

## INTRODUCTION TO TRANS ALLYSHIP

### POST SESSION RESOURCE

*Stonewall is proud to provide information, support and guidance on LGBTQ+ inclusion; working towards a world where we're all free to be. This does not constitute legal advice and is not intended to be a substitute for legal counsel on any subject matter.*

# Pronouns

Pronouns are words we use to refer to people's gender in conversation.

e.g. he/him, she/her, they/them

We can't assume other people's pronouns.

Sharing your pronouns is an easy way to let someone know you understand the importance of someone using the correct pronouns for you. You are also creating space for others to share theirs, or a space to start a conversation about pronouns.

# LANGUAGE, TERMINOLOGY & IDENTITY

## **Trans**

An umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. May encompass one or more of a wide variety of terms, including (but not limited to) transgender, non-binary, gender queer.

## **Non-binary**

An umbrella term for a person whose gender identity doesn't sit comfortably with 'man' or 'woman'. This includes people who identify with some aspects of binary identities, while others reject them entirely.

## **Trans woman**

A term used to describe a woman who was assigned male at birth.

## **Trans man**

A term used to describe a man who was assigned female at birth.

## **Cis/Cisgender**

Someone whose gender identity is the same as the sex they were assigned at birth. Non-trans is also used by some people.

## **Gender Recognition Certificate**

This enables trans people over 18 to be legally recognised in their affirmed gender and to be issued with a new birth certificate. Not all trans people will apply for a it. You don't need it to change your gender markers at work or to legally change your gender on other documents.

## **Gender Reassignment**

Another way of describing a person's transition. This usually (but not always) means to undergo some sort of medical intervention, but it can also mean changing names, pronouns, dressing differently and living in their self-identified gender. It is a characteristic that is protected by the Equality Act 2010. Other countries, such as Canada, use the phrases 'Gender Identity and Gender Expression' in similar legislation.

## **Transitioning**

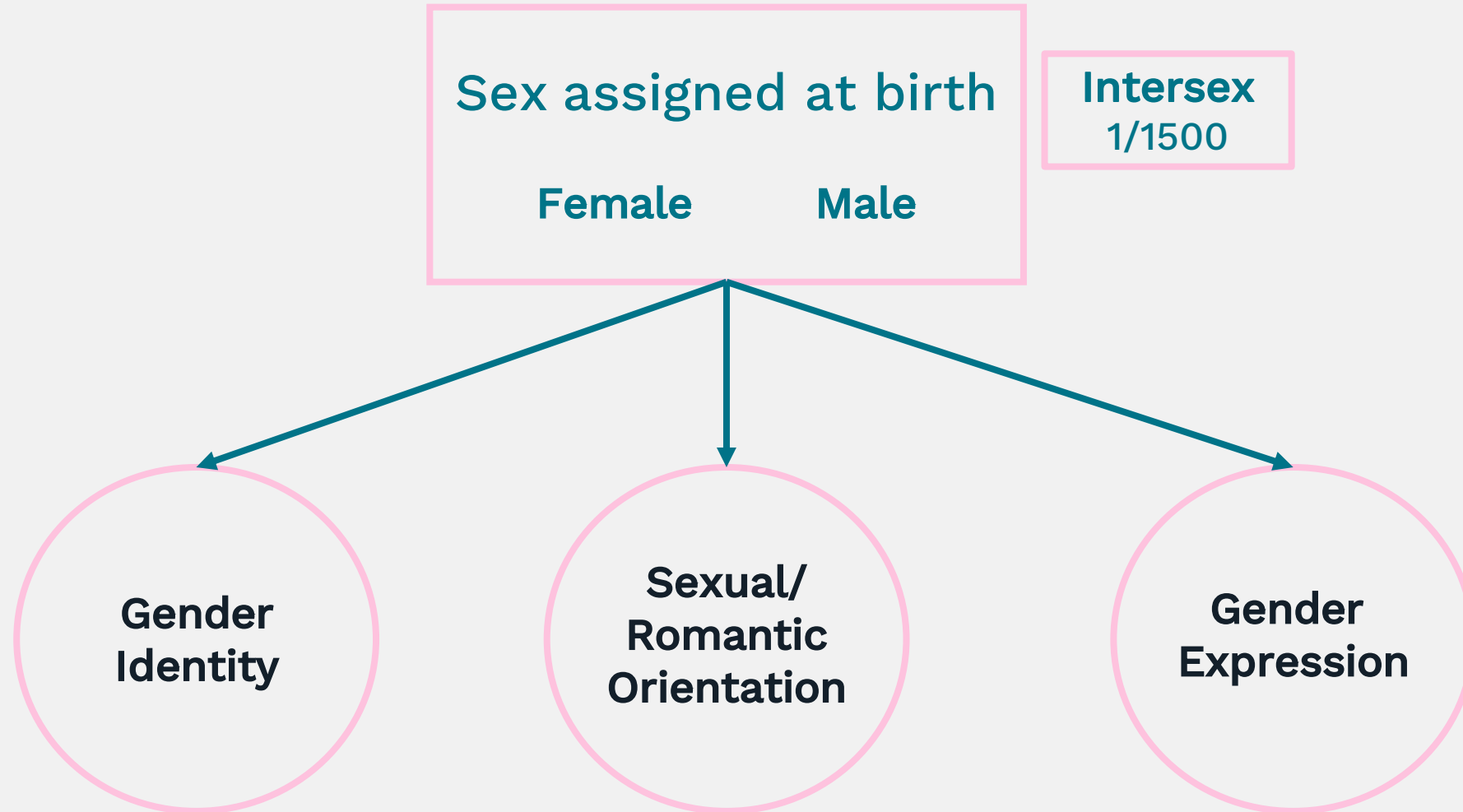
The steps a trans person may take to live in the gender with which they identify. For some this involves medical intervention, such as hormone therapy and surgeries, but not all trans people want or are able to have this. This also might involve things such as telling friends and family, dressing differently and changing official documents

