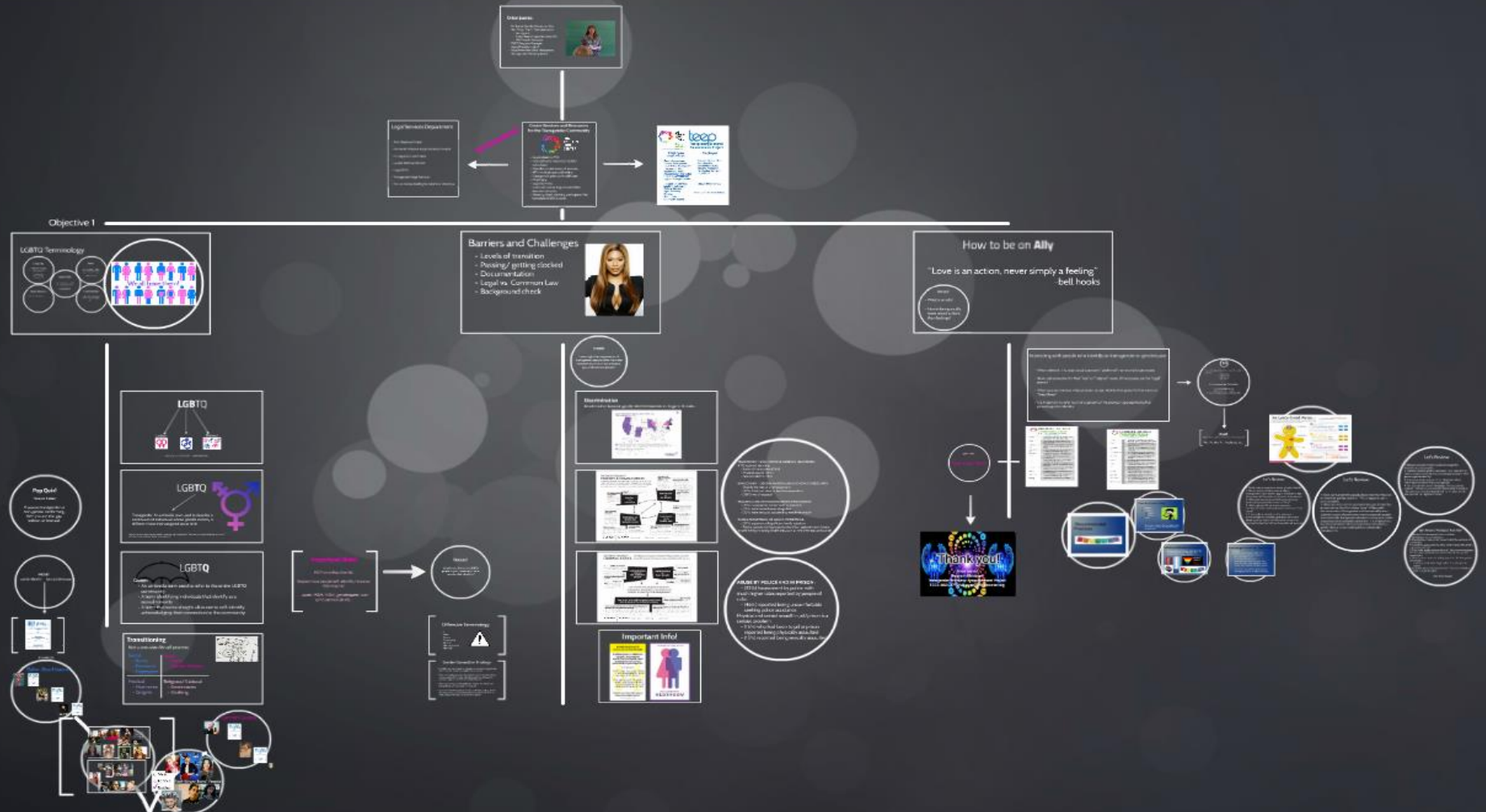


# Gender & Sexual Diversity

A guide to understanding and interacting with people who are Transgender and Gender Non-Conforming



## Drian Juarez:

- Preferred Gender Pronouns: She, Her, They, Them, Transhumanist
  - Immigrant
  - Grass Roots Organizer since 05
  - HIV Health Educator
- TEEP Program Manager
- Board President GJLA
- Board Member West Hollywood Transgender Advisory Board



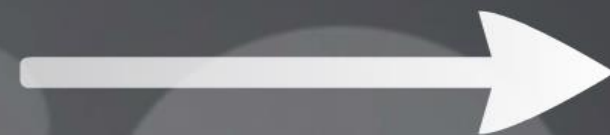
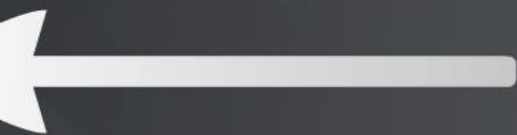
Introductions!

