

**UNDERSTANDING & INTERACTING RESPECTFULLY
WITH TRANS AND NONBINARY
EVENT-GOERS AND PERFORMERS**



TRANSFORMATION
JOURNEYS WORLDWIDE
Transgender-Focused Inclusion Training

Rev. Linda Herzer




THE BIBLE AND THE TRANSGENDER EXPERIENCE
How Scripture Supports Gender Variance
LINDA TATRO HERZER

Cultural Assumptions about Gender

Gender is determined by external anatomy.

OUTDATED!

Outdated according to the:

- American Psychological Association
- American Academy of Pediatrics
- World Health Organization
- World Medical Association
- World Psychiatric Association
- ICD-11

Gender Identity

Who you know yourself to be on the inside...
a man, a woman, both or neither.

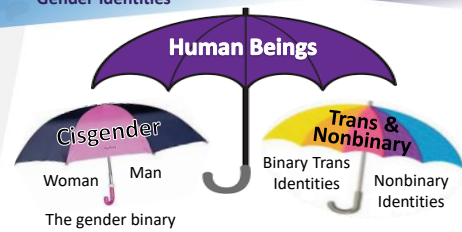
Gender Identities

TRANSGENDER – Describes people whose gender identities do NOT match the sex they were assigned at birth.

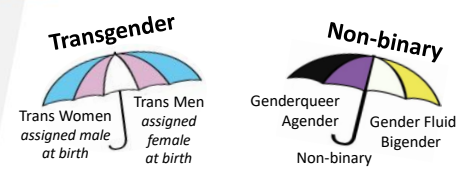
CISGENDER – Describes people whose gender identities match the sex they were assigned at birth.

NONBINARY – Describes people whose gender identities may be neither man nor woman, or a combination of both.

Gender Identities



Gender Identities

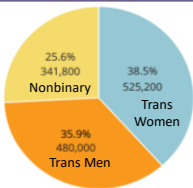


Transgender
Trans Women assigned male at birth
Trans Men assigned female at birth

Non-binary
Genderqueer
Agender
Non-binary
Gender Fluid
Bigender

Gender Identity

1.3M Adult Trans & Nonbinary Americans




2022 Williams Institute Report

Gender Identity

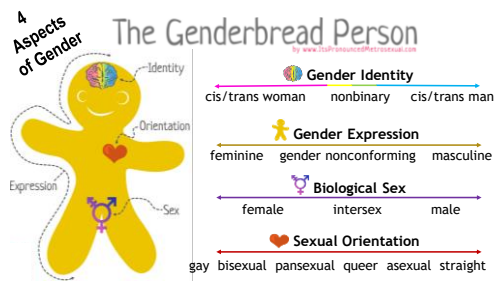
0.3M Trans & Nonbinary Americans Ages 13-17

AGES	PERCENT
13 to 17	1.4%
18 to 24	1.3%
25 to 64	0.5%



Millennials and Gen Zs are more gender diverse than previous generations.

2022 Williams Institute Report



Gender Nonconforming

Describes people whose **gender expressions** and behaviors differ from cultural expectations regarding gender.

Billy Porter Ellen DeGeneres

TGNC or TGX

Acronyms for the gender diverse community

- TRANSGENDER
- GENDER NONCONFORMING
- GENDER EXPANSIVE

INTERSEX

Describes a person for whom the biological components of sex (reproductive organs, chromosomes) show up in ways that are NOT typically male or female.

Learn more [HERE](#)

BIOLOGICAL COMPONENTS OF SEX

Components	Male	Female	Intersex (12+)	
Chromosomes	XY	XX	XX	XY
Internal & External Reproductive Organs	testes	ovaries	ovaries	testes
	penis	vagina	penis	vagina

Estimated to be as Common as Redheads!

Gabrielle's "memoir meets self-help" book available on Amazon

Use transgender as an adjective

~~NOUN~~ transgenders

~~ADVERB~~ transgendered

TRANSITIONING

The process of aligning one's external self and public life with one's internal gender identity

3 Aspects Of Transitioning

1. Social transitions
2. Legal transitions
3. Physical transitions

Social Transitions

- Dressing differently
- Using different restrooms
- Using a new name; pronouns
- Coming out

Legal Transitions

- Legal name change
- Gender marker change (M/F/X)
- Drivers license
- Passport
- Credit cards
- School records
- Birth certificate
- Life/Health insurance or cards

22 States & D.C. as of 9/23

"X" Gender Marker on Drivers License

https://www.lgbtmap.org/equality-maps/identity_document_laws

- Hawaii
- Washington
- Oregon
- California
- Nevada
- Utah
- Colorado
- New Mexico
- Minnesota
- Arkansas
- Michigan
- Pennsylvania
- Virginia
- New Jersey
- New York
- Maryland & DC
- Vermont
- New Hampshire
- Maine
- Massachusetts
- Connecticut
- Rhode Island

Social and Legal Transitions

Implications for Levitt

A Performer's pre-transition legal name (deadname) may be different from the name they go by as they are transitioning. Payment must be made to their legal name (if it is not being made to their company name).

