

Welcome

Jason Barker

Gendered Intelligence (GI)

Trans Awareness - the Basics



Gendered Intelligence

- ★ Community Interest Company est. 2008
- ★ **Vision:** a world where people are no longer constrained by narrow perceptions and expectations of gender, and where diverse gender expressions are visible and valued
- ★ **Aims:** to increase understandings of gender diversity and improve trans people's quality of life
 - ★ Work with all those who impact on trans lives
 - ★ Specialise in supporting young trans people 8-30
- ★ **Everyone can be intelligent about gender!**

Trans Awareness - the Basics

Trans Awareness – the Basics

- ✦ What does 'trans' mean?
- ✦ Our picture of sex and gender – the context
- ✦ Language and terminology
- ✦ Laws that apply
- ✦ Good practice working with trans staff/students/clients
- ✦ What GI can offer / Other resources
- ✦ Final questions (if time)
- ✦ Feedback forms

Trans Awareness - the Basics

90 SECOND MICRO EXERCISE #1: What does 'trans' mean?



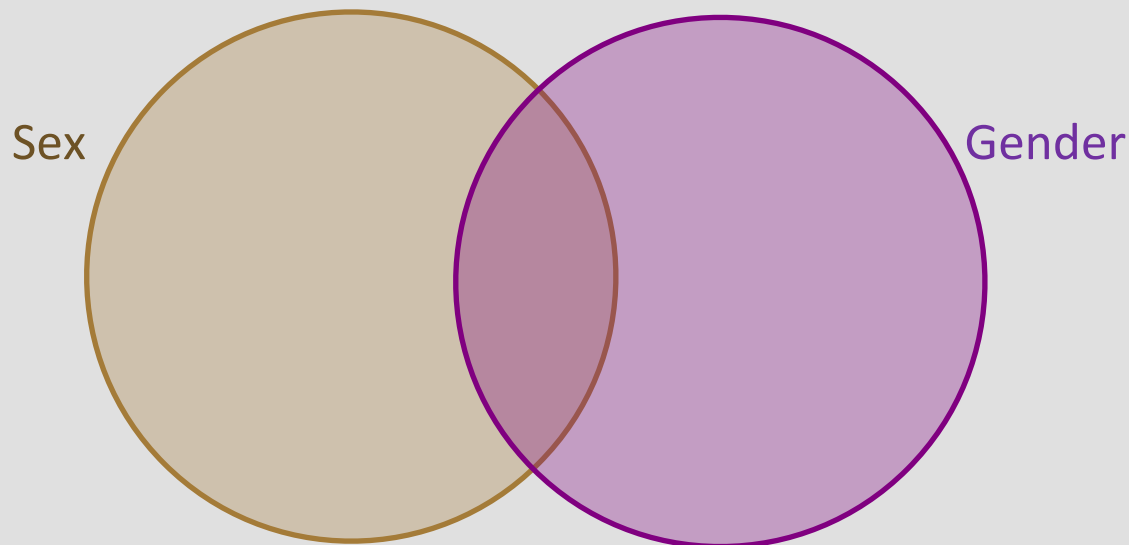
Trans Awareness - the Basics

What Does 'Trans' Mean?

- ✦ People who feel that the sex/gender they were assigned at birth does not match or sit easily with their sense of self may use the term 'trans' to describe themselves
- ✦ 'Trans' is usually a good choice for posters/policies
- ✦ 'Trans' is a descriptive term; it's polite to say "A trans person", not "a trans" or "a transgender"
- ✦ A broad term covering diverse experiences...

