



Trinity College Dublin
Coláiste na Tríonóide, Baile Átha Cliath
The University of Dublin

#InclusiveTrinity Awareness Training Series - Trans and Nonbinary Awareness

Open to all TCD staff

When: Monday, Feb 26th 1pm - 2pm

Where: TCD Global Room



Soc
Trinity LGBT



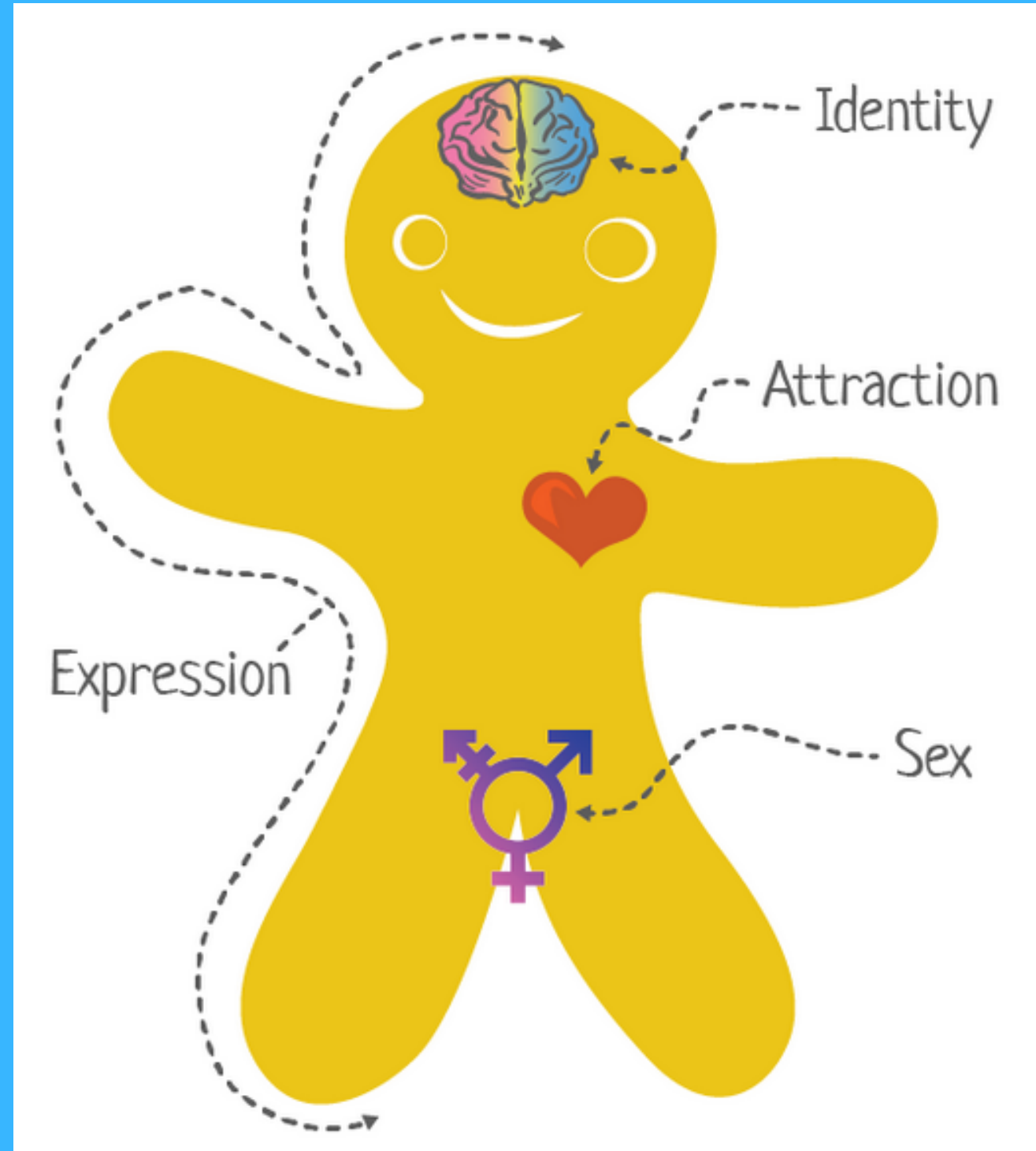
#inclusiveTrinity



Breaking Down Gender

Gender Identity

Gender Expression

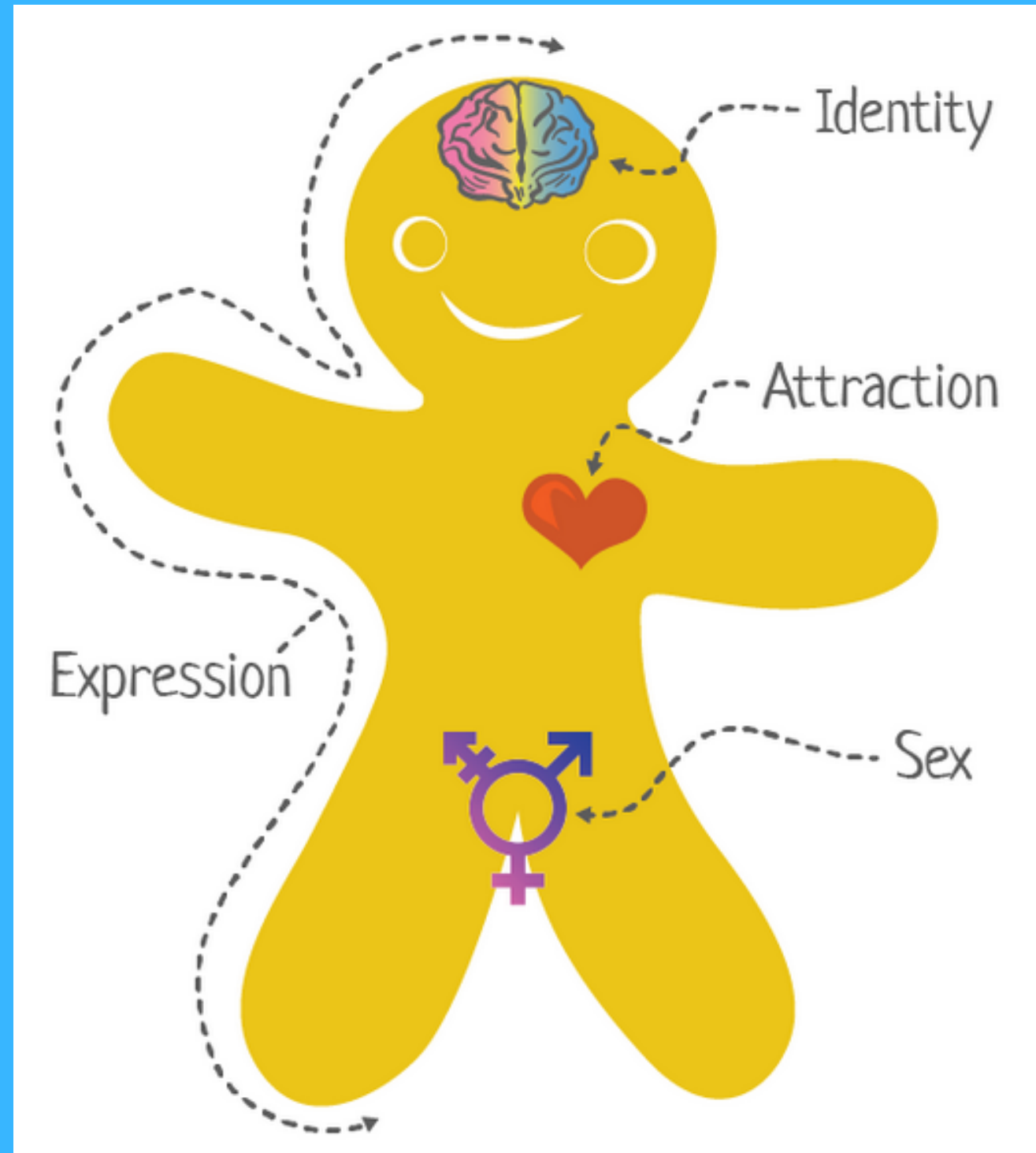


Sex

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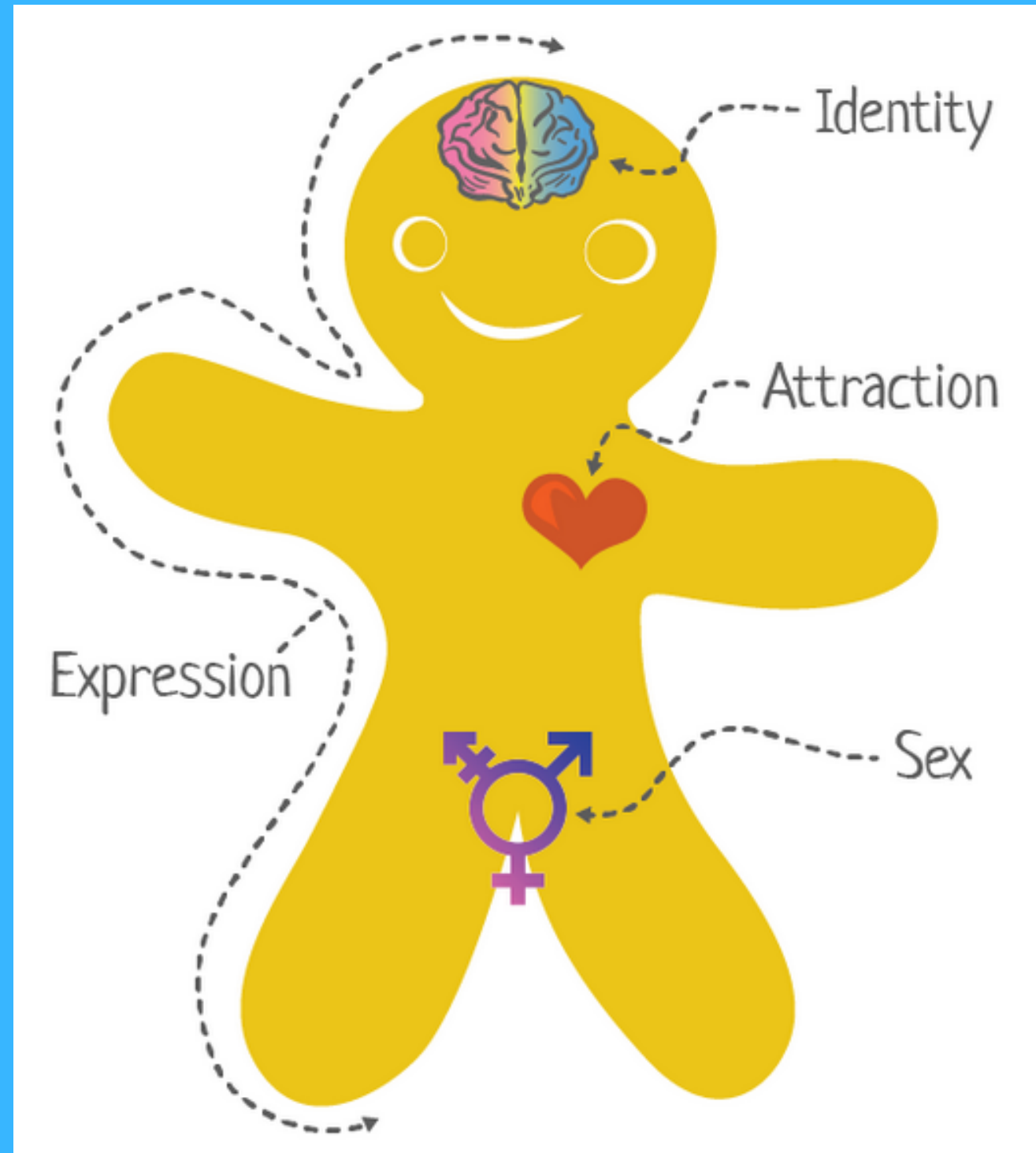
Sex

hormones, sex
chromosomes,
reproductive organs,
genitalia

NB: Often determine
Assigned Gender At Birth

Breaking Down Gender

Gender Expression



Gender Identity

Someone's personal sense of their gender
Of being a man, or a woman, or another gender