# UNDERSTANDING IDENTITIES

# IDENTITY

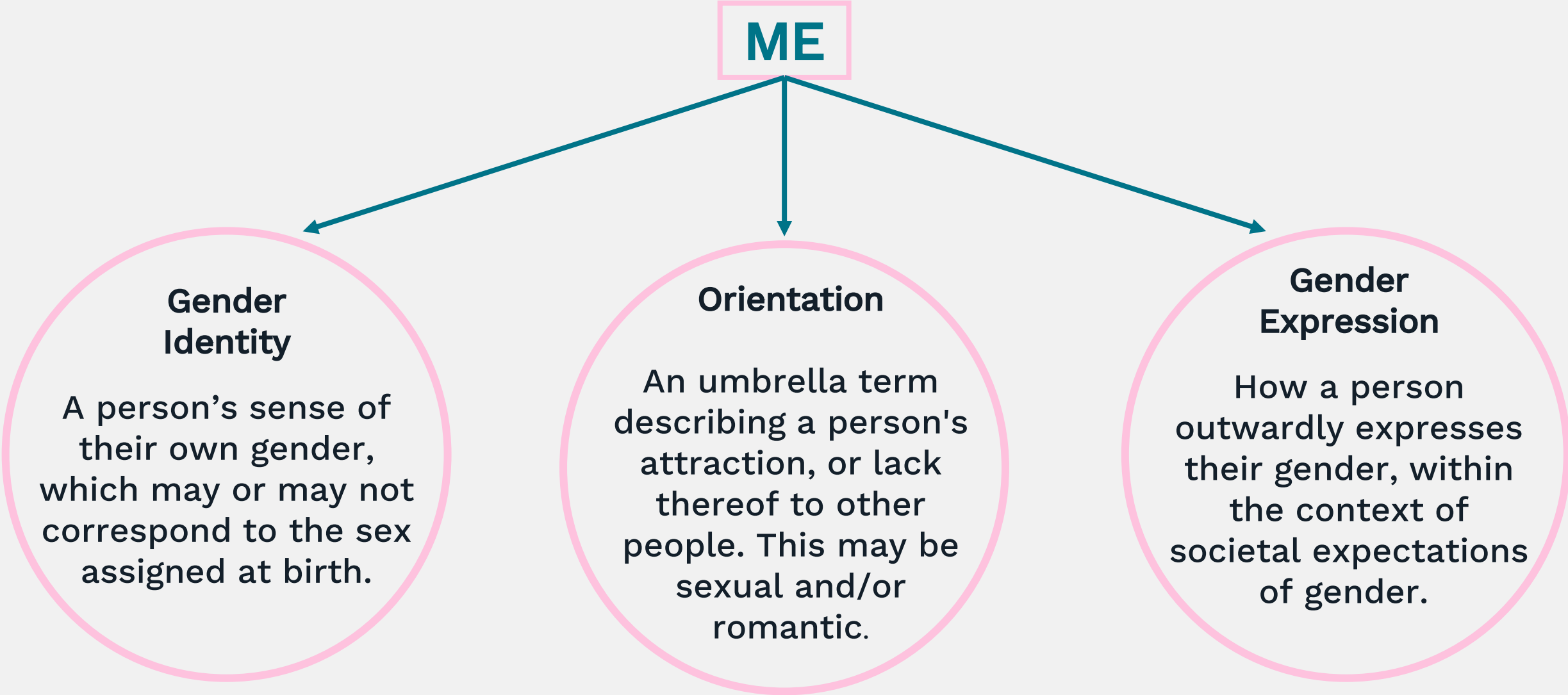
Identity is someone's innate sense of self and ownership of the components that make up who they are.

