

**Please do not use our slides
to educate others! If you are
part of a group that needs a
training, reach out to us at
education@tgrcnm.org**



Transgender Cultural Fluency





Your Trainer

Adrien Lawyer (he/him), Director of Education

Transgender Resource Center of New Mexico

Founded in 2007 to support, assist, educate, and advocate for the transgender and gender non-conforming people of New Mexico, and their families and loved ones.



TGRCNM Leadership



T. Michael Trimm (he/him/sir)
Executive Director



Erik Wolf (he/him)
Director of Operations

What We Do

Direct Services

- Name Change & Identity Documents
- Provider Directory
- Emergency Financial Assistance
- Support Groups
- Jail & Prison Support
- Case Navigation & Referrals
- Food Pantry & Clothing Closet
- Computer Lab and Library
- HIV and Syphilis Testing
- Laundry and Shower Facilities
- Transitional Housing

Advocacy

- Individual and community
- Local Policy – Albuquerque Public Schools, Bernalillo County YSC
- Legislative – 2019 Vital Records Modernization Act; 2023 Name Change Modernization Act

Education

4,000+ trainings since 2008:

- First responders, law enforcement, and detention facilities
- FBI Albuquerque
- Private and public hospitals and health facilities
- Public and private schools
- Businesses and Faith Communities
-and YOU!

First, some housekeeping...

- No scheduled break; ***please take care of your needs!***
- There's no such thing as bad question - this is about learning and doing better
- I'm going to talk about genitals
- The training you are about to get comes from real events in my life or the lives of people I know





Raise your hand if you are a:



Parent



Musician
(or just love music)



Pet owner



Sports or athletics fan



Spouse

"More than four in ten cisgender adults (43%) say they personally know someone who is trans, including one in ten who say they have a close friend who is trans and one in ten who say they have a trans family member."

- KFF/The Washington Post Trans Survey, March 2023

Trans people are more visible, but...

- Until June 2020, in most states it was legal to fire someone solely for being transgender.
- 2021 was the deadliest year on record for trans people in the US and worldwide.¹
- More anti-trans bills have been introduced in 2023 than in any other year (as of January).²



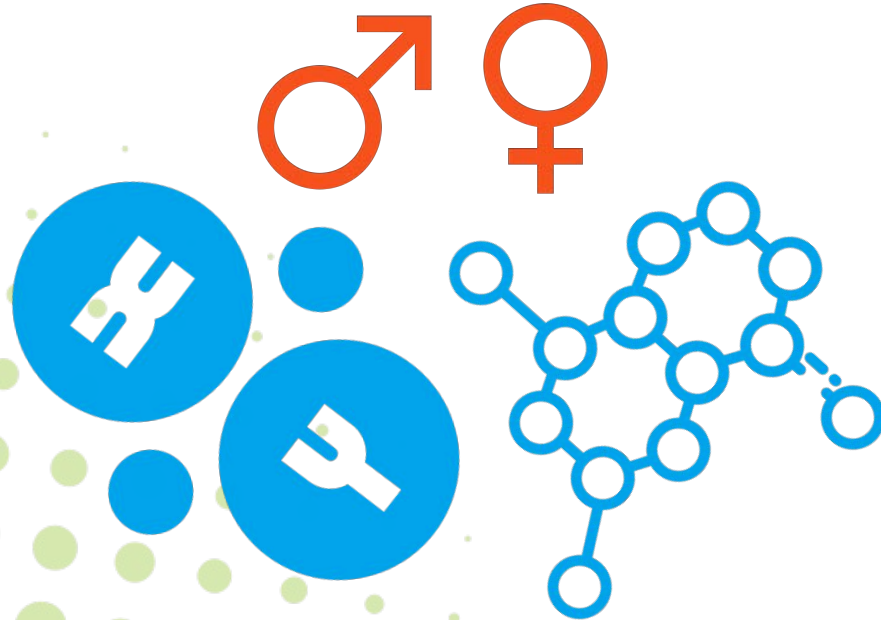
Let's talk about...

- 1 Sex
- 2 Gender
- 3 Gender Expression
- 4 Sexual Orientation



1. SEX

Biological vs. Designated at birth





Gender Stereotypes & Expectations





Gender stereotypes contribute to the mental health crisis among children and young people...

