Introduction to Transgender Issues on Campus

University of Colorado
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Presented by Samuel Lurie
Transgender Training and Advocacy
www.tgtrain.org

Goals
- To provide a basic overview of Transgender terms and concepts.
- Understand difference between Gender and Sexual Orientation.
- Identify barriers and challenges for transgender students and others in College community.

Trainer’s Background
- Samuel Lurie: www.tgtrain.org
- Training to providers on TG issues for 10 years
- Over 20,000 providers in 28 states. Health care and social service providers.
- Consult with colleges and universities to create trans-inclusive policy and practice.
- Commitment to Adult Learning Theory: honor your expertise.
- Trans community member and activist

Trend on College Campuses
- Growing population and increased visibility.
- On all campuses!
- Trans movement—impacting academia, student life, social consciousness and policy

Trend in anti-discrimination policy

Over 80 municipalities including Dallas, TX; Covington, KY; Peoria, IL; Milwaukee, WI; San Diego, CA; Atlanta, GA; Salem, OR.

Source: Transgender Law and Policy Institute

Some Colleges and Universities
University of Iowa the first, 1996
- Arizona State University
- Brown University
- Carnegie Mellon
- Columbia University
- Case Western Reserve
- City University of New York
- DePaul University
- Duke University
- University of New Hampshire
- Harvard University (in process)
- Kalamazoo College
- Middlebury College
- Ohio State

Rutgers, State U of NJ
Swarthmore College
University of California system
University of New Hampshire
University of Oregon
University of Pennsylvania
University of Vermont
University of Washington
Wesleyan University
MIT
Yale University (2006) (Last Ivy League school)

For complete list, see www.transgenderlaw.org/

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Language and concepts

Terms:
- Transgender vs. Transexual
- Gender variant and gender non-conforming

Transgender
- Umbrella term for wide range of people who challenge or don't fit social norms of gender expression.
  - Includes a wide range of people, some of whom may not use the term "transgender" to identify themselves.

Transexual
- Specifically desires to live full-time in the chosen gender that matches their internal gender identity. Often requires medical interventions and social/legal changes.
  *Transgender, or “Trans” is better as a broad, umbrella term.*

Range of expressions

All of us

Gender variant

Gender non-conforming

Transsexual

Those who specifically desire to live full-time in gender role different than what assigned at birth.

People who challenge gender norms and expectations
- Masculine women
- Tomboys
- Androgynous men
- Cross-dressers
- Many degrees in expression.

Language and concepts

Terms:
- FTM, Transman
- MTF, Transwoman

Both considered a spectrum

Transition

- Process of moving to living in as many places as possible in gender that matches identity.
- Visible and dangerous period
- Takes time
  - Physical, legal, medical and social adjustments
- Terms: Read, Clock, Pass

Transition, continued

- Transition impacts the people around the transgender person.
- **SOFFA:**
  - Significant Other,
  - Friends,
  - Family and
  - Allies

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Cross Gender Hormones

- Very powerful drive and motivation.
- Create Internal and External changes
- Difficult to access safely.

- What are the resources on your campus to access counseling, peer support, health care?

Surgery

- Watch these terms: “Pre-op, Post-op, Non-op”:
  - Surgery DOES NOT equal “Realness.”
  - Asking about surgery is very personal
  - There are many different paths, not everyone wants any surgery.

Not everyone transitions

Many gender non-conforming people are challenging gender norms and moving back and forth along different continua.

Inclusive Language

Identify areas you work in:
- healthy bodies,
- sexual health,
- exercise,
- relationships,
- anxiety,
- AOD talks
where you can use INCLUSIVE LANGUAGE and CONCEPTS in the work you already do.

Bathrooms and IDs

Training Video:
“Toilet Training: Law and Order in the Bathroom”
Order from:
Sylvia Rivera Law Project
www.srlp.org

Know where there are safe bathrooms on your campus?

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Sexual Orientation vs. Gender Identity

- Being transgendered does not mean you're gay and being gay does not mean you're transgendered.
  - There is overlap, in part because gender variance is often seen in gay context.
  - Masculine females and feminine males are assumed to be gay;
- “Anti-gay” discrimination and violence often targets gender expression, not sexuality

Gender identity and sexual orientation are different things

- Every individual has a biological sex, a gender identity and a sexual orientation.
  - All can be considered fluid.

Traditional Binary Gender Model

- **Biological Sex:**
  - Male
  - Female
- **Gender Expression:**
  - Masculine
  - Feminine
- **Sexual Orientation:**
  - Attracted to Women
  - Attracted to Men

Inclusive Gender Model

- **Biological Sex:**
  - Male
  - Intersexed
  - Female
- **Gender Expression:**
  - Masculine
  - Androgynous
  - Feminine
- **Sexual Orientation:**
  - Attracted to: women
  - men
  - both
  - neither
  - other

Inclusive Gender Model

- **Biological Sex:**
  - Male
  - Intersexed
  - Female
- **Gender Identity**
  - Man
  - Bi-gendered
  - Woman
- **Gender Expression:**
  - Masculine
  - Androgynous
  - Feminine
- **Sexual Orientation:**
  - Attracted to: women
  - men
  - both
  - neither
  - other

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Reminders

- Homophobia is different than Transphobia
- Trans people are often outcast in G/L context.
- Pfc. Barry Winchell

Stories of Trans Losses

Tyra Hunter
Gwen Araujo
Brandon Teena

Photos from Remembering Our Dead, www.gender.org/remember
And Transsexual, Transgender and Intersexed History, www.transhistory.org

Exercise:
Telling Secrets

Billy Tipton

Discussion

- If a transgender or gender-questioning student comes to you for services or support what are:
  1) Challenges for you personally?
  2) Challenges for you professionally?

Resource Hunt

Do you know how to find?
- Gender neutral bathrooms
- Private changing areas/showers
- Housing support, resources
- Student Affairs Services
  -Counseling resources
  -Health services
  -Workplace support/Career counseling
- Coursework: classes where gender issues are discussed with an understanding of diversity of expression and possibilities.

Some tips for interactions

- Safety for everyone is primary concern
- Shame, fear and harassment are part of daily experience.
- Don’t assume someone is lying if their ID doesn’t match.
- Recognize own bias and difficulties.
- Explain that you need legal name, but can use chosen name and honor presenting gender in public.
- A little more patience can de-escalate and radically alter interactions, allowing access to multiple systems.
- Help others be aware/respectful too.

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Campus Climate Change

- Celebrate Trans movement. It adds to diversity of campus and academic life
  - Not a burden, but a benefit.
- Exciting cultural moment: we are already in the arc of this change.
- Gender Liberation is not just for trans people, it is for all of us.
  - Connects, not competes, with other social justice movements.

Benefits of Change

- Change happens on many levels and in many stages.
- We will make mistakes along the way.
- Leadership and love creates diversity that benefits all.

Thank you!

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Resources


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Resources continued


- Protocols for Hormonal Reassignment of Gender from the Tom Waddell Health Center, 2001. [http://hivinsite.ucsf.edu/InSite.jsp?doc=2098.3d5a](http://hivinsite.ucsf.edu/InSite.jsp?doc=2098.3d5a)

- Intersexed Society of North America: [www.isna.org](http://www.isna.org), Advocacy and educational organization founded and led by intersexed people. See also Accord Alliance: [www.accordalliance.org](http://www.accordalliance.org).

- Transgender Law and Policy Institute, [www.transgenderlaw.org/college/index.htm](http://www.transgenderlaw.org/college/index.htm) for information on school and student issues.

Guidelines for Transgender Care

www.vch.ca/transhealth/

“Clinical management of gender dysphoria in adolescents”
Annelou L.C. de Vries, Peggy T. Cohen-Kettenis, & Henriette Delemarre-Van de Waal

“Ethical, legal, and psychosocial issues in care of transgender adolescents”
Catherine White Holman & Joshua Goldberg

“Counseling and Mental Health Care for Transgender Adults and Loved Ones”
– Walter Bockting, Gail Knudson, & Joshua Goldberg

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