

Acceptance, Kindness, & Respect: Working in the Office with the Transgender, Non-Binary, and Non- Conforming Community

Department of Infectious Disease and LGBTQ Programs

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Four Steps to Follow

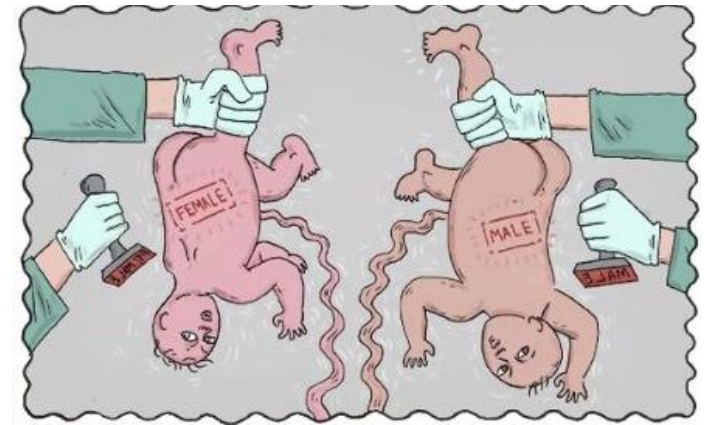
1. Understand range of gender expressions
2. Recognize differences between gender identity and sexual orientation
3. Access to work equality
4. Inclusivity

Interviewing, Hiring, and Working

- A need for ethical guidelines, advocacy, and ways to work with transgender persons.
- There is a desire to treat trans individuals respectfully and with parity, but admitted discomfort due to lack of information and best practices.
- Concern and frustration with lack of studies, research, and tools/forms for specific interviewing/trainings/assessments.
- Time constraints create an overarching barrier in building diverse teams and trusting relationships with potential employees,
 - Trusting relationships are integral to good working relationships.

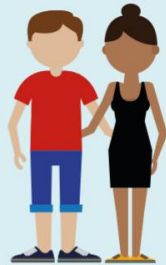
Sex Assigned at Birth

- Biological sex category assigned at birth
 - AMAB: Assigned Male at Birth
 - AFAB: Assigned Female at Birth
 - Intersex
- Replaces:
 - Used to be male or female
 - Born male or female
 - Female-bodied or Male-bodied
 - Intersex has replaced the term hermaphrodite



Sexual Orientation

- Who a person is emotionally, romantically, and/or sexually attracted to.



Sexual orientation can be described as on a continuum.

Examples:

Heterosexual

Gay

Lesbian

Bisexual

Pansexual

Asexual

Gender Identity and Expression

- Gender Identity: How someone views themselves.
 - Identities can and do change
 - Context, culture, geography, and life journey can all change a person's identity
- Gender Expression: How someone chooses to show outwardly how they feel on the inside.



Gender identity and sexual orientation are different things

- Every individual has a sex assigned at birth, a gender identity, and a sexual orientation.
 - All can be considered fluid.
- A person of the transgender experience is not necessarily gay or lesbian.
 - Trans folx can identify anywhere along the sexual orientation spectrum and that can change.
 - There is an assumption that because of gender barriers and overlap gender variance is often seen in the context of homosexuality.
 - Masculine females and feminine males are assumed to be lesbians or gay.
 - “Anti-gay” discrimination and violence often targets gender expression, not sexuality

Cisgender vs Transgender

- Cisgender
 - Someone whose gender identity matches the one they were assigned at birth.
- Transgender
 - Someone whose gender identity does not match the one they were assigned at birth.



Terminological Considerations

❑ **Language can be both inspiring and triggering**

- Pathologizing language (pre-op, post-op, non-op, etc.) can be triggering for individuals, and should not be used.
 - Why are you asking this? How is this relevant to work?
- Utilizing a person's preferred name/pronoun is respectful and the right thing to do.
- Asking people their preferences is the best option when uncertainty arises.

❑ **Stigma is real – and dangerous**

- Disregarding a person's identity is tantamount to stigmatizing their identification; it is traumatizing, and can result in emotional and mental damage.

