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
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

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

Graphic by: TSER
The Genderbread Person v4
Edited by Mads Whitmarsh-Jones for all ages, 2019

Identity
How I picture myself

Who I Like
- My Special Someone(s)
- My Friends

Expression
How I express myself on the outside

The Body I Have

<My Gender Identity>

Boy/boyish
Girl/girlish
Other

<My Gender Expression>

Boy/boyish
Girl/girlish
Other

<My Body>

Boy/boyish
Girl/girlish
Other

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

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

Genderbread Person Version 4 created and uncopyrighted 2017 by San Kilernan
For a bigger bite, read more at www.genderbread.org
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”
“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”
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)
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.
Bibliography


From the entry on Gender Dysphoria, pg. 451


Descriptive Linguist Tom Scott has since released corrections to this video, which may be found on his website at https://www.tomscott.com/gender-neutral-pronouns/


Specifically, Board Policies 520 "Cultural Competency and Diversity Awareness" and 600 "Harassment"


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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
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: ____________________________

Created by Darlene Tando, LCSW
Version 8/18
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Some people have the heart and brain of a girl.

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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:

Created by Darlene Tando, LCSW  
www.DarleneTando.com