



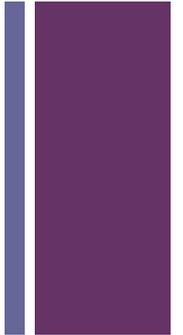
# Gender Identity Across the Spectrum

Deconstructing the Binary System

**ARIZONA SEXUAL EMPOWERMENT  
AND COUNSELING SERVICES**  
LIVE YOUR BEST LIFE  
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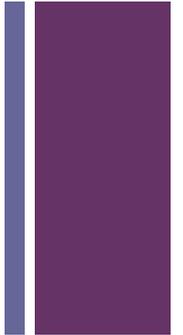
# + Gender-Affirming Services



- Why is it important to understand gender identity?
- What are gender-affirming services?
- Is your practice/agency/employer gender affirming?
- What can you do to be more gender-affirming?



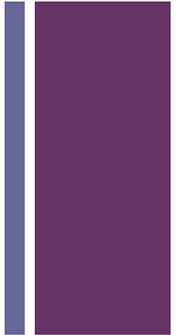
# Binary Identities



- We all have a gender identity. What is yours?
- What does your gender identity mean to you?
- How does culture influence these identities?



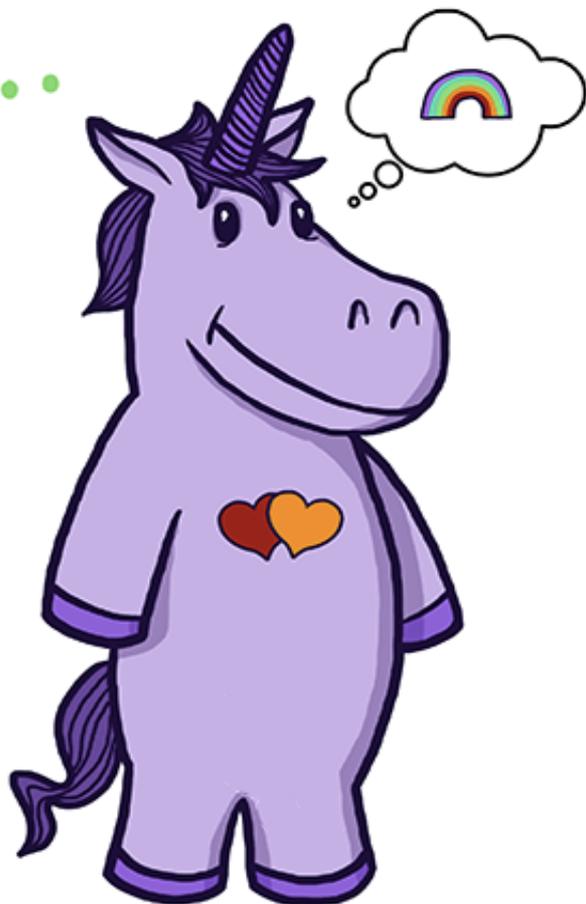
# Is it a choice?



- Some argue that gender identity is a choice and folks should choose to conform to gender norms.
- When did you choose your gender?
- Could you choose a different one?

# 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



## 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](http://www.transstudent.org/gender)

Design by Landyn Pan and Anna Moore



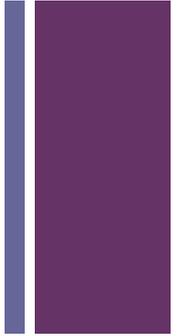
# How do we determine gender?



- What defines gender?
- How many combinations are there?
- How many options do we have?
- What if that doesn't fit?
- <https://www.youtube.com/watch?v=cAUDKEI4QKI>

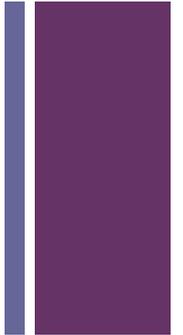


# Transgender Terminology



- Please take a moment to complete the handout on terminology.
- We will discuss your questions and results after it is complete.
- Feel free to pair up with another participant if you like.

# + Language to Avoid



Say this:	Instead of saying this:
Sex assigned at birth	“Real” sex, “real” gender, genital sex
Transgender person	a transgender,
Transgender people	transgenders,
Transgender	transgendered,
Transgender man	FTM, used to be a woman, born female
Transgender woman	MTF, used to be a man, born a male
Medical Transition	Sex change, pre-operative, post-operative
Intersex person	Hermaphrodite
Sexual orientation	Sexual preference, homosexual

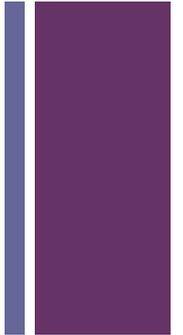


# Micro-aggression & Discrimination



- Micro-aggressions are most often *individual* acts of subtle prejudice or hostility that can be unintentional or conscious.
- “Micro” does not mean insignificant, but rather indicates an individual and subtle act.
- How often have you witnessed micro-aggressions and discrimination in your workplace and in your personal lives?
- How can you advocate to reduce micro-aggression and discrimination?

