



ONTARIO
HARM REDUCTION
NETWORK

Trans Awareness - from the Basics to the Beyond

Part 1: The Basics

Content and embedded external resources were current as of June 2019.

You can download files from the Adobe Connect Resources Pod in the bottom right corner of the webinar or from our Dropbox <http://bit.ly/ohrn-trans>

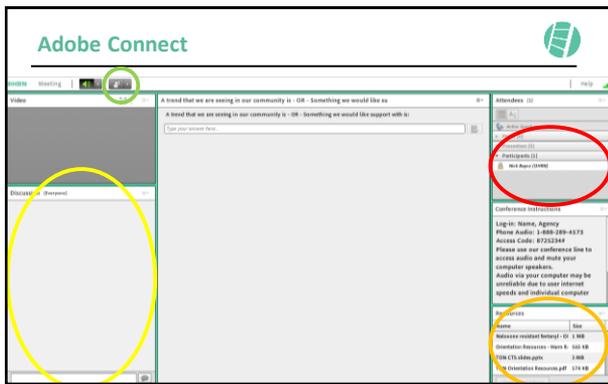
June 2019 Support. Educate. Connect.



Introductions

- Overview of OHRN
- About the facilitators
 - Francisco CC Sapp
 - Celestina Madry
- Who is participating?
- Important notes
 - Certificates of completion
 - Slide deck
 - Handouts and resources

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Adobe Connect

Participants (11)

Max Ross (OHRN)

Conference Information

LogIn: Name, Agency
Phone Audio: 1-800-289-6973
Phone Code: 87523246
Please use our conference line to access audio and make your computer speakers.
Audio via your computer may be unreliable due to your internet speed and individual computer.

Resources

Download Resource.pdf (175 KB)



Learning goals – The Basics

Become more inclusive by understanding terms, definitions, and issues impacting trans/non-binary peoples and communities.

- Learn language inclusive of trans/non-binary people
- Understand the many complex issues trans/non-binary folk face
- Learn skills on how to be a better ally to trans/non-binary communities

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Outline – The Basics

- Key terms
- Sexual Orientation vs. Gender Identity
- Pronouns
- Bathrooms
- Transphobia
- Intimate questions
- Being a trans ally
- Q&A
- Resources

Please be advised... this is not your typical Trans 101!

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Learning goals – The Beyond

Take the conversation further with an in-depth look at issues affecting how and why trans/non-binary people access, or do not access services.

- Understand the social determinants of health for trans/non-binary people
- Examine provincial data on mental health
- Develop strategies to reduce barriers to services
- Learn what equipment resources are needed to make your harm reduction services more inclusive

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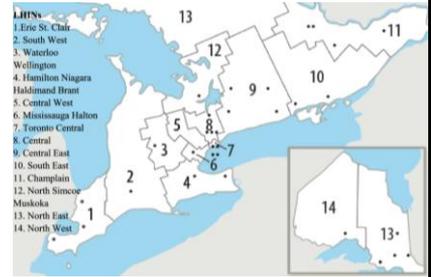
Outline – The Beyond

- Social determinants of health
- Medical transition options
- Mental health
- Harm reduction
- Inclusion tips and tools
- Q & A
- Resources

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Poll 1

Where are you in the province?



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Poll 2

How would you rate your current knowledge about trans issues?

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Pop quiz: key terms

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Poll 3

A concept of western society in which people are raised as either a boy or girl, dependent on what sex you are assigned at birth. This forms the basis for your gender and how you present; how you behave; what you wear; how you are educated; what jobs you can, or are expected to do; and who you should be attracted to/love/marry, etc.

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Poll 4

A person who feels that their gender identity does not match their assigned sex; most take hormones and/or have surgery to make their bodies look more male or female.

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Poll 5



Presenting oneself well enough to be seen as a member of a different sex/gender category than assigned at birth. This may also be about the perception of others. For instance, you may be seen as something other than how you identify. The term has been used across race, sexuality, and gender identity.

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Poll 6



Someone who has a gender identity that agrees with their societally recognized sex. The opposite of transgender.

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Issues affecting trans & non-binary folk

Gender identity; pronouns; bathrooms; transphobia

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Sexual orientation vs. gender identity



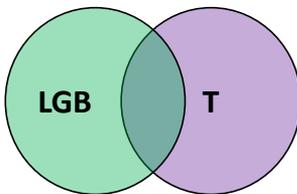
Sexuality is who you go to bed with.

