

Trans Safe Zone: Participant Manual

BALL STATE UNIVERSITY



TRANS ALLY

Developed by:
Kyle Kittleson, Psy.D.
Kelly Clougher, M.A.
Elena Yakunina, M.A.
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Trans/Intersex Ally Quiz

Directions: Answer the following questions to the best of your ability. If you are unclear about an answer, please be sure to mark that question for later discussion.

1. When you suspect someone might be transgender/gender queer identified, how do you know which pronoun to use?
 - a. Decide based on a person's gender presentation
 - b. Decide based on a person's perceived or known biological sex
 - c. Ask the person what pronoun(s) they prefer
 - d. Ask the person's friend what pronouns the person in question uses
2. Which of the following describes the typical process for a gender variant person to come out to themselves?
 - a. They realize at a young age that they are gender variant
 - b. They realize at puberty that they are gender variant
 - c. They realize their gender variance as an adult
 - d. There is no one typical coming out process for a gender variant person
3. What is a common psychological reaction when a parent is told of their child's gender variance?
 - a. The parent has no problems accepting their child's feelings of gender variance
 - b. The parent experiences the sense that their child is dying
 - c. The parent immediately disowns their child and never speaks to them again
 - d. Any or all of the above have been known to occur
4. Which of the following is a common legal challenge that a gender variant person can face?
 - a. In most localities, it is perfectly legal to fire or not hire someone for being gender variant
 - b. In most localities, it can be hard to change the sex listing on documents such as driver's license, passport, birth certificate, etc.
 - c. A gender variant person has limited access to marriage benefits (depending on location)
 - d. Gender identity/expression is not covered by national hate crime legislation
 - e. All of the above
5. What is the relationship like between LGB communities and gender variant communities?
 - a. The LGB communities are completely inclusive and understanding of gender variant identities
 - b. Even though the "T" is often included in "LGBT," gender variant identities are often marginalized and misunderstood within the LGB community
 - c. There are no connections between the LGB and gender variant communities
 - d. All of the above

6. What is the difference in definition between a transgender person and an intersex person?
 - a. There is no difference between the two categories (transgender and intersex)
 - b. An intersex person has biological characteristics of both sexes, and a transgender person has felt a sense of identity that is incongruent with the identity attributed to their biological sex
 - c. A transgender person has biological characteristics of both sexes, and an intersex person has felt a sense of identity that is incongruent with the identity attributed to their biological sex
 - d. All of the above

7. Which of the following is a common side effect of having received medical treatment for an intersex condition under the usual protocols?
 - a. A need for further surgeries to address the complications of an earlier surgery
 - b. Pain and/or reduced or eliminated sexual sensation in the genital region
 - c. Shame as apparently having been so unacceptable that one needed multiple and secretive treatments in order to be “normal”
 - d. All of the above

8. What is the relationship between having an intersex condition and having a gender variant identity?
 - a. All intersex people have a gender variant identity
 - b. No intersex people have a gender variant identity
 - c. All of those with certain types of intersex conditions have a gender variant identity
 - d. Some intersex people have a gender variant identity, and some intersex people do not

9. A person who is born female, has taken testosterone, and generally appears masculine is:
 - a. MTF
 - b. FTM
 - c. Gender queer
 - d. Intersex
 - e. There is not enough information to answer this question

10. According to anecdotal sources, the nature and frequency of violence perpetrated against the gender variant community is:
 - a. Infrequent and mild in nature
 - b. Frequent but mild in nature
 - c. Infrequent but excessively severe in nature
 - d. Both frequent and excessively severe in nature

Answer Key to the Trans/Intersex Ally Quiz

1. C
2. D
3. D
4. E
5. B
6. B
7. D
8. D
9. E
10. D

Please keep in mind that some of these questions and their respective answers may be debated within the gender variant and intersex communities. In no way do we mean to enforce that our answers are the only correct answers. Rather, these questions are meant to start a dialogue and raise awareness and about gender variant and intersex issues.

This is a revised resource that was originally created by Eli Green and Eric Peterson for the LGBT Resource Center of the University of California, Riverside, www.out.ucr.edu.

LGBTQI Terminology

A note about these definitions: Each of these definitions has been carefully researched and closely analyzed from theoretical and practical perspectives for cultural sensitivity, common usage, and general appropriateness. We have done our best to represent the most popular uses of the terms listed; however there may be some variation in definitions depending on location. Please note that each person who uses any or all of these terms does so in a unique way (especially terms that are used in the context of an identity label). If you do not understand the context in which a person is using one of these terms, it is always appropriate to ask. This is especially recommended when using terms that we have noted that can have a derogatory connotation.

