



#PROTECTTRANSRIGHTS

Goals for the Session

- 1) Participants will be able to create more inclusive environments with their language, *including pronoun sharing and gender neutral pronouns.*
- 2) Participants will have a better understanding of transgender and gender non-conforming identities, including the recent movement toward trans lived equality in New Hampshire.
- 3) Topics will be explored thoroughly enough for participants to take some of these values back into their workplace.

LGBTQ Rights at the State House

Comprehensive Gender Identity Non-Discrimination Protections

2009, 2017: Attempts to pass comprehensive non-discrimination

2018: Employment, Housing, Public Accommodations (HB1319)

*2019: Public Schools, New Hampshire Mental Health Services,
Preferred Provider Agreements, Accident and Health Insurance,
State Commission for Human Rights, Civil Rights Act, Hate
Crime Sentencing, Jury Selection, Loans (HB608)*

LGBTQ Rights at the State House

RSA 354-A:2 XIV-e. "Gender identity" means a person's gender-related identity, appearance, or behavior, whether or not that gender-related identity, appearance, or behavior is different from that traditionally associated with the person's physiology or assigned sex at birth. Gender-related identity may be shown by providing evidence including, but not limited to, medical history, care or treatment of the gender-related identity, consistent and uniform assertion of the gender-related identity, or any other evidence that the gender-related identity is sincerely held as part of a person's core identity provided, however, that gender-related identity shall not be asserted for any improper purpose.

LGBTQ Rights at the State House

Non-binary gender markers

In 2019, New Hampshire became the 12th state to offer non-binary gender markers on state issued identification.

There are a total of 15 states that currently offer this option.

Form DSMV 626 -->

The below certification must be completed by a licensed and qualified Health Care Provider

In my professional opinion, the applicant's gender identity is (*please check one*):

Male Female Other

and can reasonably be expected to continue as such in the foreseeable future.

Name of Health Care Provider (*please print*):

Please check one:

Physician Psychologist APRN Clinical Social Worker Clinical Mental Health Counselor

Name of Practice:

Address:

Street

Town or City

State

Zip Code

Telephone Number:

I certify, under the penalty of unsworn falsification pursuant to RSA 641:3, that the person whose name appears above is under my treatment and care for the change of gender identity as indicated above by the applicant.

Signature of Health Care Provider:

Date:

The Basics

Gender Identity ≠ Sexual Orientation

Sexual orientation is
**who you are
attracted to**

Gender identity is
**who you
identity as**

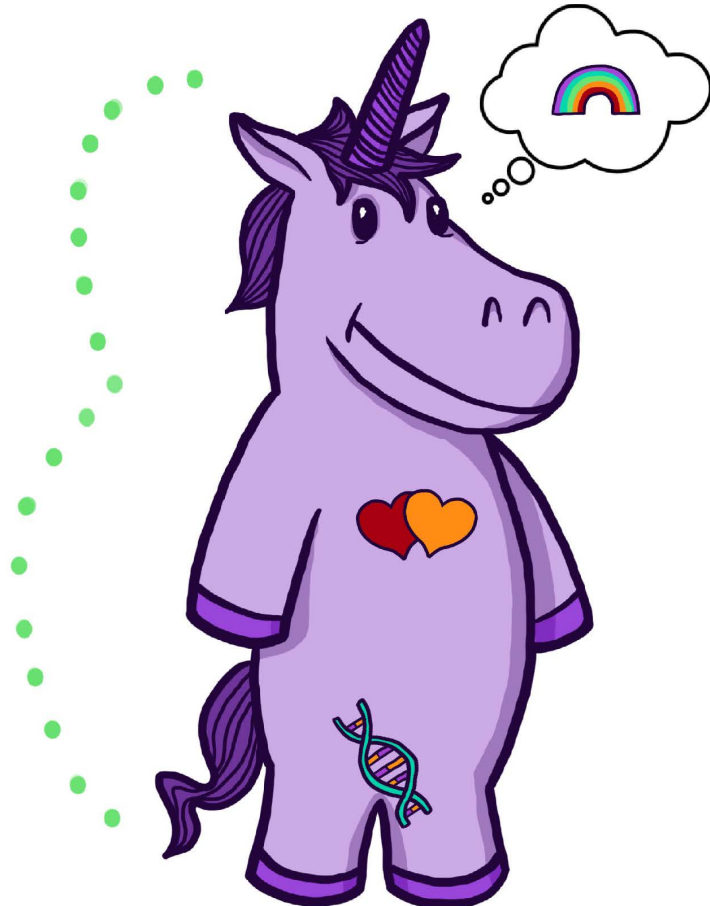
Gender Identity ≠ Gender Expression

Gender identity is
**who you
identity as**

Gender expression
is **how present
your gender**

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

Physically Attracted to

-  Women
-  Men
-  Other Gender(s)

Emotionally Attracted to

-  Women
-  Men
-  Other Gender(s)

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

Design by Landyn Pan and Anna Moore

What is cisgender?