Terminology

- There are many words to identify gender-variance, some may be offensive:

Words to use:

Trans man	Trans woman
Tranny	New Man or Woman
Transsexual	Hermaphrodite
She-male	Pre-Op
He-She	Post-Op
Transvestite	Passing Man or Woman
Cross Dresser	Gender-Bender
Transgendered	Boi

Words not to use*:

Gender Non-Binary (GNB)

- An umbrella term for gender identities that fall outside the gender binary.
- An individuals' gender identity may be neither man nor woman, or both.
- Some non-binary people identify as:
 - Genderfluid, Genderqueer, Bigender, Pangender, Agender, Androgyne, Gender Expansive, Demigirl, Demiguy, etc.

Gender Non-Conforming (GNC)

- A person whose gender expression is perceived as being inconsistent with cultural norms expected for that gender.
- Note: Not all trans people are GNC and not all GNC people identify as trans.
- Even if someone presents as masculine or feminine, always ask for their pronouns.
- An inclusive term you may hear is TGNC (Transgender & Gender Non-Conforming)

Traditional Binary Gender Model

- **Biological Sex:**

*Hormones, genitalia
secondary sex
characteristics*

Male

Female

- **Gender Expression** Masculine

*Dress, posture,
roles, identity*

Feminine

- **Sexual Orientation**

Attracted
to Women

Attracted
to Men



Revolutionary Gender Model

- **Biological Sex:**

*Hormones, genitalia
secondary sex
characteristics*

Male Intersex Female



- **Gender Expression**

*Dress, posture,
roles, identity*

Masculine Androgynous Feminine



- **Sexual Orientation**

*Attracted to:
other*

women men both neither



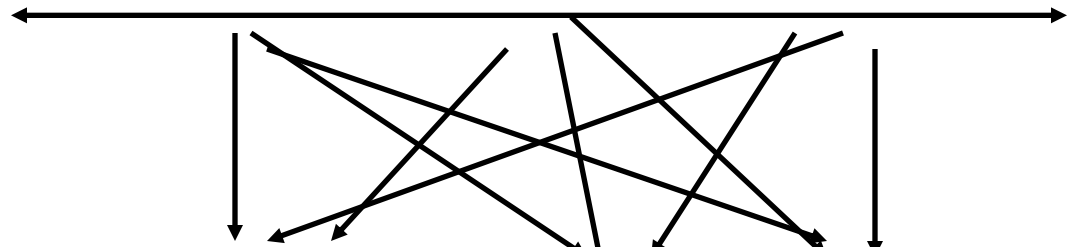
Revolutionary Gender Model

Many configurations are possible

- **Biological Sex:**

*Hormones, genitalia
secondary sex
characteristics*

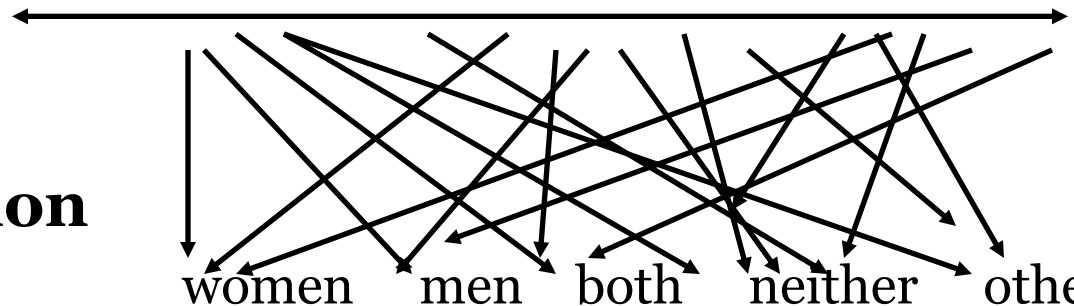
Male Intersex Female



- **Gender Expression**

*Dress, posture,
roles, identity*

Masculine Androgynous Feminine



- **Sexual Orientation**

Attracted to:

women men both neither other



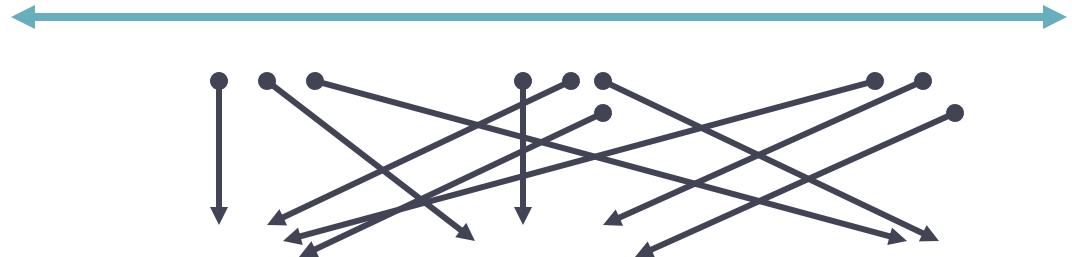
Revolutionary Gender Model

Many configurations are possible

- **Biological Sex:**

*Hormones, genitalia
secondary sex
characteristics*

Male Intersex Female



- **Gender Identity**

"I am a...":

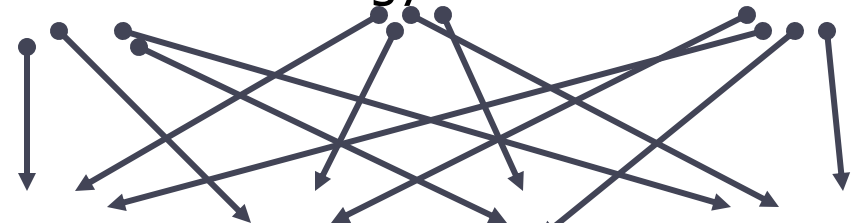
Man Bi-gender/GNC Woman



- **Gender Expression**

*Dress, posture,
roles, identity*

Masculine Androgynous Feminine



- **Sexual Orientation**

Attracted to:

women men both other

Transition

- Three kinds to know more about:
 - Social
 - Legal
 - Medical



Social Transition

- A person's process of creating a life that is aligned with their gender identity



- Name change (socially & possibly legally)
- Using new pronouns
- Changing gender expression to match gender identity
 - Clothing, Hairstyle, voice, mannerisms, etc.

HR and Social Transition

- It is important to validate someone's
 - Identity
 - Name
 - Use chosen name
 - Be aware of confidentiality issues (mail/phone calls/“Outing”)
 - Avoid birth name on things like ID badges
 - Only use legal name when necessary (insurance or legal forms)
 - Pronouns
 - She/her, he/him, they/them, etc.

Equal Bathroom Access

- In New York City, it is illegal to discriminate against an individual on the basis of their gender identity, regardless of their sex assigned at birth.
- New Yorkers are legally protected to utilize the bathroom that aligns with their gender identity.
- Non-gendered bathrooms such as single stall bathrooms eliminate bias and potentially harmful situations.



Legal Transition

- May include updating name and/or gender marker on identification
 - Passport
 - Driver's license or State ID
 - NYC ID
 - Benefits card
 - Social Security Card
 - Birth Certificate



Considerations for HR:

- What might happen if these do not all match?
- Why might someone not change all?

Legislation: Birth Certificate Gender X

CERTIFICATE OF LIVE BIRTH

STATE FILE NUMBER: 237-3000-000002

FIRST AND MIDDLE NAME(S): JOHN ALLEN

LAST NAME(S): DOE

DATE AND TIME OF BIRTH: OCTOBER 28, 2000 04:25 AM

PLACE OF BIRTH: NEW YORK CITY

DATE ISSUED: OCTOBER 28, 2000

SEX: X

3 0 3 2 3

GENDER 'X'
NYC TO ALLOW THIRD OPTION ON BIRTH CERTIFICATES

FOX NEWS
channel

FOX & friends FIRST

- As of January 2019, New York City has become the fifth jurisdiction in the United States to offer a non-binary “X” designation on birth certificates.
- The designation replaces the current “intersex” designation.
- The bill also waives the requirement for a provider affidavit prior to changing the designation.