Agendered – Person is internally ungendered.

Ally – Someone who confronts heterosexism, homophobia, biphobia, transphobia, heterosexual and genderstraight privilege in themselves and others. A concern for the well-being of lesbian, gay, bisexual, trans, and intersex people, and a belief that heterosexism, homophobia, biphobia and transphobia are social justice issues.

Androgyne – Person appearing and/or identifying as neither man nor woman, presenting a gender either mixed or neutral.

Asexual – Person who is not sexually attracted to anyone or does not have a sexual orientation.

Bicurious – A curiosity about having sexual relations with a same gender/sex person.

Bigendered - A person whose gender identity is a combination of male/man and female/woman.

Binding – The process of flattening one’s breasts to have a more masculine or flat appearing chest.

Biphobia - The fear of, discrimination against, or hatred of bisexuals, which is often times related to the current binary standard. Biphobia can be seen within the LGBTQI community, as well as in general society.

Bisexual – A person emotionally, physically, and/or sexually attracted to males/men and females/women. This attraction does not have to be equally split between genders and there may be a preference for one gender over others.

Bottom Surgery – Surgery on the genitals designed to create a body in harmony with a person’s preferred gender expression.

Butch – A person who identifies themselves as masculine, whether it be physically, mentally or emotionally. ‘Butch’ is sometimes used as a derogatory term for lesbians, but it can also be claimed as an affirmative identity label.

Cisgender – A class of gender identities where an individual’s gender identity matches their biological sex and gender expression. This term is preferred over “gender-normative” because it does not reinforce the existence of a ‘normative’ gender expression.

Coming Out – May refer to the process by which one accepts one’s own sexuality, gender identity, or status as an intersex person (to “come out” to oneself). May also refer to the process by which one shares

one's sexuality, gender identity, or intersex status with others (to "come out" to friends, etc.). This can be a continual, life-long process for LGBTQI individuals.

Cross-dresser – Someone who wears clothes of another gender/sex.

Discrimination – Prejudice + power. It occurs when members of a more powerful social group behave unjustly or cruelly to members of a less powerful social group. Discrimination can take many forms, including both individual acts of hatred or injustice and institutional denials of privileges normally accorded to other groups. Ongoing discrimination creates a climate of oppression for the affected group.

Drag - The performance of one or multiple genders theatrically.

Drag King – A person who performs masculinity theatrically.

Drag Queen – A person who performs femininity theatrically.

Femme – Feminine identified person of any gender/sex.

FTM / F2M - Abbreviation for female-to-male transgender or transsexual person.

Gay – 1) Term used in some cultural settings to represent males who are attracted to males in a romantic, erotic and/or emotional sense. Not all men who engage in same-sex behavior identify as gay, and as such this label should be used with caution. 2) Term used to refer to the LGBTQI community as a whole, or as an individual identity label for anyone who does not identify as heterosexual.

Gender Binary – The idea that there are only two genders – male/female or man/woman and that a person must be strictly gendered as either/or. (See also 'Identity Sphere'.)

Gender Cues – What human beings use to attempt to tell the gender/sex of another person. Examples include hairstyle, gait, vocal inflection, body shape, facial hair, etc. Cues vary by culture.

Gender Identity – A person's sense of being masculine, feminine, or other gendered.

Gender Normative – A person who by nature or by choice conforms to gender based expectations of society. (Also referred to as 'Genderstraight'.)

Gender Variant – A person who either by nature or by choice does not conform to gender-based expectations of society (e.g. transgender, transsexual, intersex, genderqueer, cross-dresser, etc.).

Genderqueer – A gender variant person whose gender identity is neither male nor female, is between or beyond genders, or is some combination of genders. Often includes a political agenda to challenge gender stereotypes and the gender binary system.

Genderstraight - See 'Gender Normative.'

Hermaphrodite - An out-of-date and offensive term for an intersex person. (See 'Intersex Person'.)

Heteronormativity - The assumption, in individuals or in institutions, that everyone is heterosexual, and that heterosexuality is superior to homosexuality and bisexuality.

Heterosexism – Prejudice against individuals and groups who display non-heterosexual behaviors or identities, combined with the majority power to impose such prejudice. Usually used to the advantage of the group in power. Any attitude, action, or practice – backed by institutional power – that subordinates people because of their sexual orientation.

Heterosexual Privilege – Those benefits derived automatically by being heterosexual that are denied to non-heterosexual people.

Homophobia – The irrational fear or hatred of homosexuality or any behavior or belief that does not conform to rigid sex role stereotypes. It is this fear that enforces sexism as well as heterosexism.

