

Welcome

Jay Stewart

Gendered Intelligence (GI)

Trans Awareness - the Basics



TRANS YOUTH WORK

Youth groups; special projects; residential; support for parents and carers group; resources

WORK IN EDUCATION

One to one mentoring with young trans people; workshops, lectures and assemblies for students from Key Stage 1- post graduate level; presentations and training for staff; consultancy

PROFESSIONAL SERVICES

Training and professional development; consultancy; policy development and membership scheme

PUBLIC EVENTS

Panel discussions; conference attendances; presentations and key notes



*increasing
understandings of
gender diversity and
improving the
quality of life of
trans people, and
young trans people
in particular*



@Genderintell

Understanding gender diversity in creative ways...

Trans Awareness - the Basics



Gendered Intelligence

- Community Interest Company est. 2008
- Work with: All those who impact on trans lives;
Trans community - specialise in supporting young trans people 8-25
- **Vision:** a world where people are no longer constrained by narrow perceptions and expectations of gender, and where diverse gender expressions are visible and valued
- Everyone can be intelligent about gender!

Trans Awareness – the Basics

- What does 'trans' mean?
- Our picture of sex and gender – the context
- Language and terminology
- Laws that apply
- Good practice in working with trans staff / students
- What GI can offer / Other resources
- Final questions (if time)
- Feedback forms

Trans Awareness - the Basics

90 SECOND MICRO EXERCISE #1: What does 'trans' mean?

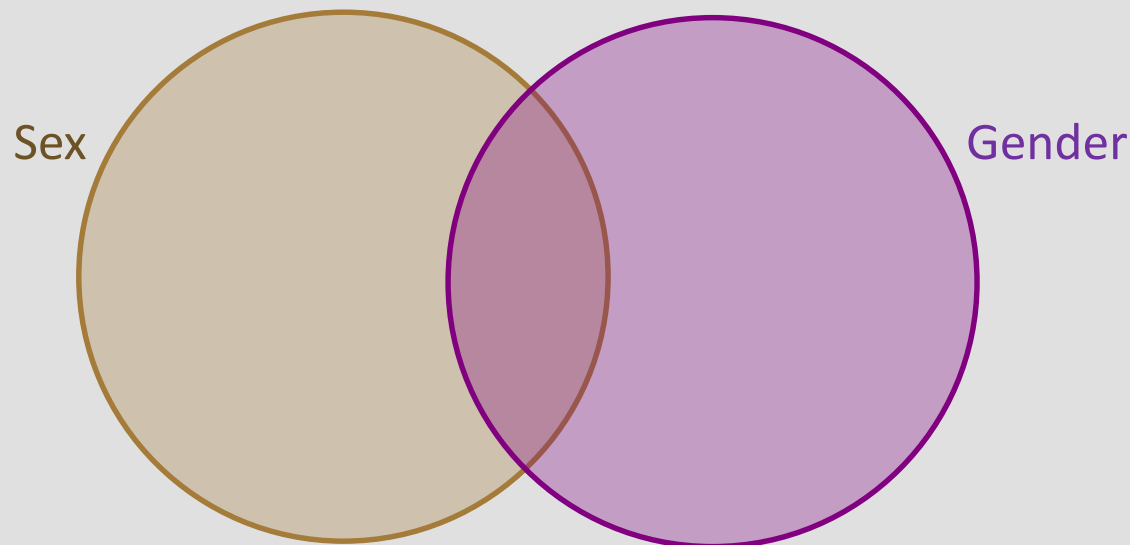


What Does ‘Trans’ Mean?

- People who feel that the sex they were assigned at birth does not match or sit easily with their own gendered sense of self (their gender identity) may use the term ‘trans’ to describe themselves
- ‘Trans’ is usually a good choice for posters/policies
- Descriptive term:
“A trans person” not “a trans” or “a transgender”
- Broad term – several key concepts

