

Gender Identities, Marginality, and Allyship

Resources for the Equity and Justice Training Module

by Mads Whitmarsh-Jones in partnership with Frances Portillo of Portillo Consulting,
International



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Agenda

Introductions & Welcome

- Safety in the Meeting Room
- Statement of Support

Gender Concepts

- Gender vs. Sex
- Exercise: Gender “Boxes”
- What Gender Is (and Isn’t!)
- Exercise: What is My Gender? Two coloring pages
 - The Gender Spectrum
 - The Transgender Umbrella & Some Nonbinary Genders
- Identity & Labels
- Dysphoria, Misgendering, & Congruence
 - Pronouns
- Intersectional Marginality
- Nondiscrimination and the Law

Allyship

- Allyship in Context
- The Core of Allyship
- Discomfort and Mistakes
- Practical Strategies

Closing Comments & Questions



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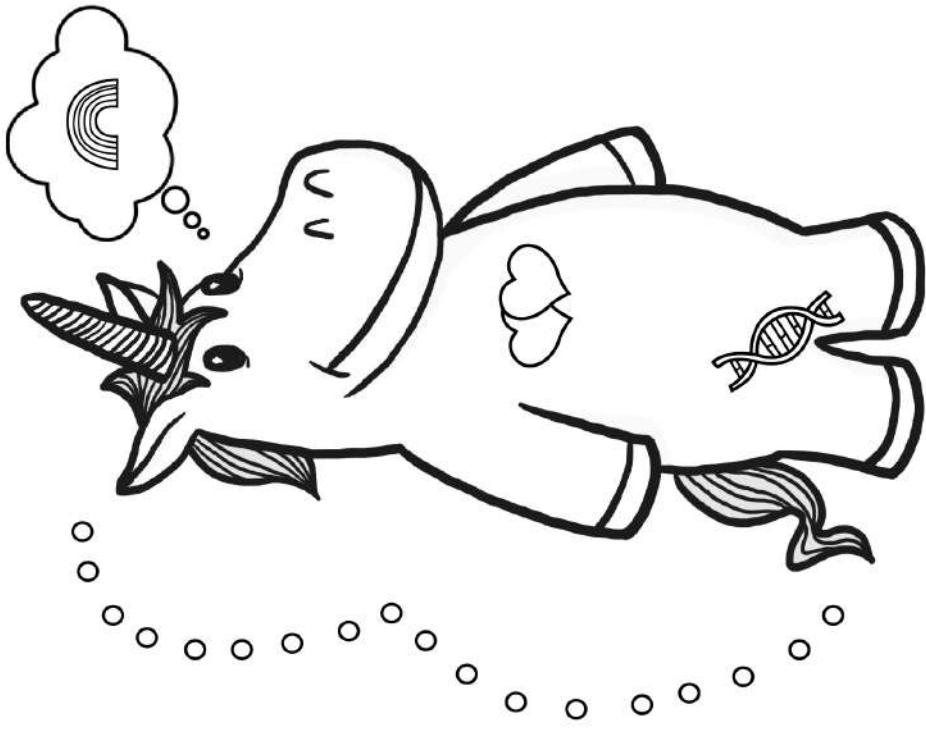
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The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



Gender Identity

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

Gender Expression

Feminine
 Masculine
 Other

Sex Assigned at Birth

Female
 Male
 Other/Intersex

Sexually Attracted To

Women
 Men
 Other Gender(s)