Implications of Social and Legal Transitions

Respectful language for application/contract:

Name you go by: _____

Legal name (needed only if using your legal name for payment purposes): _____

- Keep legal name confidential!
- Don't out someone!

Physical Aspects of Transitioning

Hormone Therapy

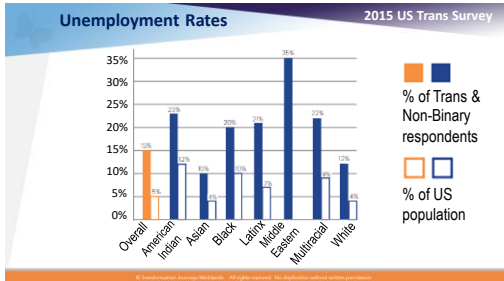
Taking Testosterone to appear more masculine Usually drops voices Often grows facial hair	Taking Estrogen to appear more feminine Does not raise voices Only slows hair growth
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Physical Aspects of Transitioning

Gender Affirming Surgeries

- Breast augmentation/Chest reconstruction
- Hysterectomy
- Genital reconstruction
- Facial feminization surgery

Not all trans and nonbinary people have surgeries.



RESPECTFUL INTERACTIONS

An Introduction to Transgender People

from The National Center for Transgender Equality. Used by permission.



Watch at:
<https://www.facebook.com/watch/?v=10153582088701990>


Use Pronouns Respectfully



HELLO
my name is
Gabrielle
She, her, hers

Pronouns and Honorifics People Use

She, her, hers
 He, him, his
 They, them, theirs
 Just the person's name
 Mr., Ms., Mx.



People May Use Multiple Pronouns

Possibilities:
 She, they
 He, they
 She, he, they

Tip:
 If someone uses multiple pronouns, use all their pronouns when writing or speaking about them.

Example: Drian Lopez (she/they) has been writing songs since *she* was twelve. *They* are an up and coming folk musician, and we are delighted to welcome *her*.


Use Pronouns Respectfully

What if I make a mistake?

Apologize briefly. Correct yourself. Move on!

Use Your Pronouns Everywhere!


- Introductions
- ID badges, Zoom ID
- Email signatures
 Gabrielle Claiborne
 she, her, hers
- LinkedIn Profile
- Website



<h4>Avoid Gender Binary Lang.</h4> <ul style="list-style-type: none"> • Ladies and gentlemen • Mothers and fathers • Boys and girls • He or she 	<h4>Use Gender-Neutral Lang.</h4> <ul style="list-style-type: none"> • Honored guests, esteemed colleagues, everyone • Parents; or mothers, fathers and all parents • Children, youth, kids • they <p>Learn more about using gender-neutral language.</p>
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Avoid...

- Questions about anatomy/surgeries
- Deadnaming
- Lifestyle, choice, preference
- Transgenderism
- "Preferred" pronouns



Avoid

- Born a man
- Born a woman
- Sex Change / "The Surgery"
- Transgendered/s, Transsexual, She-Male, He-She, Tranny, It
- Hermaphrodite
- Transvestite


Use

- Assigned female at birth
- Assigned male at birth
- Gender affirmation surgeries
- Transgender / Trans Transgender people
- Intersex Person
- Cross-Dresser

The Most Important Thing to Avoid:

Letting your fear of making a mistake keep you from talking to trans and nonbinary people.

Ask for feedback. "I want to be respectful and I am still learning, so please correct me if I say anything inappropriate."



POLL

What would be a respectful way to say the following?
Choose all that apply.

We want to be respectful of transgenders.

- We want to be respectful of transgender people.
- ~~We~~ want to be respectful of people who are **transgendered**.
- We want to be respectful of the trans community.
- ~~We~~ want to be respectful of **transgender**.
- All of the above.**

Offer Some All-Gender Restrooms






Restrooms

Add directions to all-gender bathrooms near sex-segregated restrooms.




If someone says, "There's a man in the women's restroom!"

Staff, volunteers and security could respond:

- "What were they doing when you saw them?"

If it seems that the person is gender diverse, and not a cisgender man...

- Say, "Thank you for letting us know. We'll have someone check it out," and walk away from the person. Have someone go in the restroom and discreetly wash their hands to check things out. Don't look under stalls or interrogate anyone.

If someone says, "There's a man in the women's restroom!"

If the person reporting the incident continues to press the matter, you could say:

"Levitt Foundation Events respect the right of all attendees to use the restroom that matches their gender identity and gender expression. If you're uncomfortable with someone who's in the restroom, you're welcome to use a different facility or wait and go in after they come out."

Personal and Religious Beliefs

You don't have to agree with someone in order to show them respect.

Beliefs and Behaviors



Learn more at:

TransformationJourneysWW.com/RESOURCES






TGNCNB People In the Workplace Terms, Definitions, & Respectful Usage Info About Being Trans or Non-binary Trans Children and Youth