Understanding Gender Diverse and Transgender Terminology

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Today’s Goals

- Gain a base of knowledge of gender identity from a non-clinical perspective

- Learn up-to-date gender diverse terminology including what terminology to use and what terminology or questions to avoid

- Understand the challenges that gender diverse people face

- Gain knowledge to create a safe, respectful, comfortable space for patients, employees, and visitors to your practice
Northampton, MA is nationally known for being a bohemian college town and LGBT mecca. It is home to Smith College, a prestigious women's college. This small city of 30,000 is populated in large part by artists, intellectuals, political activists, hipsters, gypsies, and a sizeable LGBTQ community. Because alternative lifestyles are so much the norm in Northampton, it is regarded as one of the most accepting places in the United States.

Pictures of Downtown Northampton
Northampton’s Pride Parade draws a crowd of 30,000 people and is growing bigger every year!
Northampton Area Pediatrics Marches Annually
Everyone has

a **sex**, 

a **gender identity**, 

a **gender expression**, and

a **sexual orientation**
• **Sex** is a biological category assigned at birth based on anatomical characteristics, such as chromosomes, genetic makeup and internal/external reproductive organs.

• **Gender Identity** is a person’s inner sense of oneself as either a woman, man, or other/something different, not visible to others.

• **Gender Expression** is how we display our gender identity to the world around us, such as dress, hairstyle, mannerisms, etc.

• **Sexual Orientation** how a person describes their emotional and sexual attraction to others.
The Gender Unicorn

**Gender Identity**
- Female / Woman / Girl
- Male / Man / Boy
- Other Gender(s)

**Gender Expression**
- Feminine
- Masculine
- Other

**Sex Assigned at Birth**
- Female
- Male
- Other/Intersex

**Physically Attracted to**
- Women
- Men
- Other Gender(s)

**Emotionally Attracted to**
- Women
- Men
- Other Gender(s)

To learn more, go to: www.transstudent.org/gender

Design by Landyn Pan and Anna Moore
Introduction to Gender Diverse Terminology

- **Rule #1** - Diversity and inclusion language is fluid and always evolving.

- **Rule #2** - You will never know it all!!

- **Rule #3** - It’s ok to make mistakes (and you will!) Mistakes are how we learn and grow. We will cover that!
Terminology

Let’s start here…

LGBTQIA+
L – Lesbian: Females/women-identified people whose attraction is towards other females/women-identified people

G – Gay: An umbrella term for people who are primarily attracted to people of the same sex and/or gender, most often used when talking about men

B – Bisexual: A person who is attracted to people of their own gender and people of other genders
T – Transgender:

- A broad term used to describe a person whose gender identity is different than the sex assigned to them at birth
- Living or transitioning to living as a member of a gender other than what would be “expected” based on their sex assigned at birth
- An aspect of someone’s gender identity
- This word is an adjective, not a noun or verb.
Q – Queer or Questioning:

• Queer is an umbrella term that refers to people that exist outside the spectrum of cisgender and heterosexual experiences.
  ◦ Individuals who identify with a sexual orientation other than straight or identify as gender other than cisgender
  ◦ A word to describe someone’s sexual orientation when other words like lesbian, gay, bisexual don’t feel right
  ◦ This term has been used as a slur in the past, however many people are reclaiming it to emphasize pride and empowerment in one’s LGBTQ identity. Some may still find it offensive

• Questioning is a term that refers to people who are exploring their sexuality or gender identity.
I – Intersex:

- A person who is born with reproductive or sexual anatomy that doesn’t fit neatly into the boxes of how society defines “female” or “male.”

- Intersex refers to someone naturally developing primary or secondary sex characteristics. It is an umbrella term and there are around 20 variations of intersex that are included.
  - Genitals or internal sex organs outside the male/female categories (e.g. person has both ovarian and testicular tissues)
  - External genitals that fall into the typical male/female categories, but their internal organs or hormones don’t.

- Being intersex is also more common than most people realize. Estimates suggest that about 1-2 in 100 people born in the U.S. are intersex.

- Doctors always assign intersex babies a legal sex (male or female, in most cases).
A – Agender:
• a person whose gender identity does not align with any gender

+ 

• Genderqueer
• Bigender
• Pangender
• Demi-boy
• Gender Independent
• Gender Creative
• Genderless
• Gender Diverse
• Two-spirit
• Multi-gender
• Gender non-conforming
• Third gender
• Gender Variant
• Gender Expansive
• Transmasculine/transfeminine
• Agender
• Feminine-of-center
• Gender fluid
• Non-binary
Genderqueer:
- A word that some people use to describe themselves when they don’t feel as though their gender is male or female or, conversely, is both male AND female.
- Gender identity operates on a spectrum. Genderqueer individuals would fall somewhere in the middle.

Non-Binary, Gender Non-Conforming:
- Catch all term to describe individuals whose gender identity and/or expression does not align with binary gender-based expectations (man/woman)
- Non-binary identities are identities that exist on the spectrum between male/masculine and female/feminine
- Both transgender and cisgender people can identify as binary
**Gender Fluid:** A person whose gender identity or gender expression is not fixed and shifts over time or depending on the situation

**Cisgender:** Refers to a person whose gender identity aligns with the sex assigned at birth

**Pansexual/Pangender:** A person who is attracted to individuals of all gender identities and/or expressions

**Asexual:** A person who has lack of (or low level of) sexual attraction to others and/or has no (or little) interest or desire for sex or sexual partners
Must-Know Gender Identity Terms

- Genderfluid
- Non-binary
- Transgender
- Genderqueer
- Intersex
- Agender
Daily Struggles

- Social stigma and prejudice
- Violence and harassment
- Trauma
- Denied and distorted history
- Economic discrimination
- Family rejection
- Violence when disclosing
- Homelessness
- Sexual and physical assault
- Higher rates of HIV infection, smoking, drug and alcohol use and suicide attempts than the general population
- Lack of discrimination protection
- Prohibition from military service
- Parenting, custody, and adoption barriers
- Lack of research and data
- Lack of resources
- Poverty
- Unemployment
- Fired, not hired or denied promotions at work
- Refuse medical care
Religious, cultural, and personal beliefs can negatively impact acceptance

- “I don’t believe in that”
- Whether or not you “believe in” transgender people, they exist
- Persistent refusal to accept can be damaging to a person
- You don’t have to agree to respect
God made you a brunette, yet you are now a blonde.

God gave you bad vision, yet you fixed it with glasses.

God gave you crooked teeth, yet you straightened them with braces.

Trans people change the outside to match the inside just like you do.

Dana Goldberg (@DGComedy) Twitter 9/15/2018
Equity does not mean “special treatment”. Equity means that everyone has a fair chance to participate, be heard, and succeed in society. Sometimes, in order to achieve equity, historically marginalized groups, like LGBTQ people, need more assistance and support than historically privileged groups.
What **NOT** to do

- **Deadname**
  - Referring to someone by the name they no longer use or identify with, also known as birth name
  - This is a form of misgendering.
  - Not only can it make someone feel uncomfortable, but it can lead to outing someone in situations they do not want to be out or could be unsafe for them to be out
- Share a person’s transgender status without explicit permission
- Misgender
What **NOT** to do

- Assume sexual orientation
- Don’t make assumptions about what “transitioning” means to a person
- Unnecessarily ask:
  - About how a person has sex
  - What their genitals look like
  - What surgery they’ve had
  - If they have taken hormones
Language to Avoid

- Male to Female or Female to Male (MTF/FTM)
- He-She or She-He
- It
- Woman “who wants to be” a man
- Man “who thinks they are” woman
- Transgendered
- Tranny or Transsexual
- Transvestite
- Intersexed
- Homosexual
- Sex change
- Sex/gender reassignment surgery
- Gender Identity Disorder
Words to Use

- Trans men
- Trans women
- Transgender person/people
- Transgender/trans community
- Transitioning

Affirmed name or chosen name

- Integral component to one’s identity and sense of self
- Name typically not given at birth
- Legal name may be different than the name a person uses
- A person’s name and pronouns are not a preference
Pronouns

- People make assumptions about the gender of another person based on the person’s appearance or by the person’s name.
- Making assumptions (even if correct) sends a potentially harmful message that people should look a certain way to demonstrate the gender they are or are not.
Please note that these are not the only pronouns. There are an infinite number of pronouns as new ones emerge in our language. Always ask someone for their pronouns.

<table>
<thead>
<tr>
<th>Subjective</th>
<th>Objective</th>
<th>Possessive</th>
<th>Reflexive</th>
<th>Example</th>
</tr>
</thead>
<tbody>
<tr>
<td>She</td>
<td>Her</td>
<td>Hers</td>
<td>Herself</td>
<td>She is speaking. I listened to her. The backpack is hers.</td>
</tr>
<tr>
<td>He</td>
<td>Him</td>
<td>His</td>
<td>Himself</td>
<td>He is speaking. I listened to him. The backpack is his.</td>
</tr>
<tr>
<td>They</td>
<td>Them</td>
<td>Theirs</td>
<td>Themself</td>
<td>They are speaking. I listened to them. The backpack is theirs.</td>
</tr>
<tr>
<td>Ze</td>
<td>Hir/Zir</td>
<td>Hirs/Zirs</td>
<td>Hirself/Zirself</td>
<td>Ze is speaking. I listened to zip. The backpack is zirs.</td>
</tr>
</tbody>
</table>

For more information, go to transstudent.org/graphics

Design by Landyn Pan

transstudent.tumblr.com  facebook.com/transstudent  twitter.com/transstudent
Pronouns

**They/them** is becoming increasingly common
- *They will be coming over for dinner. I just invited them an hour ago.*
- Focus on grammar is inappropriate. Proper pronoun use is about validating someone’s identity

**Ze/Hir** is also being used more
- Ze pronounced with a long “e”
- Hir pronounced like “here”
- Neutral, all gender, no gender
How do I ask someone their personal pronouns?

- Be sure you shared your own pronouns first (but is not a requisite). Doing so is the best way to encourage other people to share theirs.
  - Hi, I’m Kim and I go by she/her pronouns. How should I refer to you?
  - Write your pronouns on your name badge at an event

- Don’t force people to share their pronouns, instead invite and encourage.
  - Welcome to our meeting. Before we begin, we’d like to go around and share our names and personal pronouns.
How do I ask someone their personal pronouns?

- If you are meeting with someone who isn’t familiar with sharing personal pronouns, be prepared to explain why you are doing so
  - *People often make assumptions based on appearances. I was just asking so that people feel respected.*

- Always honor the person and know pronouns may change over time
  - *How would you like to be addressed today?*
  - *Which pronouns would you like me to use today?*
What if I mess up?
(and you probably will!)

- Apologize and acknowledge
- Ask the person how you can acknowledge their identity respectfully
- Promise to do better moving forward
- Continue with whatever you were doing
- Do not…
  - Explain your “inclusivity credentials”
  - Tell the person not to take it personally
  - Pretend like it didn’t happen
  - Tell the person you have been treated badly in similar or different ways
  - Ask the person to make you feel better about messing up
Other Takeaway Tips

- Don’t make assumptions
- Use inclusive language
- Avoid using pronouns until you know which someone uses. Use non-gendered terms such as “the person”, “the caller”, “the patient”, etc.
- If unsure, ask how the individual would like to be addressed
- Use name and pronouns consistently
- Avoid gendered greetings unless you are certain of how a person likes to be addressed
  - Avoid: ladies, gentlemen, ma’am, sir, girls, guys, etc.
  - Instead: friends, folks, everyone, you, all
Other Takeaway Tips

- Focus on personal definitions
- Stress to others the power of language

- Inclusive workspace décor, website, patient resources and educational materials, etc.
- Immediately address language and jokes that are inappropriate and insensitive
- Train staff on cultural sensitivity and appropriate terminology.
  - Medical/EMR terminology and social terminology not always on the same page
- Stay up to date with current terminology
What is my hope after talking to you today?

• You become actively aware that people are not all the same and that you recognize that your way of life is no better than any other.

• You confront your own beliefs, recognize stereotypes, and learn to communicate with those whose lifestyle is not like yours.

NORMAL is just a setting on the DRYER
Resources

- www.lgbthealtheducation.org
- www.fenwayhealth.org
- www.mypronouns.org
- www.genderspectrum.com
- www.translifeline.org
- www.thetaskforce.org
- www.glaad.org
- www.transequality.org
- www.thetrevorproject.com
- www.pflag.org
- www.glsen.org
- www.glma.org
Questions??

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