Emotionally Attracted To

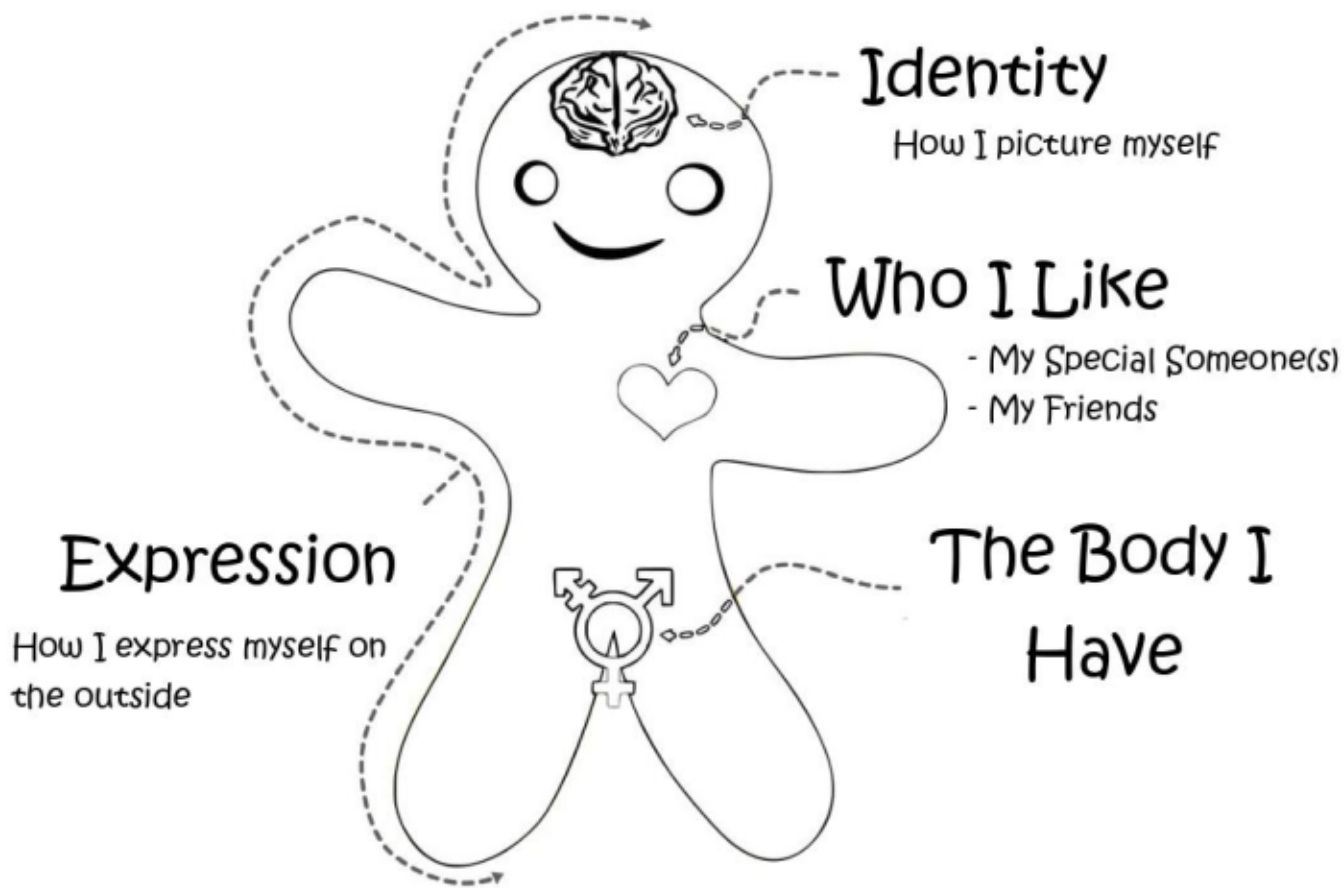
Women
 Men
 Other Gender(s)

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

Design by Landyn Pan
Illustration by Anna Moore

The Genderbread Person v4

Edited by Mads Whitmarsh-Jones for all ages, 2019



⊘ means a lack of what's on the right side

 My Gender Identity

⊘ → Boy/boyish

⊘ → Girl/girlish


⊘ → Other

 My Gender Expression

⊘ → Boy/boyish

⊘ → Girl/girlish

⊘ → Other

 My Body


⊘ → Boy/boyish

⊘ → Girl/girlish

⊘ → Other

My Gender Identity does not have to match my Expression, and neither of them have to match my body!


My Gender Identity and Expression do not determine who I like!

 When I picture my special someone(s), they are...

⊘ → a Boy/boyish

⊘ → a Girl/girlish

⊘ → Other

 The people I tend to make friends with are...

⊘ → Boys/boyish

⊘ → Girls/girlish

⊘ → Other

Relevant Legal Excerpts

Note: Please read these ahead of time if you get the chance. Thank you!