Gender identity is who you go to bed as.

Brendan Jordan

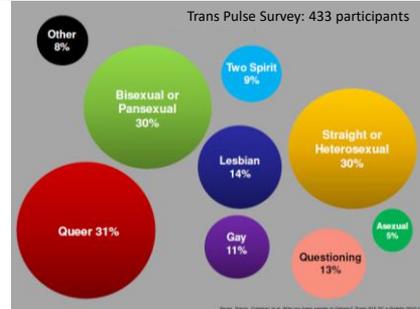
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Sexual orientation vs. gender identity



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Sexual orientation



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Gender identities

- Female to Male – **FTM** – Trans Man
- Male to Female – **MTF** – Trans Woman
- Gender Non-Binary

Other acronyms

- Assigned Female At Birth – **AFAB**
- Assigned Male At Birth – **AMAB**

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Gender identity

45%	Masculine
35%	Feminine
20%	Both, Neither or Fluid

Coleman, Bauer, Scarton et al. Challenging the binary: gender characteristics of trans Ontarians. *Trans PULSE e-Bulletin* 2011:2(2)

TransPULSE
 Ontario Trans Network
 519
 Schulich
 OHRI

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Who we are

- Realizing you are trans
 - Sudden vs. Process
 - No 'right way' to be trans
- Gender Binary System
 - Some transition along the gender binary
 - Some don't stick to the binary
 - Gender is a spectrum, or a web
 - Gender can be fluid

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Age first aware that gender did not match body

59%	Under Age 10
21%	Age 10-14
13%	Age 15-19
7%	Age 20-29
1%	Age 30 and over

Coleman, Bauer, Scarton et al. Challenging the binary: gender characteristics of trans Ontarians. *Trans PULSE e-Bulletin* 2011:2(2)

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We are more than just trans

55%	Living with Disability or Chronic Illness
27%	Parents
19%	Bom Outside Canada
23%	Racialized
7%	Aboriginal
6%	Intersex

Coleman, Bauer, Scarton, Coleman. *Challenging the binary: gender characteristics of trans Ontarians*. *Trans PULSE e-Bulletin* 2011:2(2)

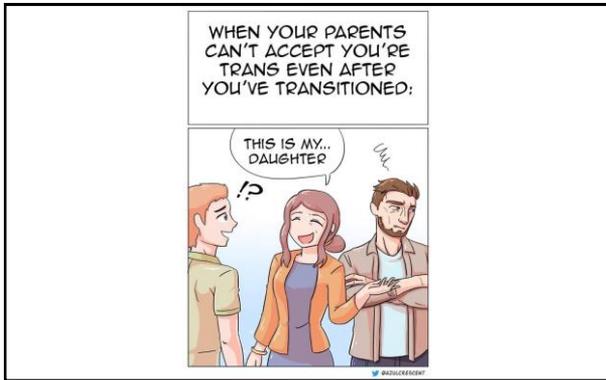
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Pronouns

- She/Her
- He/Him
- Ze/Hir
- They

- Ask what pronoun to use if you're not sure
- Respectful, and not so respectful, ways
 - UPVOTE
 - Use 'they'
 - Use their name
- Changing pronouns can be challenging
- Dangers of using the wrong pronoun or name
- What to do if you use the wrong pronoun

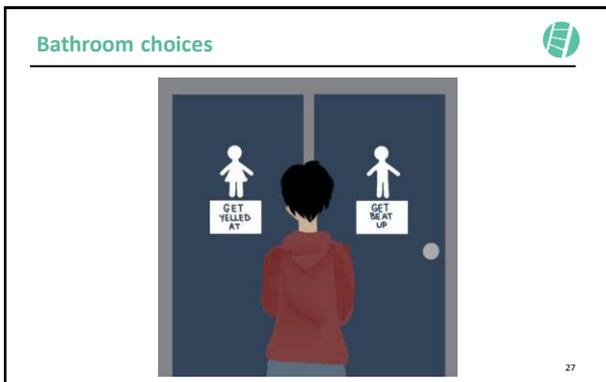
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Gender dysphoria

- Visual exercise
- Types of dysphoria
 - Physical
 - Social
 - Ego
- Gender euphoria

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Bathroom and change rooms

- Most bathrooms are gendered for men and women
- Trans and gender non-binary folks may not feel safe using a bathroom
 - A basic human right
- Importance of unisex bathrooms
- No need to gender single stall bathrooms
- *Ontario Human Rights Code* states we should have access to washrooms and change rooms in our lived gender

Quick Tip:

- Assume the person in the bathroom knows which bathroom they feel the safest in

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FEEL LIKE SOMEONE IS USING THE 'WRONG' BATHROOM?

PLEASE DON'T

- Stare at them
- Challenge them
- Insult them

DO NOT PURPOSEFULLY MAKE THEM UNCOMFORTABLE

INSTEAD, PLEASE:

- Respect their privacy
- Respect their identity
- Carry on with your day

PROTECT THEM FROM HARM:

- They are using the bathroom they feel safe in
- Please do not take this right away from them.

TRANS & GENDER QUESTIONING STUDENTS... YOU HAVE A RIGHT TO BE HERE:

- In this bathroom
- In this university
- In this world

YOUR GENDER IDENTITY AND EXPRESSION ARE VALID

Bathroom access and health issues

- Bladder infections
- Urinary tract infections
- Kidney infections
- Urinary stones
- Chronic dehydration

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Outing folk

- Don't out people as trans
- Don't tell other people a person is trans unless they've given you permission to
- If you knew a person before they came out as trans, don't use their old names or pronouns
 - *"That's Michelle, but I knew her when she was Mike"*

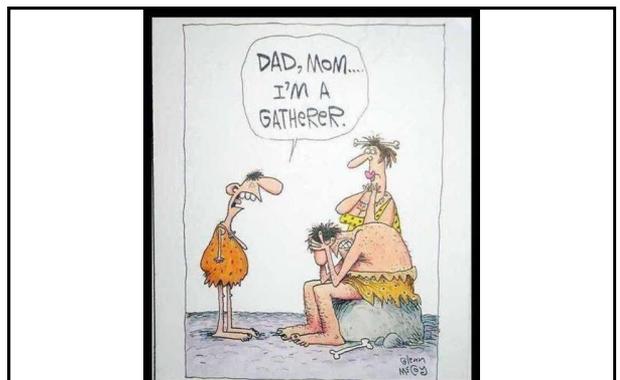
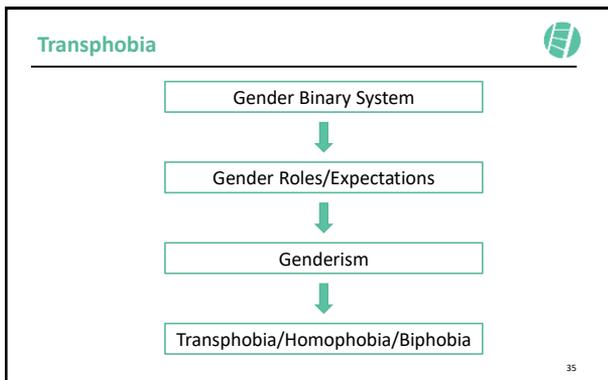
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Transphobia

A fear, disgust, stereotyping, or hatred of transgender, transsexual and other gender non-traditional individuals because of their perceived gender identity, expression, or status.
(GLSEN, 2002; Whittle, 2006)

Transphobia can be direct or indirect.
(Whittle, 2006)

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Institutional transphobia



- LGB + T
 - Not a lot of organizations have services or policies that are inclusive of gender identity/presentation
- Gender Identity Disorder (some for being in the DSM, some against)
 - Now categorized as Gender Dysphoria in latest DSM
- Language
 - Sex Reassignment Surgery
 - Gender Reconstruction Surgery/Gender Affirming Surgery

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Interpersonal transphobia



- Blatant (direct)
 - 'it'
 - 'she-he' or 'he-she'
 - 'tranny'
- Subtle (indirect)
 - 'real man'
 - 'real woman'

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Impacts of transphobia

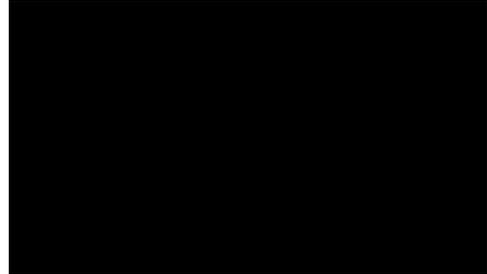


- Not accessing or being denied social services and health care
- Not changing legal documents
- Depression
 - MTF - 61.2%
 - FTM - 66.4%
- Suicidal
 - 77.0% reported seriously considering suicide

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Intimate questions

www.youtube.com/watch?v=fSsd5VjhniQ



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Intimate questions



- Are you a boy or a girl?
- What surgeries have you had?
- Are you on hormones?
- Are you the way you are because you were abused as a child?
- Do you have a penis or vagina?

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Intimate questions



- Curiosity or validation?
- *What are strategies we could use when we want to ask these questions but don't want to intrude, or be disrespectful?*

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Being an ally to trans & non-binary folk

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Being an ally

- What are some things we can do, personally or professionally, to be allies to trans folk?

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Being an ally

- If you aren't sure, ask politely which pronouns to use
- Use the pronoun you've been asked to use
- Correct others if they use the wrong pronoun
 - Ask first
 - Some folk use different names/pronouns in different contexts

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Being an ally

- Don't ask about surgeries or hormones unless they've given you permission to
- Don't call someone by their old/dead name, use their current chosen name
- Don't out others as trans
- Don't use just 'male/female' on forms

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Being an ally

- Advocate for gender neutral bathroom or be a '*bathroom guard*' for someone using a gendered washroom
- Be honest about what you do and don't know
- Respect is the key

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BEING AN EFFECTIVE TRANS ALLY

BEING AN ALLY IS IMPORTANT it lets everyone around you know that you are supportive and attentive to the needs of others. Being an ally demonstrates that you want to help change the world for marginalized communities even if you are not necessarily part of a particular group.

DO YOUR HOMEWORK Use social media, blogs, websites, and books to educate yourself on the issues facing trans communities.

BE KIND be courteous, patient, and caring with people. Smiling and asking about someone's day can go a long way when someone is used to facing stares or harassment.

MAKE ALLY A VERB Being an ally is about doing something and making change with and for trans communities.

APOLOGIZE WHEN YOU MAKE A MISTAKE Everyone makes mistakes and that is okay! If and when someone points out your mistakes, acknowledge the wrong that has been done, apologize, and move on. It isn't always about your intent, but about the impact.

I'M SORRY.

e: info @ ohrn.org

UNDERSTAND YOUR PRIVILEGE
Recognize the ways that being cisgender allows you to access washrooms, health care, or transcripts with ease. Think about the entitlements you take for granted for which others must fight.



LISTEN
Experiences of transphobia can be dismissed; affirm the experiences of trans people. Listen to how you can provide support and be an ally.

DIFFERENT WAYS TO SUPPORT

<p>BESIDE ✓</p> <p>You may need to stand beside someone to support them. Listen to them and walk with them through an experience.</p>	<p>IN FRONT ✓</p> <p>You may need to stand in front of someone to help them avoid harm and hurt.</p>	<p>BEHIND ✓</p> <p>You may need to stand behind someone to support them, recognizing that they are the experts and know what is best for them.</p>
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Being an ally isn't just about creating affirming spaces in your work environment; it is also about creating affirming and welcoming social environments. Think holistically about inclusion.

#TRANSINCLUSION

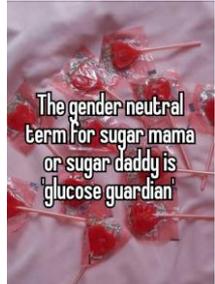



Wrapping up

Bringing it full circle



In case you were wondering



Q&A

- We don't bite, feel free to ask questions
- We may not know the answer to a question, but are willing to look it up

Helpful resources

LGBT YouthLine
www.youthline.ca
 (800) 268-9688

Trans Lifeline
www.Translifeline.org
 (877) 330-6366

e: info @ ohrn.org

Helpful resources



- Terms
- Tips on being an ally
- Words that are transphobic
- Cisgender privileges
- Gender binary system comic
- Wrong bathroom sign
- Dear Lady in the Women's Washroom
- Trans resources info sheet
- Trans PULSE survey slides

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Homework 😊



Plan A:

Try using only single stall restrooms for a day

Plan B:

At least notice how many times you come across an all gender washroom/change room

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Certificates



To request a **certificate of completion**, please email the following to: [info @ ohrn.org](mailto:info@ohrn.org)

Subject: Certificate Request

Please include all of the following:

- ✓ **Certificate requested:** Name of webinar and part, if applicable
- ✓ **Date completed:** Month, DD, Year
- ✓ **Agency and/or City:** Name
- ✓ **[Optional, but appreciated]:** Any feedback or comments

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Your feedback



We are always looking to improve our work.
Please fill in this quick evaluation:

www.surveymonkey.com/r/TransBasics



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