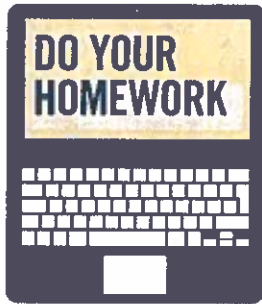


BEING AN EFFECTIVE TRANS ALLY

BEING AN ALLY IS IMPORTANT it lets everyone around you know that you are supportive and attentive to the needs of others. Being an ally demonstrates that you want to help change the world for marginalized communities even if you are not necessarily part of a particular group.



Use social media, blogs, websites, and books to educate yourself on the issues facing trans communities.



BE KIND

be courteous, patient, and caring with people. Smiling and asking about someone's day can go a long way when someone is used to facing stares or harassment.

MAKE ALLY A VERB

Being an ally is about doing something and making change with and for trans communities.

APOLOGIZE WHEN YOU MAKE A MISTAKE

Everyone makes mistakes and that is okay! If and when someone points out your mistakes, acknowledge the wrong that has been done, apologize, and move on. It isn't always about your intent, but about the impact.

I'M SORRY.

UNDERSTAND YOUR PRIVILEGE

Recognize the ways that being cisgender allows you to access washrooms, health care, or transcripts with ease. Think about the entitlements you take for granted for which others must fight.



LISTEN

Experiences of transphobia can be dismissed, affirm the experiences of trans people. Listen to how you can provide support and be an ally.

DIFFERENT WAYS TO SUPPORT



BESIDE



You may need to stand beside someone to support them. Listen to them and walk with them through an experience.



IN FRONT



You may need to stand in front of someone to help them avoid harm and hurt.



BEHIND



You may need to stand behind someone to support them, recognizing that they are the experts and know what is best for them.

Being an ally isn't just about creating affirming spaces in your work environment; it is also about creating affirming and welcoming social environments. Think holistically about inclusion.

#TRANSINCLUSION

INFOGRAPHIC DESIGN BY
TIGHTUPHESKY.CA

**HEAR STOP
IT! IT!**
#NOBYSTANDERS
a global movement

THE 519

GENDER-SPECIFIC & GENDER-NEUTRAL PRONOUNS

GENDER-SPECIFIC PRONOUNS

are the ways we refer to each other in the third person. People who are transitioning in some way might choose to change their pronouns.

SHE

HIS

HE

HERS

GENDER-NEUTRAL PRONOUNS

THEY
THEM
THEIR



I saw Lauren come to work today and they seemed really happy. I wonder if it has anything to do with their weekend. I hope I see them soon to hear all about it!

ZE [ZEE]
SIE [SEE]
ZIE [ZEE]
HIR [HEAR]



I saw Lauren come to work today and ze seemed really happy. I wonder if it has anything to do with hir weekend. I hope I see hir soon to hear all about it!

ASK



You cannot tell someone's name or pronoun just by looking at them.

RESPECT



If someone takes the time to let you know their name and pronoun, use and respect it. It's not up to you to decide someone else's identity.

PRACTICE



If you have difficulty using someone's pronoun and name, practice. Ask co-workers, peers, and friends to point out when you've made a mistake.

Hi everyone, my name is Lauren. My pronouns are she and her.



Start meetings with everyone introducing themselves and stating their pronoun.

ASK! If you find yourself unsure of someone's pronoun, be attentive to how others refer to this person. If you are still unclear or concerned that people might be using the incorrect pronoun, politely and **privately** ask that person what pronoun they use.

All name tags and name plates can also have a spot to show someone's pronouns.

HELLO
my name is

LAUREN

PRONOUNS: She & Her

#TRANSINCLUSION

INFOGRAPHIC DESIGN BY
LIGHTUP THE SKY CA

HEAR STOP
IT! IT!
#NOBYSTANDERS

THE 519

STARTING CONVERSATIONS

AVOID ASSUMED USE OF GENDERED TITLES



USE THESE TITLES ONLY AFTER YOU HAVE CONFIRMED HOW SOMEONE WISHES TO BE ADDRESSED.

EMAIL CONVERSATION

WHEN WRITING AN EMAIL, it is not required to use a gender-specific title (i.e., Mr., Ms., Miss., Mrs.), consider just using the person's first and last name. Along with gender-neutral pronouns, you can use Mx. as a gender-neutral title.

TO OPEN AN EMAIL DIALOGUE, CONSIDER STARTING IT WITH...



SAMPLE CONVERSATIONS THAT REMOVE GENDERED TITLES



Hi there, how are you today?

How can I help you today?
What would you like support with?



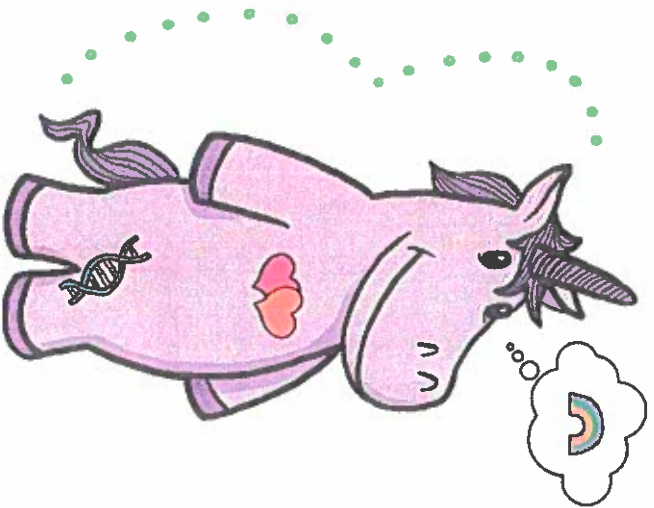
I would just like to confirm what name you go by. [...]
Great, thanks so much for giving me that information.
I will make a note with your account to ensure that other folks know that this is your name.