Homosexual – A person primarily emotionally, physically, and/or sexually attracted to members of the same sex. However, the term ‘gay’ is generally preferred.

Identity Sphere – The idea that gender identities and expressions do not fit on a linear scale, but rather on a sphere that allows room for all expression without weighting any one expression as better than another.

In the Closet – Refers to a gay, lesbian, bisexual, transgender or intersex person who will not or cannot disclose their sex, sexuality, sexual orientation or gender identity to their friends, family, co-workers, or society.

Intergender – A person whose gender identity is between genders or a combination of genders.

Institutional Oppression – Arrangements of a society used to benefit one group at the expense of another through the use of language, media, education, religion, economics, etc.

Internalized Oppression – The process by which a member of an oppressed group comes to accept and live out the inaccurate stereotypes applied to the oppressed group.

Intersex Person - Someone whose sex a doctor has a difficult time categorizing as either male or female. A person whose combination of chromosomes, gonads, hormones, internal sex organs, gonads, and/or genitals differs from one of the two expected patterns.

Lesbian – Term used to describe female-identified people attracted romantically, erotically, and/or emotionally to other female-identified people.

LGBTQI – A common abbreviation for lesbian, gay, bisexual, transgender, queer and intersex community.

Metrosexual - First used in 1994 by British journalist Mark Simpson, who coined the term to refer to an urban, heterosexual male with a strong aesthetic sense who spends a great deal of time and money on his appearance and lifestyle. This term can be perceived as derogatory because it reinforces stereotypes that all gay men are fashion-conscious and materialistic.

MTF / M2F – Abbreviation for male-to-female transgender or transsexual person.

Oppression – The systematic subjugation of a group of people by another group with access to social power, the result of which benefits one group over the other and is maintained by social beliefs and practices.

Outing – Involuntary disclosure of one’s sexual orientation, gender identity, or intersex status.

Packing – Wearing a phallic device on the groin and under clothing for any purposes including: (for someone without a biological penis) the validation or confirmation of one’s masculine gender identity, seduction, and/or sexual readiness (for one who likes to penetrate another during sexual intercourse).

Pangendered – A person whose gender identity is comprised of all or many gender expressions.

Pansexual – A person who is sexually attracted to all or many gender expressions.

Passing – Describes a person's ability to be accepted as their preferred gender/sex or race/ethnic identity or to be seen as heterosexual.

Prejudice – A conscious or unconscious negative belief about a whole group of people and its individual members.

Queer – **1.** An umbrella term which embraces a matrix of sexual preferences, orientations, and habits of the not-exclusively- heterosexual-and-monogamous majority. Queer includes lesbians, gay men, bisexuals, transpeople, intersex persons, the radical sex communities, and others who are nonconforming to the normative definitions of sexuality. **2.** This term is sometimes used as a sexual orientation label instead of ‘bisexual’ as a way of acknowledging that there are more than two genders to be attracted to, or as a way of stating a non-heterosexual orientation without having to state who they are attracted to. **3.** A reclaimed word that was formerly used solely as a slur. For some people this is derogatory and for some it is not. Thus, it is typically best to use the terminology that the individual uses.

Same Gender Loving – A term sometimes used by members of the African-American / Black community to express an alternative sexual orientation without relying on terms and symbols of European descent. The term emerged in the early 1990's with the intention of offering Black women who love women and Black men who love men a voice, a way of identifying and being that resonated with the uniqueness of Black culture in life. (Sometimes abbreviated as ‘SGL’.)

Sex - A medical term designating a certain combination of gonads, chromosomes, external gender organs, secondary sex characteristics and hormonal balances. Because usually subdivided into ‘male’ and ‘female’, this category does not recognize the existence of intersex bodies.

Sex Identity – How a person identifies physically: female, male, in between, beyond, or neither.

Sexual Orientation – The desire for intimate emotional and/or sexual relationships with people of the same gender/sex, another gender/sex, or multiple genders/sexes.

Sexual Reassignment Surgery (SRS) – A term used by some medical professionals to refer to a group of surgical options that alter a person’s “sex”. In most states, one or multiple surgeries are required to achieve legal recognition of gender variance.

Sexuality – A person’s exploration of sexual acts, sexual orientation, sexual pleasure, and desire.

Stealth – This term refers to when a person chooses to be secretive in the public sphere about their gender history, either after transitioning or while successful passing. (Also referred to as ‘going stealth’ or ‘living in stealth mode’.)