Trans Awareness - the Basics

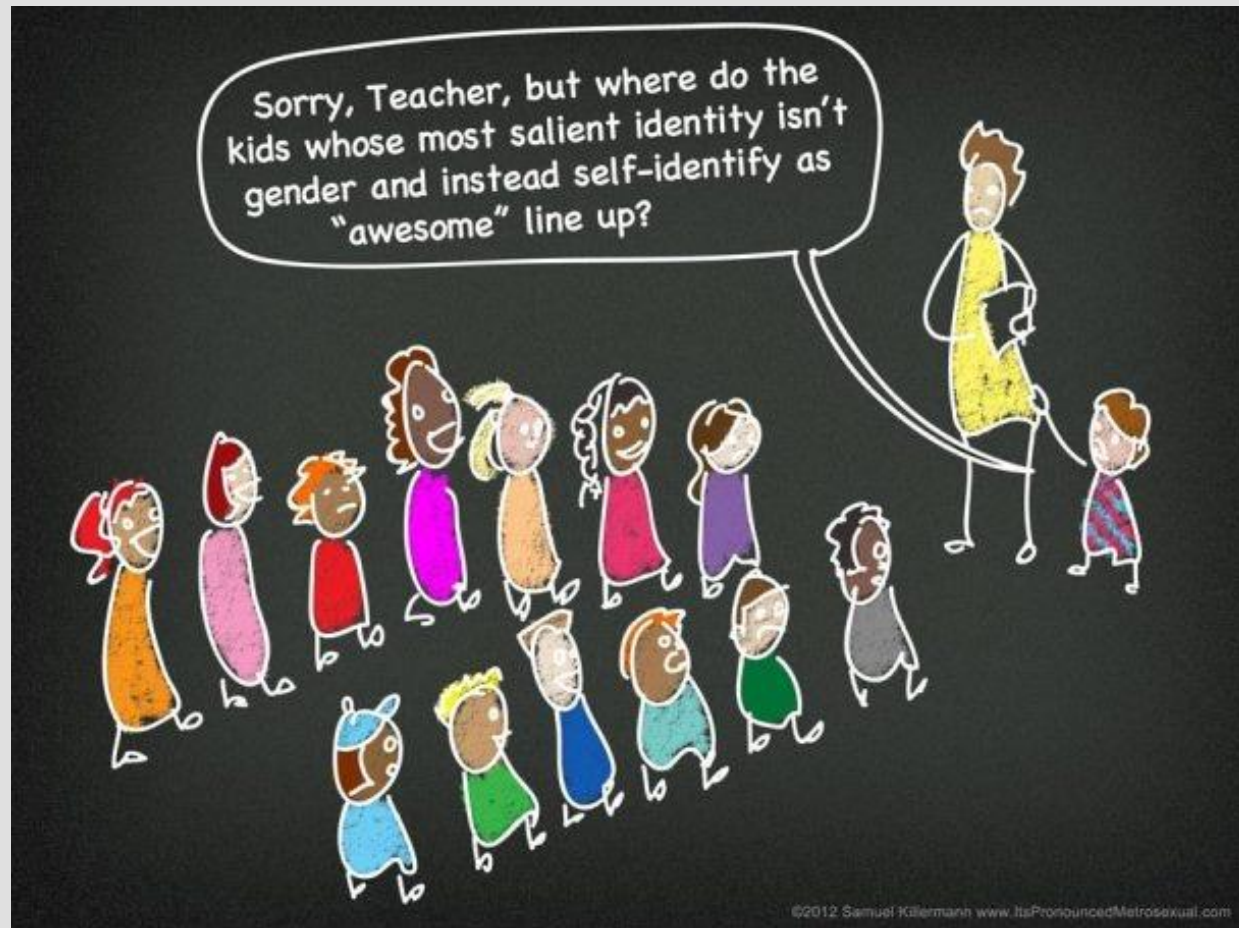
90 SECOND MICRO EXERCISE #2:
**What's the difference between
sex and gender?**



Our Picture of Sex and Gender

- ✦ Culture assumes sex and gender are a simple male/female, either/or, 'binary' picture
- ✦ Key cultural assumptions:
 - ✦ Only male / female
 - ✦ Physical sex automatically determines gender identity
 - ✦ Sex and gender are fixed at birth and cannot change
- ✦ 1 in 100 - born with an intersex trait
- ✦ 1 in 100 - fall under the broad trans umbrella

Trans Awareness - the Basics



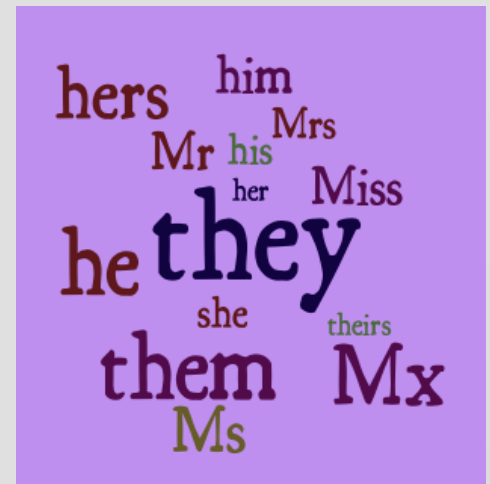
From 'It's Pronounced Metrosexual' website

Understanding gender diversity in creative ways...

Trans Awareness - the Basics

Language and Terminology (1)

- ✦ Often a concern for people
- ✦ In rapid evolution – new words; changing meanings; inconsistent definitions
- ✦ Don't let language concerns stop you engaging with trans people!
- ✦ But how do we manage this?
Some simple guidelines...



Language and Terminology (2)

- ★ Three main types:
 - ★ **Everyday** – language you need on an everyday basis to interact with people e.g. name, pronoun, title
 - ★ **Ideas** - language which is important because it enables us to think or talk about key ideas e.g. sex, gender, non-binary
 - ★ **Descriptive** - language which people use to describe themselves to others (and to themselves) e.g. genderqueer, femme, transmasculine, androgyne

Language and Terminology (3)

- ★ **Everyday language: individuals**
 - ★ Name and pronoun (e.g. he, she, they...)
 - ★ Title (e.g. Mr, Mrs, Ms, Mx...)
 - ★ Other gendered terms
(e.g. 'young man', 'lass', 'mate', 'Sir', 'Madam')
- ★ **Everyday language: groups**
 - ★ Collective terms (e.g. 'boys', 'ladies', 'lads')
- ★ **Start with gender neutral language**
- ★ **Managing mistakes**

Language and Terminology (4)

Activity: Ideas language jigsaw



Language and Terminology (5)

- ★ Descriptive terms:
 - ★ Not often needed in everyday interactions
 - ★ Listen, don't label
 - ★ Be led by the person – ask if you need to
 - ★ The right term to use is the one the person chooses / asks you to use



The Law and Trans People

Many, but not all, trans people are now afforded protection by the law...

- **Equality Act (2010)**
- **Gender Recognition Act (2004)**
- **General Data Protection Regulation / Data Protection Act (2018)**

This section does not constitute legal advice and is not a substitute for it



Equality Act (2010)

- ✦ The Equality Act 2010 merged and homogenised much pre-existing Equalities legislation
- ✦ All employers and service providers, whatever their size, are bound by the Act
- ✦ The Act highlights 9 protected characteristics: race, disability, sex, sexual orientation, age, religion or belief, pregnancy/maternity, marriage/civil partnership and **gender reassignment**
- ✦ Protection against discrimination – direct and indirect, harassment and victimisation

What is 'Gender Reassignment'?

“A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.”

(Equality Act 2010, Section 7)

- ✦ **Social process, rather than medical process**
- ✦ **Do not need to be under medical supervision**
- ✦ **People of all ages are protected**
- ✦ **Expectation of permanent change**

Gender Recognition Act (2004)

- ★ 'Gender Recognition Certificate' (GRC) - legal recognition in new gender, including new birth certificate
- ★ No medical intervention required
- ★ Used if a person:
 - ★ Has lived in their new gender for 2 years – must be M or F
 - ★ Is over 18
 - ★ Declares the change is permanent
 - ★ Can provide 2 different medical letters
 - ★ Has their spouse's consent if married / in a civil partnership
- ★ Confidential – offence to disclose without consent

What Does Good Practice Look Like?

What might good practice
towards trans people look like
in your organisation / field of work?

What might you need to do?



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Working with Trans People (1)

General Good Practice

- ✦ Use language thoughtfully – ask, listen, respect
- ✦ Be inclusive around facilities / spaces, especially single-sex spaces
- ✦ Ensure privacy and confidentiality
- ✦ Consider dress codes, uniform, sports kit etc
- ✦ Give inclusive options on databases / forms
- ✦ Remove unnecessary gender divisions
- ✦ Recognise potentially difficult situations

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Working with Trans People (2)

Providing Support with Social Transition

- ✦ Involve the trans person – what are their wishes?
- ✦ Make some plans – dates, announcements etc
- ✦ Create a supportive environment where the person feels emotionally / physically safe; assign a named support person
- ✦ Make the necessary changes:
 - ✦ Use the person's new name, pronouns and title
 - ✦ Update records / documentation / ID / email
 - ✦ Provide access to appropriate toilets / changing rooms
- ✦ Enable access to medical appointments

Working with Trans People (3)

