

TRANSGENDER & NON-BINARY 101

Presenter

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ACTS & Policy



Equality Act: 2021

➤ Passed House 02/25/2021

- This bill prohibits discrimination based on sex, sexual orientation, and **gender identity** in areas including public accommodations and facilities, education, federal funding, employment, housing, credit, and the jury system.
- The bill allows the Department of Justice to intervene in equal protection actions in federal court on account of sexual orientation or gender identity.
- The bill prohibits an individual from being denied access to a shared facility, including a restroom, a locker room, and a dressing room, that is in accordance with the individual's gender identity.

San Francisco Policy

- **SEC. 3301. POLICY.** It is the policy of the City and County of San Francisco to eliminate discrimination based on race, color, ancestry, national origin, place of birth, sex, age, religion, creed, disability, sexual orientation, **gender identity**, weight or height within the City and County.
 - In such areas as employment, housing, long-term care facilities, businesses, public accommodations, and all-gender toilet facilities.

Human Rights Commission

“The Human Rights Commission of SF emphasizes that... an **individual determines their own gender identity and the sole proof of a person’s gender identity is that person’s statement or expression of their self identification**...refusing to treat transgender or gender-variant people in the same manner as other people is a violation of San Francisco laws. The Human Rights Commission is charged with investigating complaints of discrimination based on gender identity.

The Basics: Trans 101

- Names & Pronouns
- Common Terms
- 4 Core Concepts of Identity



- Resources: Trans 101: Transgender People in Everyday Work and Life
<https://prevention.ucsf.edu/transhealth/education/trans101>
- Acknowledging Gender and Sex – Supporting Health Care Providers in Serving Transgender Patients and Clients
<https://prevention.ucsf.edu/transhealth/education/acknowledging-gender-sex>

Names & Pronouns

- **Names are Important.**

- Given/Legal or "Dead name" **vs.** "Preferred" name

- **Getting comfortable with Pronouns:**

- He/Him/His Example: "He is here for his appointment."
- She/Her/Hers Example: "She is here for her appointment."
- They/Them/Theirs
Example: "They are here for their appointment."



<https://www.mypronouns.org/>
Why, How to Ask, & Mistakes.

Sex Assigned at Birth

People are assigned one of two sexes at birth (or shortly after birth).

1. Male
2. Female

CERTIFICATE OF LIVE BIRTH STATE OF CALIFORNIA USE BLACK INK ONLY					
STATE FILE NUMBER		LOCAL REGISTRATION NUMBER			
1. CHILD OF FN	NAME OF CHILD - FIRST		1B. MIDDLE	1C. LAST	
	2. SEX	3A. THIS BIRTH, SINGLE, TWIN, ETC.	3B. IF MULTIPLE, THIS CHILD 1ST, 2ND, ETC.	4A. DATE OF BIRTH - MMDDCCYY	4B. HOUR - 24 CLOCK TIME
	5A. PLACE OF BIRTH - NAME OF HOSPITAL OR FACILITY		5B. STREET ADDRESS - STREET AND NUMBER OR LOCATION		

Gender Identity & Gender Expression

Gender Identity

- Is how a person feels inside, or our **internal** sense of gender.

Gender Expression

- Is how a person expresses their gender **externally**, what people see. For example: dress, hair style, gestures, behaviors, etc.



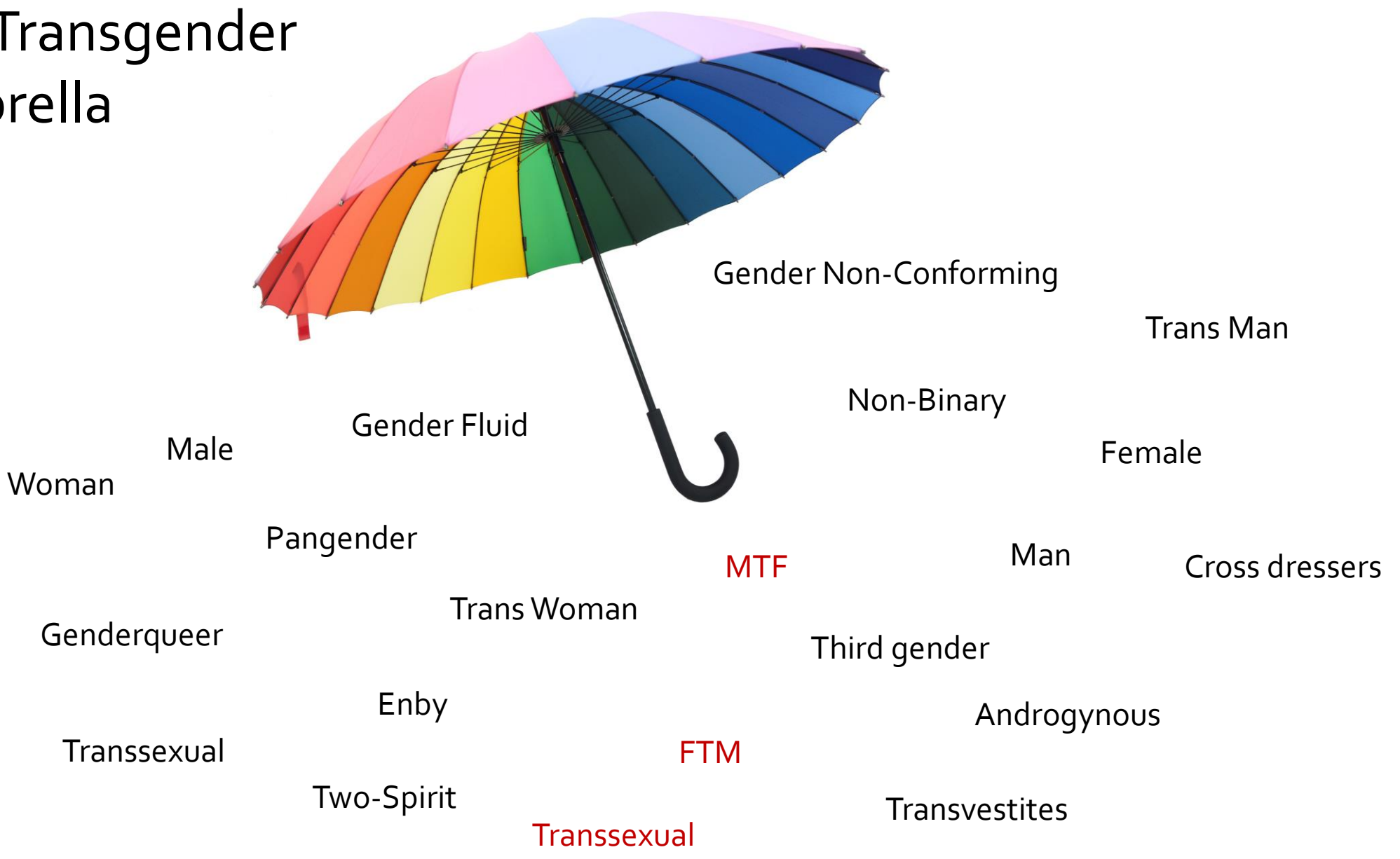
Transgender

An umbrella term used to describe an individuals' **gender identity** that differs from the sex they were assigned at birth.

Transgender is an adjective, not a verb or noun.

- **Correct usage**: "...Transgender people." "I have a client who is transgender."
"My client is a transgender woman"
- **Incorrect & offensive**: "A group of transgenders" "That person is a male transgender" "She is transgendered" "The patient will trans from female to male"

The Transgender Umbrella



The Gender Galaxy



Sexual Orientation

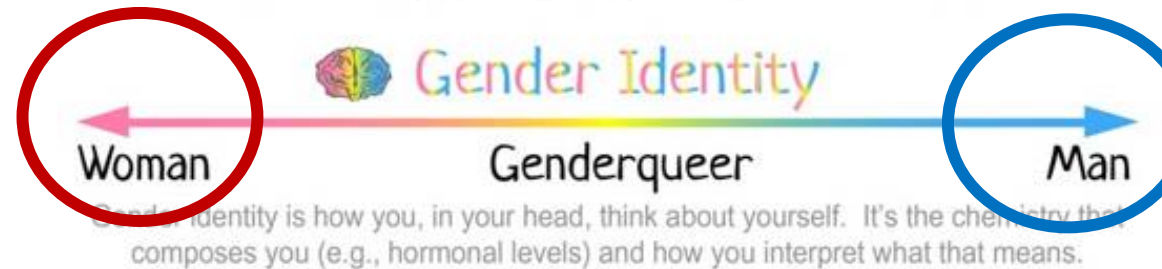
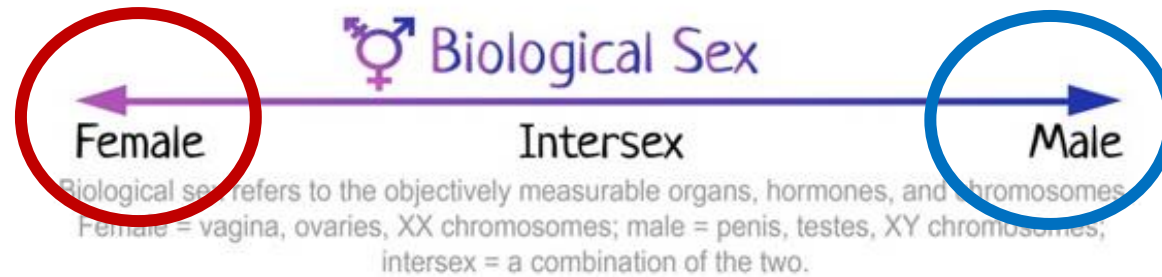
Includes:

- Romantic
- Emotional
- Sexual attraction



What we refer to as Heterosexual/Straight and the LGBTQ, notice no T, **as sexual orientation does not include gender identity or gender expression.**

The Assumption: The Social Construction of Sex and Gender is...