Stereotype – A preconceived or oversimplified generalization about an entire group of people without regard for their individual differences. These are often negative, but can also be complimentary. Even positive stereotypes can have a negative impact, however, simply because they involve broad generalizations that ignore individual realities.

Straight – Another term for heterosexual.

Top Surgery - This term usually refers to surgery for the construction of a male-type chest, but may also refer to breast augmentation.

Trans - An abbreviation that is sometimes used to refer to a gender variant person. This use allows a person to state a gender variant identity without having to disclose hormonal or surgical status/intentions. This term is sometimes used to refer to the gender variant community as a whole.

Transactivism- The political and social movement to create equality for gender variant persons.

Transgender – A person who lives as a member of a gender other than that expected based on anatomical sex. Sexual orientation varies and is not dependent on gender identity.

Transgender (Trans) Community – A loose category of people who transcend gender norms in a wide variety of ways. The central ethic of this community is unconditional acceptance of individual freedoms including gender and sexual identity and orientation.

Transhate – The irrational hatred of those who are gender variant, usually expressed through violent and often deadly means.

Tranny Chaser - A term primarily used to describe people who prefer or actively seek transpeople for sexual or romantic relations. While this term is claimed in an affirmative manner by some, it is largely regarded as derogatory.

Transition – This term is primarily used to refer to the process a gender variant person undergoes when changing their bodily appearance either to be more congruent with the gender/sex they feel themselves to be and/or to be in harmony with their preferred gender expression.

Transman - An identity label sometimes adopted by female-to-male transsexuals to signify that they are men while still affirming their history as females. Also referred to as ‘transguy(s).’

Transphobia – The irrational fear of those who are gender variant and/or the inability to deal with gender ambiguity.

Transsexual – A person who identifies psychologically as a gender/sex other than the one to which they were assigned at birth. Transsexuals often wish to transform their bodies hormonally and surgically to match their inner sense of gender/sex.

Transvestite – Someone who dresses in clothing generally identified with the opposite gender/sex. While the terms ‘homosexual’ and ‘transvestite’ have been used synonymously, they are in fact two different groups. The majority of transvestites are heterosexual males who derive pleasure from dressing in “women’s clothing”. (The preferred term is ‘cross-dresser,’ but the term ‘transvestite’ is still used in a positive sense in England.)

Transwoman-- An identity label sometimes adopted by male-to-female transsexuals to signify that they are women while still affirming their history as males.

Two-Spirited – Native persons who have attributes of both genders, have distinct gender and social roles in their tribes, and are often involved with mystical rituals (shamans). Their dress is usually mixture of male and female articles and they are seen as a separate or third gender. The term ‘two-spirit’ is specific to the Zuni tribe. Similar identity labels vary by tribe and include ‘one-spirit’ and ‘wintke’.

Ze / Hir – Alternate pronouns that are gender neutral and preferred by some gender variant persons. Pronounced /zee/ and /here,/ they replace “he”/”she” and “his”/”hers” respectively.

This terminology sheet was created by Eli R. Green (eli@trans-academics.org) and Eric N. Peterson at the LGBT Resource Center at UC Riverside © 2003-2004 , with additional input from www.wikipedia.org and many kind people who helped us create and revise these definitions. This sheet is always a work in progress so please be sure to check the Instructional Materials section of Trans-Academics.org for updated versions. Please feel free to alter, use or pass on as needed but be sure to give credit to the original creators. Any updates or corrections can be submitted to eli@trans-academics.org. Thank you.

Gender Neutral Pronouns

	Subject	Object	Possessive Adjective	Possessive Pronoun	Reflexive
Female	She	Her	Her	Hers	Herself
Male	He	Him	His	His	Himself
Gender Neutral	Ze	Hir	Hir	Hirs	Hirself
Spivak	E	Em	Eir	Eirs	Emself

Pronunciation of gender neutral pronouns:

Ze	Hir	Hirs	Hirself	E	Em	Eir	Eirs	Emself
/zee/	/here/	/heres/	/hereself/	/ee/	/em/	/air/	/airs/	/emself/

Examples of how to use gender neutral pronouns:

She went to her bedroom.
 He went to his bedroom.
 Ze went to hir bedroom.
 E went to eir bedroom.

I am her sister.
 I am his sister.
 I am hir sister.
 I am eir sister.

She shaves herself.
 He shaves himself.
 Ze shaves hirself.
 E shaves emself.

Exploration of Gender Identity Development

1. At what age did you realize your gender?
2. How did you know your gender?
3. What do you do to let others know your gender?
4. What did you do today to let others know your gender?

