



Transgender Cultural Humility



Gina Duncan
Director of Transgender Equality
Equality Florida



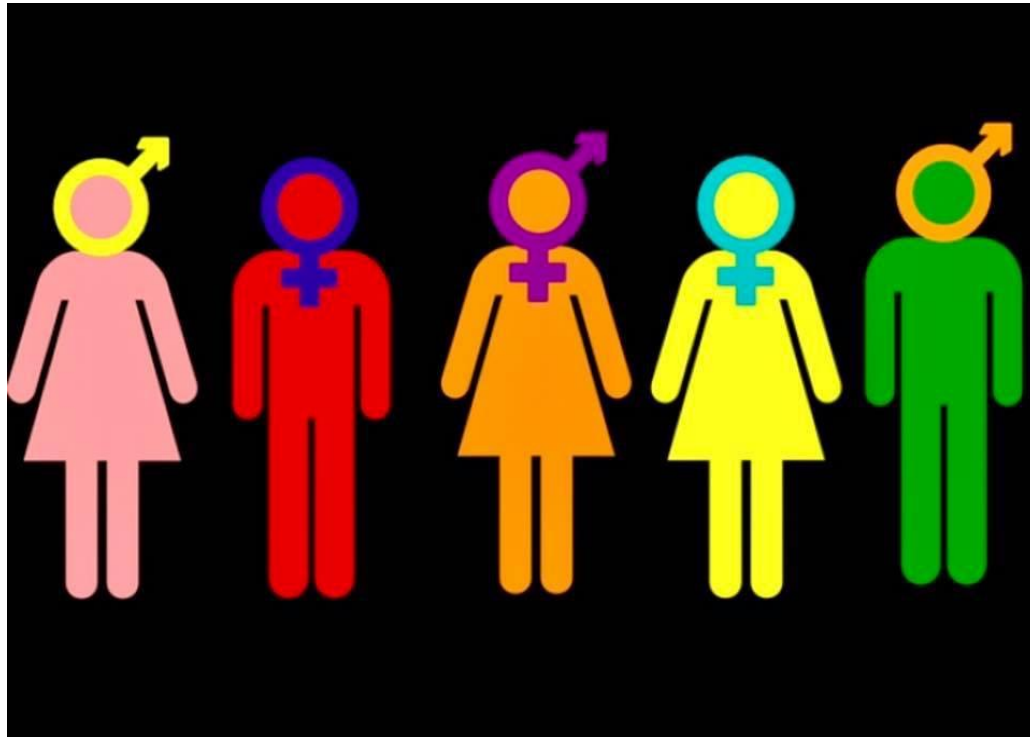


Transgender Cultural Humility



AMERICA'S GROWING SUPPORT FOR TRANSGENDER RIGHTS

- A Gender Journey
- Transgender Understanding
- Gender Transitioning
- Public Policy and Social Equality
- Employment Policy and Protocol
- D&I Best Practices
- Questions and Discussion



Transgender Understanding and Inclusion in 2020 Ryan White Program



Transgender Understanding and Inclusion Goals in 2020

- 1. Understanding Gender Diversity**
- 2. Identifying as Trans or Nonbinary is NOT a Choice**
- 3. Trans people are not a safety threat**
- 4. Trans Rights are Human Rights**
Trans Rights are NOT like PIE!
- 5. Understanding the Journey**
- 6. Understanding the Obstacles**
- 7. Trans Cultural Humility and Understanding**



A Personal Journey: A Life of Gender Contrasts

- Mr. Merritt Island High School
- All State Middle Linebacker
- Captain of undefeated State Championship football team, 1973
- Football scholarship to East Carolina University, 1974 - 1977
- Vice President of Student Government Association at ECU (First ever non-fraternity elected)
- Started a Career in banking 1980
- Married in 1981, Divorced 2006
- Area Manager Wells Fargo, 1997
- President of the Mortgage Bankers Association, 2005
- WF Regional Manager, 2006
- **Transitioned on the job, 2006**
- Retired from banking in 2011
- 2010 President LGBT Chamber of Commerce (First Trans Pres.)
- Equality Florida, Program Director, 2014

