### 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

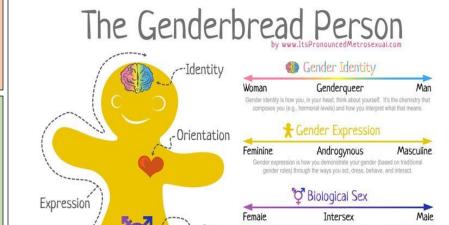
DEFINITIONS	:
Coming	Voluntary
Out	Staggered/ongoing process
	May not have the privilege to choose
	when they come out
Being	Involuntary
Outed	Violates confidentiality
	Can have serious risks
	o Being fired
	<ul> <li>Losing housing</li> </ul>
	o Socially ostracized
	<ul> <li>Violence and death</li> </ul>

### GENDER TRANSITION:

Medical Transition	Accessing health care (medication, surgery, etc) in order to bring an individual's physical body into alignment with their gender identity
Social	Using non-medical means in order to bring an individual's gender
Transition	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





Female = vagina, ovaries, XX chro

nes; male = penis, testes, XY chromosomes

# PROTECTIVE FACTORS:

Trans	Trans youth with supportive family relationships are:
Youth	o 4 times less likely to self-harm, and to have considered suicide
	<ul> <li>4 times as likely to report good or excellent mental health</li> </ul>
	Factors that youth report create a supportive environment:
	o Using correct names and pronouns
	o Being able to live in felt gender
	o Sense of belonging
	<ul> <li>Parent/family connectedness (caring, warmth, satisfaction with relationship)</li> </ul>
LGBT2Q+	In addition to parental acceptance, having any supportive adult inside or outside
Youth	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	Various websites		
Questions	Ask for consent to ask the personal question, ask it respectfully, and ask for clarification regarding confidentiality		
Language	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		
	o If it is relevant to know, ask respectfully in a confidential manner		
	"They, Them, Their" in the singular = grammatically correct, including for a known individual		
	o Pronouns that some people use to describe themselves, rather than the pronouns <i>she</i> or <i>he</i>		
	o Pronouns that care providers can use to avoid making assumptions		
Forms	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	Anti-discrimination policy; trans-inclusion policy		
	Policy of respect: people should be treated according to their self-identified gender		

POLICY AND PRACTICE: consider multi-prong approaches = more successful in creating safety & access for all		
Washroom	Make all single-stall washrooms accessible to all genders	
Access	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	Build/retrofit spaces to increase access, safety, and privacy for all	
Space	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	• Posters	