Transgender Visualization Exercise

I'd like you to imagine yourself in your home. It is a typical weekday morning and you are just waking up to your alarm clock. You stretch and yawn. But you stop in mid-yawn when you become keenly aware that something is not right. More specifically, you realize that something is not right with your body. It feels awkward and strange. You get up, throw on a bathrobe and stumble, still half asleep, to the bathroom and switch on the light. You are startled awake by the sight of a stranger standing in your bathroom. Who is this person and what could they want?

As your mind starts to make sense of what you are seeing, you realize that you are looking in your bathroom mirror. In the next instant, you realize that you are looking at a reflection of yourself. But the reflection you see is all wrong. Your body has somehow changed overnight and you are no longer who you know you are. You very tentatively lean closer to the mirror to get a better look. As you peer at your face, you see that the masculine and feminine features in your face have completely reversed themselves. The contours of your face are completely foreign to you.

If you identify as a woman, you now notice stubble on your chin and jaw and how it scratches your hand as you rub your face. The contours of your face are more severe and defined than you expect them to be.

If you identify as a man, you now notice how soft and delicate the skin on your face feels. The contours of your face are softer than they were yesterday and the features may even be smaller.

What is happening here? You look yourself in the eye and see a small spark of recognition, but everything else is dreadfully wrong.

You step back to get a fuller view of yourself. The first thing you notice is the significant change in the size and shape of your neck. You lift your hands to further explore your body and you are immediately struck by the change in the size and shape of your hands.

If you identify as a woman, your hands have been replaced with large and rough ones. You notice that the knuckles are more developed, your fingers are longer, and the backs of your hands have hair on them. You can't imagine how you can manage such large and ungainly hands.

If you identify as a man, your hands have been replaced with smaller and more delicate ones. You rub them together and notice how foreign they feel to you.

You tentatively run your hands down your torso. Even through your robe, you notice immediate and drastic changes in your body.

If you identify as a woman, you notice your broad shoulders and your narrower waist. Your body seems more lumbering and huge and you notice more muscular development than you had before.

If you identify as a man, you are shocked by the new curves in your body. You feel the swelling of breasts and the curve of your hips.

You let your hands fall to your sides and you look at yourself in the face again. You know what you must do now, but it seems overwhelming. You close your eyes and untie your robe. You let it fall to the floor and you can feel the air against your naked body. You take a deep breath to calm your racing heart, and you slowly open your eyes.

What you see in the mirror is simply all wrong. There are no words to describe how wrong this is. As your gaze drifts down below your waist, it feels as if you are looking at someone else's body. Although what you see is anatomically correct, you know it doesn't belong to you. You experience an unusual sense of detachment as you explore yourself. You can feel the touch of your own hands, but you can't escape the sensation that you are exploring someone else's body. This just isn't right. You wonder what kind of twist of fate is playing this cruel trick on you? How could something like this happen?

Still feeling somewhat detached from yourself, you pick up your robe, put it back on and slowly return to your room. You know you must get dressed. You open your closet door and notice that again something has changed. What you see hanging there is not what you want to wear. As you flip through the hangers, you realize that these clothes are designed to fit the new body you have. In frustration, you grab the first thing you see and throw it on. Yes, it fits but the only way to describe how you feel is that you are wearing a costume. The first thought you have is "I'm in drag and everyone is going to know it".

So you begin your day and you resolve to make it through. It becomes apparent to you quickly that everyone around you is treating you differently. No one is recognizing you for who you really are. Because you now look like the opposite sex, people are treating you accordingly. Part of it is nice, and part of it definitely isn't. Even your family and friends are treating you like the opposite sex. You feel that no one can possibly understand what you are experiencing. As you walk through your day, you are constantly and keenly aware of your body. You continue to feel strangely detached from yourself. You recognize that being constantly aware of your body takes huge amounts of energy. You just cannot seem to get comfortable in this new body.

You finally make it home at the end of the day, drained and exhausted. You feel the need to be alone, away from the world that is trying to tell you that you are something you are not. You lock yourself in the bathroom and take some deep breaths. But the comfort doesn't come. You simply don't fit in your body and you can't escape it.

You finally drag yourself to bed and convince yourself that this Twilight Zone experience will be over in the morning. You drift off to sleep with a spark of hope that everything will be right when you wake.

You wake the next morning and stumble out of bed again. You switch on the bathroom light and immediately experience a feeling of defeat and hopelessness. You are still in the wrong body. It slowly dawns on you that this might be permanent. What is it going to be like for you to experience these feelings day after day? What is it going to be like to live life in a body that you

know is completely wrong for you? How will you have the energy to do this? You wonder if there is any hope for ever feeling comfortable in your body again? What would it take to change your body back to the one you know is right for you? The options seem limited and overwhelming.