The U.S. Equal Employment Opportunity Commission (EEOC)

“The U.S. Equal Employment Opportunity Commission (EEOC) is responsible for enforcing federal laws that make it illegal to discriminate against a job applicant or an employee because of the person's race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability or genetic information.

The laws apply to all types of work situations, including hiring, firing, promotions, harassment, training, wages, and benefits.”

-U.S. Equal Employment Opportunity Commission, Overview (eeoc.gov/overview)

Oregon State Law

“Oregon law makes it illegal for an employer to discriminate on the basis of race, color, national origin, sex (includes gender, pregnancy and sexual harassment), religion, age (18 or older), marital status, physical/mental disability, injury, family relationship, and retaliation on the basis of having opposed an unlawful employment practice. The Oregon law also makes genetic discrimination illegal, preventing an employer from requiring or considering the results of genetic screening or brain wave tests.

The Oregon antidiscrimination law also makes other kinds of employer conduct illegal, such as discrimination on the basis of testifying before the Legislature, giving or using breathalyzer tests[,] polygraph examinations, and psychological stress tests (with certain exceptions), whistleblowing, and blacklisting.”

-Excerpt from Workplace Fairness, “Filing a Discrimination Claim” (workplacefairness.org*)

Lane Community College Policies

“Lane has a zero tolerance policy regarding all forms of harassment. ... Harassment based on race, ethnicity, national origin or sexual orientation is defined as unwelcome verbal, written or physical conduct based on a person's actual or perceived race, ethnicity, national origin or sexual orientation that unreasonably interferes with an individual's work or academic performance, adversely affects the targeted individual's or others' work or learning opportunities, or creates an intimidating, hostile or offensive environment.”

-Excerpt from Board Policy (BP) 630, “Harassment”



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“Lane's core values of respect for diversity, and for a safe, respectful and inclusive working and learning environment, require cultural competence/diversity awareness among its employees. An inclusive culture is one that cultivates respect, equity and positive recognition of cultural differences among all members of the community. It requires that the social and institutional responses to cultural differences encourage and promote positive learning and working experiences.”

-Excerpt from Board Policy (BP) 520, “Cultural Competency and Diversity Awareness”



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Glossary

Ace: A colloquial abbreviation for Asexual and/or Aromantic. An asexual person does not experience sexual attraction; an aromantic person does not experience romantic attraction.

Agender: An agender person feels that gender is foreign to them, or that they have no experience of gender.

AMAB/AFAB: Abbreviations for Assigned Female at Birth and Assigned Male at Birth. These are common terms, but they are not without their problems.

Cisgender: Someone whose gender identity matches with the gender they were cultured, or raised, as. Cis- as a prefix comes from Latin, meaning “on the same side as.” Compare to *transgender*.

Congruence, Gender: A feeling of harmony with one’s own gender. This is impacted both by internal concerns (an understanding and acceptance of oneself) and external ones (perception and treatment by others).

Deadname: The old name assigned to a transgender person that no longer fits them, or never fit them. Can also be used as a verb, “I got deadnamed.”

Demi-: Prefix meaning “partial”. Etymologically, a combining form from French loanwords meaning “half.” Examples include Demisexual, meaning partially sexual (on the Ace spectrum), or Demiboy, meaning partially male.

Dysphoria, Gender: Distress arising from a lack of gender congruence.

Gender: How one feels about oneself in the context of their culture and society.

Gender Fluid: A gender fluid person has a gender identity that fluctuates and shifts on a regular basis.

Genderqueer: A genderqueer person identifies with the concept of queering gender. There is a less polite version of this phrase which includes profanity. Genderqueer is sometimes used as an umbrella term for nonbinary genders, but this label does not speak to all nonbinary folks.

Intersectionality: “The complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or intersect especially in the experiences of marginalized individuals or groups.” ([Merriam Webster](#))



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Intersex: An intersex person has biological characteristics that place them outside what the medical profession deems strictly “male” or “female.”

Misgender: To call someone by the wrong pronouns or refer to them with incorrectly gendered language. As in, “I didn’t mean to misgender you,” or “I got misgendered.”

Nonbinary: A nonbinary person feels that their gender is not part of the traditional gender binary in some regard. Nonbinary is sometimes shortened to enby, as in “I’m an enby.”

