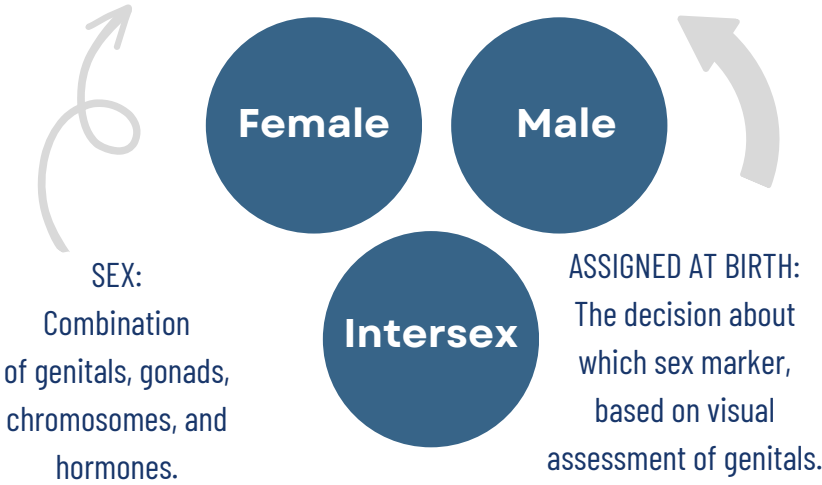


101 SUMMARY

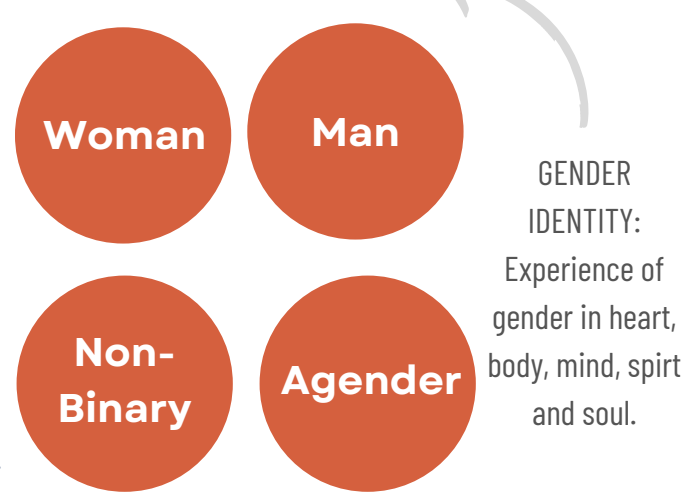
Core Concepts & SIEO

There is [Glossary of Terms on pages 3-4](#) that includes definitions for these terms, provided in SIEO order.

SEX (ASSIGNED AT BIRTH)



GENDER IDENTITY



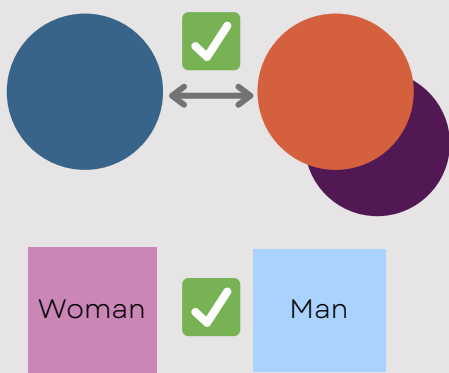
GENDER EXPRESSION



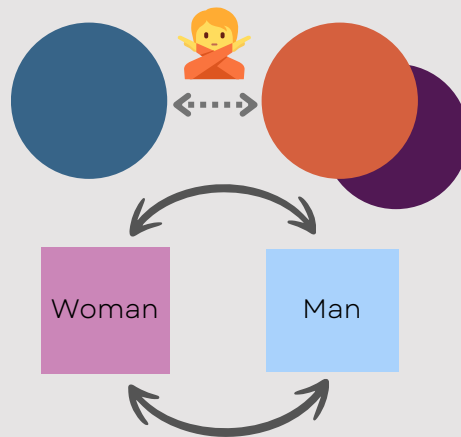
GENDER EXPRESSION: How we communicate our gender to the world, often influenced by gender stereotypes and sexism.

People who are perceived as gender non-conforming or visibly transgender face much higher levels of prejudice, discrimination, and violence. This is compounded by race, ability, class, age, and more, which is an example of how intersectionality (multiple marginalized identities) works.

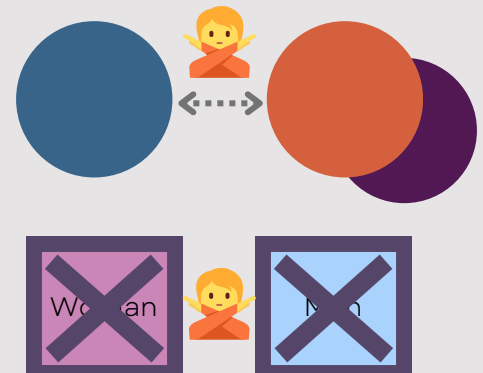
CISGENDER



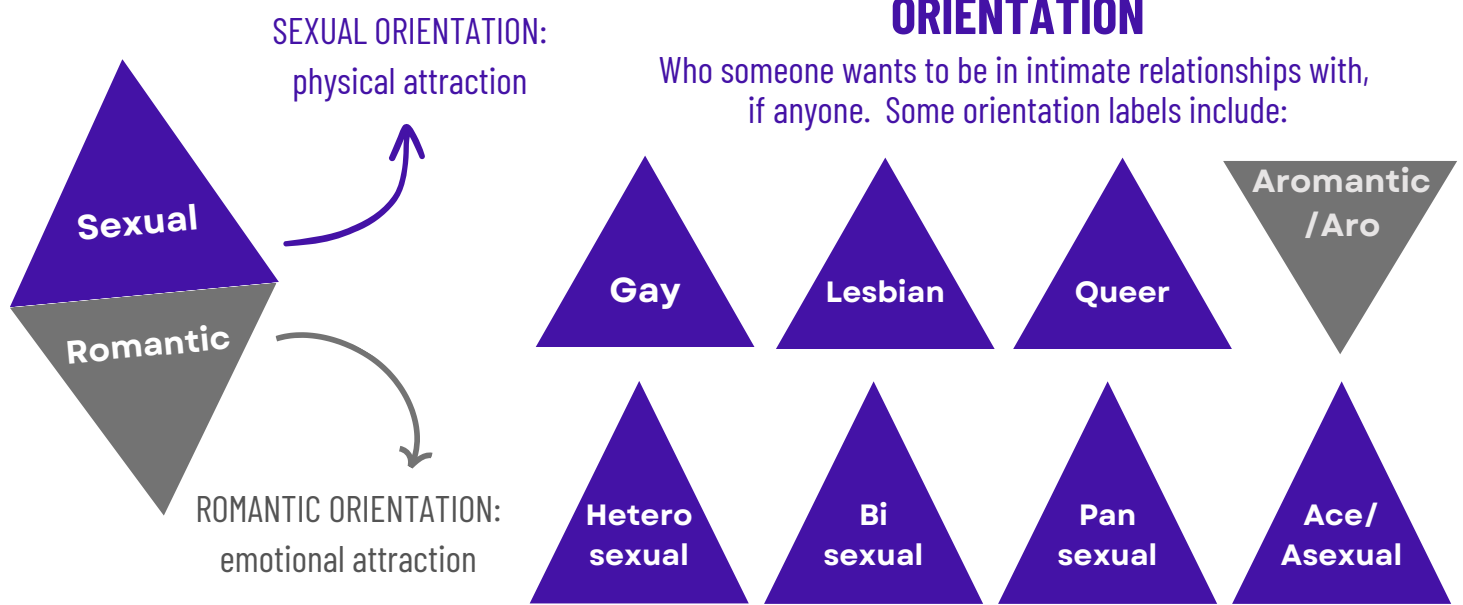
TRANSGENDER



NON-BINARY



ORIENTATION



FREQUENTLY ASKED QUESTIONS...

What is the difference between intersex and transgender?

These are two different things. Intersex refers to a person who is not strictly male or female. (There are at least 30 different intersex variations.) Being transgender is about having an internal gender that does not match their body or sex assigned at birth.

Is trans a sexual orientation?

Nope. Sexual orientation is about who we want to be in relationships with, if anyone. Gender identity is the gender we feel internally. Being trans is about having a gender identity and a body that do not match or align - which is separate from who someone is attracted to.

What is the difference between transgender and non-binary?

Both are about having a gender identity and sex assigned at birth that do not align. Transgender people tend to identify as either men or women, (not what they were assigned at birth), while non-binary people tend to identify as having a gender that is beyond the boxes of man or woman.

How many trans & non-binary people are there in the US?

In 2022, Pew Research estimated that 1.6% of the adult US population is transgender or non-binary, which is about 5.3 million people. These numbers are widely accepted by scholars as an underestimate.

SUPPORT MATTERS

Family & School Communities

When young people's names and pronouns are respected and affirmed at home, school, work & socially, they experience:

- 71% fewer symptoms of severe depression
- 34% drop in reported suicidal thoughts
- 65% decrease in suicide attempts

*Russell, ST., 2018
Journal of Adolescent Health*

LGBTQ+ youth are 120X more likely to experience homelessness compared to non-LGBTQ+ peers.

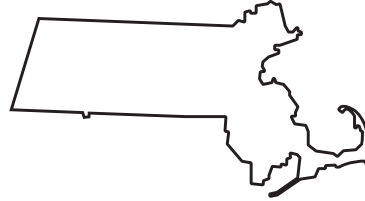
*Morton, M.H.
Journal of Adolescent Health*

Transgender and non-binary people, especially those who are visibly gender non-conforming, may experience hostility, discrimination, and denial of equal treatment in all levels of interaction (interpersonal, institutional, etc.)

*Grant et al. 2011
Injustice at Every Turn:
A Report of the National
Discrimination Survey*

National & State Landscape

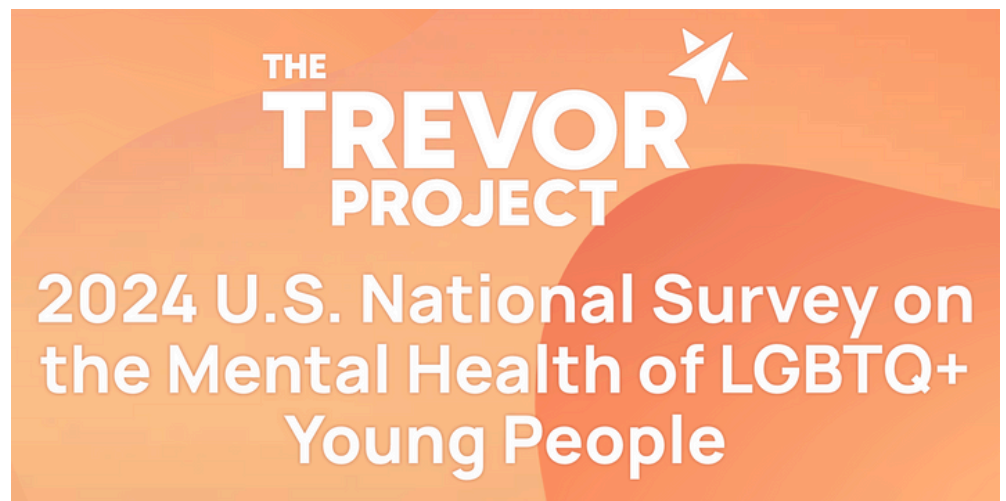
Among youth ages 13 -17 in the US, 1.4% (about 300,000 youth) identify as transgender. **In Massachusetts, there's 1.44% or 5,900 of the state population.**



*UCLA School of Law
Williams Institute*

Transgender and non-binary youth with access to binders, shapewear, and gender-affirming clothing **reported lower rates of attempting suicide** in the past year compared to transgender and non-binary youth **without access.**

Only 1 in 5 transgender and non-binary youth reported having their pronouns respected by all or most of the people in their lives, including **less than 1 in 10 among those** who primarily identified as non-binary.



*Trevor Project, 2024
National Survey on LGBTQ
Youth Mental Health*

OUR 3 GUIDELINES

These are foundational guidelines for being respectful:

AFFIRM GENDER IDENTITY / AVOID MISGENDERING

- Always use the language that affirms a person's gender identity (pronouns, honorifics, titles, etc)
- If appropriate, ask for which pronouns feel best
- Learning new skills takes PRACTICE

1

2

USE GENDER NEUTRAL LANGUAGE

- Use gender neutral terms for groups of people
- Minimize unnecessarily gendered language
- Focus on the goal of communicating respect, rather than the traditional honorifics

IF YOU SLIP, APOLOGIZE GRACEFULLY.

- Correct yourself & take responsibility
- Listen to yourself as you speak to catch yourself
- Use the least amount of words
- Support each other in using affirming pronouns

3

GLOSSARY

of common trans-related terms

Sex – a person’s assumed combination of genitals/gonads, chromosomes, and hormones.

Female – the combination of having a vulva, uterus and ovaries, XX chromosomes, and estrogen and progesterone as the dominant hormones.

Male – the combination of having a penis, testes and prostate, XY chromosomes, and testosterone as the dominant hormone.

Intersex – a combination of genitals/gonads, chromosomes, and hormones that is different than the above-named combinations for males and females.

About 1.7% of people born have intersex traits.

Sex Binary – outdated and false idea there are only 2 sexes - females and males.

Sex Assigned at Birth – the sex marker (M or F) that is placed on a person’s birth certificate/identity documents, usually based on a visual assessment of the infant’s genitals at the time of birth. With some exceptions for intersex individuals, sex is generally either assigned as M/male or F/female.

Gender Identity – how a person experiences their gender internally, the innate internal feeling of being a woman, man, something beyond or a combination of these.

Gender Binary – the false idea there are only 2 genders; men and women.

Cisgender – an adjective to describe a person whose gender identity matches or aligns with the sex assigned at birth. Sometimes shortened to ‘cis’.

Transgender – an adjective to describe a person whose gender identity does not match or align with the sex assigned at birth. Sometimes shortened to ‘trans’.

Transgender Woman – a person who experiences themselves internally as a woman but was assigned male at birth. Sometimes shortened to ‘trans woman’.

Transgender Man – a person who experiences themselves internally as a man but was assigned female at birth. Sometimes shortened to ‘trans man’.

Non-Binary – an adjective to describe a person (whose gender identity does not match or align with the sex assigned at birth), and the person has a gender identity that is not man or woman. This is an umbrella term that represents many different terms used to describe specific experiences of being non-binary.

Agender – an adjective to describe a person who does not experience having a gender identity. Sometimes also referred to as ‘nongender’.

Trans & Non-Binary – refers to the collective communities of people who are not cisgender. The terms ‘Transgender & Non-Binary’, ‘Transgender and Gender Diverse’, ‘Trans & Gender Expansive’ and ‘Transgender, Non-binary and Gender Non-Conforming’ are used similarly.

Gender Expression – how a person communicates their gender to the world through visual cues and personal style (such as clothing, makeup, jewelry or hairstyle).

Gender Conforming – An adjective to describe a person whose gender expression is perceived by others as fitting in with traditional gender stereotypes.

Gender Nonconforming – An adjective to describe a person whose gender expression is perceived by others as not fitting in with traditional gender stereotypes. Also referred to as ‘gender expansive’.

Feminine – gender expression and roles that are stereotypically associated with women.

Masculine – gender expression and roles that are stereotypically associated with men.

Gender Fluid – gender expression and roles that are more free and expansive than masculine or feminine stereotypes.

GLOSSARY

of common trans-related terms

Orientation – the desire to be in intimate relationships with others, if any.

Sexual Orientation – physical desire or attraction towards others, if any.

Terms like ‘heterosexual’, ‘gay’, ‘lesbian’, ‘bisexual’, ‘queer’, and ‘pansexual’ are all terms that represent different sexual orientations.

Asexual – a person who does not experience sexual attraction towards others. Sometimes also referred to as ‘ace’. ([Learn more here.](#))

Romantic Orientation – emotional desire or attraction towards others, if any. A person’s romantic orientation may be different than their sexual orientation.

Aromantic – a person who does not experience romantic attraction towards others. Sometimes also referred to as ‘aro’. ([Learn more here.](#))

Gender Dysphoria – the experience of having significant emotional and psychological distress that impacts activities of daily living, caused by having a gender identity and physical body that do not align. This includes the experience of not having a person’s gender identity recognized by others based on their physical appearance. Sometimes shortened to ‘dysphoria’.

Gender Affirming Care (GAC) – the area of specialized medicine that helps to reduce or eliminate gender dysphoria for transgender and non-binary people who meet certain medical and mental health criteria.

GAC has a range of options and most people only access a few things. Surgical interventions, especially genital, are generally hard to access. GAC options include: various therapies (such as mental health, vocal, physical or occupational), hormonal interventions (such as puberty or hormone blockers and/or cross sex hormones,) surgical interventions (non-genital surgeries such as breast augmentation or removal, reproductive surgeries, such as removal of ovaries/uterus or testes, facial and body contouring (such as reduction of “adam’s apples” or liposuction) and/or genital (vulvoplasty, metiodioplasty, phalloplasty and related supportive surgeries such as urethral lengthening). Most surgeries are done in stages, phased over several years.

Misinformation Alert *Trans children are not having genital surgeries! The gender assignment surgeries that are being performed on children in the US are the non-consensual ones on intersex children.* [Learn more about this here.](#)

Transition – the process a person takes to shift their body and life be in alignment with their gender identity. Many, but not all, transgender and non-binary people desire to transition socially or medically to some degree. Of those who do want to, transition, many who want to cannot, due to pervasive logistical, financial, insurance and other barriers that prevent access to gender affirming care.

Social Transition – the process of shifting to live socially in alignment with gender identity. This often includes updating names, pronouns, clothing, hairstyle, etc.

Medical Transition – the process of shifting to one’s body to be more in alignment with gender identity. May include use of hormones, surgeries or other therapies.

Legal Transition – the process of updating legal documents to have an affirming name and sex marker. Medical transition is required in most places, and it is a complex, lengthy and often expensive process.

Detransition – The process of reducing or reversing elements of medical transition. Detransitioning is not well studied, but is not known to be a common or frequent experience. This is also referred to as ‘retransition’. For people who do detransition, the reasons are highly individual and complex. Often, detransition is related to a lack of support from loved ones, anti-trans prejudice and economic discrimination. The media focus on feeling that a mistake was made is a highly sensationalized narrative.

Did You Know?

Medical transition in general, and detransition and puberty blockers in particular, are frequently misrepresented in the media. Many of the studies often cited are known to be poorly designed to support anti-trans claims, and the coverage is intentionally sensationalized (because controversy makes great clickbait).

[Click to learn how to identify anti-trans politically motivated documentaries and related work.](#)



BUILDING

on today's learning

Resources Referenced Today



Native-Land.ca

Do you know whose land you are on? If not, click here to learn about the native communities who historically and presently live on the lands we call the United States, known as Turtle Island. *If you would like to learn more land acknowledgements from an Indigenous perspective, [check out this online course](#).*



The Intertwine Charter: Going Beyond Anti-Discrimination Towards Pro-Active Change to Welcome Others

Learn more about the wheel of privilege of oppression and the related charter to think about the ways in various identities intersect, and how systems create collective oppressions.



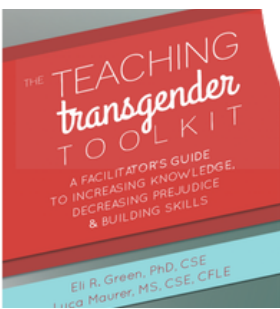
Every Body

This documentary presents the experiences of three different intersex individuals in the US. Each shares about their experiences of being subjected to non-consensual surgeries as children and the impact on their lives as adults.



interACT: Advocates for Intersex Youth

interACT is an organization of intersex people, loved ones and advocates that uses innovative legal and other strategies, to advocate for the human rights of children born with intersex traits.



The Teaching Transgender Toolkit

Co-authored by Dr. Green, the Teaching Transgender Toolkit is a resource for those teaching trans-related content. Originally developed in 2003 by Dr. Green, and published in the Toolkit in 2015, the SIEO model has evolved through the decades to honor and explain our ever evolving understandings of gender.



The Colonial Project of Gender (and Everything Else)

Learn directly from Indigenous scholars about how European colonists used religion and other cultural means to erase more nuanced understandings and experiences of gender.



Transgender Training Institute's Guide to Pronouns

Review what we learned about pronouns: what they are, how to use them, and more information about various neopronouns. This article also includes additional resources for practicing people's pronouns and related supports.

Additional Resources



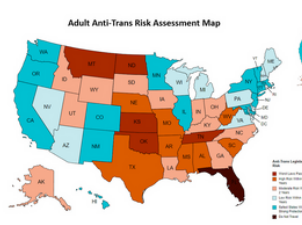
[Creating a Trans-Inclusive Workplace](#)
[Harvard Business Review: March-April 2020](#)



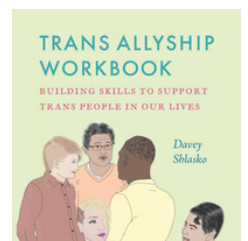
[GenderU's Intersex 101 & Beyond Online Course](#)



[TATC's Community Resource Guide](#)



[Erin in the Morning's Anti Trans Legislative Tracker & Newsletter](#)



[Trans Allyship Workbook: Building Skills to Support Trans People in Our Lives](#)