## Center Services and Resources for the Transgender Community



LOS  
ANGELES  
LGBT  
CENTER

- Established in 1971
- 435 staff and more than 3000 volunteers
- Provides a wide array of services:
- HIV medical care and testing
- Transgender primary health care
- Pharmacy
- Legal Services
- Low cost counseling and addiction recovery services
- Housing, food, clothing and support for homeless LGBTQ youth





**LOS  
ANGELES  
LGBT  
CENTER**

**TEEP**  
(Transgender Economic  
Empowerment Project)

**teep**

**Transgender Economic  
Empowerment Project**

## **Employee** Direct Services

*Case Management:*  
Resume Development  
Cover Letter development  
Interviewing Skills  
Employment Leads  
Documentation Correction  
E-Mail Blast(TEEPBLAST)  
Support Group(TEEPTALK)

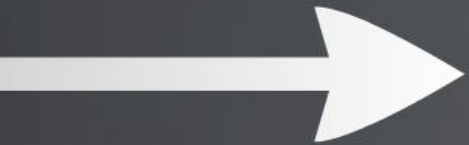
**Supportive Services**  
Employer Advocacy  
*Referral Service:*  
Legal Advocacy  
Housing  
Health Care  
Community Support

## **Employer**

*Gender Identity 101:*  
Trans-Identity  
Employment Issues  
Tips For Employers  
Developing Transition  
Guidelines

**Supportive Services**

**Continued Free Consultation**

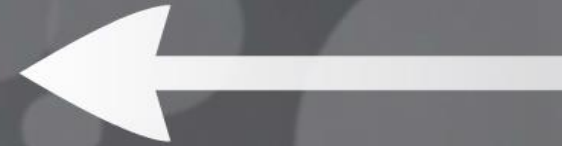




# Legal Services Department

- Anti-Violence Project
- 
- Domestic Violence Legal Advocacy Project
- Immigration Law Project
- 
- Lawyer Referral Service
- Legal Clinic
- Transgender Legal Services
- 
- We are always looking for volunteer attorneys

Introduc



# LGBTQ

Lesbian



Gay



Bisexual



- lesbian, gay, and bisexual relate to **sexual orientation**



# LGBTQ



Transgender: An umbrella term used to describe a continuum of individuals whose gender identity is different from their assigned sex at birth.

Note: if you are uncertain how to address someone, ask questions like, "What are your preferred gender pronouns?" or "What name would you like for me to call you?"

# LGBTQ



## Queer:

- An umbrella term used to refer to the entire LGBTQ community
- A term identifying individuals that identify as a sexual minority
- A term that some straight allies use to self-identify, acknowledging their connection to the community



# LGBTQ Terminology

## Assigned Sex

The biological and physiological characteristics that define an individual as male or female at birth

\* Intersex: a general term used for a variety of conditions in which a person is born with reproductive or sexual anatomy that doesn't seem to fit the typical definition of male or female.

## Gender

The socially constructed roles, behaviors, activities, and attributes that a given society considers appropriate as masculine or feminine

\* Think Barbies vs. G.I. Joe!

## Gender Identity

A person's internal sense of gender, which may be different from one's assigned sex.

\* Some of us have complex gender identities that may be fluid or even change over time.

## Gender Expression

How we communicate our gender

## Sexual Orientation

A person's physical, romantic, and/or emotional attraction to members of the same gender and/or different gender



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# Gender Expression

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## Sexual Orientation

A person's physical, romantic, and/or emotional attraction to members of the same gender and/or different gender





## Gender Identity/Sexual Orientation *Continuum*

### Sex

Physical traits, such as hormonal, chromosomal, and genital characteristics that are generally observable.



### Gender Identity

Internal sense of who we are that cannot be objectively measured.



### Gender Expression

External presentation that usually expresses how we want our sex and/or gender identity to be perceived



### Sexual Orientation

Sexual, romantic, affectional attraction to others







## Gender Identity/Sexual Orientation Continuum



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Physical traits, such as hormonal, chromosomal, and genital characteristics that are generally observable.



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Sexual, romantic, affectional attraction to others







Image for Logo

Gay &  
Lesbian  
Center

to  
Tra  
Em

### Gender Identity/Sex Continuum



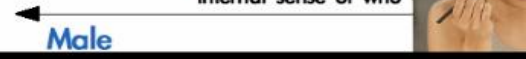
Sex

Physical traits, such as hormonal, chromosomal, and genital



Gen

Internal sense of who







## Gender Identity/Sexual Orientation Continuum



### Sex

Physical traits, such as hormonal, chromosomal, and genital characteristics that are generally observable.



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Internal sense of who you are, which cannot be objectively measured.



### Gender Expression

External presentation that usually expresses how we want our sex and/or gender identity to be perceived.



### Sexual Orientation

Sexual, romantic, affectional attraction to others





# Carmen Carrera





As a woman



# Gay & Lesbian Center

## Gender Identity

Physical traits, such as hormones

← Male

Internal sense

← Male

External presentation that usually

← Masculine

Sex

← Female Female





## Gender Identity/Sexual Orientation Continuum

### Sex

Physical traits, such as hormonal, chromosomal, and genital characteristics that are generally



### Gender Identity

Internal sense of who we are that cannot be objectively measured.



### Gender Expression

External presentation that usually expresses how we want our sex and/or gender identity to be perceived



### Sexual Orientation

Sexual, romantic, affectional attraction to others







# Gay Lesbian Cent

## Gender

Physical traits, such as height



Male

Internal



Male

External presentation that



Masculine



Female

Fe





## Gender Identity/Sexual Orientation *Continuum*

### Sex

Physical traits, such as hormonal, chromosomal, and genital characteristics that are genetically measurable.



### Gender Identity

Internal sense of who we are that cannot be objectively measured.



### Gender Expression

External presentation that usually expresses how we want our sex and/or gender identity to be perceived.



### Sexual Orientation

Sexual, romantic, affectional attraction to others



Gen

Physical traits, su



Male



Male



resentation

sculine



Female





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Physical traits, such as hormonal, chromosomal, and genital characteristics that are generally observable.



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### Sexual Orientation

Sexual, romantic, affectional attraction to others





# EXAMPLES

## Balian Buschbaum



Not a one

### Social

- Name
- Prono
- Expre

### Medical

- Horm
- Surge



The Trans Movement and Cultural Shift



# Transitioning

Not a *one-size-fits-all* process

## Social

- Name
- Pronouns
- Expression

## Legal

- Name
- Gender Markers

## Medical

- Hormones
- Surgery

## Religious/ Cultural

- Ceremonies
- Clothing





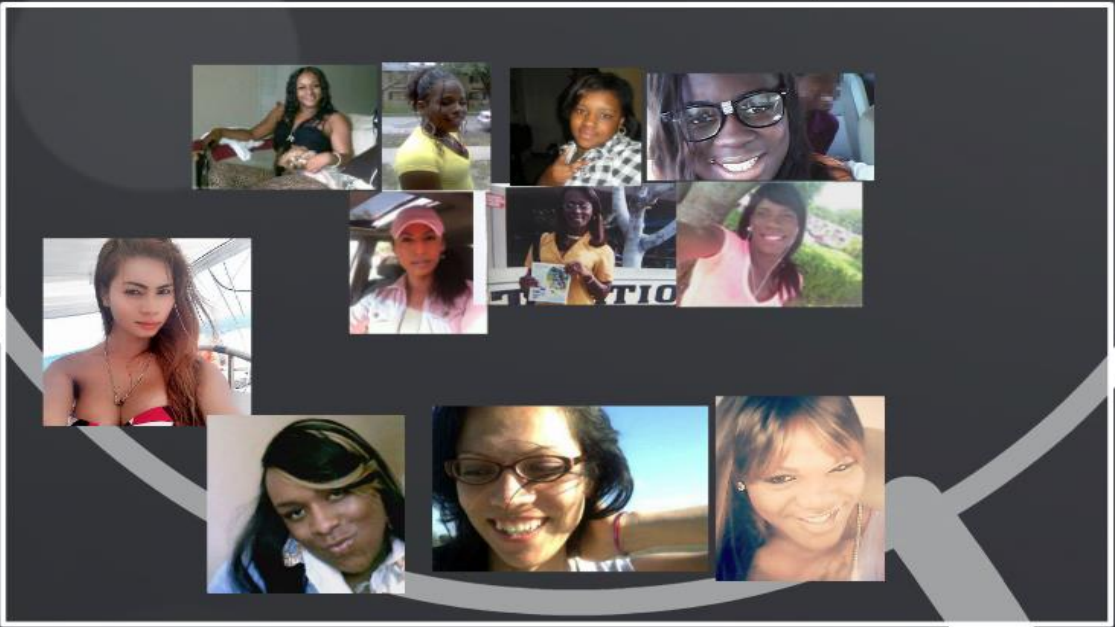
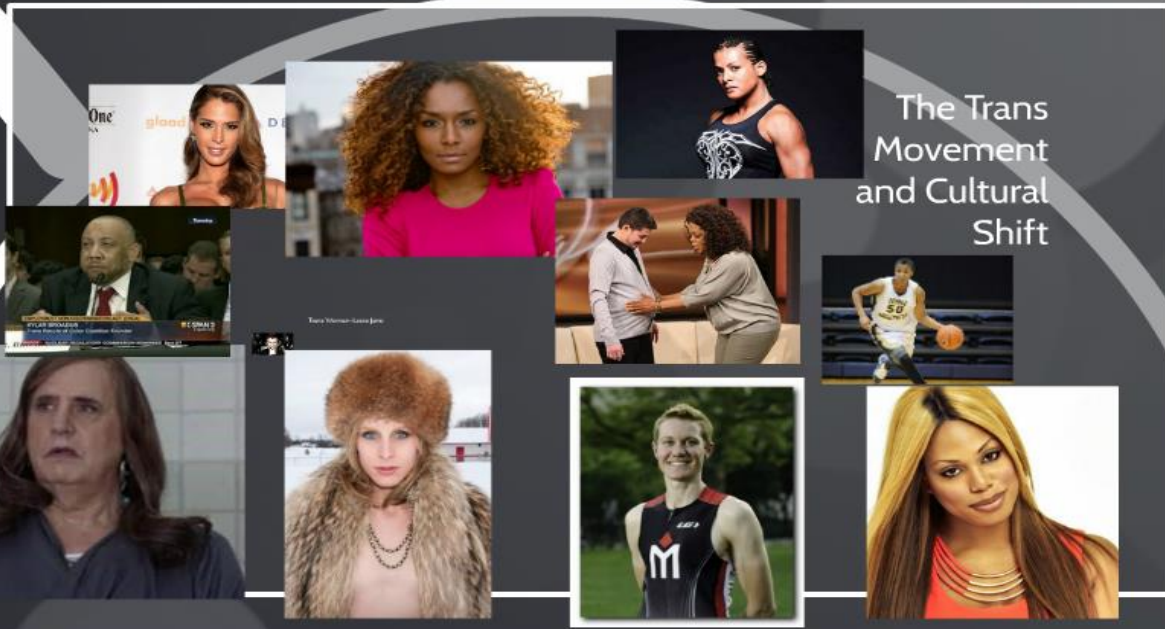
- Male
- Female
- Neither

## Non-Binary Trans\* People





# The Trans Movement and Cultural Shift



- Male
- Female
- Neither

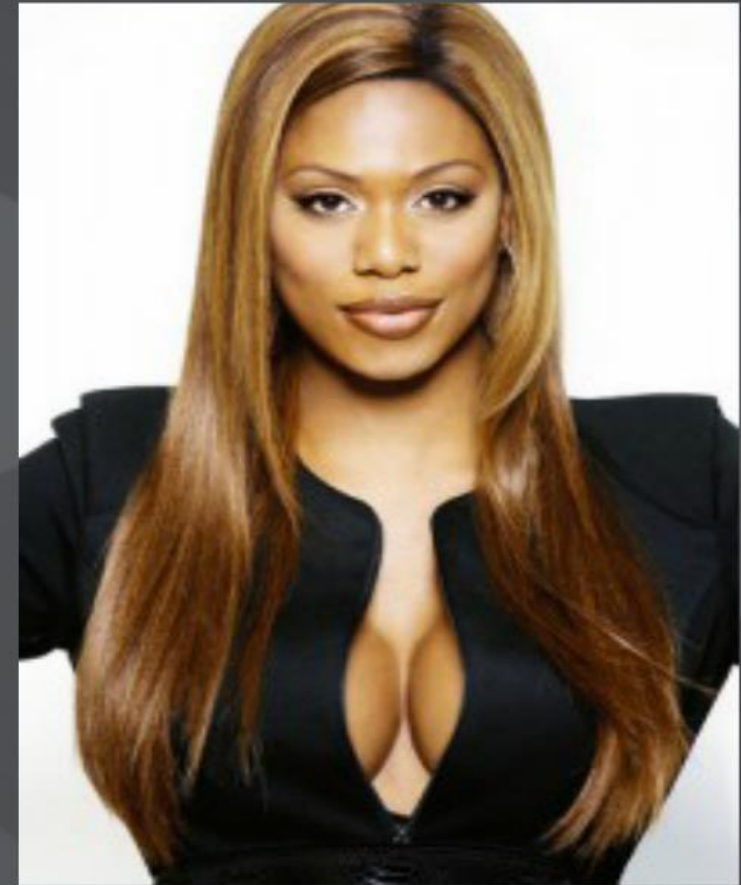
Non-B





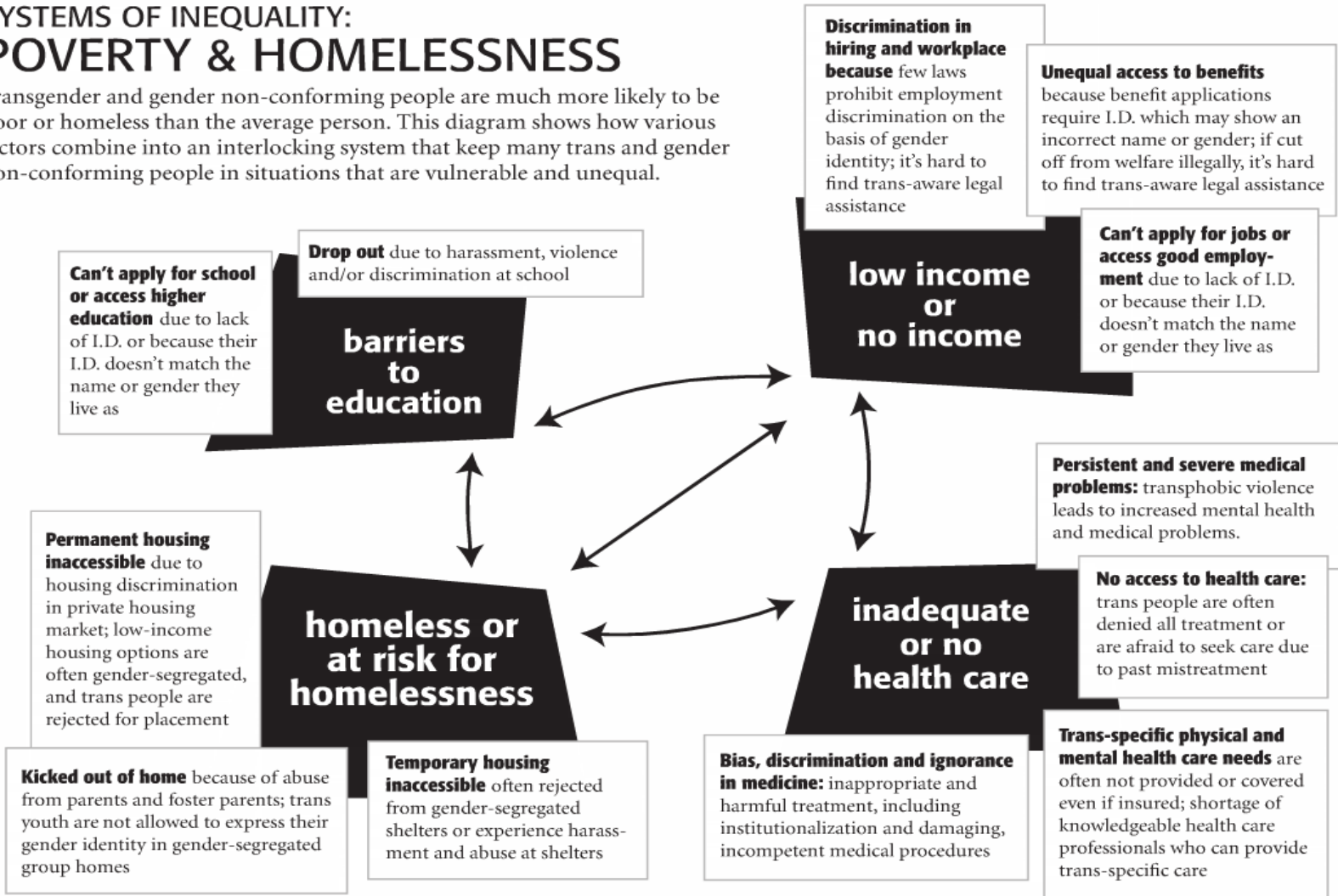
# Barriers and Challenges

- Levels of transition
- Passing/ getting clocked
- Documentation
- Legal vs. Common Law
- Background check



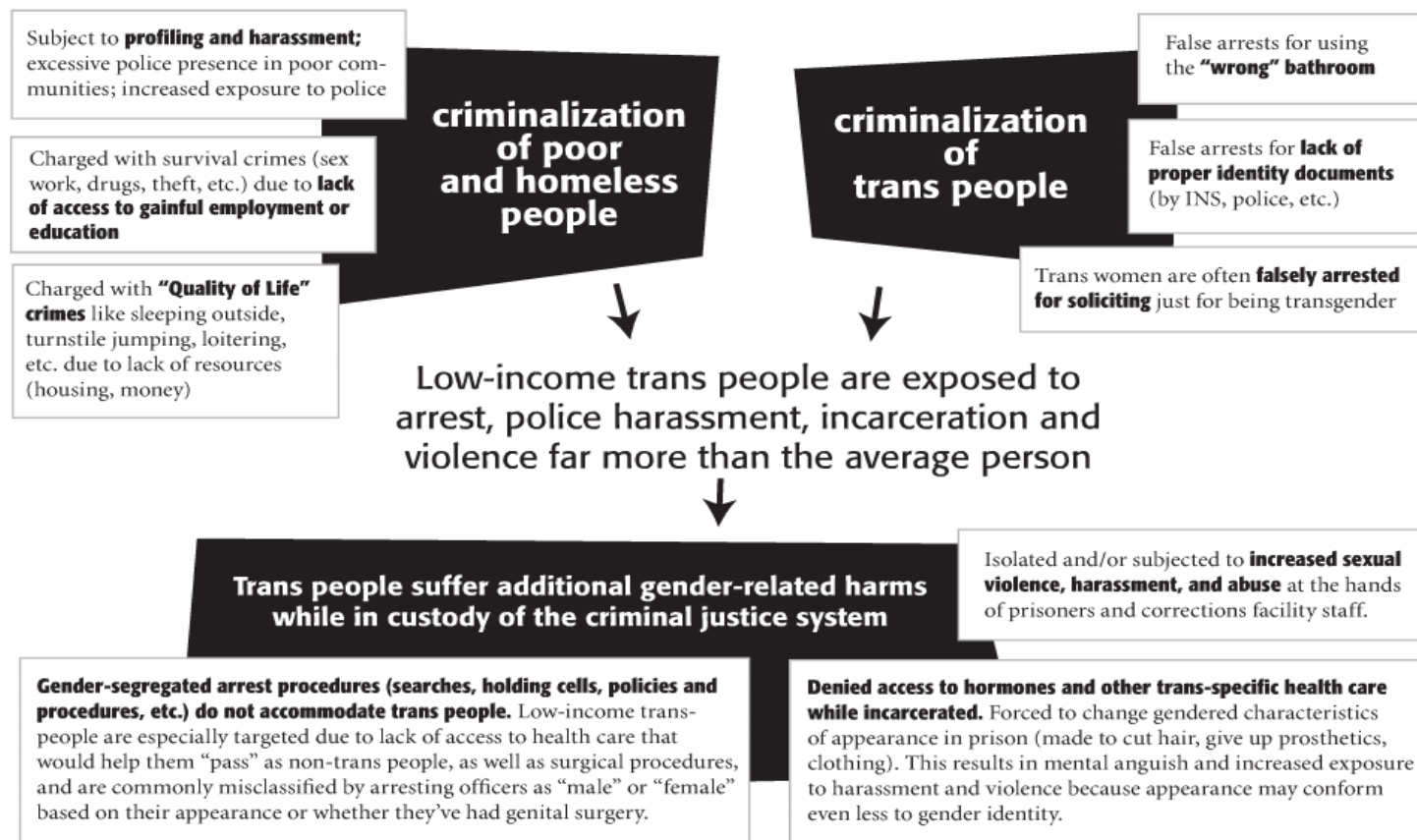
## SYSTEMS OF INEQUALITY: POVERTY & HOMELESSNESS

Transgender and gender non-conforming people are much more likely to be poor or homeless than the average person. This diagram shows how various factors combine into an interlocking system that keep many trans and gender non-conforming people in situations that are vulnerable and unequal.



