

Safe Zone Deep Dive: Supporting Transgender Students and Colleagues



ASEE ACTION ON DIVERSITY

**PROMOTING LGBTQ
EQUALITY IN STEM**



Ground Rules

Recognize your communication style

Expect to learn something about yourself and others

Speak clearly and use personal examples when making a point

Participate honestly and openly

Engage in the process by listening as well as speaking

Confidentiality, Curiosity and Charity

Take responsibility for yourself and what you say



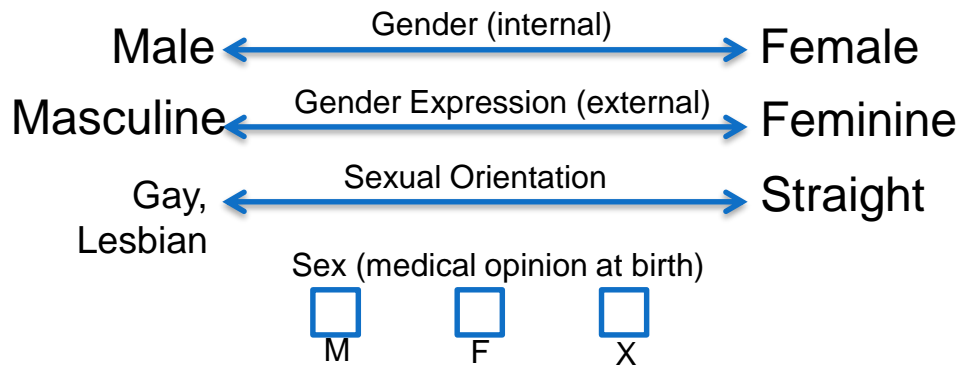
Trans Learning Outcomes

- Understand trans terminology and concepts
- Learn facts and figures about trans individuals
- Understand some ways in which trans people experience transphobia
- Understand Trans issues at work and in the classroom
- Know specific Trans-inclusive policies for schools and workplaces
- Learn how to be an ally to trans people

Charlie Rose

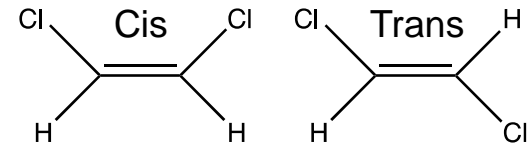


Trans terminology and concepts



- Sex, gender, and orientation are different and non binary
- Transgender individuals may opt to change physically via hormone therapy, gender affirming surgery, and cosmetic procedures
- The authenticity of gender should not be judged by hormone therapy or surgery

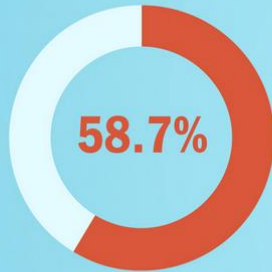
- Cisgender
- Transgender



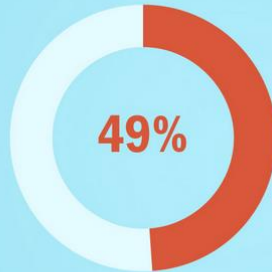
- Trans
- Transexual ⚠
- Nonbinary
- Gender Nonconforming
- Genderqueer
- Gender Fluid
- FtM, MtF ⚠
- AFAB, AMAB



80% of trans students feel unsafe at school because of their gender expression



of gender non-conforming students have experienced verbal harassment in the past year because of their gender expression, compared to 29% of their peers



of trans people reported physical abuse in a 2007 survey

The Gender, Violence, and Resource Access Survey found that



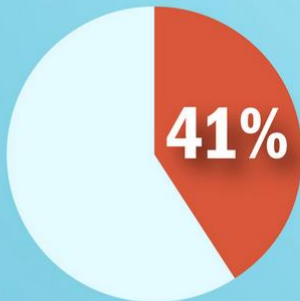
of trans people have been raped or assaulted by a romantic partner

Trans people of color are...

6X



more likely to experience physical violence when interacting with the police than white cisgender survivors of violence



of trans people have attempted suicide



1 in 5 transgender people have experienced homelessness at some point in their lives



1 in 8 have been evicted due to being transgender

TRANSGENDER WORKERS WORK AS HARD, DENIED HEALTHCARE & LEAVE

→ THE PROBLEM

**LACK OF UNDERSTANDING
OF TRANSGENDER HEALTH
NEEDS**

Employers and health insurance companies often discriminate and/or erroneously assume health care for transgender workers is not medically necessary



→ THE IMPACT

**TRANSGENDER WORKERS
DENIED NEEDED
HEALTHCARE AND LEAVE:**

**DENIED
HEALTH
COVERAGE
AND CARE**



**DENIED
NEEDED
MEDICAL
LEAVE**



→ THE SOLUTION

EQUAL ACCESS TO HEALTHCARE AND LEAVE

Pass or amend laws to end inappropriate healthcare and medical leave exclusions for transgender workers

EMPLOYER POLICIES

Employers can extend needed health insurance and leave to transgender workers





Cisnormative assumptions

Gender *

Male

! Please select one

Gender *

Male Female

! Please select one of these options.