Trans Awareness - the Basics

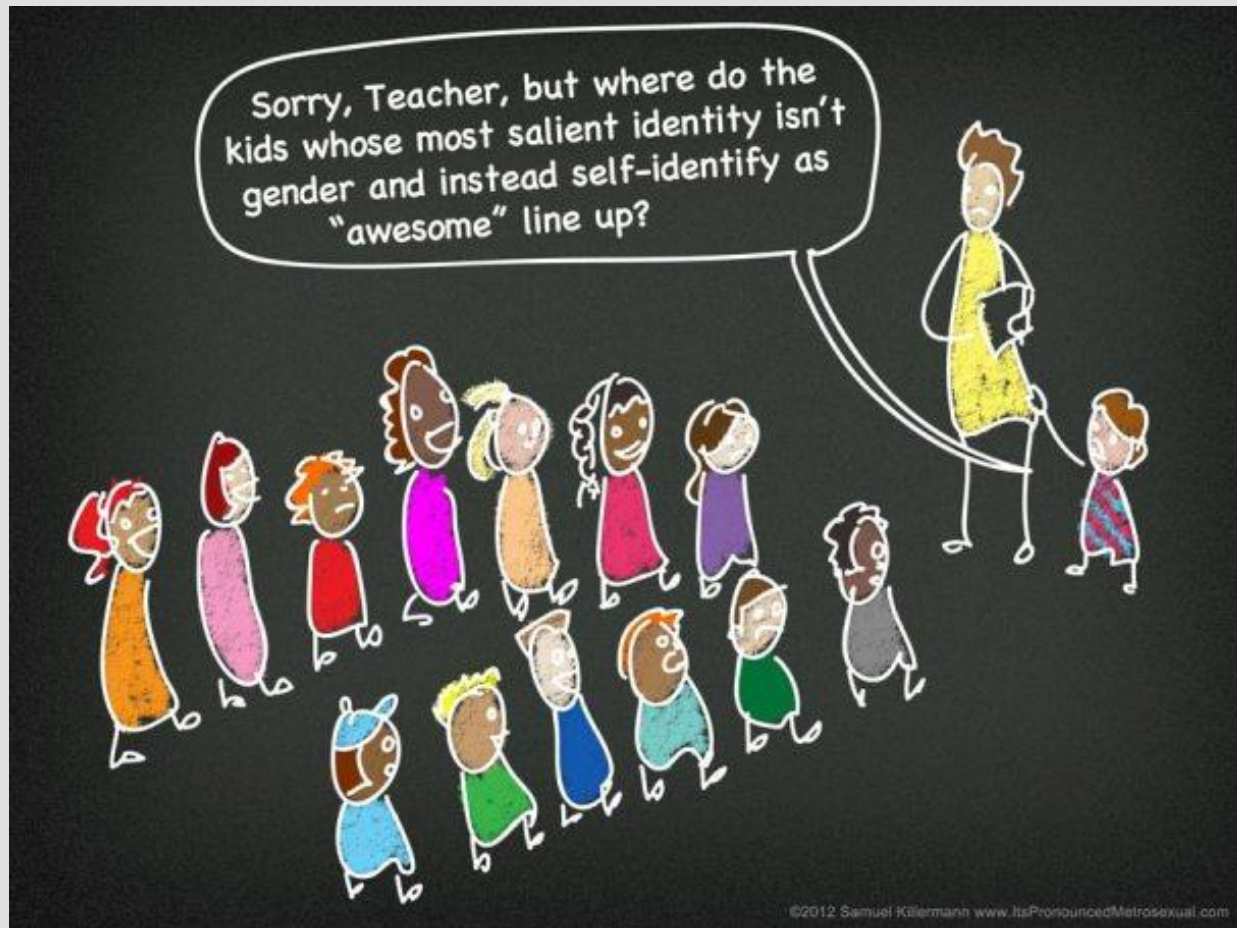
90 SECOND MICRO EXERCISE #2:
**What's the difference between
sex and gender?**



Our Picture of Sex and Gender

- Culture assumes sex and gender are a simple male/female, either/or, 'binary' picture
- Key cultural assumptions:
 - Only male / female
 - Physical sex automatically determines gender identity
 - Sex and gender are fixed at birth and cannot change
- 1 in 100 - born with an intersex trait
- 1 in 100 - fall under the broad trans umbrella

Trans Awareness - the Basics



From 'It's Pronounced Metrosexual' website

Understanding gender diversity in creative ways...

Trans Awareness - the Basics

Language and Terminology (1)

- Often a concern for people
- In rapid evolution – new words; changing meanings; inconsistent definitions
- Don't let language concerns stop you engaging with trans people!
- But how do we manage this?
Some simple guidelines...



Language and Terminology (2)

- Focus on the common language you use every day:
 - Individuals – name, pronoun, title
 - Groups – collective terms e.g. ‘boys’, ‘ladies’
- Descriptive terms:
 - Not often needed in everyday interactions
 - Listen, don’t label
 - Be led by the person – ask if you need to
- Mistakes?
 - Don’t over-worry; apologise and move on

The Law and Trans People

- Trans people have protection under the law:
 - **Equality Act 2010** – makes discrimination, harassment and victimisation unlawful
 - **Gender Recognition Act 2004** – legal change of gender; protects privacy; confers right to marry / be taxed in that gender
 - **Data Protection Act 1998** – info that someone is trans / has a trans history is sensitive data
- Law has its limitations
- Better to focus on positive inclusion

Trans Awareness - the Basics

Working with Trans People (1)

General Good Practice

- Use language thoughtfully – gender neutral; ask
- Be inclusive around facilities / spaces, especially single-sex spaces
- Ensure privacy and confidentiality
- Consider dress codes, uniform, sports kit etc
- Give inclusive options on databases / forms
- Remove unnecessary gender divisions
- Recognise potentially difficult situations