Legislation: GENDA

- The Gender Expression Non-Discrimination Act (GENDA) is a bill passed in the New York legislature on January 15, 2019.
- The bill bolsters the Human Rights Law in New York – this law protects against discrimination on the basis of race, age, origin, sexual orientation, disability or ethnic background, but did not offer protection on the basis of gender identity.
- Gender expression is now a protected class in human rights and hate crimes law, prohibiting discrimination.

Positive Outcomes of Legislative Change

- Transgender and Gender Non-Conforming individuals encounter bureaucratic challenges when their identifying documents differ from their gender identity.
- Having documents that adequately depict a person's gender aids in a decrease in bias and discrimination.
 - ID badges, email addresses, and other office and public facing materials should reflect a person's preferences.
- Allowing individuals to eliminate discrepancies in gender/sex designation helps navigate critical services (medical, employment, etc.)

Medical Transition

- Medical treatments like hormones and/or surgeries to change a person's body, to better their relationship to their gender and physical sex.
- Hormones and surgical interventions may or may not be desired by a person of the transgender experience in order to identify as trans or be a part of every trans person's journey.
 - Hormones may not be desired at all.
 - Surgeries may not be desired now, but could be in the future

Medical Transition Terminology

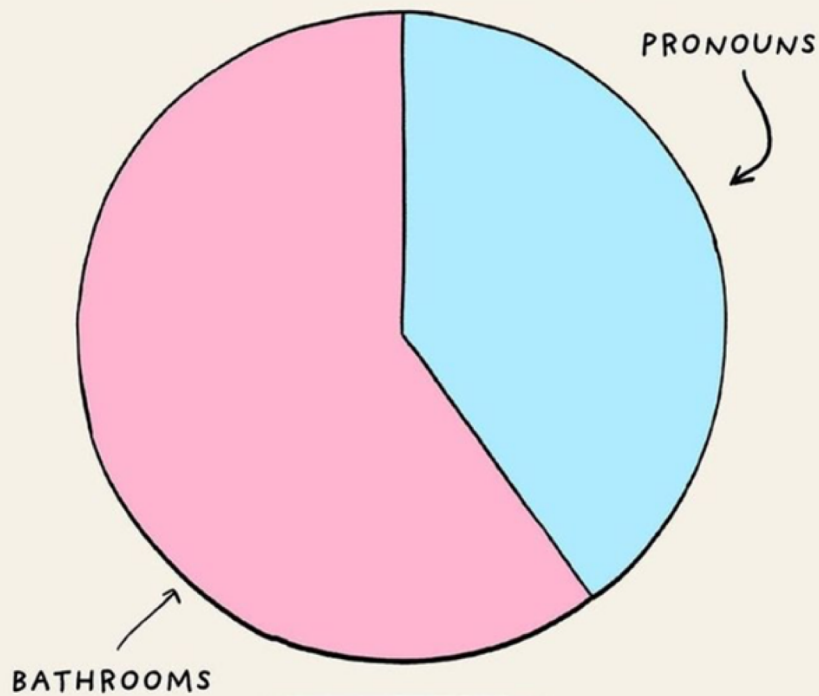
- Preferred:
 - Gender Affirmation or Confirmation procedure
 - Transition-Related Healthcare
- Avoid:
 - Sex change
 - Sex Reassignment
 - THE surgery
- Only ask if necessary

Hormones, an overview

- Masculinizing hormones work much faster and more thoroughly than feminizing hormones.
 - *A few months vs. a few years.*
- Effects: change in body shape, facial and body hair, sex drive, emotions/behavioral changes.
- Maintenance of taking hormones is diagnostic of need for hormones. If not right, client will stop taking them.
- Not a lot of studies; off-label usage.