## SYSTEMS OF INEQUALITY: CRIMINAL JUSTICE

This diagram illustrates how overpolicing and profiling of low income people and of trans and gender non-conforming people intersect, producing a far higher risk than average of imprisonment, police harassment, and violence for low income trans people.



SYLVIA RIVERA LAW PROJECT

[www.srlp.org](http://www.srlp.org)

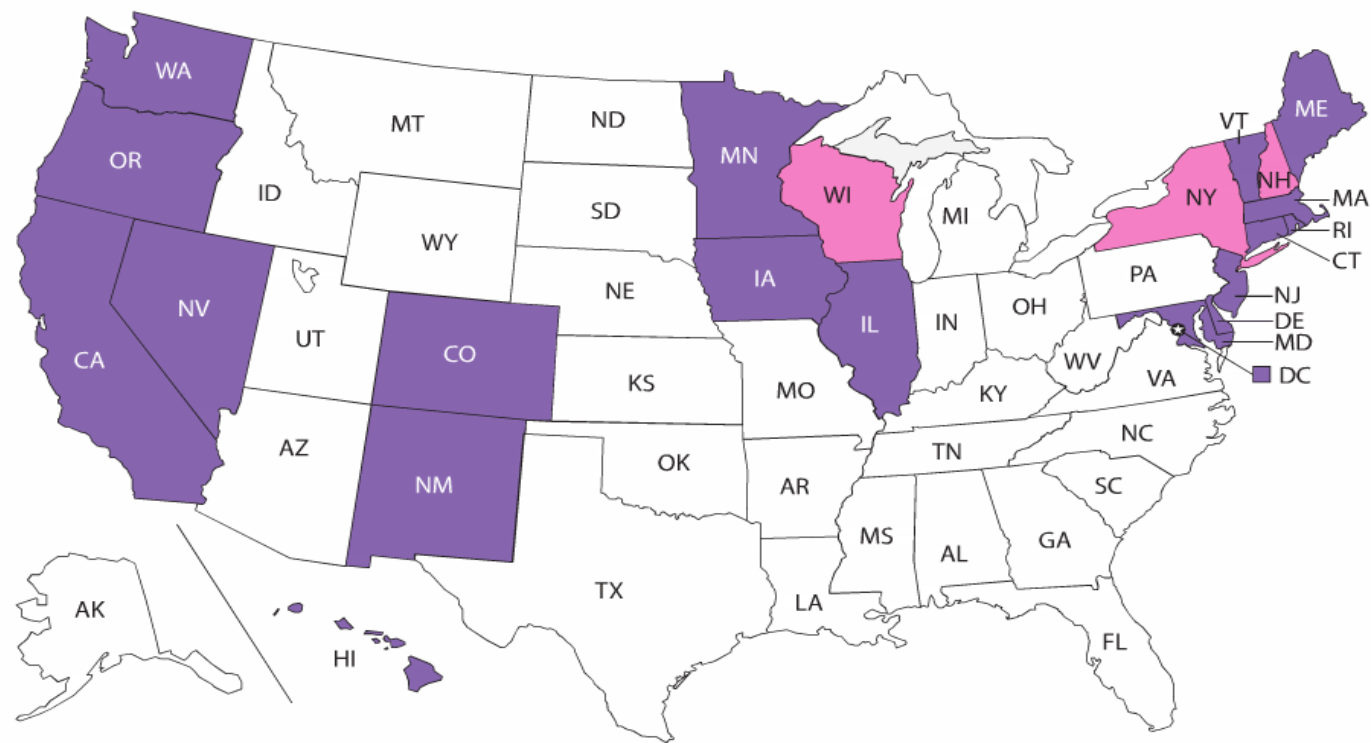
[info@srlp.org](mailto:info@srlp.org)