# Understanding identities

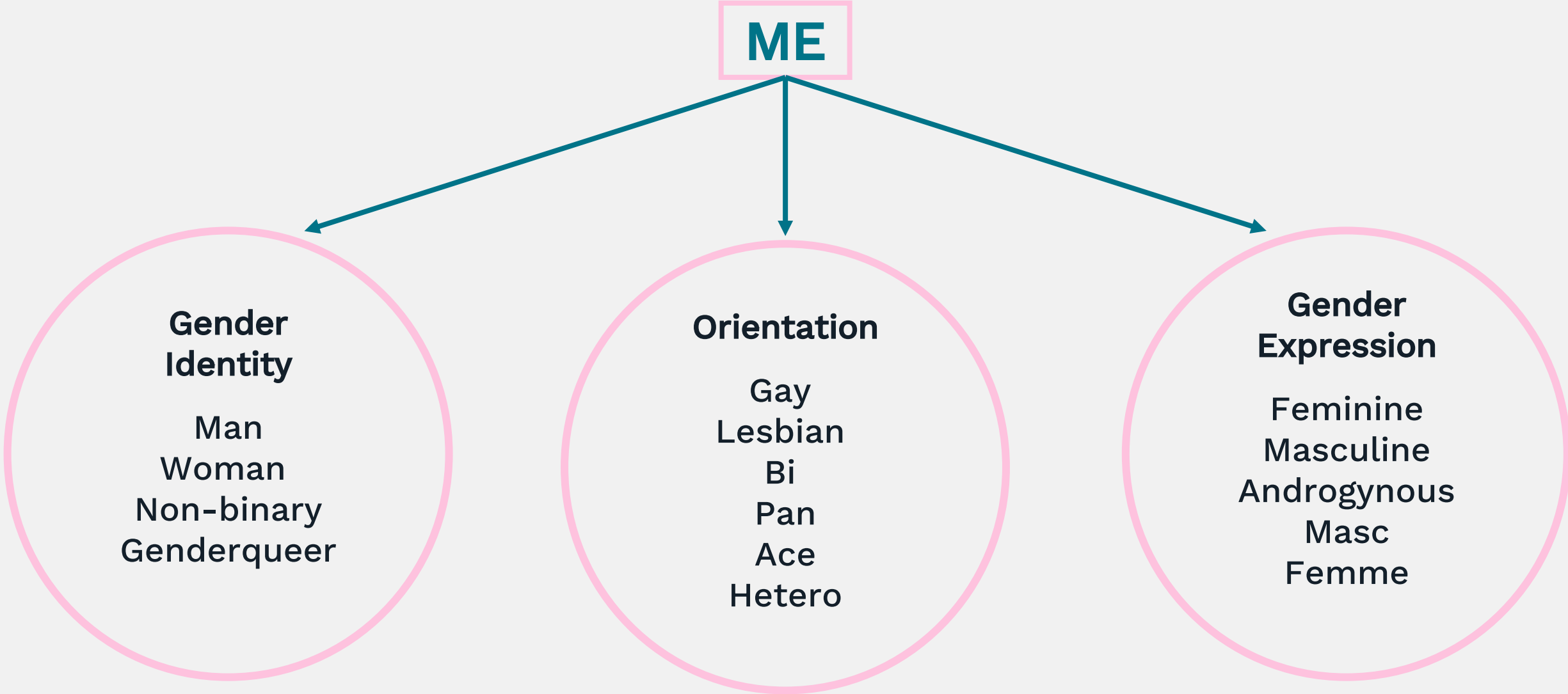




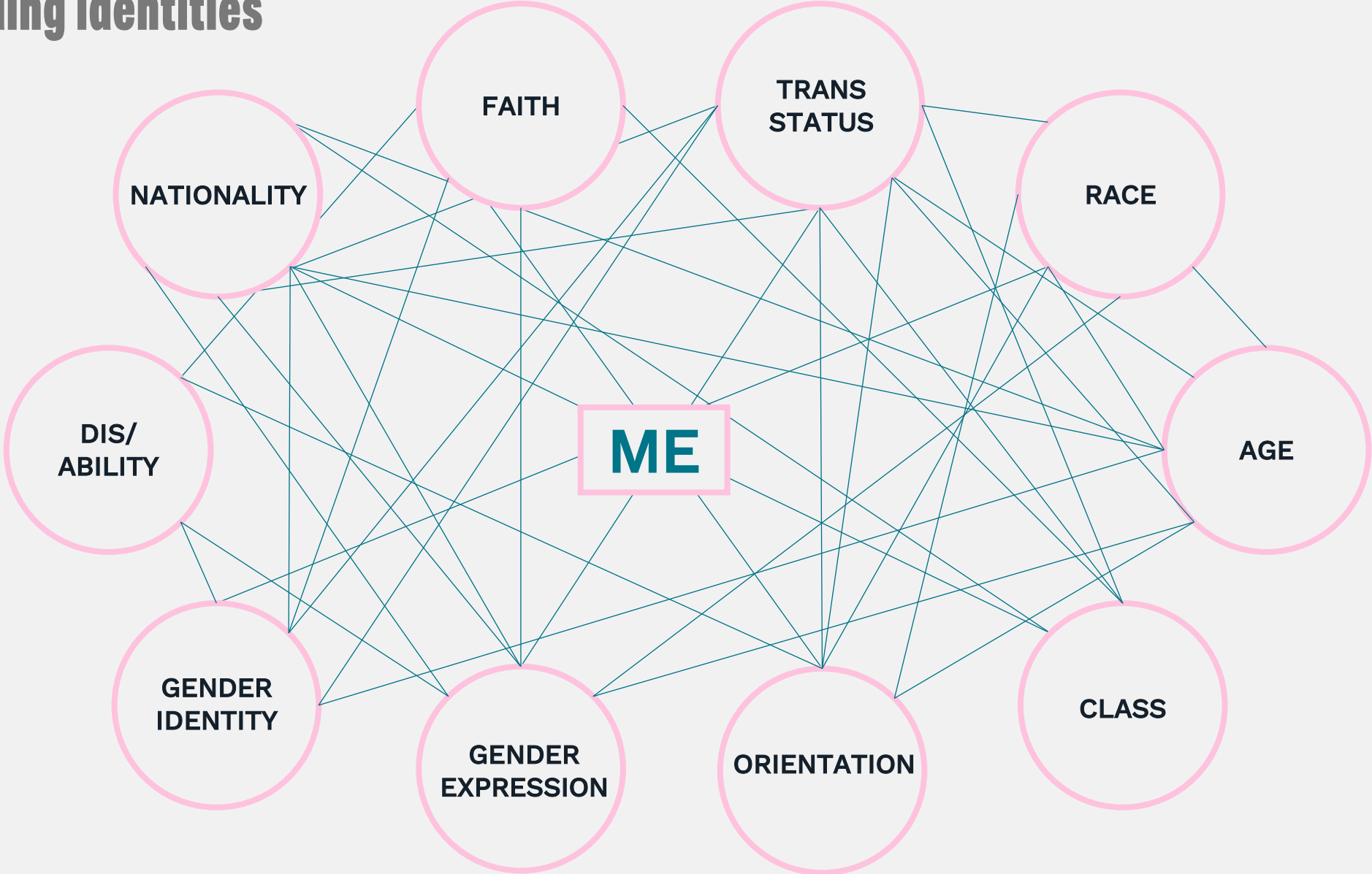