Cisgender means that you identify with the gender you were assigned at birth



LGBT

LGBTQQIAP2S

Lesbian is the *sexual orientation* of a woman who is attracted to other women.

Gay is the *sexual orientation* of a man who is attracted to other men. Also used as an *umbrella term* for LGBTQ folks.

Bisexual is the *sexual orientation* of a person attracted to both men and women. Can be inclusive of non-binary identities.

Pansexual is a *sexual orientation* not based on gender.

Asexual is the *sexual orientation* of a person who is not sexually attracted to other people, however, may still engage romantically with others.

Transgender is an *umbrella adjective* used to describe someone whose gender identity is different from their sex identified and assigned at birth.

Queer is an *umbrella adjective* inclusive of people who are not heterosexual or cisgender.

Questioning is an *umbrella term* inclusive of any person who is exploring their sexuality or gender identity.

Intersex is a *umbrella term* used to describe a person whose body is not definitively male or female because of chromosomal, reproductive, or genital variety.

Two-spirit (2S) is pan-Indian *umbrella term* used by some *indigenous North Americans* to describe people who fulfill a traditional third gender role.

History of Trans

Transvestite (1910)

across clothing

Transsexual (1927)

across sex

Transgender (1965)

across gender identity

What is non-binary?



Non-binary is an *umbrella adjective* used to describe the spectrum of gender identities that are not exclusively male or female.

What is non-binary?



New Hampshire's X gender marker is *an umbrella gender marker* inclusive of all non-binary identities. The identity is defined by state law as “neither male, nor female.”

What is non-binary?



Non-binary folks use a variety of pronouns – including ‘they / them’ - *but only way to find out is to ask.*

Fun Fact: The singular ‘they’ was Merriam-Webster’s 2019 Word of the Year.



Who is Trans?

Male to Female (*MTF*)

Female to Male (*FTM*)

Binary transition.



Male to Female (*MTF*)
Female to Male (*FTM*)
Binary transition.

Transsexual

Older medical-originated term, still preferred by some. Indicates some level of medical transition.

Who is Trans?



Non-binary
Neither male nor female

Genderqueer,
Gender non-
conforming
Not subscribing to gender
norms

Two-Spirit



Male to Female (*MTF*)
Female to Male (*FTM*)
Binary transition.

Transsexual

Older medical-originated term, still preferred by some. Indicates some level of medical transition.

Who is Trans?



Non-binary
Neither male nor female

**Genderqueer,
Gender non-
conforming**
Not subscribing to gender norms

Two-Spirit

Genderfluid
Flocculating gender

Agender
Absence of gender

Bigender
Duel gender

Polygender
Experiencing multiple genders at once



Male to Female (*MTF*)
Female to Male (*FTM*)
Binary transition.

Transsexual

Older medical-originated term, still preferred by some. Indicates some level of medical transition.

Who is Trans?



Crossdresser/ Transvestite

People who sometime dress as opposite sex but do not wish to transition

Drag King/ Drag Queen

People who sometimes dress as opposite sex for purpose of entertainment

Non-binary
Neither male nor female

**Genderqueer,
Gender non-conforming**
Not subscribing to gender norms

Two-Spirit

Genderfluid
Flocculating gender

Agender
Absence of gender

Bigender
Duel gender

Polygender
Experiencing multiple genders at once

Who is Trans?

There is no definitive way for any trans person to transition, and none less valid than others.

Transition *may or may not* include **medication**.

Transition *may or may not* include **surgeries**.

Transition *may or may not* be **binary**.

In medical settings, questions about history of care received and current medications will give the patient an opportunity to disclose trans identity.

Who is Trans?

A recent study by UCLA Law's Williams Institute found that approximately **one in four transgender people lack any legal identification in congruence with their lived identity.**

Additionally, half of polled population did not have an updated State ID. Only one in four polled had an updated U.S. passport

The Lingo

Transgender is *an adjective* used to describe a person.