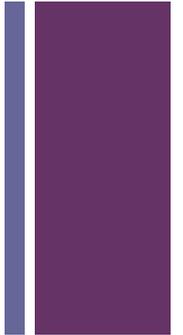
# + Types of Micro-Aggression



- **Micro-assaults:** small behaviors that are intentional and purposeful (name calling, derogatory statements, using the wrong name and pronouns).
- **Micro-insults:** rude statements that are usually unintentional or unconscious and indicate ignorance or bias (asking inappropriate questions about genitals or surgical status, redirecting someone to another bathroom, or making facial expressions that reveal confusion or disgust).
- **Micro-invalidations:** usually unintentional or unconscious statements or actions that ignore, minimize, or nullify a person's identity (having only two options on forms, telling non-conforming people they shouldn't be upset if someone is confused by their gender presentation).

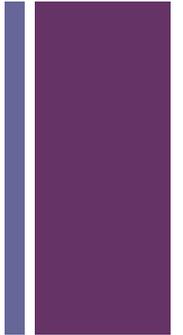


# Micro-aggression Examples



- Oh, I totally knew you weren't a real woman as soon as I saw you.
- So have you had the surgery yet?
- You look so much like a real man, I never would have known.
- Wow, I have never met a transgender person before!
- What do your parents think of you doing this?
- Excuse me, I think you're in the wrong bathroom.
- Your record has a different gender marked.

# + Myth or Fact

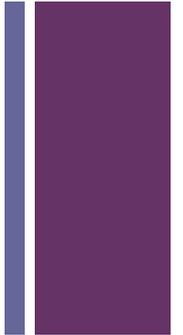


- Transgender is an extreme presentation of a homosexual sexual orientation.
  - MYTH! Transgender is not a sexual orientation.
  - Sexual orientation = who we love and to whom we are attracted.  
Gender identity = who we are and how we express ourselves as gendered beings.

# + Myth or Fact

- Mental health counseling can be successful in helping a transgender or questioning person change their gender identity to be consistent with the sex they were assigned at birth.
- MYTH! No form of counseling can “fix” or “change” gender identity or sexual orientation. In fact, efforts to do so have proven to be psychologically harmful. International experts, including the APA, have determined that being transgender or gender non-conforming is not a mental illness and treating it as such is unethical and unsafe.

# + Myth or Fact



- Anyone under the age of 18 is developmentally and psychologically too young to know who they are or what they want, and is quite likely to change their mind about their gender identity down the line.
- MYTH! By age 3-4, children have a strong sense of their identity. On average, transgender children begin articulating their incongruent feelings by age 10-11. Psychological experts have repeatedly determined that the best course of action for gender non-conforming youth is to affirm their gender identity and expression and support them and their families in exploring gender-affirming medical interventions.

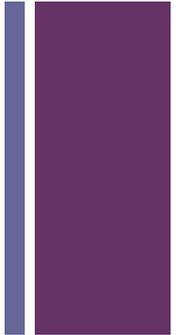
# + Myth or Fact

- There is a national law in place to protect transgender people from employment discrimination as a part of the legal protections that are provided to members of the LGBTQ community.
- MYTH! There is currently no national law that protects LGBTQ people from employment discrimination. While some states are beginning to pass their own laws to provide such protections, at this time there is currently no federal law in place.

# + Myth or Fact

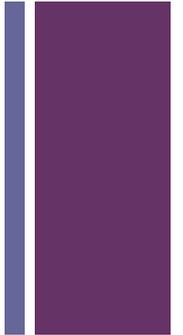
- Generally speaking, transgender people tend to experience little anti-transgender prejudice when accessing healthcare services because medical providers receive training on working with transgender people.
  - MYTH! Gender identity is not a common topic in medical schools, and there is a significant lack of gender-affirming medical care available.
  - In a 2011 study of nearly 6500 participants, 19% reported that they had been refused medical care because of their gender identity, and 28% reported that they were harassed by medical providers.
  - There have been numerous cases of transgender people receiving inappropriate care in emergency settings after medical providers noted that their genitals did not match their gender presentation. In some cases this lack of treatment resulted in death.

# + Steps for Affirming Action



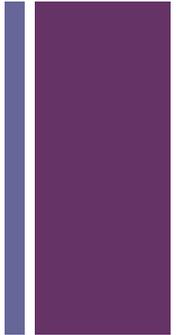
1. Believe Transgender People
2. Validate & Empathize
3. Use Affirming Names & Pronouns
4. Help Connect to Support & Resources
5. Advocate

# + Local Resources



- **One N Ten:** <http://onenten.org/>
- **PFLAG Phoenix:** <https://www.pflag.org/chapter/pflag-phoenix>
- **Phoenix Children's Hospital:**  
<http://www.phoenixchildrens.org/medical-specialties/adolescent-medicine/gender-management-service>
- **Spectrum Medical Group:**  
<https://www.spectrummedgroup.com/>
- **Trans Spectrum of Arizona:** <https://tsaz.org/>

# + Action Plan



- What are your takeaways from this training?
- What issues does your agency/organization face in becoming more gender-affirming?
- How can you work to be more gender-affirming in your approach to your work?
- How can you advocate for more gender-affirming services in your agency/organization?

# + Citations

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