# Understanding identities



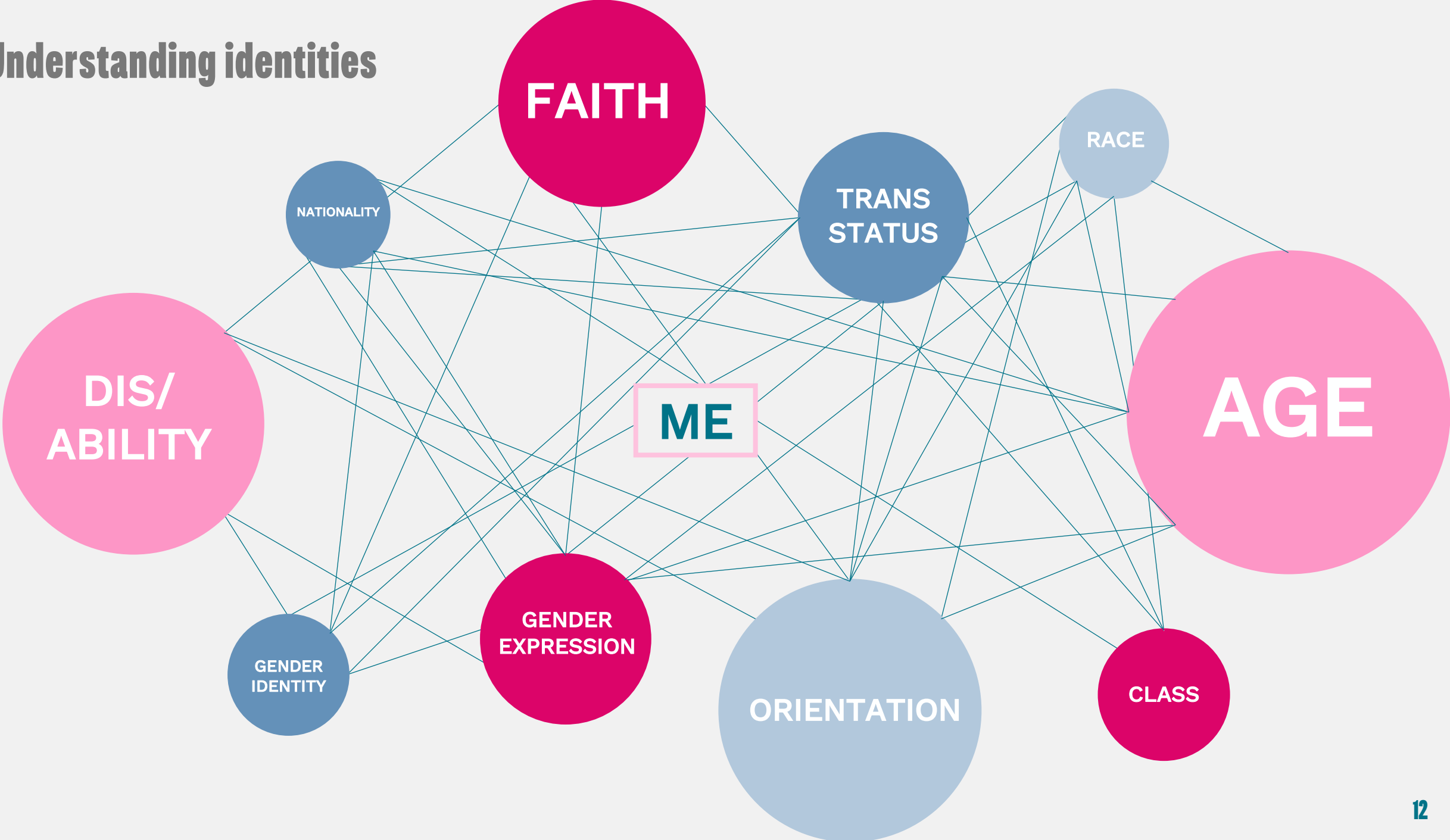
# Understanding identities



# Understanding identities



# Understanding identities



# YOUR IDENTITY

## Exercise:

draw out/think about your own identity map at work.