Gender identity - please check all that apply

- Male
- Female
- Cisgender
- Transgender
- Gender nonconforming
- Another gender (_____)
- Prefer not to disclose

June 2017

WASHINGTON, DC
IDENTIFICATION CARD

ID ★ **USA**

4d.IDN **3818182** 4b.EXP **01/01/2025**

1.FAMILY NAME
TEST

2.GIVEN NAMES
NEUTRALONE

8.ADDRESS
**1140 CONNECTICUT AVE NW
WASHINGTON, DC 20036-4001**

15.SEX **X** 16.HGT **5'-08"** 17.WGT **140** 18.EYES **BRO** 3.DOB **01/01/1980**

4a.ISS **05/30/2017**

5.DD: **20343694**

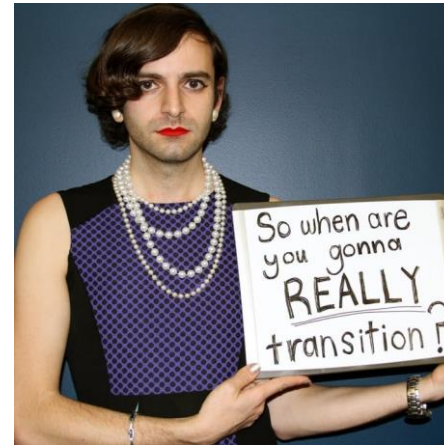
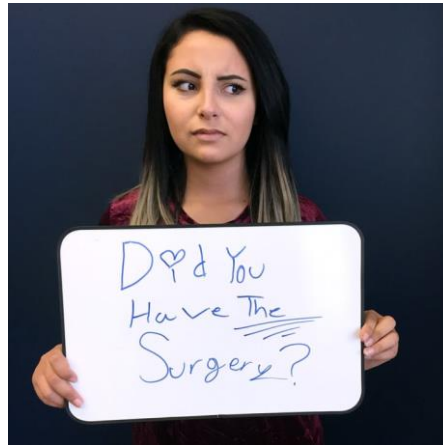
Neutrone

N. TEST 01/01/1980

Microaggressions

- Commonplace, interpersonally communicated, “othering” messages related to a person's perceived marginalized status
- Routine and often unintentional or unconscious
- Manifest as brief, unthinking snubs, slights, and insults

Trans microaggressions



Trans issues—The Bathroom



twitter@_michae
lhughes1

- State and local legislature bills
 - Must use the bathroom of your birth sex
 - Based on fear of assault in bathrooms
- Data shows ZERO incidents in bathroom by trans people
- 70% of transpeople are denied, harassed, or assaulted when using the bathroom of their gender identity

<http://mic.com/identities>

Exemplar: The Cooper Union



Ally Tips # 1-6

You can't tell if a person is trans just by looking

If you don't know what pronouns to use, listen first

Respect terminology, names and pronouns

Use gender-inclusive pronouns in oral and written communications

Don't make assumptions about a person's sexual orientation

Don't ask about genitals, surgery, or sex life

Ally Tips # 7-12

Keep gender history confidential

Keep birth names confidential. Don't ask their "real" name

Interrupt bias and misconceptions

Support gender-inclusive restrooms

Educate yourself about trans issues

There is no right or wrong way to transition

Survivor Episode



Jeff Varner OUTS Zeke Smith as Transgender

What can we learn?

- Example of outing
 - Why is it wrong?
 - What is the potential impact on Zeke?
- Example of cisnormativity / transphobia
 - Why haven't you told us you are cisgender?
 - We have no obligation to reveal our gender history!
- Power of responding
 - Spontaneous replies – why are they effective?
 - How would it have been different if Zeke had to defend himself?
- Jeff's Varner's response
 - Aggressive – defensive – plays victim (“I’m devastated”) - eventually apologetic

What Would You Do?...

- Get into groups of two or three
- Read & discuss your case study
 - What are the consequences of the events described in your case study?
 - What would your response be?
 - What might be the consequences of your response be?



Trans-inclusive policies and protections

- Title IX
 - National Center for Transgender Equality
 - <http://www.transequality.org/about>
- Title VII
 - US Equal Employment Opportunity Commission
 - https://www.eeoc.gov/eeoc/newsroom/wysk/enforcement_protections_lgbt_workers.cfm



2014 - 2018

Resources – Understanding Transgender Identity and Experiences

Online

- Walking While Trans - (mic.com)
- Gender Identity ([Charlie Rose](#))
- Gender Psychology (www.genderpsychology.org)

Books:

- *The Lives of Transgender People* by Beemyn & Rankin (Research)
- *The Whipping Girl* by Julia Serano (Essays)
- *Trans-Sister Radio* by Chris Bohjalian (Literature)
- *Transgender Rights* by Paisley Currah, et al (Law/Policy)

Films:

- “No Dumb Questions” nodumbquestions.com
- “Just Call me Kade” <https://youtu.be/4pRt9pxmP0s>



General Resources

- GLAAD - <https://www.glaad.org/transgender/resources>
- PFLAG - <https://www.pflag.org/transgender>
- TSER - <http://www.transstudent.org/>



Thank you!

lgbtq.asee.org



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Additional videos

- What LGBTQ students want their professors to know
<https://www.youtube.com/watch?v=rnbnF8QAnsY>