This Assumption and social construction doesn't work for everyone...



She/Her/Siya



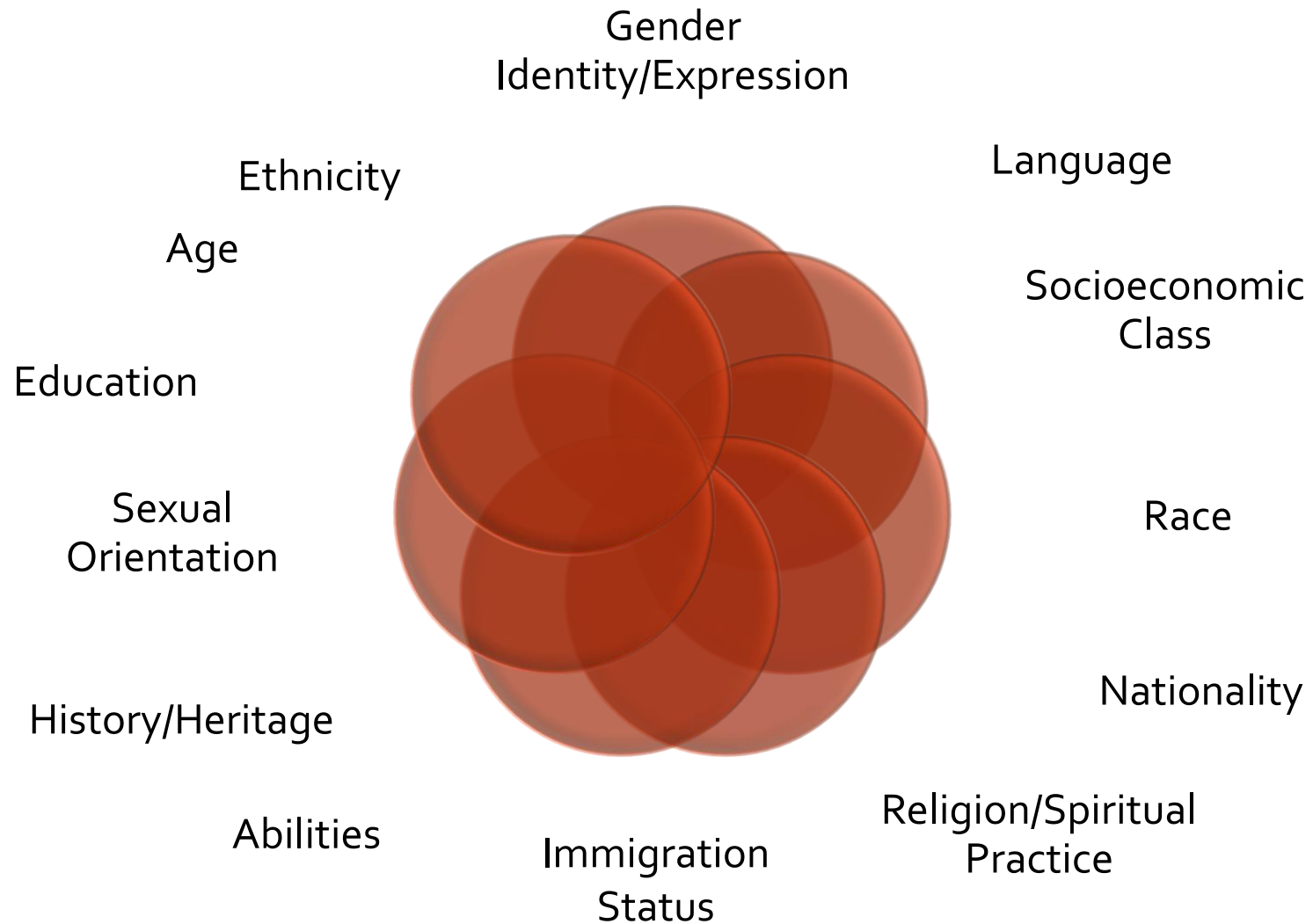
Feminine Expression of Gender



Heterosexual Identified



Intersectionality of Identity



Core Concept Review

**SEX ASSIGNED AT
BIRTH**

**SEXUAL
ORIENTATION**

GENDER IDENTITY

GENDER EXPRESSION

Gender Health SF