## Consider:

- what each circle consists of for you
- how important each circle is to defining your identity.
- how your circles are linked.

# TRANS EXPERIENCES

# Gender in Society

Many aspects of society are gendered

**Spaces:** Public toilets, changing rooms, bars/pubs, support centres, as well as some hospital wards and religious buildings.

**Jobs & Activities:** Sports, parental roles, and many different jobs, including care work, manual labour, nursing, and the military.

**Behaviours & Choices:** Clothing and school uniforms, gestures and mannerisms, the pitch and tone of one's voice, choices of music and art, and even diet.

# Content warning

Discussions of transphobia, discrimination, hate crimes



# Trans Experiences

**One in four** trans people aren't open with anyone at work about being trans. This increases to almost **two in five** non-binary people.

**One in five** trans people don't feel able to wear work attire representing their gender expression. This increases **one in three** non-binary people

**Almost one in ten** trans people don't feel able to use a toilet that they feel comfortable with.

**One in eight** trans people have been physically attacked by customers or colleagues while at work.

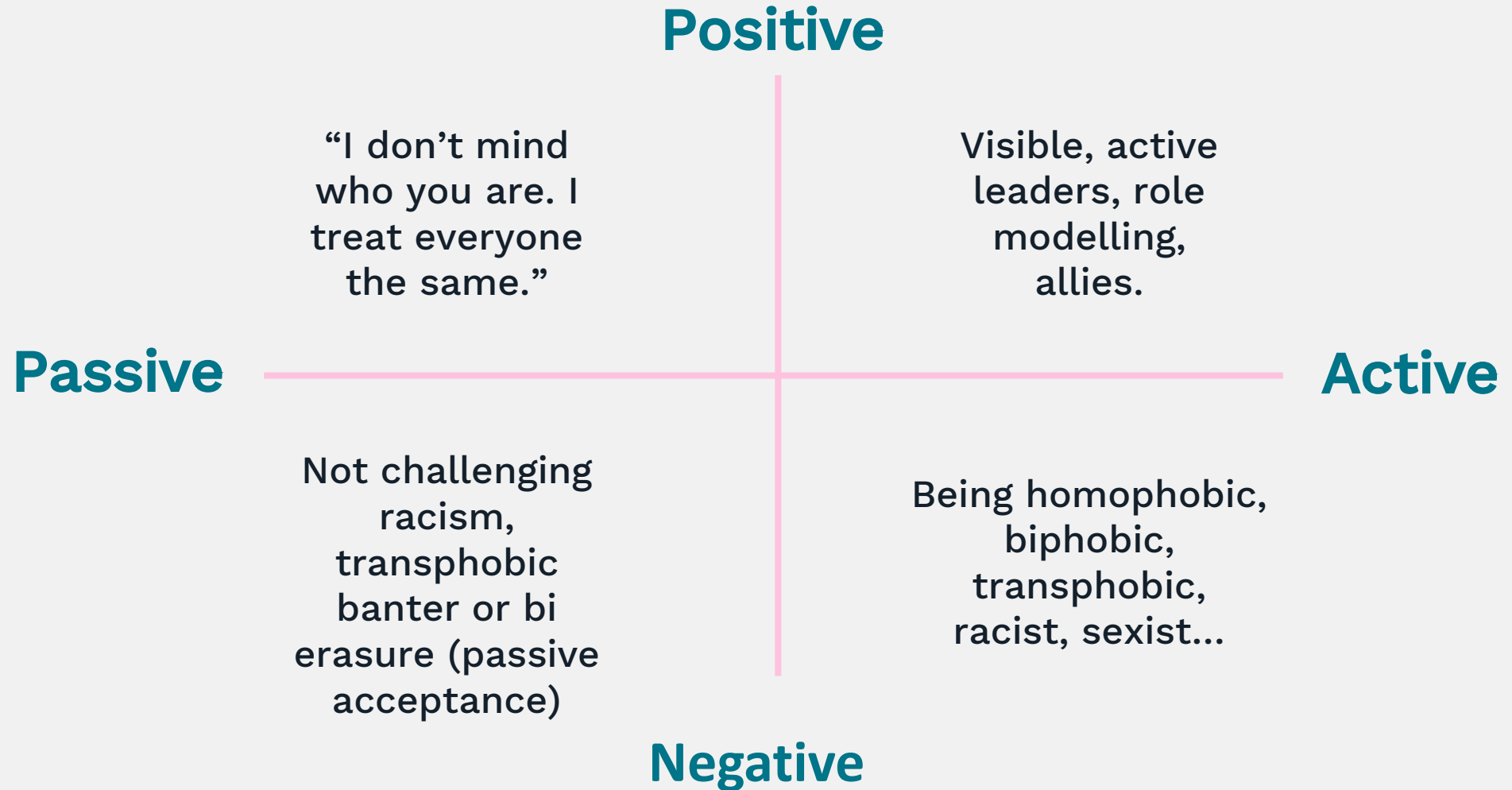
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# BEING AN ALLY