212.337.8550



# State Nondiscrimination Laws in the U.S.

This map was last updated on May 21, 2014



**States banning discrimination based on sexual orientation and gender identity/expression (18 states and the District of Columbia)**  
Minnesota (1993); Rhode Island (1995, 2001)<sup>1</sup>; New Mexico (2003); California (1992, 2003)<sup>1</sup>; District of Columbia (1977, 2005)<sup>1</sup>; Illinois (2005); Maine (2005); Hawaii (1991, 2005, 2006, 2011)<sup>2</sup>; New Jersey (1992, 2006)<sup>1</sup>; Washington (2006); Iowa (2007); Oregon (2007); Vermont (1992, 2007)<sup>1</sup>; Colorado (2007); Connecticut (1991, 2011)<sup>1</sup>; Nevada (1999, 2011)<sup>1</sup>; Massachusetts (1989, 2011)<sup>1</sup>; Delaware (2009, 2013)<sup>1</sup>; Maryland (2001, 2014)<sup>1</sup>

**Laws banning discrimination based on sexual orientation (3 states)**  
Wisconsin (1982); New Hampshire (1997); New York (2002)

<sup>1</sup>California, Connecticut, Delaware, DC, New Jersey, Massachusetts, Nevada, Rhode Island and Vermont first passed sexual orientation nondiscrimination laws, then later passed gender identity/expression laws.

<sup>2</sup>In 1991, Hawaii enacted a law prohibiting sexual orientation discrimination in employment. In 2005, it enacted a law prohibiting sexual orientation and gender identity/expression discrimination in housing. In 2006, public accommodations protections were added for sexual orientation and gender identity/expression. In 2011, gender identity was added to the employment discrimination law.





# Gender Normative Privilege

- My validity as a man/woman is not based on how much surgery I have had or how well I "pass" as a readable man or woman.
- When I start dating someone, I do not have to worry that they will not be able to deal with my parts, or that being with me will cause my partner to question his or her own sexual orientation.
- When I go to the gym or the public pool, I can use the shower and change clothes without concern for my safety.
- If I go to the emergency room, I do not have to worry that my gender will keep me from receiving appropriate treatment, or that all of my medical issues will be seen as a result of my gender.

# How to be an **Ally**

“Love is an action, never simply a feeling.”  
~bell hooks

## Discuss!

- What is an ally?
- How is being an ally more about actions than feelings?

## Recommended Practices



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## Clues and Cues of Safety

1. Climate
2. Language
  - Spoken
  - Written
3. Visual



- ✓ *What clues and cues does in place to create an LGBT Environment?*

© Transgender Economic



For



## Clues and Cues of Safety

1. Climate
2. Language
  - Spoken
  - Written
3. Visual



- ✓ *What clues and cues does our agency have in place to create an LGBTQ Welcoming Environment?*

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# Offensive Terminology

- It
- Shim
- Tranny
- Transvestite
- He-she
- Hermaphrodite
- Shemale



# Avoid:

"Do you have a girlfriend/boyfriend/wife/husband?"

Mrs., Mr., Miss, Ms., Man, Buddy, etc...

## Fostering a Welcoming Environment

- Display LGBTQ-welcoming materials in the office and shelter environments (e.g., rainbow flag, sticker or banner):



## Wel

- 
-

## Welcoming Environment Clues & Cues

- Generally:
- Use gender neutral language on intake forms:
  - Partner rather than boyfriend, husband
  - They, rather than he or she
  - Person rather than man, woman
  - Relationship status rather than marital status
  - Parent or Guardian, rather than Mother, Father
  - Intimate Partner Violence vs. Domestic Violence
- ✓ Ask, “What is your preferred gender pronoun?”
- ✓ Provide gender neutral or single use restrooms.

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# Important Info!