Working with Trans People (2)

Providing Support with Social Transition

- Involve the trans person – what are their wishes?
- Make some plans – dates, announcements etc
- Create a supportive environment where the person feels emotionally / physically safe; assign a named support person
- Make the necessary changes:
 - Use the person's new name, pronouns and title
 - Update records / documentation / ID / email
 - Provide access to appropriate toilets / changing rooms
- Enable access to medical appointments

Working with Trans People (3)

The Wider Setting

- Good policies and procedures that cover trans people – implemented and visible
- Encourage / support staff and peers with education and training on equality issues
- Become confident to challenge inappropriate behaviour:
 - Challenge and stop transphobic comments, “jokes” or bullying
 - Challenge and stop inappropriate questioning / asking about anatomy
 - Champion trans people’s rights
- Codes of conduct appropriately used and upheld

Trans Awareness - the Basics

Trans People – What We Know

Trans people are particularly at risk of experiencing difficulties with their emotional health and mental wellbeing, due to the barriers they face in connection with their gender identity:

‘Gender Dysphoria Services: A Guide for General Practitioners and other Healthcare Staff’ (Apr 2013):

“It should be emphasised that Gender Dysphoria and Transsexualism are not considered, in and of themselves, mental illnesses in any essential sense. The associated pressures of unmanaged dysphoria and/or the social stigma that can accompany gender diagnosis and transition may, however, result in clinically significant levels of distress.”

Statistics on Trans Discrimination

Self harm and Suicide Ideation (TMH study 2012)

- 53% of respondents had self harmed at some point, of which:
 - 31% weekly
 - 23% daily
- 84% of respondents thought of ending their life at some point, of which:
 - 63% in previous year
 - 27% in previous week

Trans Awareness - the Basics

Trans Positivity

81% of participants in the Trans Mental Health Study felt they gained something as a result of being trans, transitioning or expressing their gender identity.

These included:

- Confidence;
- New friends; improved/better quality relationships
- Community and a sense of belonging;
- Self-expression and acceptance;
- Knowledge and insight;
- Happiness and contentment; resilience;
- A future

Trans Awareness - the Basics

WORK IN EDUCATION

- Educational Workshops
- School Assemblies
- Mentoring for Young Trans People in Schools and Sixth forms
- Training and Presentations for Staff Working in Education
- Professional Consultancy
- Public events - presentations, conferences, panel discussions,
- Stalls

Trans Awareness - the Basics



PROFESSIONAL SERVICES

Gendered Intelligence **Professional Services Membership** is a standard package purchased as an annual subscription.

Working towards Trans Inclusion & Celebrating Gender Diversity
It's a journey not a destination!

Professional Services Membership will:

1. Improve student experience
2. Improve staff satisfaction
3. Widen the recruitment talent pool

Trans Awareness - the Basics

PROFESSIONAL SERVICES

The health check audit looks at six measurable areas of trans inclusion:

1. Policies and Procedures
2. Monitoring and recording
3. Review and Improvement
4. Provision of facilities for trans people
5. Visibility
6. Professional Practice - Awareness, Understanding and Confidence

Other Resources

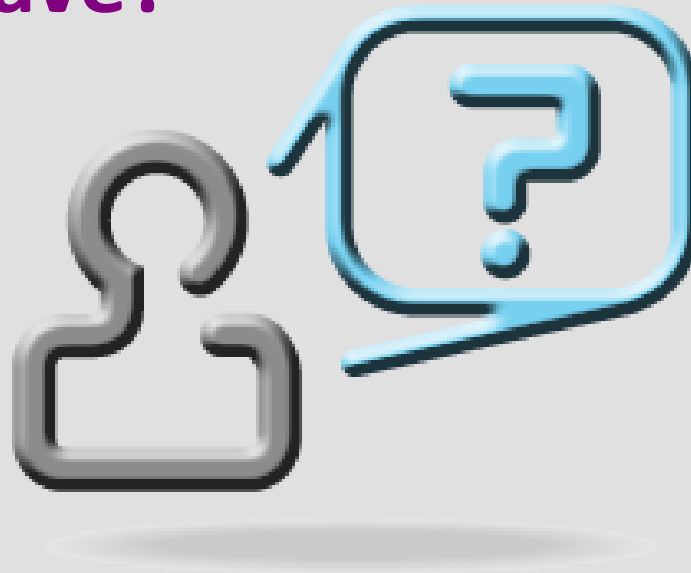
Resource list includes:

- Other organisations
- Downloadable resources
- Downloadable reports



Trans Awareness - the Basics

What questions
do you have?



Trans Awareness - the Basics

**Please complete an
evaluation form...**



Thank You

Jay Stewart

Gendered Intelligence

Gendered Intelligence Professional Services Lead: Simon Croft

training@genderedintelligence.co.uk

07950 471414