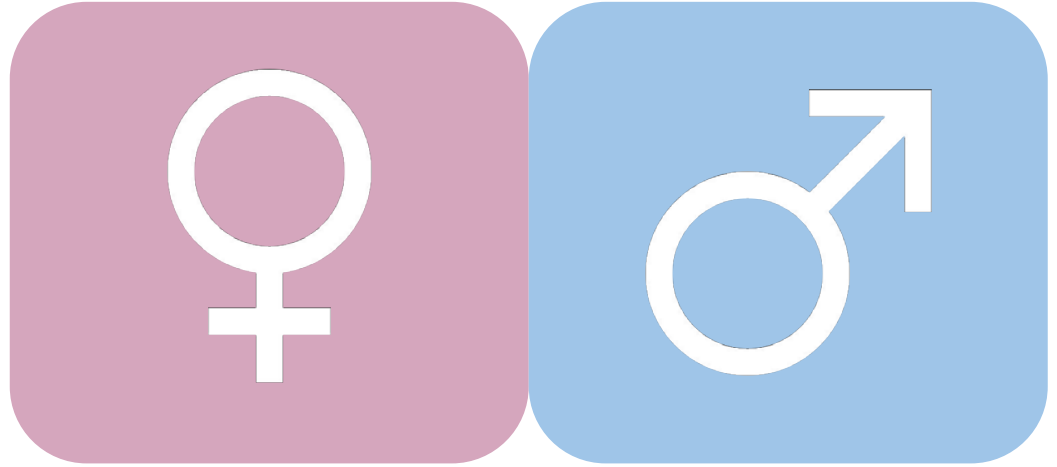
...and, are at the root of body image problems and eating disorders among girls, higher male suicide rates, and gender-based violence.³





Binary:

A division into two groups or classes that are considered to be opposite.



Sex isn't binary⁴

Intersex describes a variety of situations in which a person is born with reproductive or sexual anatomy that doesn't fit the boxes of "female" or "male."

- About **1.7%** of people born are intersex⁵.
- Being intersex is a **naturally occurring variation**, and it isn't a medical problem that needs "fixing."
- "Hermaphrodite" is an outdated, inaccurate, and possibly offensive term.
- There are many ways to be intersex.





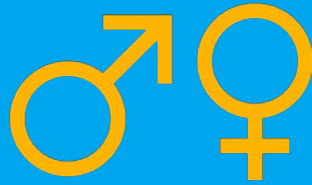
2. GENDER

Internal

Gender is about a person's **internal understanding or sense** of being a man, a woman, or a non-binary person.



Sex vs. Gender



- Sex is about **your body**
- Gender is about **what you know internally**

Just like hair color and eye color...



American Academy of Pediatrics:

- Around age 2: Consciousness of physical differences between males and females develops.
- Before age 3: Many children will label themselves as either a boy or a girl.
- By age 4: Many children will express a stable sense of their gender identity.
- Fantasy play with gender expression is common (eg, exploring clothing or roles of other gender).
- Evidence of gender diversity can be seen as early as 2 years of age and may be identified at any age.

https://downloads.aap.org/AAP/PDF/BF_HealthySexualityGenderIdentity_Tipsheet.pdf



Remember

- Not everyone knows by age 5!
- For some people this realization is later in life for many reasons.



Transgender

Describes people whose **gender differs from the sex** they were assigned at birth.

- “Transgender is appropriate for non-transgender people to use.”
- “Trans” is shorthand for “transgender.”



Transgender Man

A person who was designated female at birth, but identifies and expresses their **gender as a man**.



Transgender Woman

A person who was designated male at birth, but identifies and expresses their **gender as a woman**.

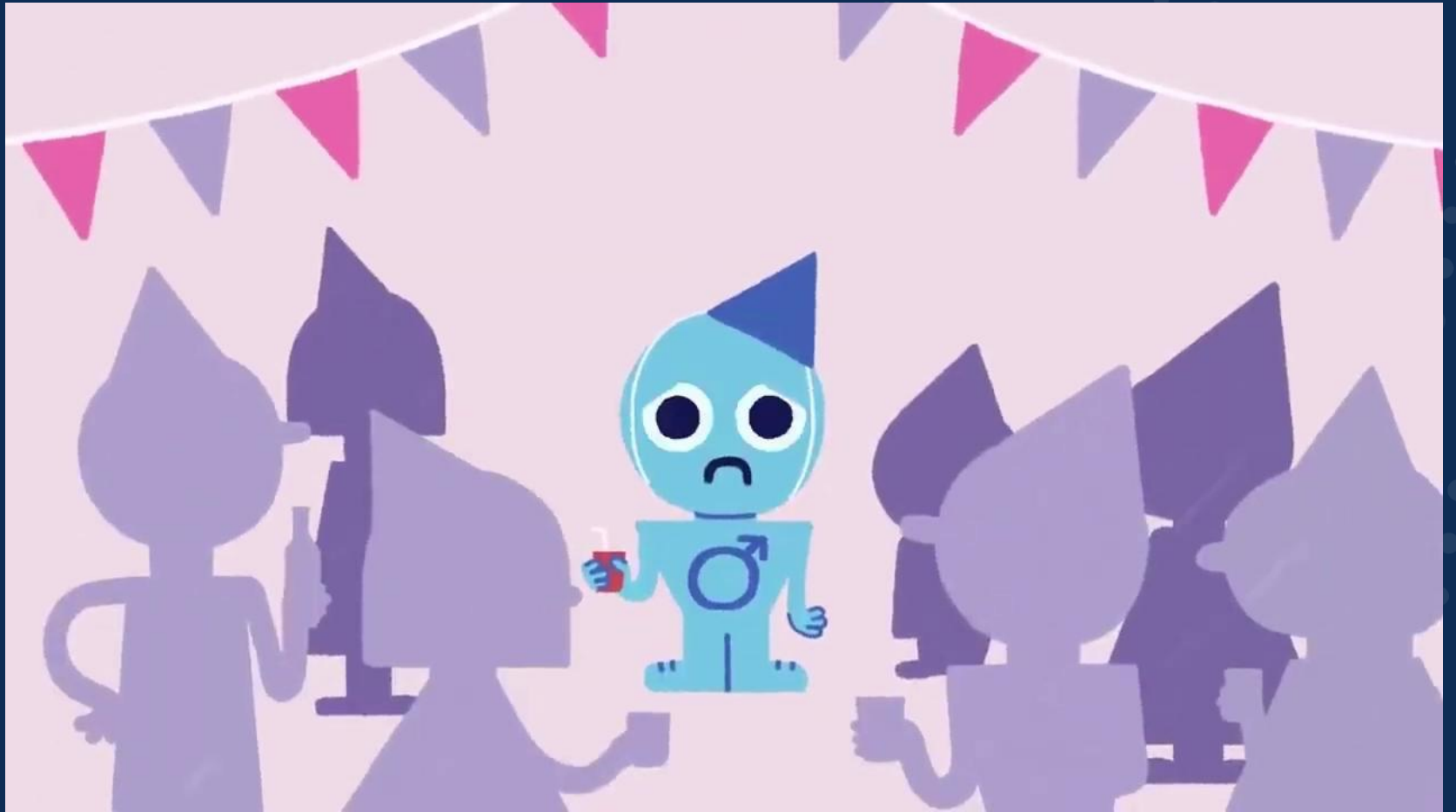


Gender Dysphoria

Feelings of **distress and discomfort** that a person experiences when their designated sex or physical characteristics **do not match their gender**.

- There are different ways a person can experience dysphoria
- Not all transgender people experience dysphoria





Gender-Affirming Treatment

Many people who experience gender dysphoria find it critically life-transforming to undergo gender-affirming medical treatment, which can include:

- Hormone therapy
- Surgeries
- Hair removal
- Speech therapy



Gender Transition

- **Social:** Coming out to friends and family, new name/pronouns, different clothing or other aspects of presentation (speaking, walking, mannerisms, etc.)
- **Medical:** Hormones, surgeries, hair removal
- **Legal:** Name and/or gender change, identity documents

Change through the years...



3. GENDER EXPRESSION

How a person presents their gender on the outside

- ★ Behavior
- ★ Clothing
- ★ Hairstyle
- ★ Voice
- ★ Makeup



Many Ways To Be Trans



Being transgender does not mean a person wants or has to transition into the opposite gender.

Many trans people do not feel they are exclusively masculine or feminine.



Non-Binary Gender

Any gender which does not fit the man and woman binary.

- NB / Enby
- Genderqueer
- Genderfluid
- Two-Spirit
- Pangender
- Agender





#THIS IS WHAT NON BINARY LOOKS LIKE

Transgender People Are Nothing New

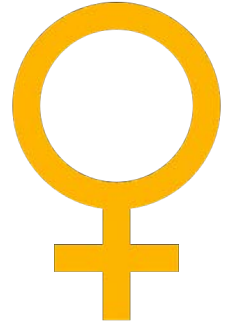
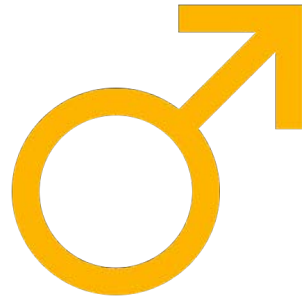


Gender Is Expansive and Evolving

- Gender can be fluid and impermanent.
- Gender norms are different from culture to culture, and they change over time.
- Many indigenous cultures around the globe hold more fluid and dynamic understandings of gender.
 - ★ Muxe — Oaxaca, Mexico
 - ★ Māhū — Native Hawaiians & Tahitians
 - ★ Lhamana — Zuni Tribe, New Mexico
 - ★ Nádleehi — Diné (Navajo)
 - ★ Kinnar/Hijra — South Asia/India
 - ★ Fa'afafine — Polynesia

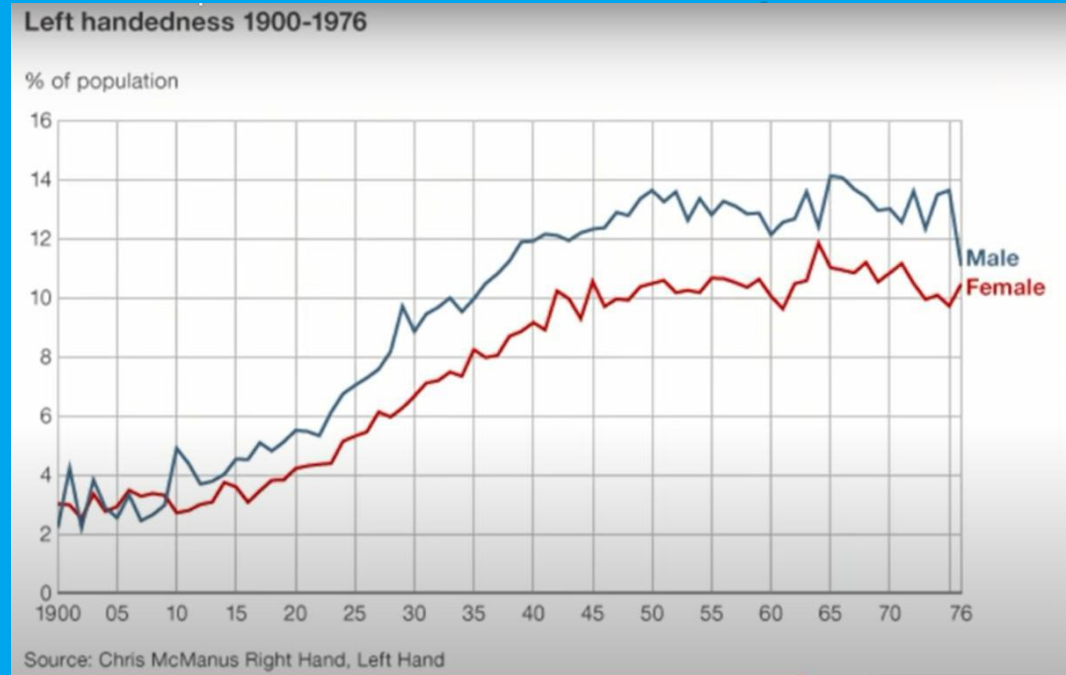
Cisgender

- Describes people whose **gender matches the sex** they were designated at birth
- “Cisgender” can also be shortened to “cis,” e.g., cis man, cis woman
- **If we have a word for transgender, we need a word for not being transgender**

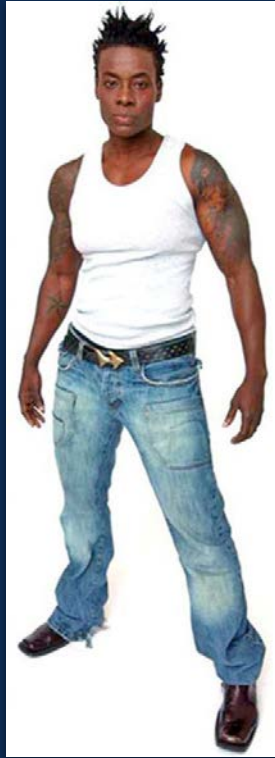


Population of "out" left-handed people 1900-1976

As persecution of left-handed people decreased, the number of people who were "out" about being left-handed increased.

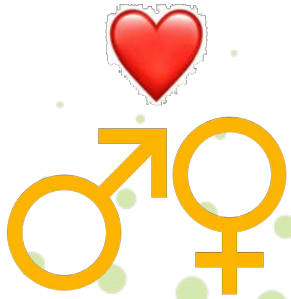


Gender can be expressed in a variety of ways



4. ORIENTATION

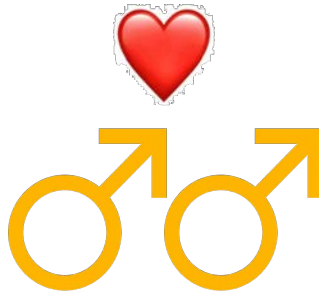
Physical, romantic, and/or emotional attraction to another person



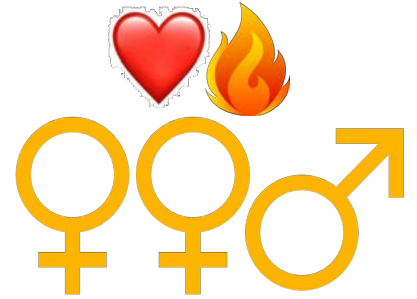
straight



gay



lesbian



bisexual

Asexual
Pansexual
Queer
...and many more

Sexual orientation can be non-fixed and impermanent, and is not tied to a person's gender.

A trans person can be straight, gay, asexual, bisexual...

In summary...

- ★ **Sex** is a label assigned at birth based on the appearance of your external genitalia.
- ★ **Gender** is your internal concept of self as a man, woman, or non-binary person.
- ★ **Gender Expression** is how you express your gender through clothing, behavior, and personal appearance.
- ★ **Sexual Orientation** refers to who you are attracted to sexually, emotionally, and/or romantically.

Myths & Misconceptions



- Being transgender is **NOT** a mental disorder or condition⁶.
- Trans people **who are not able to be fully and authentically themselves** can experience severe mental health issues.

**“Transgender
people are
confused or
mentally ill.”**

“It’s OK to use
‘transgender’
as a noun or
verb.”

- Transgender is an **adjective**.
- Otherwise, it turns the person into something distant and foreign, and denies their humanity.

Since there is **no singular transgender experience**, there no singular way for transgender people to look.

“You can tell someone is trans just by looking at them.”

Can you tell who is trans?



- “Have they had *the surgery?*”
- “They haven’t fully transitioned.”
- Trans people are real, period.

“Trans people just want to be a ‘real man/woman’.”

**“All trans
people are/
want the
same.”**

- Not all trans people share the same experiences or world views.
- No single person is one-dimension.
- **Trans lives, too, are intersectional.**



Adrien Lawyer

- White
- Man
- Transgender
- U.S. citizen
- Parent
- Musician
- College
- Disabled
- Southerner
- English
- Mixed Class
- Saints fan



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Intersectional Discrimination

Who is most impacted by discrimination and violence in trans communities?

- Black, Indigenous, and other POC
- Undocumented people
- Poor and unhoused people
- Disabled people
- Trans women
- Visibly trans people



2021 NM Youth Risk & Resiliency Survey⁷

- **5.8%** of all students positively identified as transgender, gender fluid, or genderqueer – **an 81% increase over 2019**
 - An additional 4% were unsure or questioning – a 43% increase over 2019
- **30.9%** of trans students attempted suicide vs. 8.4% of cisgender students
- **63.6%** of trans students engaged in non-suicidal self injury vs. 19.7% of cisgender students
- **29.6%** of trans students experienced sexual violence in the past 12 months vs. 10.3% of cisgender students



September 2018
VOL. 8 • NO. 4

NMYRRSCONNECTIONS

Facts and figures from the NEW MEXICO YOUTH RISK & RESILIENCY SURVEY

2017 NM-YRRS Results:
Gender Identity

Gender identity is an individual's concept of self as male, female, a blend of both or neither. A person's gender identity may or may not correspond with the sex they were assigned at birth. When a person's gender identity does not correspond with their sex assigned at birth, they may consider themselves *transgender*, *genderqueer*, *genderfluid*, or another gender. When a person's gender identity matches their sex assigned at birth they are considered *cisgender*. People who are transgender, genderqueer, or genderfluid may experience health inequities due to unequal access to resources, a history of violence, trauma, and discrimination, and minority stress⁸. In 2017, a question about gender identity was added to the high school YRRS questionnaire.

2017 NM-YRRS gender identity question:
Do you consider yourself transgender, genderqueer, or genderfluid?

Gender identity
Grades 9-12 • NM • 2017

There were no differences in gender identity based on sex, race/ethnicity, grade level, or parent education.

Compared to cisgender students, those who identified as transgender, genderqueer, or genderfluid, or who were not sure of their gender identity, were at much higher risk for housing instability, suicidal behaviors, substance use, and being victims of bullying and sexual violence.

TERMINOLOGY
Current use: The term "current" refers to behaviors that took place within the past 30 days.

Risk behaviors by gender identity
Grades 9-12 • NM • 2017

Risk Behavior	Cisgender (%)	Transgender, genderqueer, or genderfluid (%)	Not sure of gender identity (%)
Unstable housing	3.9	35.4	40.1
Attempted suicide in the past 12 months	8.0	31.3	30.3
Current cigarette smoking	8.9	28.0	23.1
Had at least ten drinks on a single occasion in the past 30 days	3.8	13.7	7.9
Ever used heroin	1.2	19.4	25.1
Ever physically forced to have sexual intercourse	7.1	21.4	23.9
Bullied on school property in the past 12 months	17.1	32.4	33.9

⁷ Calderwood D, Dakso R, Hester D, Jaramillo E, Padilla J, Shattuck D, Seem R, Tomasi L, Wilcox S, and Wilging C. (2018, Jan). *Addressing the Health Needs of Sex and Gender Atypicity in New Mexico*. New Mexico Department of Health Report.

This newsletter was produced by the New Mexico Department of Health, the Public Education Department (PED), and the University of New Mexico Prevention Research Center. The NM-YRRS receives support from the Centers for Disease Control and Prevention in cooperation with the PED through Grant number 1U87PS004159-01. For more information about the YRRS, including methodology, comprehensive state level reports, county level reports, and more, see www.youthrisk.org or nmhealth.org/go/youth. To have an email added, changed or removed from the mailing list, contact YRRS@youthrisk.org.

healthy choices, healthy students

2022 U.S. Trans Survey: Early Insights

92,329

Respondents from all 50 states, D.C., American Samoa, Guam, Puerto Rico, Northern Mariana Islands, Virgin Islands, and U.S. military bases overseas.

94%

Respondents who lived at least some of the time in a different gender than the one they were assigned at birth reporting they were “a lot more satisfied” (79%) or “a little more satisfied” (15%) with their life.

98%

Respondents currently receiving hormone treatment reporting that receiving hormones for their gender identity/transition made them either “a lot more satisfied” (84%) or “a little more satisfied” (14%) with their life.

47%

Respondents who thought about moving to another state because of considered or passed laws that target trans people for unequal treatment; 5% actually moved out of state.

2022 U.S. Trans Survey: Early Insights

34%

Respondents who were experiencing poverty.

30%

Respondents who had experienced homelessness in their lifetime.

30%

Respondents who reported verbal harassment in the last 12 months because of their gender identity or expression.

80% of adult respondents

60% of 16- and 17-year-old respondents

Experienced one or more form of mistreatment or negative experience in K-12.

Most Impacted: BIPOC Trans People

[Need to add this slide when the 2022 data is available]

- Data point 1
- Data point 2
- Data point 3



How **YOU** can
be a stronger
advocate for
trans people



Ways to help

Don't assume about people based on their appearance or voice

→ Help disrupt misgendering if you see it

Don't out someone if they have not come out!

→ Ensure safe bathrooms for everyone if possible

Continue to seek out education

→ Realize that you may already know a trans or non-binary person!



Language Matters

- Some people might ask you to use **gender-neutral pronouns** like they/them/theirs or ze/zir/zirs (and there are many others).
- **Gender-neutral language** – like learning any other new language.
- Deadnaming and misgendering happens. **Apologize, correct, move on, and do better next time.**



Avoid

Use

transgenders

transgender people

a transgender

a transgender person

transgendered

transgender

transgenderism

being transgender

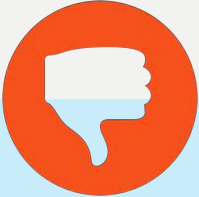

sex change, pre/post op

gender affirming surgery

hermaphrodite

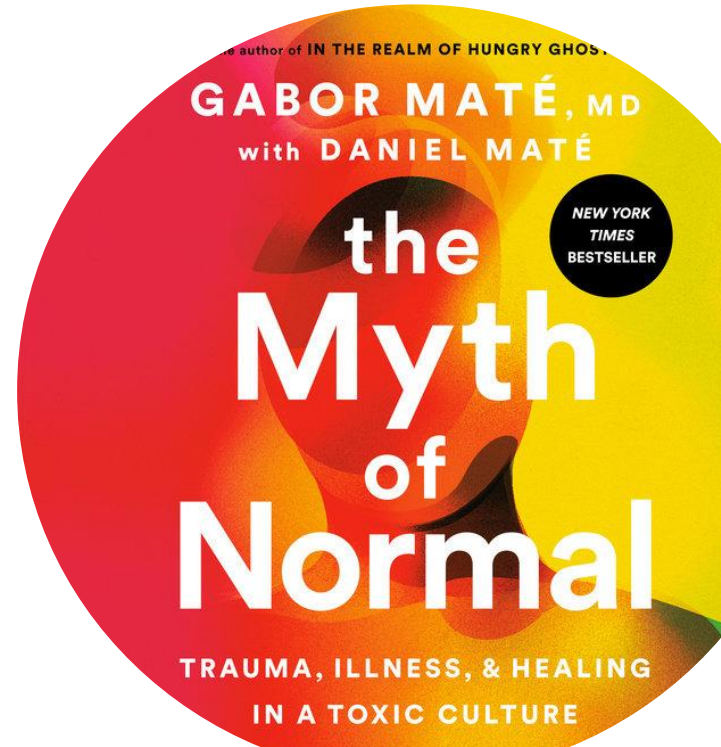
intersex



Avoid		Use	
	MTF	transgender woman	
	FTM	transgender man	
biological male, biologically male, genetically male, born a man		designated male at birth	
biological female, biologically female, genetically female, born a woman		designated female at birth	
preferred pronouns		pronouns, personal pronouns	
real name		legal name, name on birth certificate	

Be Trauma-Informed

- Trauma-informed care: practices that promote a **culture of safety, empowerment, and healing.**
- Many TGNB people have a **history of trauma.**
- Trauma may be not just from past events, but from **daily discrimination** and “**microaggressions**”.



- Push for **support, inclusivity, and belonging**, not simply tolerance.
- **Speak out in support** of transgender people and transgender rights.
- **Be a visible advocate** – stickers, posters, pronouns in tags.
- Continue to **educate yourself**.

Banishing bias is a process, not a project.



Do The Internal Work

- ★ Address your internal bias
- ★ **Be kind**: Shame is not a tool of social justice and transformation
- ★ **The Three Peaces**⁹:
 - Make peace with *not understanding*
 - Make peace with *difference*
 - Make peace with *your body*



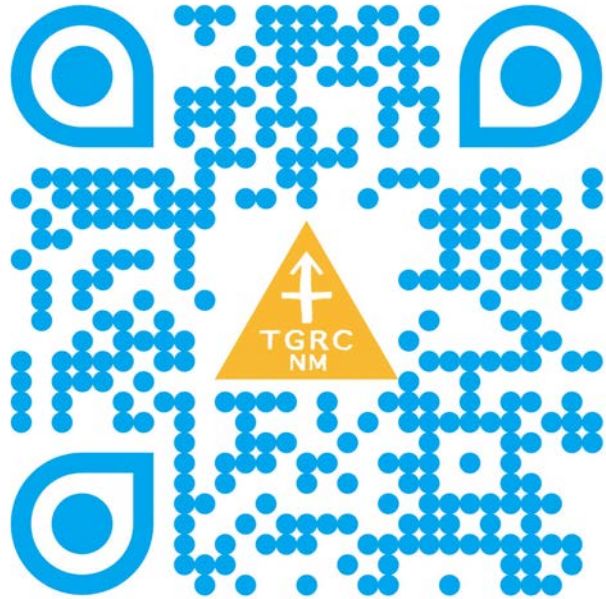
What does this mean for us?

How can you imagine this affecting YOUR work and workplace?

Let's discuss!



Let us know about your experience!
Please complete our brief evaluation.



<https://linktr.ee/tgrced>



**Give a little.
Help a lot!**

Text **TRANS101** to
44321 and make a
difference today.



Thanks!

TGR CNM

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