



# Safe Zone LGBTQ Ally Training

Creating a positive and inclusive environment for LGBTQ individuals in STEM

## **Level 2 Deep Dive: Supporting Transgender Students and Colleagues**

October 27, 2016



ASEE ACTION ON DIVERSITY

**PROMOTING LGBTQ  
EQUALITY IN STEM**



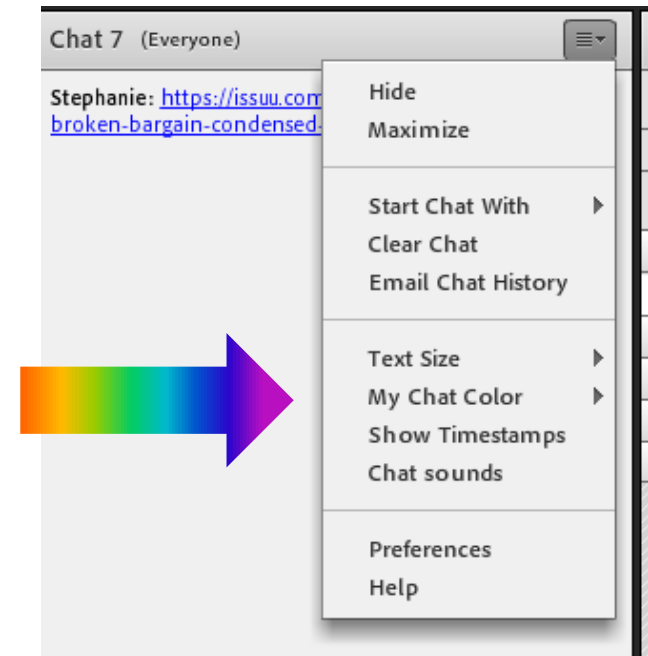
# General Housekeeping Items

- Use the Adobe Connect reactions to let us know how we're doing.
- Please complete the post-workshop survey. Your feedback is important to us!
- Slides and recording will be sent via email.



# Engaging with the Group

- If you have any questions, please **‘raise your hand’** and/or enter them in the chat box. We will have a Q&A portion at the end of the webinar.
- We will be doing several interactive activities today. All of these will use the chat box.
- Stand out from the crowd! You can change your text **size** and **color** in the chat window.



# Safe Zone Icons



**Handout:** When you see the green “H” on the screen, there is a handout associated with this slide. Find them online at [diversity.asee.org/lgbtq/resources/](https://diversity.asee.org/lgbtq/resources/)



**Activity:** When you see the rainbow “A” on the screen, there is an interactive activity associated with this slide.



**Caution/Avoid:** When you see this icon, you should avoid using the word it is next to when discussing LGBTQ individuals and/or issues.

# About the Project



ASEE ACTION ON DIVERSITY

**PROMOTING LGBTQ  
EQUALITY IN STEM**



- Project Overview
- Facilitator Trainings
- Virtual Community of Practice
- Safe Zone Workshops

[Diversity.ASEE.org/LGBTQ](https://Diversity.ASEE.org/LGBTQ)

# Upcoming Events

## MORE Level 2 Safe Zone Ally Training Online Workshops

### Deep Dive: Engineering Culture

Tuesday, December 6 — 3 – 4 PM, ET

Register: [http://asee.adobeconnect.com/szeng/event/event\\_info.html](http://asee.adobeconnect.com/szeng/event/event_info.html)



# Today's Facilitators



**Kyle Trenshaw**

Brown University Science Center

He/His/Him

# Today's Facilitators



**Benny Chan**

The College of New Jersey (TCNJ)

He/His/Him



# 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

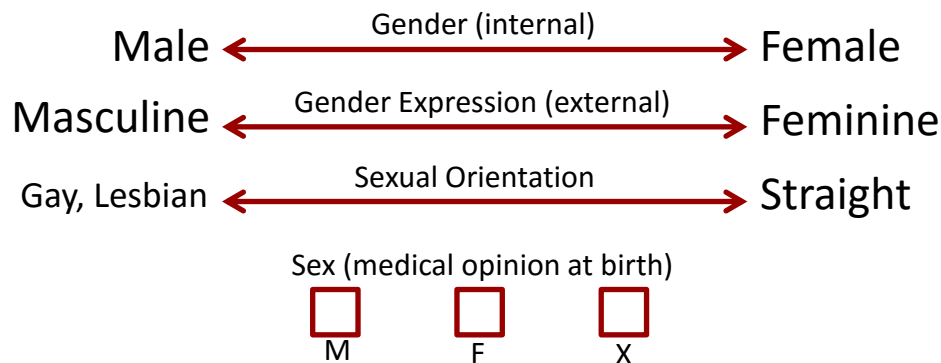
## ➤ The participants will be able to:

- overcome the fear of asking questions about trans issues in a low-risk, education-based environment
- remember advanced trans terminology and concepts such as the non-binary nature of gender expression
- understand some of the ways in which trans people experience transphobia and erasure in public and at work
- understand some common examples of what might constitute a microaggression against a trans person
- apply strategies to address trans-specific microaggressions as an ally to trans people
- to share basic information about trans issues with their colleagues and students

# Charlie Rose

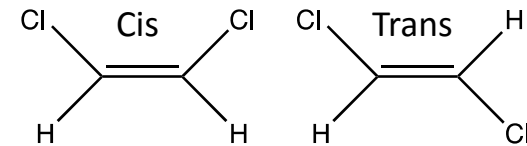


# Trans terminology and concepts



- 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

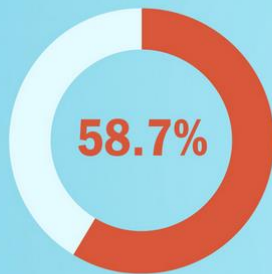
- Cisgender
- Transgender



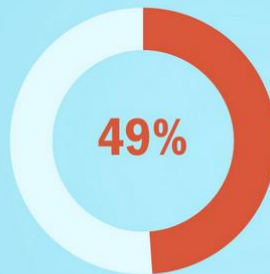
- Trans
- Transexual/Transsexual ⚠
- Nonbinary
- Gender Nonconforming
- Genderqueer
- Gender Fluid
- FtM, MtF
- AFAB, AMAB



**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



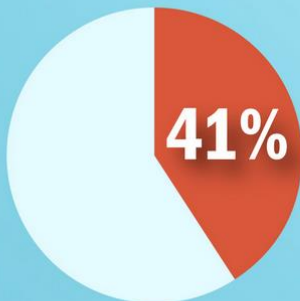
of trans people have been raped or assaulted by a romantic partner

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



# Examples of Trans Microaggressions

Are you trans?

Wow! I could  
barely even tell!  
You look so  
normal!

Have you had any, you know,  
surgeries? I'm just curious.

Do you have to  
take hormones?



# Trans issues—The Bathroom



twitter@\_michael  
hughes1

- Various 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>
- Laws may violate Title IX and VII



# 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/newroom/wysk/enforcement\\_protections\\_lgbt\\_workers.cfm](https://www.eeoc.gov/eeoc/newroom/wysk/enforcement_protections_lgbt_workers.cfm)



# How to be a trans ally

- ALWAYS use correct name and pronouns
- Educate yourself about trans issues through campus resources (LGBTQ+ Center website, workshops, etc.)
  - Do NOT rely solely on trans people to educate!
- Use your cis- privilege to disrupt misconceptions and respond to bias
  - Correct misgendering and similar mistakes, even if the trans person is not there.
  - Example:
    - *Colleague*: "So I was talking to that guy John the other day and he—"
    - *Ally*: "Actually, **Jo** uses they/them/their pronouns."
- Use gender neutral pronouns in class/workplace/emails
  - They/them/their/themself; ze/zir/zirs/zirself
  - They/them/there are singular, *CEP Magazine*, AICHE, February 2016
- Fight for gender neutral bathrooms on campus and workplace

# Trans Resources

- mic.com/identities
- Charlie Rose – Gender Identity  
<https://charlierose.com/videos/21056>
- <http://www.genderpsychology.org/>
- Books:
  - *The Lives of Transgender People* by Beemyn & Rankin (Research)
  - Julia Serano: <http://www.juliaserano.com/whippinggirl.html>
  - *Trans-Sister Radio* by Chris Bohjalian (Literature)
  - *Transgender Rights* by Paisley Currah, et al (Law/Policy)
- Films:
  - “No Dumb Questions” [nodumbquestions.com](http://nodumbquestions.com)
  - “Just Call me Kade” <https://youtu.be/4pRt9pxmPOs>

# What Would You Do?...

- Get into groups of two or three.
- Read & discuss your case study.
  - What fundamental questions about trans-ness do you have in this 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?



# Questions?



**Kyle**



**Benny**



**Stephanie**

# Thank you!

[diversity.asee.org/LGBTQ](https://diversity.asee.org/LGBTQ)



**This work was supported by a grant from the National Science Foundation EEC-1539140**