The Wider Setting

- ✦ Good policies and procedures that cover trans people – implemented and visible
- ✦ Encourage / support staff and peers with education and training on equality issues
- ✦ Become confident to challenge inappropriate behaviour:
 - ✦ Challenge and stop transphobic comments, “jokes” or bullying
 - ✦ Challenge and stop inappropriate questioning / asking about anatomy
 - ✦ Champion trans people’s rights
- ✦ Codes of conduct appropriately used and upheld

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Trans People – What We Know

Trans people are particularly at risk of experiencing difficulties with their emotional health and mental wellbeing, due to the barriers they face in connection with their gender identity:

‘Gender Dysphoria Services: A Guide for General Practitioners and other Healthcare Staff’ (Apr 2013):

“It should be emphasised that Gender Dysphoria and Transsexualism are not considered, in and of themselves, mental illnesses in any essential sense. The associated pressures of unmanaged dysphoria and/or the social stigma that can accompany gender diagnosis and transition may, however, result in clinically significant levels of distress.”

Young Trans People – GI Experiences

‘Capturing Journeys’ report – 40 young trans people 13-25:

- ✦ 40% were not ‘out’ as trans in their everyday lives, including their education, workplace, home life or other local settings
- ✦ Almost a third were suffering or had suffered from depression
- ✦ Almost two thirds described themselves as having low confidence, insecurities and low self-worth
- ✦ Over half said they felt socially anxious regularly
- ✦ Almost a third were currently self-harming or had self-harmed at some time in the last 6 months.

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Trans Positivity

81% of participants in the 2012 Trans Mental Health Study felt they gained something as a result of being trans, transitioning or expressing their gender identity.

These included:

- Confidence;
- New friends; improved/better quality relationships
- Community and a sense of belonging;
- Self-expression and acceptance;
- Knowledge and insight;
- Happiness and contentment; resilience;
- A future

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Some Gendered Intelligence Resources (1)

Trans Youth Support Work / Work with Young People

- ✦ Regular sessions across the country for young trans people up to the age of 30, incl. London groups for under 16s, BME people
- ✦ Working 1:1 with young trans people across England, in conjunction with their key workers, family members and education staff
- ✦ Assemblies and workshops in educational settings
- ✦ Arts based programmes for trans and LGBTQI people
- ✦ Support for parents/families of young trans people

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Some Gendered Intelligence Resources (2)

Professional Services

- ✦ Trans Awareness and Inclusion training – 1 hour to 2 days, in-house and open sessions, standard or bespoke
- ✦ Consultancy work, incl. support to resolve specific issues or queries; policy and guidance writing / review; development of in-house learning
- ✦ Membership packages / healthcheck
- ✦ Speakers and panelists for events
- ✦ Booklets and other publications

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Other Resources

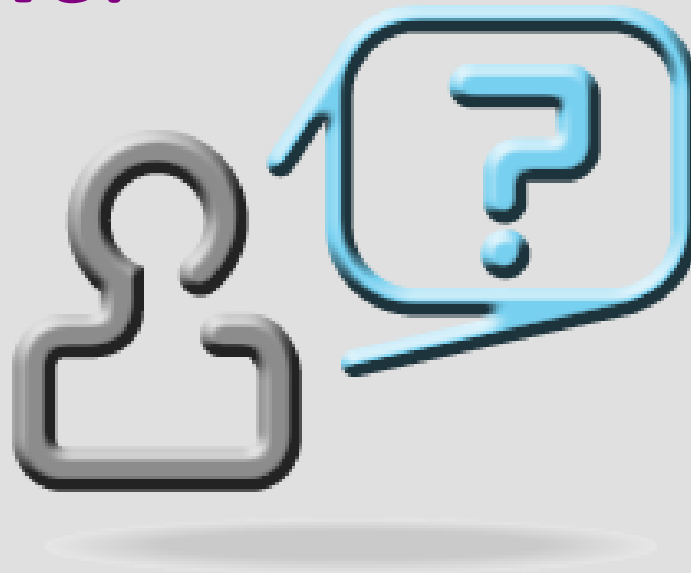
Resource list includes:

- ✦ Other organisations
- ✦ Downloadable resources
- ✦ Downloadable reports



Trans Awareness - the Basics

What questions
do you have?



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**Please complete an
evaluation form...**



Thank You

Jason Barker

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