Pan- : Prefix meaning “all”. Etymologically, a combining form from Greek loanwords. Examples include Panromantic, romantically attracted to all genders, and Pansexual, physically attracted to all genders.

Queer: A reclaimed slur meaning someone who is not part of the cis-heteronormative cultural majority. Queer is often used as an umbrella term to encompass all counternormative gender and sexuality identities.

Sex: The physical and biological traits that an individual possesses.

Transgender: A transgender person does not identify with the gender they were cultured or raised as. Trans- as a prefix comes from Latin, meaning “across from” or “on the other side as”. Compare to *cisgender*.

Two Spirit: A pan-indigenous term for First Nations folks of a third or nonbinary gender. Each Nation has their own language and term for these identities.



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Other Resources & Further Reading

An online game to practice using pronouns: pronouns.minus18.org.au/

Portland Q Center: pdxqcenter.org

Trans*Ponder, of Eugene, Oregon: <https://transponder.community/>

Who Are You? The Kid's Guide to Gender Identity: kidsguidetogender.com

Mads and Frances both can't recommend this book, and the interactive wheel it comes with, highly enough! Suitable for kids (and adults) of all ages!

Worksheets (see following pages) by Darlene Tando, LCSW: DarleneTando.com



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Gender is a very special word that describes if someone feels like a boy, a girl, both, or neither.

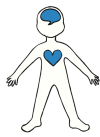
Gender is beautiful; **it can be all one color, a mix of colors, a blend of colors, or a little bit of every color.**



Some people think when a baby is born, you can tell their **gender** by looking at their bodies. You **can't!**

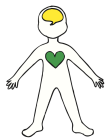
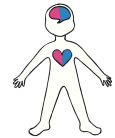
You can only know someone's **gender** when they can tell you how they feel. Your **gender**, feeling like a boy/girl/both/neither is how you feel inside your **heart** and your **brain**.

Some people have the **heart** and **brain** of a **girl**.



Some people have the **heart** and **brain** of a **boy**.

Some people feel like **both** a boy and a girl, or a **blend** of these genders.



Some people feel like **neither** a boy or a girl, or **something different** altogether.

YOU are the one who knows your gender best, and **ANY WAY YOU ARE IS OK!**

When I was a baby, people thought I was a _____.

I have the heart of _____.

I have the brain of _____.

If I had it my way, people would treat me like:

A BOY

A GIRL

BOTH

NEITHER

If I had it my way, when people talked about me they would say:

"HE"

"SHE"

"THEY"

"NAME" (no pronouns)

If I had it my way, my name would be: _____

Gender is a very special word that describes if someone feels like a boy, a girl, both, or neither.

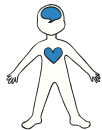
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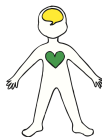
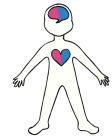
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Some people have the **heart** and **brain** of a **boy**.

Some people feel like **both** a boy and a girl, or a **blend** of these genders.



Some people feel like **neither** a boy or a girl, or **something different** altogether.

The only way to know if someone is a boy or a girl (or both or neither) is for them to **tell** you.

If they tell you they are a girl, believe them!
If they tell you they are a boy, believe them!
If they tell you they are both, believe them!
If they tell you they are neither, believe them!

People are happiest when others are kind to them and respect who they are. Always say “she”, “he”, or any other pronoun they ask you to, and use the name that feels best to them.

I KNOW SOMEONE WHO IS CHANGING

My _____ is changing.
(friend, brother, aunt)

When they were born, people thought they were a _____, but are changing into _____.
(boy/girl/not sure)
(a boy/a girl/both/neither)

Right now I call this person _____.
(old name)

Soon I will be calling them _____.
(new name)

When I talk about them, I will be saying _____ instead of _____ and _____.
(he/she/they/other) (current pronoun)

_____ instead of _____.
(him/her/them/other) (current pronoun)

This change will now make this person my _____.
(friend, sister, uncle)

I think it will be _____ for me to use the new name and words for them.
(hard/easy)

I think they will be _____ when I use their new name.
(any feeling)

I feel _____ about this change.
(any feeling)

People I can talk to and ask questions about this change are: