

SUPPORTING TRANSGENDER AND NONBINARY YOUTH

Erik Ryder (he/him/his)

ErikArthurRyder@gmail.com

FIRST IMPRESSIONS OF LGBTQ+ PEOPLE

- When's the first time you remember learning some people are lesbian, gay, bisexual or queer?
- When's the first time you remember learning some people are transgender?
- Where did most of the influence for your initial impressions/understanding of transgender people come from? (e.g. friends, family, TV, books, news, etc.)
- How have your impressions/understanding of LGBTQ people changed or evolved throughout your life?

PRONOUNS

- She/Her/Hers
 - He/Him/His
 - They/Them/Theirs
 - Neo Pronouns
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- Using youth's chosen name has shown to decrease suicidal behavior by 56%*
 - Using chosen name and pronouns shows respect for the person's identity

*<https://www.thetrevorproject.org/research-briefs/gender-affirming-care-for-youth/>

VOCABULARY

- **Gender Identity:** the internal perception of one's gender and how they label themselves
- **Intersex:** term for a combination of chromosomes, hormones, internal sex organs, and genitals that differ from the expected patterns of male or female
- **Queer:** an umbrella term for people that do not identify as cisgender and/or straight; historically and sometimes presently used as a slur
- **Transgender:** a gender description for someone that has transitioned or is transitioning from living as one gender to another
- **Cisgender:** a gender description for someone whose gender identity matches their sex assigned at birth (e.g. assigned male at birth and identifies as a man)
- **Nonbinary:** a gender description for someone that identifies outside of the male/female binary

SEX

- Classification of a person as Male, Female, or Intersex
- Typically assigned at birth and based solely on genitals
- Sex characteristics are personal information and you do not need to know someone's sex assigned at birth to be respectful of their gender identity
- It is inappropriate to try to assume or deduce someone's sex assigned at birth

GENDER

- Gender describes our internal experience and understanding of our own gender identity (e.g. Cisgender, Transgender, Non-binary, Two-Spirit)
- Nonbinary identities include genderfluid, genderqueer, agender, etc.
- Two-Spirit is a term created by First Nations/Native American/Indigenous peoples whose gender/sex exists in ways that challenge colonial constructions of the gender binary
- Many cultures, both past and present, have several gender identities outside the male and female binary

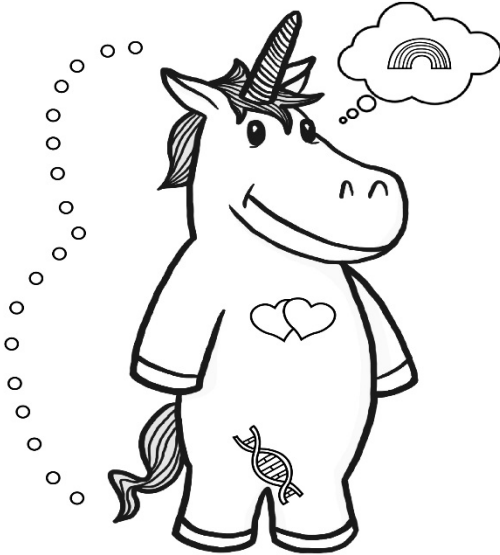
GENDER EXPRESSION

- You can't tell someone's gender by looking at them
- Gender expression is how we present or express our gender to the world
- Can include physical appearance, clothing, hairstyles, and behavior
- Perceived gender is based on other people's evaluation of our bodies
- Be aware of the expectations you project onto others based on their gender, and strive to support and validate other experiences

GENDER UNICORN

The Gender Unicorn

Graphic by: **TSER**
Trans Student Educational Resources



Gender Identity

Female/Woman/Girl
Male/Man/Boy
Other Gender(s)

Gender Expression

Feminine
Masculine
Other

Sex Assigned at Birth

Female Male Other/Intersex

Sexually Attracted To

Women
Men
Other Gender(s)

Emotionally Attracted To

Women
Men
Other Gender(s)

To learn more go to:
www.transstudent.org/gender

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WHAT YOU CAN DO

- Disclosure – always have clear communication for when/where it's okay
- Transitioning – no ONE way to do so, may include social, medical, legal aspects
- Do not ask unprompted unnecessary invasive questions (imagine if someone asked you about your genitals)
- Accept that some people identify as something other than man or woman (25% of LGBTQ youth identify outside the binary, sharing over 100 identities)*
- Misgendering – apologize briefly, correct yourself, and show you care by doing better in the future; misgendering is deeply hurtful and can out people
- Use Inclusive Language (e.g. “everyone” instead of “ladies and gentlemen”)

*<https://www.thetrevorproject.org/research-briefs/diversity-of-youth-gender-identity/>

WHAT YOU CAN DO

- Create paperwork with inclusive options (e.g. preferred name, pronouns, different gender identities and sexual orientations, write-in options)
- Create policies that include protections for gender identity and gender expression, both for clients and employees
- Add your pronouns to your email signature / business cards
- Hang up signs that show your support of the LGBTQ+ community
- Acknowledge important days for the community (Trans Day of Visibility, Trans Day of Remembrance, Pride celebrations)
- Ask questions, listen, show respect, advocate

RESOURCES

- <https://www.outfront.org/resources>
- <https://tffmn.org/resources>
- <https://www.transawareness.org/twin-cities.html>
- <https://www.glaad.org/transgender/resources>
- <https://www.thetrevorproject.org/>
- <https://www.thesafezoneproject.com/>