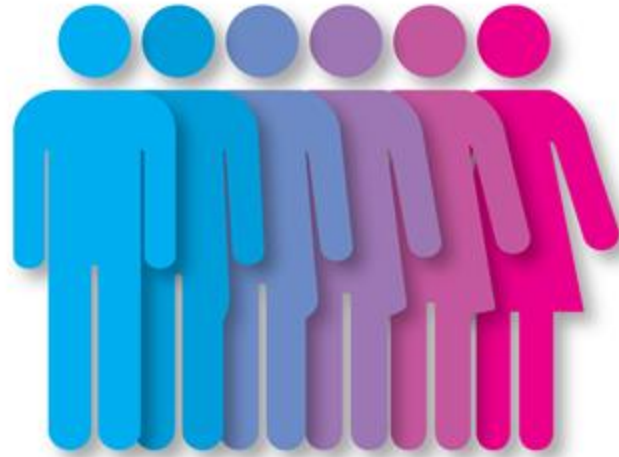


Being Transgender is Not a Choice



When Did You Choose Your Gender?





Understanding Gender Identity & Expression



Under the Trans Umbrella



- **Transgender is an ADJECTIVE.** An umbrella term for people whose gender identity does not align with their sex-assigned-at-birth. Some trans individuals may wish to alter their bodies through hormones or surgery in order to align their body with their gender identity. Some may not. Others alter their gender expression to align with their true selves.



Defining Transgender in *Binary Terms*

Trans Man (FTM) - A person who transitions from “female-to-male,” meaning a person who was assigned female at birth, but identifies and lives as a man. *Trans-masculine*

Trans Woman (MTF) - A person who transitions from “male-to-female,” meaning a person who was assigned male at birth, but identifies and lives as a woman. *Trans-feminine*



Terminology 1

- **Gender Identity:** The deeply held, innate feeling of how one feels about themselves and how they relate to the world around them. One's gender identity may or may not align with their "designated sex" at birth.
- **Transgender, Trans, Queer, Gender Nonconforming:** The umbrella spectrum of people whose "designated sex at birth" does not align with their gender identity.
- **Gender Binary:** Considering gender in the traditional constructs of male or female.
- **Gender Non-Binary:** Those who are not comfortable with the binary social constructs of male or female and prefer to live in a more gender fluid state. (gender non-conforming, gender queer)



Terminology 2

- **Cisgender:** Considered the opposite of transgender. Cisgender people's gender identity aligns with their "designated sex at birth."
- **To Transition (Transitioning):** The process by which an individual begins to live as a member of another gender. May or may not include surgery but usually includes a physical change in how one expresses their gender.
- **Gender Dysphoria:** Strong feelings of distress persistent with not feeling in alignment with one's gender identity and/or one's gender expression.
- **Pronouns:** The importance of pronouns, self identification and proper gendering.



Referring to people by the pronouns they determine for themselves is basic to **human dignity**. Refusing to acknowledge and respect others pronouns is to see them as less than human and less than something to **respect**.

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Rethinking Gender Identity and Sexual Orientation

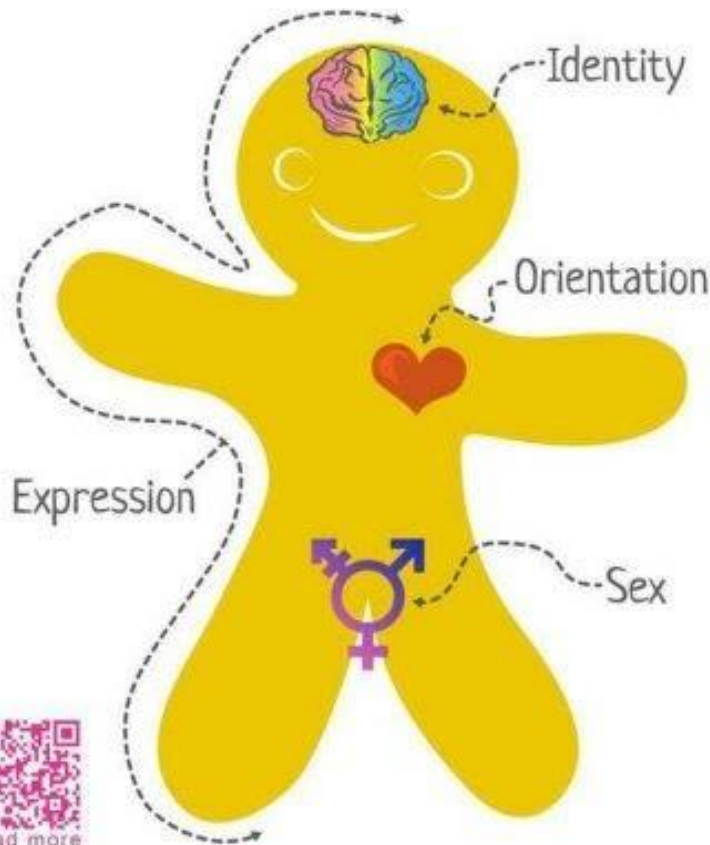




Our Core Humanity

The Genderbread Person

by www.ItsPronouncedMetrosexual.com



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



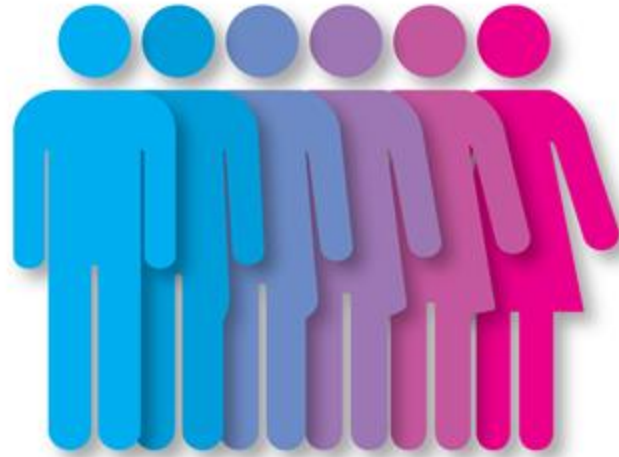
Biological sex refers to the objectively measurable organs, hormones, and chromosomes. Female = vagina, ovaries, XX chromosomes; male = penis, testes, XY chromosomes; intersex = a combination of the two.



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



read more



Transition Protocols, Policy and Practice



What Does It Mean To Transition?



Transitioning describes the complex and difficult individual journey one undertakes to meaningfully align their **sex-assigned-at-birth** with their **gender identity and expression**.



Complexities of Transitioning

Social Transitioning:

Verbally discussing and validating with family, friends workplace.

Physical Transitioning:

Hormone Replacement Therapy
Electrolysis
Facial Feminization
Breast Reduction or Augmentation
Hysterectomy
Gender Reassignment Surgery





Gender Transitioning, Continued

Legal Transitioning: Participant Exercise

Gender Dysphoria Letter (Referral Letter)

Legal Name Change

Social Security ID Change

Drivers License

{Gender Reassignment Surgery Certification}

Birth Certificate Name, Gender Change

Financial Records Change

Workplace ID Changes



Transgender Community Challenges

- 63% experienced serious acts of discrimination (loss of job, eviction, violence)
- 25% experienced *multiple* acts of discrimination
- 50% reported discrimination or bias in the workplace
- 59% reported avoiding using a public restroom
- 45% reported becoming homeless due to unemployment, unsupportive families.
- 65% reported marginalization, bias or misgendering regarding health care
- 40% reported attempting suicide at some point during transition

2016 NCTE US Transgender Survey



'Step By Step'

A Study in Gender Privilege

1. If you have never been required to undergo psychological evaluation because of your gender identity
2. If your gender identity is not now, nor has it ever been, considered a mental illness
3. If you can safely assume that those who love you and are closest to you, will call you by the name you prefer
4. If you can safely assume that those who love you and are closest to you, will use the correct pronoun when referring to you



Step By Step

5. If you never felt nervous going through airport security because your gender presentation did not match your photo ID
6. If you have never suffered the indignation of “holding it” because you are unable to use public restrooms without fear of verbal abuse, physical intimidation, or arrest.
7. If you are able to go to places with friends on a whim knowing there will be bathrooms there you can use
8. If you are able to safely access sex-segregated public spaces such as:
 - gym locker rooms
 - store fitting rooms
 - college or university dorms
 - homeless shelters
 - public restrooms



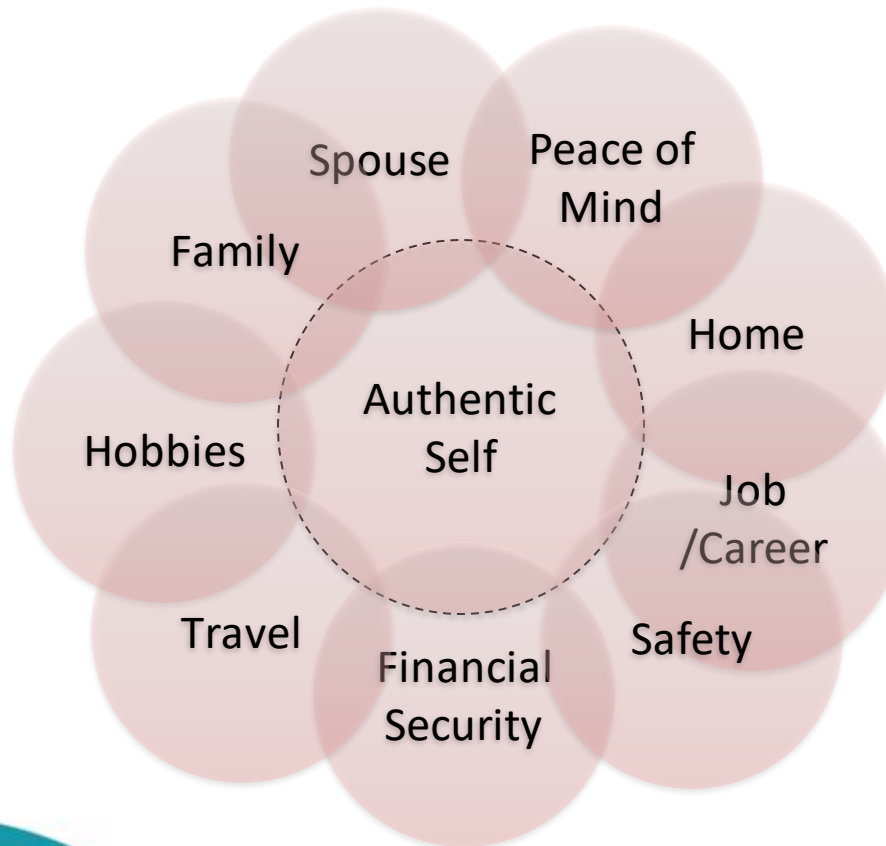
Step By Step

9. If it is unlikely that anyone will ask you what your “real name” is and then assume that they have a right to call you by the name
10. If your birth certificate, driver’s license, social security card or passport accurately reflect your gender identity and you did not have to establish through doctor’s letters or court orders that your gender is different than what was assigned to you at birth
11. If you will likely have \$75,000 or more to spend or save for retirement that you did not have to spend on your gender transition
12. Lastly, If you have never thought about taking your own life because you feel like you were born in the wrong body.



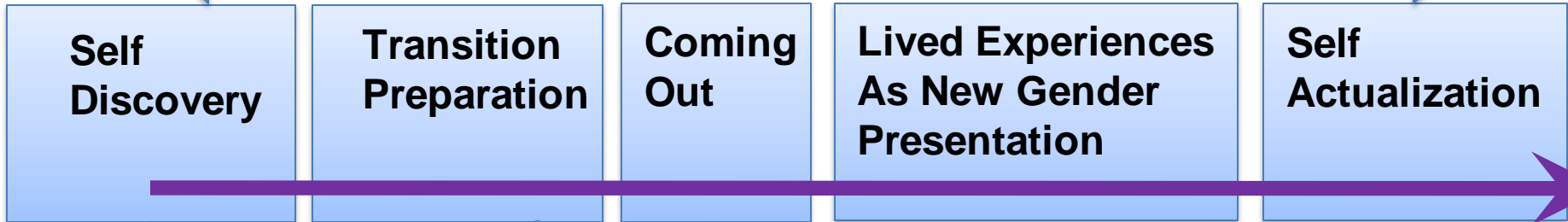
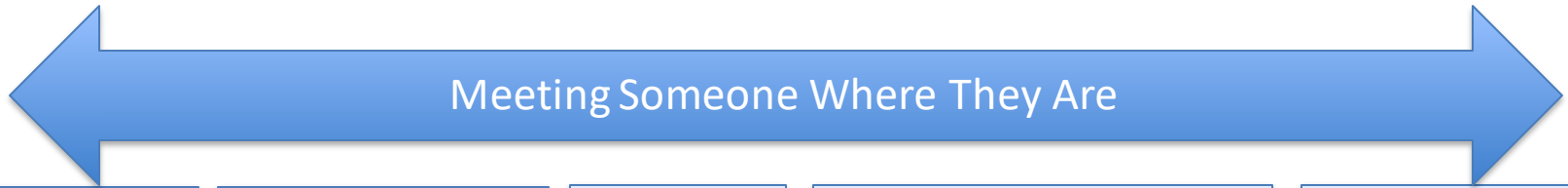
Understanding the Risks Of Transitioning

Components of your **Quality of Life**





Workplace Transition Timeline



- 1) Dysphoria
- 2) Experimentation
- 3) Diagnosis
- 4) Acceptance

- 1) Social
- 2) Legal
- 3) Medical

- 1) Disclosure to friends and family
- 2) *Notifying employer and employees*
- 3) Developing transition plan with HR
- 4) First day at work in new gender presentation



Workplace Transition Protocol

1. Clearly defined, published and verbalized company **Policy** of diversity and inclusion. Non-Discrimination Policy
2. Employee transgender **Education**. (Bathroom protocols.)
3. ***Mutually agreed upon plan for employee's transition on the job.***
4. **Communication plan.** Making the transition announcement to the team, if applicable.
5. **Transition Support Team, Diversity Champion**
6. **Employee “Day 1 Support”** and ongoing regular check ups with employee and those interacting with the transitioning employee.

GENDER TRANSITION PLAN

Employee: _____

Date: _____

_____ (Employer) prides itself in being an LGBTQ inclusive and diversity affirming company. In addition, Employer wishes to comply with EEOC and Title VII guidelines that provide for equity in the workplace. Accordingly, to better support transgender employees wishing to undergo a gender transition while on the job, the following Gender Transition Plan is recommended as a means to ensure a successful and seamless transition process. This Transition Plan is a mutually agreed upon plan designed to provide guidance to ensure accurate communication, and consistency in supporting the transitioning employee.

The Employee, _____ has notified the employer of his/her intention to transition from one gender to another. This plan will govern the actions of the employer and the employee in regard to this gender transition from male to female / female to male, or gender non-binary, including:

- Timeline
- Dress Code
- Company resources
- ID changes
- Security clearance issues
- Facilities usage
- Appropriate norms of conduct for company employees/education
- Gender transition guidelines review session
- Complaint procedures
- Deviations from plan
- Amendment of plan
- Ending date
- Agreement Signature Page



Workplace Best Practices

Reputation, Recruiting, Retention, Retirement

Written Policy

Education and Corporate Awareness

Visual Cues and Affirmations of Inclusion

Gender Friendly Language – Front desk to back office

Imbedded in Corporate Culture

Forms

All Collateral Material

Organizational Engagement (ERG's)

Community Engagement (Pride's)

Leadership Community Involvement / Public Policy

5 Minute Break





A Ryan White Culture of Trans / Nonbinary Humility

- Education
- Visuals
- Forms
- Language
- Gender Identity Dignity and Respect
- Informed, Quality Care (HRT, PREP)
- Constant Evolution of Policy and Practice



Cultural Humility: Creating a Safer Society

- Public Policy: Employment, Housing and Public Spaces
- Shared Values: Connecting with the Faith Community
- Creating Safe Spaces / Intersectional Healthy Communities
- Personal Identification Rights
- COVID-19 Hotspots: Healthcare, Trans Violence, Homelessness
- Trans-Racial Justice





COVID-19 Challenges

Disproportionately Impacting Trans Community

- Loss of Employment/Income
- Homelessness
- Health Care
- Food Insecurities
- Safety – Hostile Home Environment





COVID-19

Trans Friendly Resources

- Re-employment Resources
- Direct Funding / Mutual Aid
- Temp Housing / Shelter
- Affordable Health Care
- Affordable Mental Health Care





Non-Discrimination Policy

EEOC General Non-Discrimination Policy Tips

State that discrimination based on race, color, religion, sex, (including pregnancy, sexual orientation, or gender identity), national origin, disability, age, or genetic information (including family medical history), is illegal and will not be tolerated. Provide definitions and examples of prohibited conduct, as needed.

ORANGE COUNTY NON-DISCRIMINATION POLICY:

It is a matter of concern to the board to protect and safeguard the right and opportunity of all individuals to be free from all forms of discrimination, including discrimination based on age, race, color, religion, national origin, disability, marital status, familial status, sex, or sexual orientation; and that the board's purpose is to promote the public health and welfare of all individuals who live in, visit, and work in Orange County; and to ensure that all individuals within Orange County have equal access to employment, housing, and public accommodations.



Diversity and Inclusion: Trans Public Policy

- Local Human Rights Ordinances (HRO)
- State Non-Discrimination Law: *Florida Competitive Workforce Act*
- Federal Issues
 - Equality Act
 - School Guidance Rescinded, Title IX.
 - Religious Exemptions (RFRA's)
 - Eliminating the LGBTQ Community on Census
 - Trans Military Ban
 - Trans Healthcare Benefits Rolled Back
 - Equal Access Rule Rollback (Trans protections in homeless shelters)