Good: transgender people, transgender person

Bad: transgenders, a transgender, transgendered

Doctors *assign sex* at birth.

Good: assigned at birth, assigned sex at birth (*AFAB, AMAB*)

Bad: biologically, genetically, hormonally

The Lingo

Passing – ones ability to ‘pass’ as their gender identity

Being read / clocked – not passing as gender identity

Assigned sex – sex as identified at birth

Enby / N.B. – non binary

Ace – asexual

Trans* and Trans+ - *umbrella terms* for non-cisgender identities.

The Lingo

AFAB assigned female at birth (*also FAAB*)

AMAB assigned male at birth (*also MAAB*)

NB non-binary (*sometimes spelled out 'enby'*)

GNC gender non-conforming

TGNC trans and gender non-conforming

Regardless of your understanding
of one's gender identity,
**pronouns are all you need to
move forward with a
respectful relationship.**

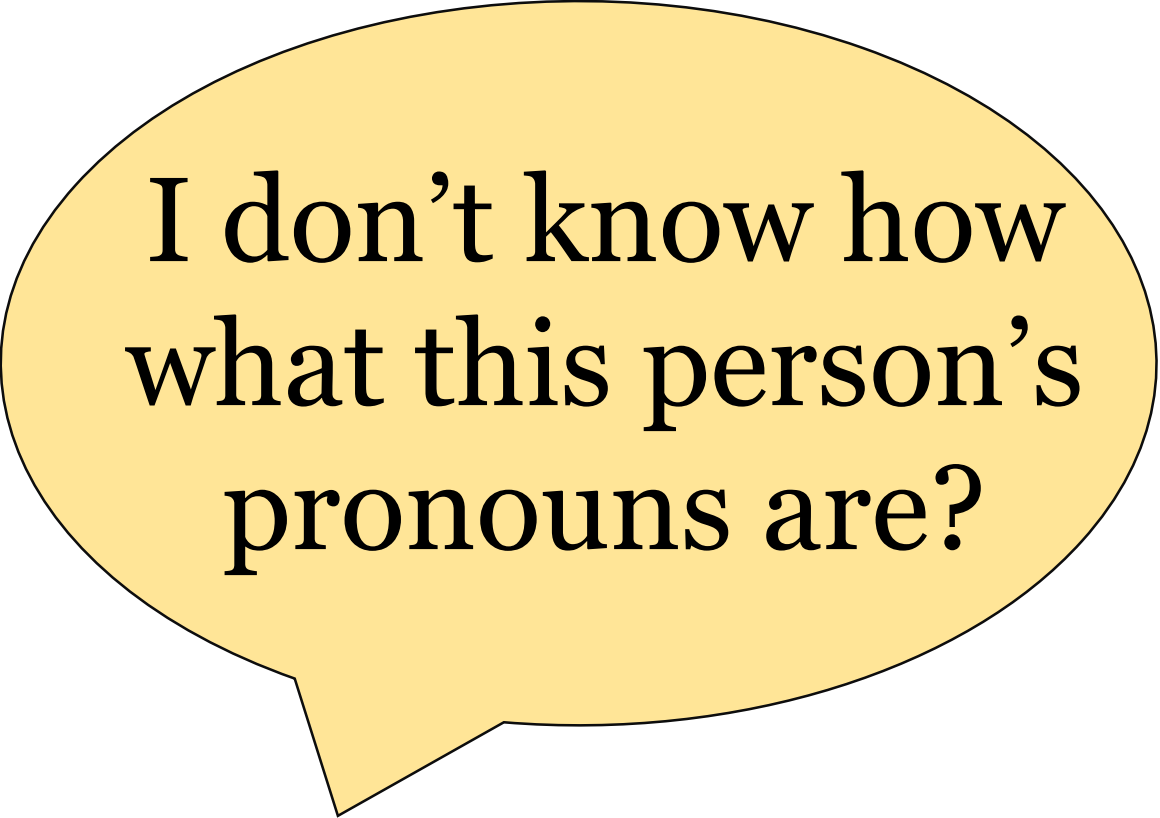
Pronouns

Why offer your pronouns?

Offering your pronouns is **not for just when you are in doubt**. The idea behind offering your pronouns is to signal that you are providing an inclusive environment, where everyone is respected how they identify (*the platinum rule*).

Yes, even when we think we can tell!

*Do you find yourself
wondering...*



I don't know how
what this person's
pronouns are?

*It's simple,
just ask...*

I use he / him
pronouns

I use she / her
pronouns


**What are your
pronouns?**

I use she and
they pronouns

I use they /
them pronouns

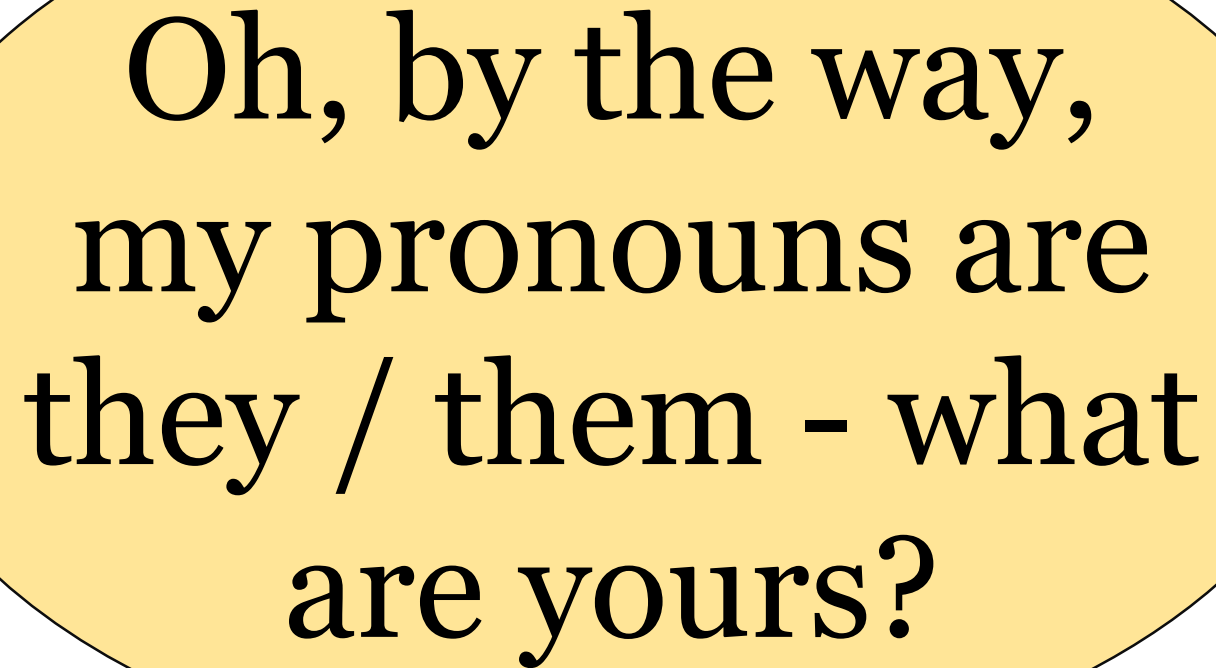
My pronouns
are he, they, and
she

*Or share
yr own!*



Hi, my name is
Palana and my
pronouns are
she/her

*Or share
yr own!*



Oh, by the way,
my pronouns are
they / them - what
are yours?

Think about the these embarrassing alternatives

“What gender are you?”

“What’s your sex?”

“So what do you have going on down there?”

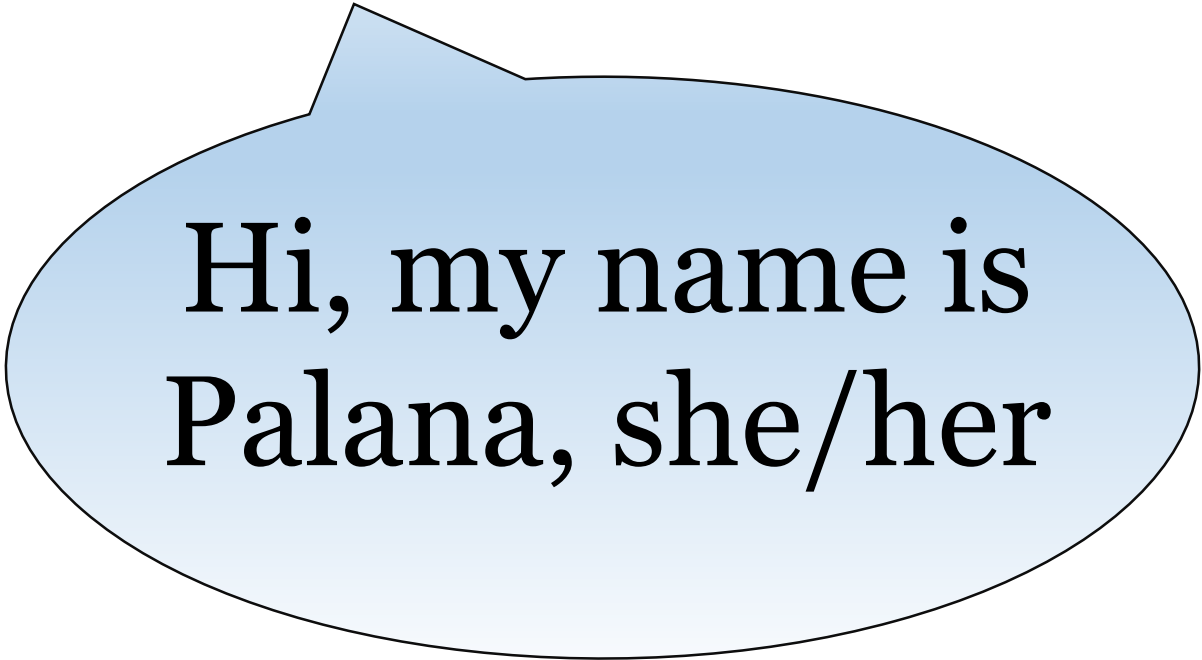
“You are a guy or a girl?”

“What were you born as?”

“Do you pee sitting down or standing up?”

Being Proactive with Pronouns

Offering your pronouns when introducing yourself.



Hi, my name is
Palana, she/her

Being Proactive with Pronouns

Add your pronouns to your e-mail signature

Palana Belken

she / her / hers

Trans Justice Organizer

ACLU of New Hampshire

Being Proactive with Pronouns

Taking it a step further

Palana Belken

she / her / hers

Self-expression and self-identification are two of my professional and personal values. One way to practice these values is to share gender pronouns. My name is Palana and I use she/her pronouns. What pronouns do you use?

Trans Justice Organizer

ACLU of New Hampshire

Being Proactive with Pronouns

Add pronouns to your name tag



Being Proactive with Pronouns

And business cards!



**What if I'm having a
hard time getting
someone's pronouns
right?**

Neutral pronouns are never incorrect.

I just saw them. They went to get pizza. I heard they went there.

Use *their* name instead of pronouns.

“Dan is so smart.” “I haven’t seen Rebecca in awhile.”

Practice!

**What do I
do when I
misgender
someone?**



What did she say?

I mean he. This is
so hard. I've just
known your for...

Correct yourself

by using their correct pronoun

Acknowledge harm done

without making it about yourself

Move on

because the more you explain why, the more embarrassing this will be for yourself AND the person who was misgendered

“Oh my gosh I’m so sorry, it’s just hard for me. I’ve known you for so long and it’s difficult for me to adjust. I’m so embarrassed. This is just a new thing for me. Sorry, I’ll get it! She. She. She. There it is. Sorry!”

“Oh my gosh I’m so sorry, it’s just hard for me. I’ve known you for so long and it’s difficult for me to adjust. I’m so embarrassed. This is just a new thing for me. Sorry, I’ll get it! She. She. She. There it is. Sorry!”

~~“Oh my gosh I’m so **sorry**, it’s just
hard for me. I’ve known you for so
long and it’s difficult for me to adjust.
I’m so embarrassed. This is just a new
thing for me. Sorry, I’ll get it! **She.**
She. She. There it is. Sorry!”~~

Being Proactive with Pronouns

Oh, I just saw Sam last night. He was doing well.

This is where you can either offer a simple

They.

or

Sam actually uses they / them pronouns

Possible Next Steps

- Be the change you want to see. Be someone else's role model.
- *Culture of pronoun sharing* as appropriate for service, including on any intake forms or processes.
- Ability to use *preferred name* and provide the ability to use different names for billing and patient contact.
 - Examples: mail, phone, e-mail, and in reference to other people.
- Front line staff is knowledgeable on TGNC identities.
- Try incorporating less gendered language into your everyday speech. *Folks. Everybody. Y'all. All. Neighbors. Friends. People.*

Changing ID Documents



www.glad.org



www.transequality.org

Contact info / Resources

ACLU-NH Trans Justice palana@aclu-nh.org

Advocacy Trainings, Ask A Trans Person Anything panel series,
Legislative and Media Advocacy, State Policy, Trans & Pronoun 101

GLBTQ Legal Defenders and Advocates www.glad.org

National Center for Trans Equality www.transequality.org

GLSEN www.glsen.org

Lambda Legal www.lambdalegal.org