# WHAT IS AN ALLY?

1. Understands that people face discrimination and exclusion because of their identity.
2. Recognises the power they have to create change.
3. Focuses on how they are towards others, and what they can do to create a more inclusive culture.
4. Commits to being positive and active in their values and behaviours.

# Allyship



# CASE STUDY

# Case Study

One of your colleagues has spoken to you about how they have come out to their friends as trans. They said they would like to talk about it at work, but that this never seems to be a topic of conversation. After talking it through with them, in your team meeting you suggest that your team does something for trans day of visibility coming up - for example, all taking time to research a trans person in history and then next meeting, going round and sharing about them and their achievements. Another member of your team, Nadine, says she doesn't understand why we are doing this - "no one in the team, let alone the organisation is trans and we already have limited capacity for these meetings as it is."

1. What action you would take immediately.
2. What you might do longer term.

# CREATING AN INCLUSIVE ENVIRONMENT



# 6 ways to be a trans ally in the workplace

**Share** your name and pronouns in email signatures or meetings and interview panels shows that you understand the importance of pronouns.

**Correct** each other when colleagues get things wrong. Don't let transphobia be part of the culture

**Learn** about your HR policies and employee support protocols and ask for them to be made more inclusive if needed.

# 6 ways to be a trans ally in the workplace

**Celebrate** trans people all throughout the year, for example trans day of visibility (31 March) and non-binary people's day (14 July)

**Don't** assume that trans people know everything about trans identities and experiences

**Upskill yourself** by consuming information written/created by trans people, eg oestrogenation.

# FURTHER SUGGESTIONS

# Further resources:

## Podcasts

- One From the Vaults
- Bad Gay
- What the Trans?!
- Translash
- Marsha's Plate

## TV shows

- Disclosure
- Sense 8
- Pose
- Tales of the City
- Feel Good
- The Umbrella Academy
- September Mornings
- Euphoria
- The Owl House
- Dead End: Paranormal Park

## Films

- Paris is Burning
- No Ordinary Man: The Billy Tipton Story
- Keyboard Fantasies
- By Hook or By Crook
- A Fantastic Woman
- Something Must Break

# Further resources:

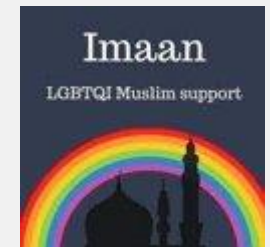
## Books

- The Transgender Issue by Shon Faye
- Transgender History by Susan Stryker
- Lote by Shola von Reinhold
- Redefining Realness by Janet Mock
- Detransition Baby by Torrey Peters
- Amateur by Thomas Page McBee

## Activists

- Fox and Owl Fisher
- Juno Dawson
- Munroe Bergdorf
- Kuchenga
- Kenny Ethan Jones
- June Bellebono

# Signposting



# THANK YOU

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