## KNOW YOUR RIGHTS WHEN USING RESTROOMS

In California, business establishments, non-profits, and government agencies that serve the public cannot discriminate based on someone's gender identity or gender expression.\*

- THIS INCLUDES:
- ♣ Stopping you from using a restroom or other sex-segregated facility that matches your gender identity.
  - ♣ Asking you to provide ID to prove your gender in order to use a restroom or other sex-segregated facility, such as a dressing room or gym locker room.

*Show this card if you think you are being discriminated against.*

\* Cal. Civ. Code § 51(b)

Monday Nov. 26th - Friday, Nov. 30th



Single Use, Gender Neutral

## RESTROOM

## Let's Review:

1. Don't make assumptions about peoples identity
2. Do not assume that someone who is transgender is also lesbian, gay or bisexual, or that the person will transition to become heterosexual.
3. When you are not sure what pronoun to use stick to the persons first name or "they"
4. When relevant it's ok to ask a persons "preferred" name and/or pronoun-never use "real name"
5. If you make a mistake on the pronoun-acknowledge the mistake-apologize-be honest about your familiarity-let the person know that moving forward you will use the preferred pronoun

1. Never ask trans or what their gender is in every situation.
2. When you learn to do not assume to have discussions about relatively recent have dealt with at great personal trust that someone gender diverse is consideration.



## Review:

Learn about people's identity  
someone who is  
, gay or bisexual, or that  
to become heterosexual.  
what pronoun to use  
name or "they"  
ask a person's  
pronoun-never use "real  
in the pronoun-  
apologize-be honest  
the person know that  
use the preferred pronoun

## Let's Review:

1. Never ask transgender people about how they have sex or what their genitals look like. This is inappropriate in every situation.
2. When you learn about someone's transgender identity, do not assume that it is a fad or trend. While public discussions about transgender and transsexuality are a relatively recent phenomenon, most transgender people have dealt with their gender identity for many years, often at great personal and professional cost. It is important to trust that someone's decision to present themselves as gender diverse is not made lightly or without due consideration.

2. validate people's gender expression  
refer to a trans person by the  
person's gender identity.
3. Never use words such as "it"  
referring to someone who is trans
4. Use non-gender specific language  
anyone", "Are you in a committed  
"Do you have a boyfriend/girlfriend"  
Use "partner" or "significant other"

## Let's Review: Workplace

1. Education for management and staff
2. Notifying co-workers and clients
3. Ensure privacy-treat a trans person's information as confidential
4. Changes in appearance and name  
license, passport, etc.
5. Dress code applies consistently  
will dress appropriately in accordance with the dress code

Quiz Time!

What is your TGIQ?







## LOS ANGELES LGBT CENTER

### TRANSGENDER ECONOMIC EMPOWERMENT PROJECT

#### Gender Identity Worksheet

Choose one of the following words to match each definition below:

Cross-dresser	A	A term for people whose gender identity, expression or behavior is different from those typically associated with their assigned sex at birth.
Drag Queen	B	A term used for people who are born with a reproductive or sexual anatomy and/or chromosome pattern that does not seem to fit typical definitions of male or female.
Transgender Man (FTM)	C	A term for people who dress in clothing traditionally or stereotypically worn by the other sex, but who generally have no intent to live full-time as the other gender.
Transgender Woman (MTF)	D	A person who transitions from "female-to-male," meaning a person who was assigned female at birth, but identifies and lives as a male.
Gender Expression	E	How a person represents or expresses one's gender identity to others, often through behavior, clothing, hairstyles, voice and body characteristics.
Transsexual	F	Refers to the biological, chromosomal designation of the differences between men and women.
Intersexed	G	Used to refer to male performers who dress as women for the purpose of entertaining others at bars, clubs, or other events.
Sex	H	A term typically used to describe people whose gender identity is different from their assigned sex at birth who seek to transition from male to female or female to male.
Transgender	I	A term used to describe the gender to which one is attracted to. Including, but not limited to, homosexual, heterosexual and bisexual.
Gender Identity	J	A term for individuals whose gender expression is different from societal expectations related to gender.
Sexual Orientation	K	A person who transitions from "male-to-female," meaning a person who was assigned male at birth, but identifies and lives as a female.
Gender Non-conforming	L	An individual's internal sense of being male, female, or something else.



# LOS ANGELES LGBT CENTER

## TRANSGENDER ECONOMIC EMPOWERMENT PROJECT

### Gender Identity Worksheet

#### Answer Key

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Gender Non-conforming	J	L	An individual's internal sense of being male, female, or something else.



# Important Note!

NOT an exhaustive list.

Respect how people self-identify, however  
that may be!

....queer, MSM, WSW, genderqueer, two-  
spirit, pansexual, etc...





• Thank you!

**Drian Juarez**  
**Program Manager**  
**Transgender Economic Empowerment Project**  
**T:323-860-3713/djuarez@lalgbtcenter.org**