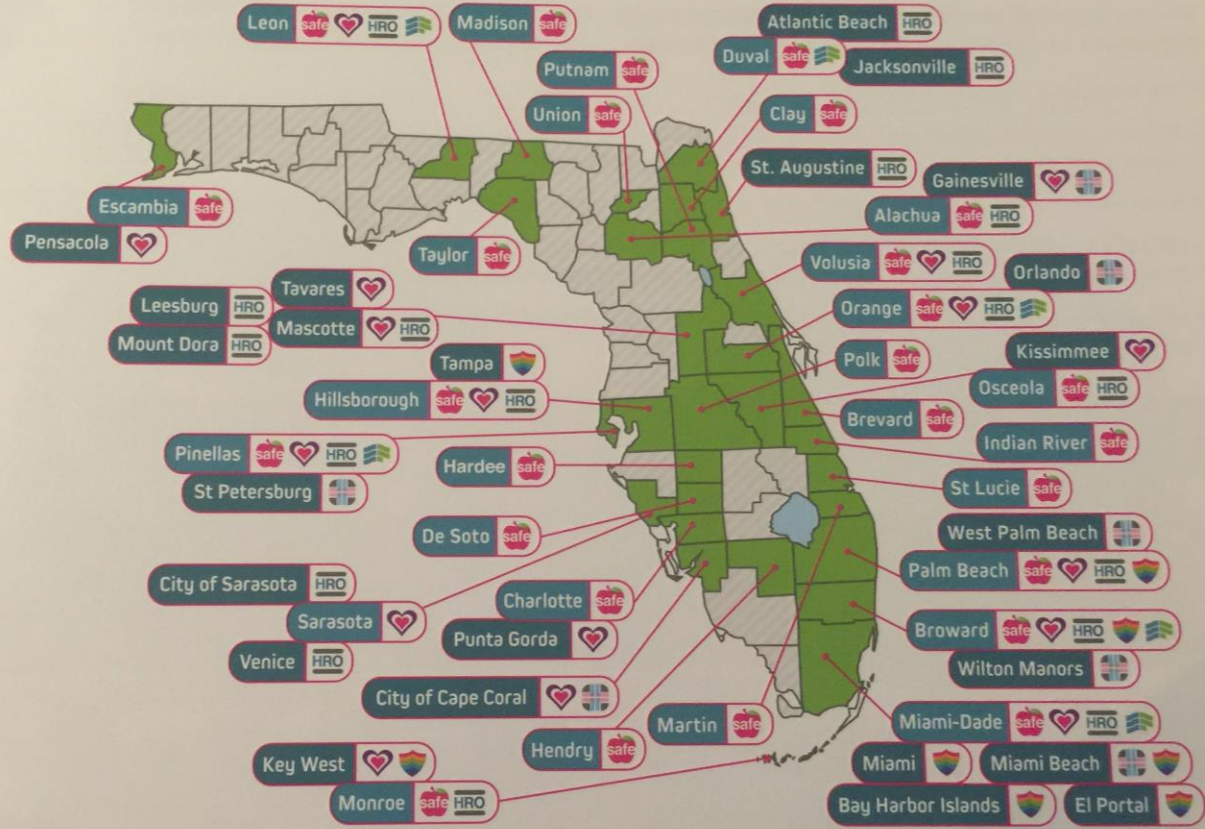
Transgender Rights





20 Years of HRO Progress

Expanding the Landscape of Equality: **PRO-LGBTQ POLICIES AS OF JANUARY 2018**



HRO Human rights ordinance banning sexual orientation discrimination & gender identity discrimination passed

safe Safe schools policy banning harassment & discrimination

Transgender inclusive healthcare for city employees

Domestic partnership registry city or countywide offering legal protections to unmarried couples

Conversion therapy ban

Equality Florida staffed office

In areas where countywide protections exist, individual city protections are not listed.



America's New Civil Rights Frontier

1. Employers (Best)
2. Colleges and Universities
3. Media
4. Governmental Agencies
5. Law Enforcement
6. Faith Community
7. Health Care
8. Incarceration / Homeless Shelters (Worst)





The Restroom Issue





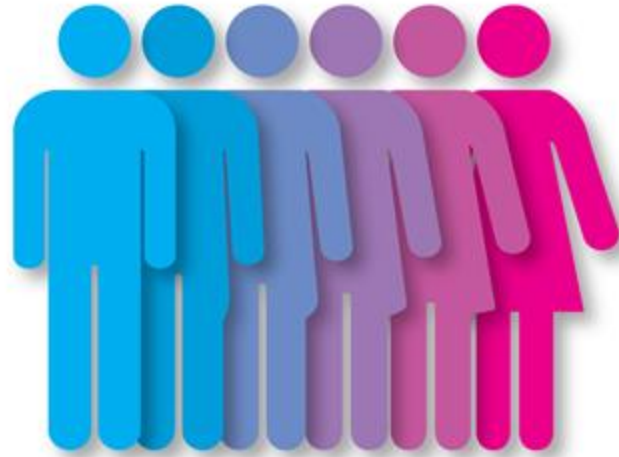
Inclusive & Intentional Restroom Policies

- Trans* individuals have the right to use the restroom that corresponds to their gender identity and expression. EEOC
- Restroom policies should not single out trans* workers as the only employees required to use any particular restroom.
- It is important for employers to be inclusive and intentional about their workplace's restroom policy so that it is not discriminatory or disrespectful to trans* employees.
- Educating management as well as all employees in the workplace about your company's gender identity & expression non-discrimination policies including restroom protocol is essential.



