

CIS GENDER:

- Used in describing people who feel their gender identity aligns with the sex they were assigned at birth
- The term is to counterpoint the term transgender, and acknowledges that all people have a gender identity
- The vast majority of people are cisgender
- Most policy, programming and space design is based on cisgender experiences of the world

TRANS: AN UMBRELLA TERM

- Trans
- Transgender
- Transwoman
- Transman
- Agender
- Non-binary
- Gender queer
- Transfeminine
- Transmasculine
- Gender creative

OLDER TERMS STILL IN USE:

- MtF (Male to Female)
- FtM (Female to Male)
- Transsexual

POLICY OF RESPECT: use the words that an individual uses to identify themselves

TWO-SPIRIT:

- Embraced in 1990 at the Intertribal Basket and Bow Gathering held in Winnipeg, Manitoba (= *International Two-Spirit Gathering*)
- Two-Spirit translated from Ojibwe term “Niizh Manidoowag” = person whose body simultaneously houses a feminine and masculine spirit
 - The term highlights the traditional roles Two-Spirit peoples held in their communities, and their place in the sacred circle as a multi-gendered person
- Best to learn about Two-Spirit peoples directly from Two-Spirit people, and the resource they’ve created
- Some LGBTQ+ indigenous people identify as Two-Spirit
 - SOME DO NOT
 - Some Two-Spirit people are also trans

DEFINITIONS:

Coming Out	<ul style="list-style-type: none"> Voluntary Staggered/ongoing process May not have the privilege to choose when they come out
Being Outed	<ul style="list-style-type: none"> Involuntary Violates confidentiality Can have serious risks <ul style="list-style-type: none"> Being fired Losing housing Socially ostracized Violence and death

GENDER TRANSITION:

Medical Transition	<ul style="list-style-type: none"> Accessing health care (medication, surgery, etc) in order to bring an individual’s physical body into alignment with their gender identity
Social Transition	<ul style="list-style-type: none"> Using non-medical means in order to bring an individual’s gender expression into alignment with their gender identity This may include clothing, chest binder, prosthetics, vocal pitch/tone, body language, name/pronouns used, changing legal ID, etc

GENDER DIVERSITY:

- Gender presentations are diverse & varied across cultures
- A person’s gender may be binary, non-binary, or fluid
- There are variations and degrees that people socially and/or medically transition
- Gender expression is not necessarily linear or static; other considerations may be at play
 - Negotiating family, school, work and public spaces
 - Physical safety
 - Financial changes

The Genderbread Person

by www.ItsPronouncedMetrosexual.com

Gender Identity
 Woman — Genderqueer — Man
 Gender identity is how you, in your head, think about yourself. It's the chemistry that composes you (e.g., hormonal levels) and how you interpret what that means.

Gender Expression
 Feminine — Androgynous — Masculine
 Gender expression is how you demonstrate your gender (based on traditional gender roles) through the ways you act, dress, behave, and interact.

Biological Sex
 Female — Intersex — Male
 Biological sex refers to the objectively measurable organs, hormones, and chromosomes. Female = vagina, ovaries, XX chromosomes; male = penis, testes, XY chromosomes; intersex = a combination of the two.

Sexual Orientation
 Heterosexual — Bisexual — Homosexual
 Sexual orientation is who you are physically, spiritually, and emotionally attracted to, based on their sex/gender in relation to your own.

[read more](#)

PROTECTIVE FACTORS:

Trans Youth	<ul style="list-style-type: none"> Trans youth with supportive family relationships are: <ul style="list-style-type: none"> 4 times less likely to self-harm, and to have considered suicide 4 times as likely to report good or excellent mental health Factors that youth report create a supportive environment: <ul style="list-style-type: none"> Using correct names and pronouns Being able to live in felt gender Sense of belonging Parent/family connectedness (caring, warmth, satisfaction with relationship)
LGBT2Q+ Youth	<ul style="list-style-type: none"> In addition to parental acceptance, having any supportive adult inside or outside that family reduces suicidality and increases happiness and self-esteem

POLICY AND PRACTICE: consider multi-prong approaches = more successful in creating safety & access for all

Education	<ul style="list-style-type: none"> Various websites
Questions	<ul style="list-style-type: none"> Ask for consent to ask the personal question, ask it respectfully, and ask for clarification regarding confidentiality
Language	<ul style="list-style-type: none"> Use the name & pronouns people use to identify themselves, and use gender-affirming terms & language that respect the person’s identity If unknown, use gender neutral language during interviews, meetings, intake, exams, etc <ul style="list-style-type: none"> If it is relevant to know, ask respectfully in a confidential manner “They, Them, Their” in the singular = grammatically correct, including for a <i>known</i> individual <ul style="list-style-type: none"> Pronouns that some people use to describe themselves, rather than the pronouns <i>she</i> or <i>he</i> Pronouns that care providers can use to avoid making assumptions
Forms	<ul style="list-style-type: none"> Remove requests for legal name and sex info on forms where it’s not relevant or required In required forms, offer the individual a chance to self-identify Use gender-neutral terms to avoid assumptions in questions and procedures Update data management systems to offer the ability to self-identify gender, protect confidentiality, and to bill without error codes due to gendered procedures?
Policy	<ul style="list-style-type: none"> Anti-discrimination policy; trans-inclusion policy Policy of respect: people should be treated according to their <i>self-identified</i> gender

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Washroom Access	<ul style="list-style-type: none">• Make all single-stall washrooms accessible to all genders• Have trans inclusive signage on gendered multi-stalled washrooms• Consider the option of providing an all gender multi-stalled washroom, especially if your building only has multi-stalled washrooms
Accessible Space	<ul style="list-style-type: none">• Build/retrofit spaces to increase access, safety, and privacy for all• In gender segregated spaces, trans individuals should be allowed to choose what spaces are safe for them to access• Update inclusion and behavior policies; make them visible to all service users and providers
Signage	<ul style="list-style-type: none">• Posters