexed Person’.)

Identity Sphere – The idea that gender identities and expressions do not fit on a linear scale, but rather on a sphere that allows room for all expression without weighting any one expression as better than another.

In the Closet – Refers to a homosexual, bisexual, transperson or intersex person who will not or cannot disclose their sex, sexuality, sexual orientation or gender identity to their friends, family, co-workers, or society. An intersex person may be closeted due to ignorance about their status since standard medical practice is to “correct,” whenever possible, intersex conditions early in childhood and to hide the medical history from the patient. There are varying degrees of being “in the closet”; for example, a person can be out in their social life, but in the closet at work, or with their family. Also known as ‘Downlow’ or ‘D/L.’

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

Institutional Oppression – Arrangements of a society used to benefit one group at the expense of another through the use of language, media, education, religion, economics, etc.

Internalized Oppression – The process by which a member of an oppressed group comes to accept and live out the inaccurate stereotypes applied to the oppressed group.

Intersexed 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, gonads, and/or genitals differs from one of the two expected patterns.

LGBTQI – A common abbreviation for lesbian, gay, bisexual, transgender, queer and intersexed community.

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

Oppression – The systematic subjugation of a group of people by another group with access to social power, the result of which benefits one group over the other and is maintained by social beliefs and practices.

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

Packing – Wearing a phallic device on the groin and under clothing for any purposes including: (for someone without a biological penis) the validation or confirmation of one's masculine gender identity; seduction; and/or sexual readiness (for one who likes to penetrate another during sexual intercourse).

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

Passing – Describes a person's ability to be accepted as their preferred gender/sex or race/ethnic identity or to be seen as heterosexual.

Prejudice – A conscious or unconscious negative belief about a whole group of people and its individual members.

Queer – **1.** An umbrella term which embraces a matrix of sexual preferences, orientations, and habits of the not-exclusively- heterosexual-and-monogamous majority. Queer includes lesbians, gay men, bisexuals, transpeople, intersex persons, the radical sex communities, and many other sexually transgressive (underworld) explorers. **2.** This term is sometimes used as a sexual orientation label instead of 'bisexual' as a way of acknowledging that there are more than two genders to be attracted to, or as a way of stating a non-heterosexual orientation without having to state who they are attracted to. **3.** A reclaimed word that was formerly used solely as a slur but that has been semantically overturned by members of the maligned group, who use it as a term of defiant pride. 'Queer' is an example of a word undergoing this process. For decades 'queer' was used solely as a derogatory adjective for gays and lesbians, but in the 1980s the term began to be used by gay and lesbian activists as a term of self-identification. Eventually, it came to be used as an umbrella term that included gay men, lesbians, bisexuals, and transgendered people. Nevertheless, a sizable percentage of people to whom this term might apply still hold 'queer' to be a hateful insult, and its use by heterosexuals is often considered offensive. Similarly, other reclaimed words are usually offensive to the in-group when used by outsiders, so extreme caution must be taken concerning their use when one is not a member of the group.

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 intersexed bodies.

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

Sexual Reassignment Surgery (SRS) – A term used by some medical professionals to refer to a group of surgical options that alter a person's "sex". In most states, one or multiple surgeries are required to achieve legal recognition of gender variance. Also known as "Gender Confirming Surgery."

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. (Also referred to as 'going stealth' or 'living in stealth mode'.)

Stereotype – A preconceived or oversimplified generalization about an entire group of people without regard for their individual differences. Though often negative, can also be complimentary. Even positive stereotypes can have a negative impact, however, simply because they involve broad generalizations that ignore individual realities.

Stone Butch / Femme– A person who may or may not desire sexual penetration and/or contact with the genitals or breasts. (See also 'Butch' and 'Femme').

Stud — An African-American and/or Latina masculine lesbian. Also known as 'butch' or 'aggressive'.

Top Surgery - This term usually refers to surgery for the construction of a male-type chest, but may also refer to breast augmentation.

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. This term is sometimes used to refer to the gender variant community as a whole.

Transactivism- The political and social movement to create equality for gender variant persons.

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.

Transgendered (Trans) Community – A loose category of people who transcend gender norms in a wide variety of ways. The central ethic of this community is unconditional acceptance of individual exercise of freedoms including gender and sexual identity and orientation.

Transhate – The irrational hatred of those who are gender variant, usually expressed through violent and often deadly means.

Tranny Chaser - A term primarily used to describe people who prefer or actively seek transpeople for sexual or romantic relations. While this term is claimed in an affirmative manner by some, it is largely regarded as derogatory.

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

Transman—An identity label sometimes adopted by female-to-male transsexuals to signify that they are men while still affirming their history as females. Also referred to as ‘transguy(s).’

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

Transsexual – 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.

Transvestite – Someone who dresses in clothing generally identified with the opposite gender/sex. While the terms ‘homosexual’ and ‘transvestite’ have been used synonymously, they are in fact signify two different groups. The majority of transvestites are heterosexual males who derive pleasure from dressing in “women’s clothing”. (The preferred term is ‘cross-dresser,’ but the term ‘transvestite’ is still used in a positive sense in England.)

Transwoman-- An identity label sometimes adopted by male-to-female transsexuals to signify that they are women while still affirming their history as males.

Two-Spirited – 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.

Gender Neutral Pronoun Usage Table:

	Subject	Object	Possessive Adjective	Possessive Pronoun	Reflexive
Female	She	Her	Her	Hers	Herself
Male	He	Him	His	His	Himself
Gender Neutral	Ze	Hir	Hir	Hirs	Hirself
Spivak	E	Em	Eir	Eirs	Emself

How to pronounce gender neutral pronouns:

Ze	Hir	Hirs	Hirself	E	Em	Eir	Eirs	Emself
/zee/	/here/	/heres/	/hereself/	/ee/	/em/	/air/	/airs/	/emself/

Examples of how to use these pronouns:

She went to her bedroom.

He went to his bedroom.

Ze went to hir bedroom.

E went to eir bedroom.

I am her sister.

I am his sister.

I am hir sister

I am eir sister.

She shaves herself.

He shaves himself.

Ze shaves hirself.

E shaves emself.

This is an abbreviated version of a terminology sheet was created by Eli R. Green (eli@trans-academics.org) and Eric N. Peterson at the LGBT Resource Center at UC Riverside © 2003-2004 , with additional input from www.wikipedia.org and many kind people who helped use create and revise these definitions. This sheet is always a work in progress so please be sure to check the Instructional Materials section of Trans-Academics.org for updated versions. Please feel free to alter, use or pass on as needed but be sure to give credit to the original creators. Any updates or corrections can be submitted to eli@trans-academics.org. Thank you. ☺

Transgender Allies Contract

I, _____, hereby agree to provide a “safe zone” for anyone dealing with issues of gender variance and identity. Although I am not an “expert” on transgender, genderqueer, and gender nonconforming issues, I will provide affirming resources and referrals to the best of my ability.

I am committed to educating myself and others about oppression, transphobia and transhate, and to combat it on a personal level.

I am committed to working toward providing a safe, confidential support network for members of the trans community.

I am committed to treating everyone with the dignity and respect that they are entitled to as human beings.

Signature: _____ Date: _____

Name: _____ Date of Seminar _____

E-mail: _____

Work Phone: _____ Home Phone: _____

____ Faculty ____ GA/ TA ____ Staff

Department / Office Name: _____

Building & Room Location: _____

____ Undergraduate Student - Date of Graduation _____

____ Graduate Student - Date of Graduation _____

.....
____ Check here if you do NOT wish to include your name and contact information on the Trans Allies website

UCR Online Trans Guide

<http://out.ucr.edu/welcome/pages/transguide.aspx>

Learn More:

- [Transgender Topics Page](#)
- [Intersex Topics Page](#)

UCR Resources and Support:

- [Single-Occupancy Restrooms at UCR](#)
- [Gender Neutral Housing Option](#)
- [Housing Policies Related to Gender Identity/Expression](#)
- [Trans Allies Program Members](#)
- [Fluidity Tuesday Talk](#)
- [Trans Remembrance Display](#)

What kinds of Trans programs are offered at UCR?

The LGBT Resource Center offers the following programs of Trans education and support:

- **Trans Group** - This group of students, staff, and faculty includes those who are Trans-identified, and their partners. Please contact LGBTRC Director Nancy Tubbs at nancy.tubbs@ucr.edu or 951.827.2267 for more info.
- [Trans Allies Safe Zone Program](#)
- [Tuesday Talks - Fluidity](#)
- [Trans Remembrance Display](#)
- [Resource Library](#) of books, magazines, DVDs, and handouts inclusive of Trans lives and issues. [Click here](#) for a list of trans and intersex titles in the center library
- [Featured speakers](#), including Ryka Aoki, Butchialis de Panochtitlan, Disposable Boy Toys, Helen Hill, Thea Hillman, Raci Ignacio, Miss Major, Deidre McCloskey, Drago Renteria

Will I be able to find Trans-friendly student housing on campus?

The [Gender Neutral Housing Option](#) allows students to room with any other student, regardless of physical sex. This option is located in Pentland Hills, featuring single-person restroom and shower facilities that provide privacy for every resident. Also read about [Housing Policies Related to Gender Identity/Expression](#) and [Stonewall Hall](#), the LGBT and Allies Living Community.

How do I find gender-neutral or single-occupancy restrooms on campus?

Please [click here](#) to see a list of restrooms and locations.