Sex Discrimination & Restroom Policies

- **There is no rule that a person must look a certain way to use a certain restroom.** This kind of "gender policing" is harmful to everyone, whether a transgender person, a masculine presenting woman, an effeminate man or anyone dressed or groomed in a way that doesn't conform to someone else's gender standards.
- Courts have increasingly found that discrimination against trans individuals is sex discrimination, so it's not acceptable to institute different kinds of bathroom rules for transgender and non-transgender people.



Moving Beyond Gender

Gender Non-Binary Issues and Answers



Engaging the Transgender and Nonbinary Community

- Use the appropriate terminology when addressing transgender individuals and use pronouns that conform to the transgender person's preferred gender and expression
- Be aware of personal misconceptions, micro-aggressions and stereotypes you might have regarding transgender and gender non-conforming individuals
- Build collaborative relationships with the transgender community through proactive engagement and positive communication



Interaction with Transgender and Nonbinary People

- When interviewing someone or engaging in business dialog, check your assumption of a person's gender until you have had the chance to speak to the person and ask respectful questions
- Use pronouns that conform to the transgender person's gender identity
- If unsure, ask, "What pronouns do you use?"
- **Best Practice: When in doubt or uncertain, ask clarifying questions, such as, "How would you like to be addressed?" or "What name would you like for me to call you?"**



Living Outside the Gender Binary

- Individuals who identify as nonbinary, identifying with both male and female, with neither or gender fluid in identity. **Singular THEY pronouns.**
- Non-binary people may still be perceived as trans* and will require *new* inclusive workplace policies and protocols addressing gender nonbinary identity & expression.
- Even if someone's gender identity does not seem in someone's opinion to match their perceived gender expression, their identity and lived experiences are still valid and deserving of respect.





Q AND A





Question

“If you are transgender or gender nonbinary, then you are also gay.”

True or False?



The Answer Is: **FALSE**

Key Lesson: Gender identity and sexual orientation are separate and distinct identities.

- Heterosexual, gay, lesbian, bisexual, and asexual are terms that describes a person's sexual orientation
- Transgender people can be heterosexual, gay, lesbian, bisexual, or asexual



Question

“You are considered a true transgender person once you complete sex reassignment surgery.”

True or False?



The Answer Is: **False**

Not every transgender person wants, is medically able to have, or can afford sex reassignment surgery.

Gender Transition is the process and experience in which a transgender person goes from living and identifying as one's assigned sex to living and identifying as the sex consistent with one's gender identity. Gender transition may include any of the following:

- Social transition
- Medical transition (e.g., hormones, surgery)
- Legal transition (e.g., driver's license, Social Security record, legal name)



Question

“Transgender people are at fault for putting themselves in harm’s way by choosing their particular lifestyle or occupation.”

True or False?



The Answer Is: **False**

Transgender people are simply being true to themselves.

- **Victim Blaming** occurs when the victim of a crime inappropriately is held partially or completely responsible for the crime.
- **Re-victimization** describes the experience of a victim or survivor of a crime being victimized or traumatized after the original crime. Re-victimization can occur at the hands of law enforcement officers, the media, counselors, and/or the courts, among others by mis-gendering the victim.



Today's Takeaways

- Transgender Awareness and Understanding
- Understanding Gender Identity and Transitioning
- Gender Diversity and Inclusion in Society
- Embracing Transgender Cultural Humility





Thank You!



Gina Duncan
Director of Transgender Equality
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gina@equalityflorida.org