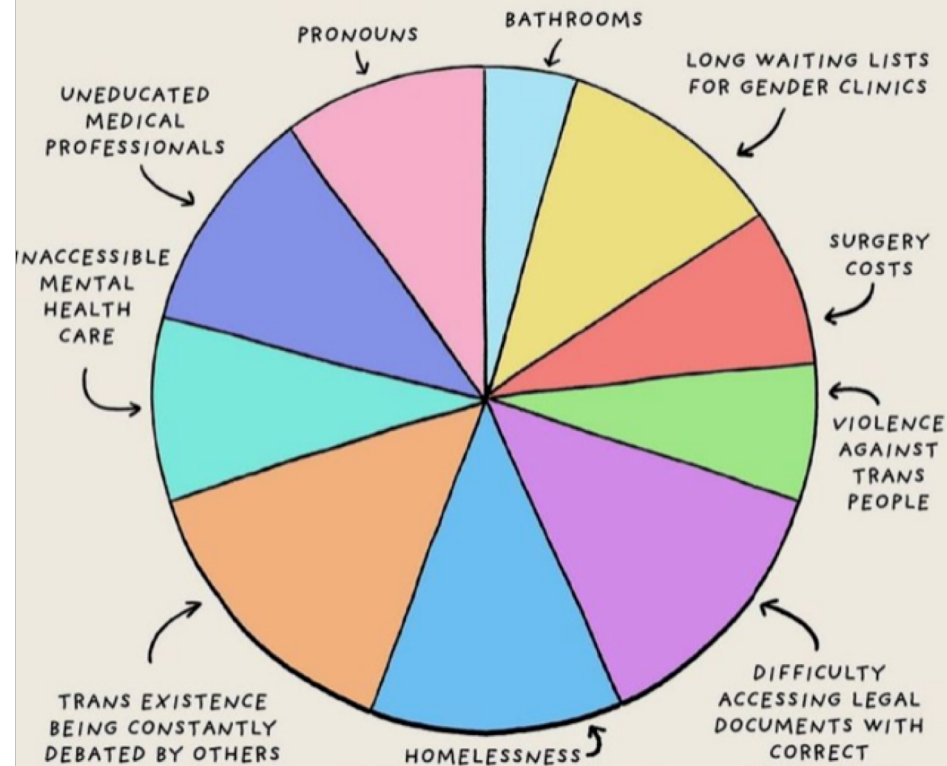
Intersectionality

WHAT PEOPLE THINK TRANS ISSUES ARE



PinkNews

WHAT TRANS ISSUES ACTUALLY ARE:



PinkNews

Reminders

- Homophobia is different than Transphobia.
- Trans people are often outcasts in LGB context.
- Don't ask something you wouldn't ask to a cis person.
- Personal needs vs. personal curiosity.
- Don't make assumptions.
- If you stumble, stay humble

“Working with someone going through a gender transition, or a person of trans experience should be an inclusive process rather than a personal curiosity satisfaction. When in doubt, ask.”

Resources

- **Protocols for Hormonal Reassignment of Gender** from the Tom Waddell Health Center, 2001, <http://hivinsite.ucsf.edu/InSite.jsp?doc=2098.3d5a>.
- Harry Benjamin International Gender Dysphoria Association (February 20, 2001). ***Standards of Care for Gender Identity Disorders, Sixth Version.*** <http://www.hbigda.org/socv6.html>
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- Bockting, W and Kirk S, editors, ***Transgender and HIV: Risks, prevention and care.*** Bringhamton, NY: The Haworth Press (2001) Originally published as a special issue of *International Journal of Transgenderism* 3.1+2. Available online at <http://www.symposion/ijt>

Resources continued

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- Keatley, J and Clements-Nolle, K. **Factsheet: What are the Prevention Needs of Male-to-Female Transgender Persons?** University of California, San Francisco, Center for AIDS Prevention Studies, (2001) (English and Spanish versions) www.caps.ucsf.edu
- **Gender Identity 101: A Transgender Primer** by Alexander John Goodrum, a publication of TGNet Arizona, www.tgnetarizona.org
- Intersexed Society of North America; www.isna.org, Advocacy and educational organization founded and led by intersexed people.
- For a copy of the Needs Assessment “Identifying Training Needs of Health Care Providers Related to Treatment and Care of Transgendered Patients: A Qualitative Needs Assessment” contact the author, Samuel Lurie, at slurie@gmavt.net

Thank you!

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