Are Trans-related health needs covered by employee health insurance benefits?

Yes, UC employee insurers offer coverage of hormone therapy, psychological counseling, and certain transgender-related surgical needs. Learn more by [clicking here](#).

Are Trans-related health needs covered by the Undergraduate or Graduate health insurance programs?

USHIP and GSHIP cover hormones therapy and cover Sex Reassignment Surgery. However, the campus is still working our access to medical providers for these benefits.

Please Note: Students are encouraged to speak with the LGBTRC Director, Nancy Tubbs, if they wish to learn more about campus procedures related to Trans health. LGBTRC staff are available to act as advocates on campus for students navigating campus resources, including the campus Counseling Center and Health Center. Nancy may be reached at nancy.tubbs@ucr.edu or 951.827.2267 or visit her in 245 Costo Hall.

Will the UCR Health Center administer transgender hormonal therapy?

The UCR Health Center will make referrals to an off-campus medical practitioner with expertise in transgender hormonal therapy. If the student plans to use their student health insurance to cover the hormone therapy and referral doctor care, the student should first make an appointment with a UCR Health Center physician to get a referral. The student will then visit with a Student Health Insurance Program staff person to learn how to access insurance coverage for the referral medical appointments. LGBTRC staff are available to act as student advocates during this process. In addition, with a referral doctor's request, the UCR Health Center will also conduct medical tests such as blood screens, and send the test results to the referral doctor. The campus is working on a list of referral doctors.

Where can I get medical care regardless of my health insurance coverage?

The L.A. Gay & Lesbian Center offers a Trans Health Program with services on a sliding scale. The Transgender Health Program provides comprehensive primary health care as well as trans-specific services such as Pap smears for trans men, prostate exams for trans women, hormone-therapy supervision and post-surgical care for those who have undergone sex-reassignment surgery. Learn more at:

http://laglc.convio.net/site/PageServer?pagename=YH_Transgender_Health_Care

Is "gender identity" included in the UCR non-discrimination statement?

The University of California added "gender identity" to the non-discrimination statement in 2004 (read more about it by [clicking here](#)). The statement was updated again on July 1, 2008 and is stated below. The [Office of Faculty and Staff Affirmative Action](#) at UCR addresses questions and concerns regarding equal employment opportunity. The [UCR Hate/Bias Response Team](#) addresses bias incidents, including UCR people targeted based on their gender identity/expression.

"It is the policy of the University not to engage in discrimination against or harassment of any person employed or seeking employment with the University of California on the basis of race, color, national origin, religion, sex, gender identity, pregnancy,¹ physical or mental disability, medical condition (cancer-related or genetic characteristics), ancestry, marital status, age, sexual orientation, citizenship, or service in the uniformed services (as defined by the Uniformed Services Employment and Reemployment Rights Act of 1994).² This policy applies to all employment practices, including recruitment, selection, promotion, transfer, merit increase, salary, training and development, demotion, and separation. This policy is intended to be consistent with the provisions of applicable State and Federal laws and University policies."

How may I change my Name on University student records?

Any name change must first be legally changed under state and federal law (this same policy applies to other name changes, such as when students take a spouse's name). [Click here](#) for more info and to download the "Change or Correction of Name Form," which you will need to present with other documentation to the Registrar's office. That documentation might be a state driver's license, court order, social security card, etc., showing your new name.

How may I change my Gender on University student records?

If you have also legally changed your name, then a note may be added to the Name Change Form requesting that the Registrar also change your Gender on student records. You may also change your Gender on student records without legally changing your name by making a request with the Registrar's office. **Please Note:** Housing does not use Registrar student records for residents' Gender. Rather, Housing uses responses on the online Housing application, which allows students to choose Male or Female or Self-Identify [fill in a response].

Are there any Trans organizations or resources in the Inland Empire?

For general LGBT resources for the Riverside and San Bernardino area, [click here](#). The resources below may be particularly helpful for Trans people.

Rainbow Pride Youth Alliance

[support for Trans youth members, including those in transition]
909.725.0417

Weekly meetings at the Mulvane Center
860 Gilbert St., San Bernardino, CA 92404
moreinfo@rpya.org
<http://www.rpya.org/>

Transgendered Soul

Support Group and Online Community
Renee Sasse
1 (888) 600-6989
worktgsint@onekate.com
http://groups.yahoo.com/group/Transgendered_Soul
<http://www.transgendered-soul.com/>

Safe Haven - Community Christian Church

Rev. Renee J. Painter [Trans-identified]
626.824.7837
RevRJPainter@aol.com
Sunday Worship in Upper Chapel at 12 noon
@ First Congregational Church of Riverside
3504 Mission Inn Ave.
Riverside, CA 92502 (use Lemon St. entry)