With a deep sigh, you turn off the light and face your day.

Abbreviated Cisgender Privilege Checklist

Casual Offenses

1. Strangers do not assume they can ask me what my genitals look like and how I have sex.
2. My validity as a man/woman/human is not based upon how much surgery I have had or how accurately other people view my gender.
3. Strangers do not ask me what my “real name” is and then assume that they have a right to call me by that name.
4. People do not disrespect me by purposefully using incorrect pronouns even after they have been corrected.
5. If I tell people about my gender, I do not have to hear “so have you had THE surgery?” or “oh, so you’re REALLY a [incorrect sex or gender]?”
6. I am not expected to explain to friends, family, or strangers what it means to be my gender, how I knew what my gender was, or whether my gender is just a “phase.”

Medical Issues

7. I expect that I will be able to access necessary medical care without lying.
8. If I need hormone injections due to an inability to produce them on my own, it will be considered an “obvious” need.
9. If I have them, my desires for various cosmetic surgeries are considered normal.
10. I do not need to prove how long I have identified as my gender in order to have my health needs taken seriously.
11. The medical establishment does not serve as a “gatekeeper” denying my self-determination of what happens to my body, nor requiring me to undergo extensive psychological evaluation in order to receive basic medical care.
12. I expect that if I am treated inappropriately by a doctor, my concerns will be taken seriously, and I will be able to find another doctor who will treat me appropriately.
13. Treatments which are medically necessary for me are generally covered by insurance.
14. I expect that medical professionals competent to treat my conditions exist outside of major cities, and in proportion to the demand for them. I expect no undue delay in access to routine medical services, and for such services to be available throughout the work day/week.
15. I do not have to worry that life-saving treatment will be withheld from me due to my gender, nor will all of my medical issues be seen as a product of my gender.

Other’s Perceptions

16. I do not have to worry whether my gender will be questioned by others seeing pictures from my childhood, seeing my identification or official documents, hearing others’ language used to refer to me, hearing my speaking and singing voice, or seeing any of my body parts.
17. I can expect to be appropriately gendered by others without having to worry about my clothing, whether I like certain colors or styles, whether I am passive or aggressive, wearing specially designed clothing, or if I am willing to lose sensation in my genitals and/or chest.
18. I have never had someone tell me what my gender is, regardless of what I say my gender is.

19. When initiating sex with someone, I do not have to worry that they will not be able to deal with my parts or that having sex with me will cause my partner to question zir own sexual orientation.
20. Bodies like mine are represented in the media and the arts. It is easily possible for representations of my naked body to pass obscenity restrictions.
21. My gender is acknowledged universally, immediately, and without hesitation.

Safety

22. If I am attacked by a lover, no one will excuse my attacker because ze was “deceived” by my gender.
23. I do not have to worry about whether I will be able to find a bathroom to use or whether I will be safe changing in a locker room. I can use public showers without fear of being attacked for my genitalia.
24. I do not need to be constantly aware of how others perceive my gender.

Government/Bureaucratic Issues

25. When there are boxes to check on various forms, my gender will definitely be included.
26. I can expect my government-issued identification to accurately represent who I am.
27. My gender will not make me immediately suspect to those with government sanctioned power (lawyers, judges, police, bureaucrats, etc.)
28. My gender does not make me necessarily unfit to be a parent in the eyes of the law, regardless of what state I am in.
29. I expect access to, and fair treatment within sex segregated facilities such as homeless shelters, domestic violence shelters, drug rehab program, prisons, hostels, and dorms.
30. In no country in the world is it illegal to be my gender.

Emotional Issues

31. When I express my internal identities in my daily life, I am not considered “mentally ill” by the medical establishment.
32. I can attend “women-only” or “male-only” events or group (if I identify as the gender listed) without fear of being seen as an interloper.
33. I was never forced to wear gender inappropriate clothing in order to “fix” my gender, nor was I refused permission to engage in hobbies or behaviors I was interested in because others did not approve of my gender.
34. Those who tell jokes about my gender are assumed to be sexist.

Cisgender Privilege Checklist

Casual Offenses

1. Strangers do not assume they can ask me what my genitals look like and how I have sex.
2. My validity as a man/woman/human is not based upon how much surgery I have had or how accurately other people view my gender.
3. Strangers do not ask me what my “real name” is and then assume that they have a right to call me by that name.
4. People do not disrespect me by purposefully using incorrect pronouns even after they have been corrected.
5. If I tell people about my gender, I do not have to hear “so have you had THE surgery?” or “oh, so you’re REALLY a [incorrect sex or gender]?”
6. I am not expected to explain to friends, family, or strangers what it means to be my gender, how I knew what my gender was, or whether my gender is just a “phase.”

Medical Issues

7. I expect that I will be able to access necessary medical care without lying.
8. If I need hormone injections due to an inability to produce them on my own, it will be considered an “obvious” need.
9. If I have them, my desires for various cosmetic surgeries are considered normal.
10. I do not need to prove how long I have identified as my gender in order to have my health needs taken seriously.
11. I cannot be denied health insurance on the basis of my gender. My health insurance does not specifically exclude me from receiving benefits or treatments available to others because of my gender.
12. The medical establishment does not serve as a “gatekeeper” denying my self-determination of what happens to my body, nor requiring me to undergo extensive psychological evaluation in order to receive basic medical care.
13. I expect that if I am treated inappropriately by a doctor, my concerns will be taken seriously, and I will be able to find another doctor who will treat me appropriately.
14. Treatments which are medically necessary for me are generally covered by insurance.
15. People of my gender are not considered inherently “sneaky” by health/helping professions.
16. I expect that medical professionals competent to treat my conditions exist outside of major cities, and in proportion to the demand for them. I expect no undue delay in access to routine medical services, and for such services to be available throughout the work day/week.
17. I will not be required to have a “gender appropriate” sexual orientation in order to be treated by doctors and mental health providers.
18. I expect that medical care will be crafted to suit my own particular needs. I expect to be able to access treatment A without accessing treatment B, if treatment B will do nothing to advance my particular needs.
19. I do not have to worry that life-saving treatment will be withheld from me due to my gender, nor will all of my medical issues be seen as a product of my gender.

Other's Perceptions

20. If someone inaccurately genders me, I do not need to be afraid. I can assume it reflects more on them than on me. I can be amused or angry without calling into question what my "true" gender is.
21. I do not have to worry whether my gender will be questioned by others seeing pictures from my childhood, seeing my identification or official documents, hearing others' language used to refer to me, hearing my speaking and singing voice, or seeing any of my body parts.
22. I can expect to be appropriately gendered by others without having to worry about my clothing, whether I like certain colors or styles, whether I am passive or aggressive, wearing specially designed clothing, or if I am willing to lose sensation in my genitals and/or chest.
23. I have never had someone tell me what my gender is, regardless of what I say my gender is. If someone mistakes my gender, it will rarely continue to the point of an argument. A simple assertion of my gender will generally be enough to convince the other person.
24. When initiating sex with someone, I do not have to worry that they will not be able to deal with my parts or that having sex with me will cause my partner to question their own sexual orientation.
25. Bodies like mine are represented in the media and the arts. It is easily possible for representations of my naked body to pass obscenity restrictions.
26. Others' appropriate understanding of my gender is not dependent on how rich I am.
27. My gender is acknowledged universally, immediately, and without hesitation.

Safety

28. If I am attacked by a lover, no one will excuse my attacker because they were "deceived" by my gender.
29. I do not have to worry about whether I will be able to find a bathroom to use or whether I will be safe changing in a locker room. I can use public showers without fear of being attacked for my genitalia.
30. When engaging in political action, I do not have to worry about the gendered repercussions of being arrested.
31. If I am unable to find clothing that fits me well, I will still feel safe and recognizable as my gender.
32. I do not need to be constantly aware of how others perceive my gender.

Government/Bureaucratic Issues

33. When there are boxes to check on various forms, my gender will definitely be included. I do not even need to acknowledge that there are other genders than those listed.
34. I can expect my government-issued identification to accurately represent who I am. If my identification does not, I expect to be able to remedy this quickly and easily, without added expense, undue delay, arbitrary criteria, or a necessity to present evidence or medical documents.
35. My gender is not dragged into everything that happens to me. If I am involved in a lawsuit or attempt to access government-services that are not related to my gender, I can assume my gender will not be brought up. If it is, it will generally not be a hindrance.

36. My gender will not make me immediately suspect to those with government sanctioned power (lawyers, judges, police, bureaucrats, etc.)
37. My gender does not make me necessarily unfit to be a parent in the eyes of the law, regardless of what state I am in.
38. I expect my gender to not unduly affect my ability to travel internationally.
39. I expect access to, and fair treatment within sex segregated facilities such as homeless shelters, domestic violence shelters, drug rehab program, prisons, hostels, and dorms.
40. I never have to wonder what to put down on legal or official forms when they ask for “sex” or “gender.”
41. In no country in the world is it illegal to be my gender.