Is there anything else you would like to tell me to help us better meet your needs?

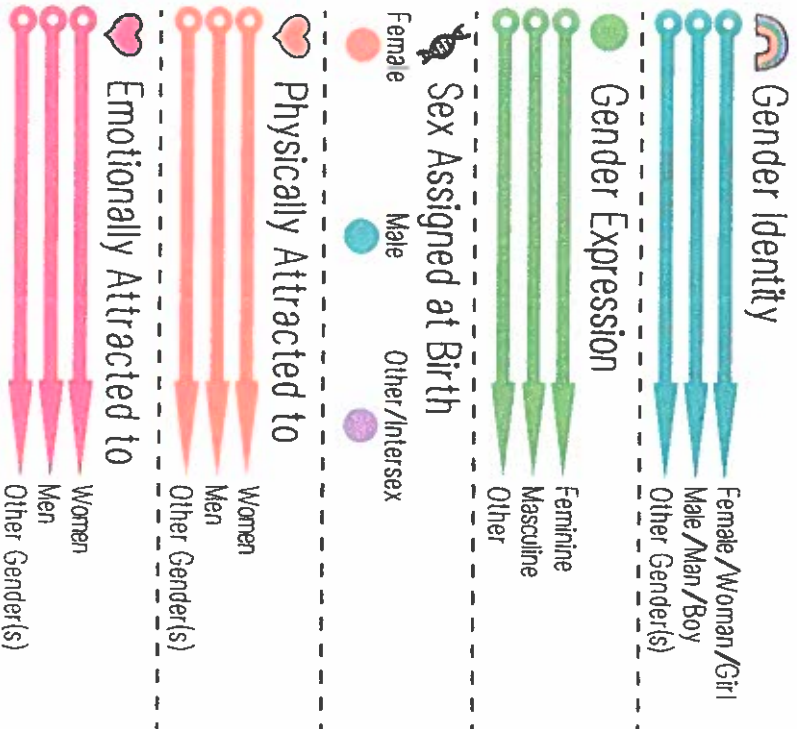
The Gender Unicorn

Graphic by:
TSEER
Trans Student Educational Resources



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

Design by Landyn Pan and Anna Moore



Gender Identity Definitions

Agender: not having a gender or being 'gender free.'

Androgynous: a possession of both masculine and feminine physical characteristics.

Bigender: a person who experiences two genders either simultaneously, in fluctuation, or in different percentages.

Cisgender: when a person's gender identity corresponds with their assigned sex at birth.

Cissexism: discrimination against or oppression of transgender, gender non-conforming, or nonbinary people.

Coming out: when an LGBTQIA+ person self-discloses their sexual orientation or gender identity.

Deadnaming: either an intentional or unintentional use of a transgender or non-binary person's name assigned at birth after they have asked to be called a chosen name which aligns with their gender identity.

Designated sex at birth: a declaration of a child's sex at birth (or using prenatal screening techniques) after observing its genitalia.

Genderqueer and gender non-conforming: someone whose gender expression is, or seems to be, different from their assigned gender role. Usually, genderqueer and gender non-conforming people avoid gender-specific pronouns like "she/her" and "he/him," and use more neutral pronouns instead. It's important to note that not all genderqueer or gender non-conforming people identify as transgender, even though they fall under the umbrella of diverse gender identities.

Gender binary: a cultural or social system classification of gender into two distinct categories of male or female.

Gender dysphoria: Classified in the DSM-5 as discomfort or distress felt when one's gender identity does not align with one's designated sex at birth. A non-binary or transgender person may not feel gender dysphoria.

Gender-fluid: a change over time in a person's gender expression and/or their gender identity.

Gender expression: a person's behavior, mannerisms, interests, and appearance that are associated with gender, or categories of femininity vs masculinity. How we choose to express our gender in public. This includes things like our haircut, clothing, voice and body characteristics, and behavior.

Gender identity: one's personal experience of one's gender, and is separate from their biological sex.

Gender literacy: developing awareness and a skill set to think critically about socially constructed gender narratives.

Gender-neutral pronouns: pronouns used that do not specify a gender and to take the place of a person's name in a sentence.

Gender presentation: How the world sees and understands your gender.

Gender role: socially acceptable attitudes, behaviors, and attributes for a person based on that person's sex.

Intersex: a general term for individuals born with chromosomes and/or reproductive or sexual anatomy that does not fit within the binary of 'male' or 'female.' Sometimes doctors perform surgeries on intersex babies to make their bodies fit within the 'male' or 'female' binary.

Transgender: when a person's designated sex at birth does not match their gender identity. A person may be transgender without having to undergo gender-affirmation surgery or hormone therapy.

Transmisogyny: the intersection of transphobia and misogyny as it affects trans women or transfeminine people.

Transphobia: discrimination, irrational fear of, or negative attitudes, feelings, and actions towards transgender people.