Emotional Issues

42. When I express my internal identities in my daily life, I am not considered “mentally ill” by the medical establishment.
43. My experience of gender (or gendered spaces) is not viewed as “baggage” by others of the gender in which I live.
44. I do not have to choose between either invisibility (“passing”) or being consistently “othered” and/or tokenized based on my gender.
45. I am not told that my sexual orientation and gender identity are mutually exclusive.
46. I can attend “women-only” or “male-only” events or group (if I identify as the gender listed) without fear of being seen as an interloper.
47. I was never forced to wear gender inappropriate clothing in order to “fix” my gender, nor was I refused permission to engage in hobbies or behaviors I was interested in because others did not approve of my gender.
48. Those who wrong me are expected to know that it is hurtful, and are considered blameworthy whether or not they intended to wrong me.
49. I was trained into whatever gender was appropriate for me, and so I am prepared to live in my current gender, without having to go back and learn vital skills I was not taught when I was young.
50. Commonly used terminology that differentiates my gender from other genders/sexes implies that I am normal, and that I have unquestionable right to the gender/sex I identify with.
51. Those who tell jokes about my gender are assumed to be sexist.
52. The sex/gender dichotomy does not have consequences in my life.

Transgender Case Studies

Developed by Genny Beemyn

Director, The Stonewall Center, University of Massachusetts, Amherst; 413-545-4826; brettgenny@stuaf.umass.edu

What to do if...Suggestion Solutions to Campus Transgender Scenarios
(Suggestions made by attendees of the LGBT Institute at the 2004 NASPA Conference)

- 1) Lucy, a female transsexual student at your college, is assaulted but not seriously injured by three unidentified men in an anti-transgender hate crime the previous evening. The attack occurs on campus and the perpetrators are thought to be other students. Seeing that you have a "Safe Zone" placard on your office door, Lucy comes to you first for support. What steps might you take to help her? How might her needs be different from a non-transsexual student who has been assaulted?

- 2) Charlie, a male transsexual student who lives on a female floor in one of your university's residence halls, is planning to begin taking testosterone the following semester. He has heard others in his building make negative comments about "that dyke" and, at one point, anti-lesbian epithets were scrawled on the dry erase board of his door. His female roommate has also been antagonistic, especially after he began binding his breasts. Charlie would like to continue to live on campus, but cannot afford a single room. Assuming the role of an administrator in residence life, how do you serve his needs? If you were to work elsewhere in student affairs, how might you advocate on Charlie's behalf if he asks for your support?

- 3) Your university's health plan has a clause specifically excluding "transsexual surgery or any treatment leading to or in connection with transsexual surgery." The campus health center is using this clause to deny hormones to transsexual students, some of whom are protesting the policy as an act of anti-transgender discrimination. Assuming the role of the Dean of Students, how do you address their complaint? If you were to work elsewhere in student affairs, how would you make a case to the administration on behalf of the students?

- 4) Sally, a female transsexual student, approaches you as department chair. She complains that a faculty member in the department continues to call her by her male given name and to refer to her as "he," even though she has asked the professor several times to use her correct name and gender. How do you address Sally's complaint?

- 5) Linus, a male-presenting transsexual student, wants to change the female name and gender status on his records. However, he is told by the school's registrar's office that they won't alter his records unless he receives a court-ordered name change and brings in a letter from his doctor indicating that he has completed sex-reassignment surgery. Linus states that he cannot afford these procedures and hasn't decided for sure that he even wants surgery. He comes to you as the director of the campus LGBT center. How do you intervene in this situation?

Found at: <http://multiculturalcenter.osu.edu/glbts/page.asp?ID=96>

RESOURCES

Books

Standards of Care for the Health of Transsexual, Transgender, and Gender nonconforming People. The World Professional Association for Transgender Health, 7th version.
www.wpath.org.

GenderQueer, Joan Nestle, Clare Howell, Riki Wilchins (editors). Alyson Publications, 2002.

Transgender Nation, Gordene Mackenzie. Bowling Green University Press, 1994

Finding the Real Me: True Tales of Sex and Gender Diversity, T. O' Keefe and K. Fox (Editors).
Jossey-Bass, 2003

Sex Changes: Transgender Politics, Patrick Califia. Cleis Press; 2nd edition, 2003

Whipping Girl: A Transsexual Woman on Sexism and the Scapegoating of Femininity, Julia Serano, 2007

Movies

Boys Don't Cry

Hedwig and the Angry Inch

TransAmerica

You Tube video of Jazz - <http://www.youtube.com/watch?v=7S5usRgY720>