Sex

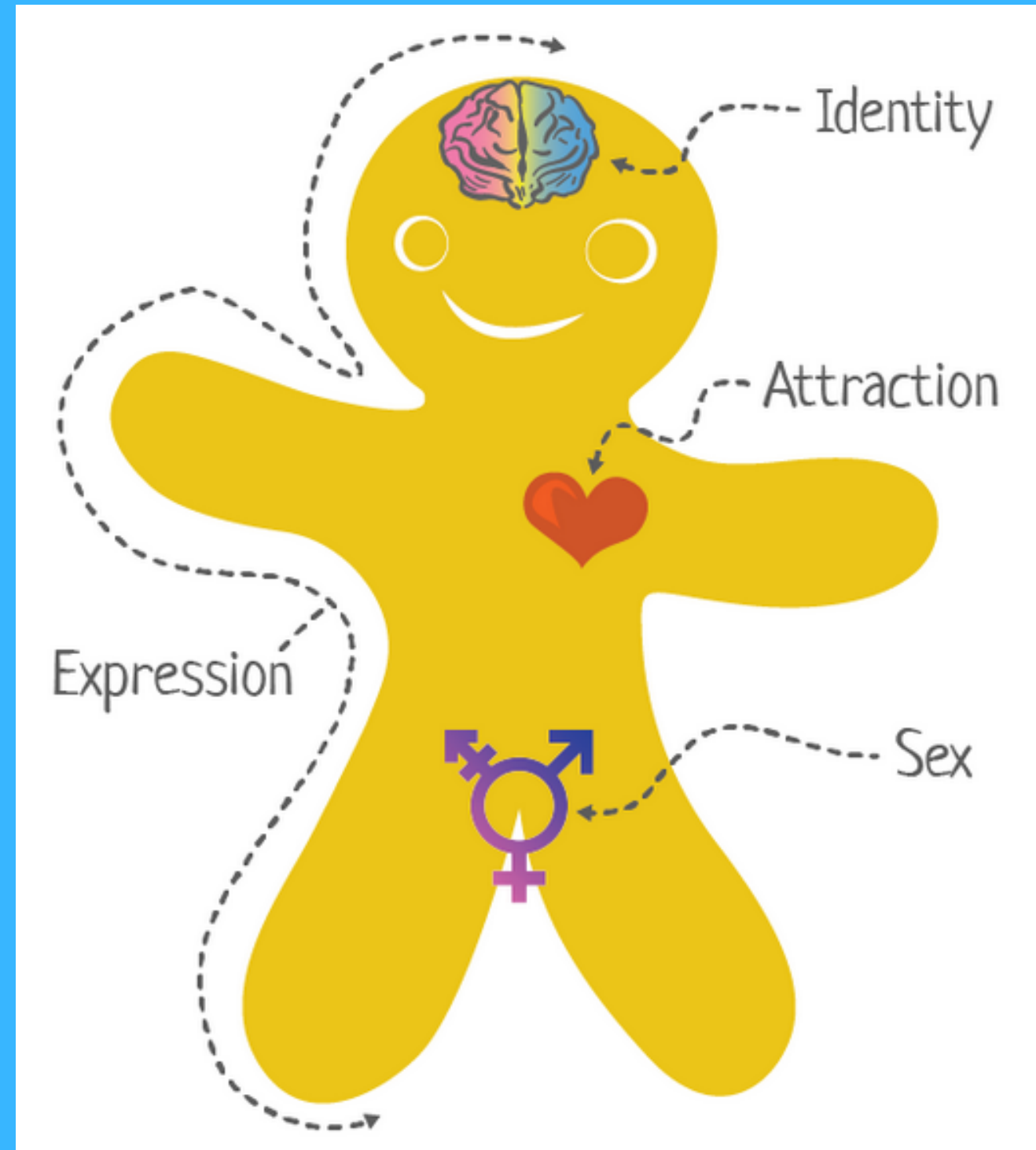
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How someone expresses their gender - clothes, hair, make up, and some behaviours



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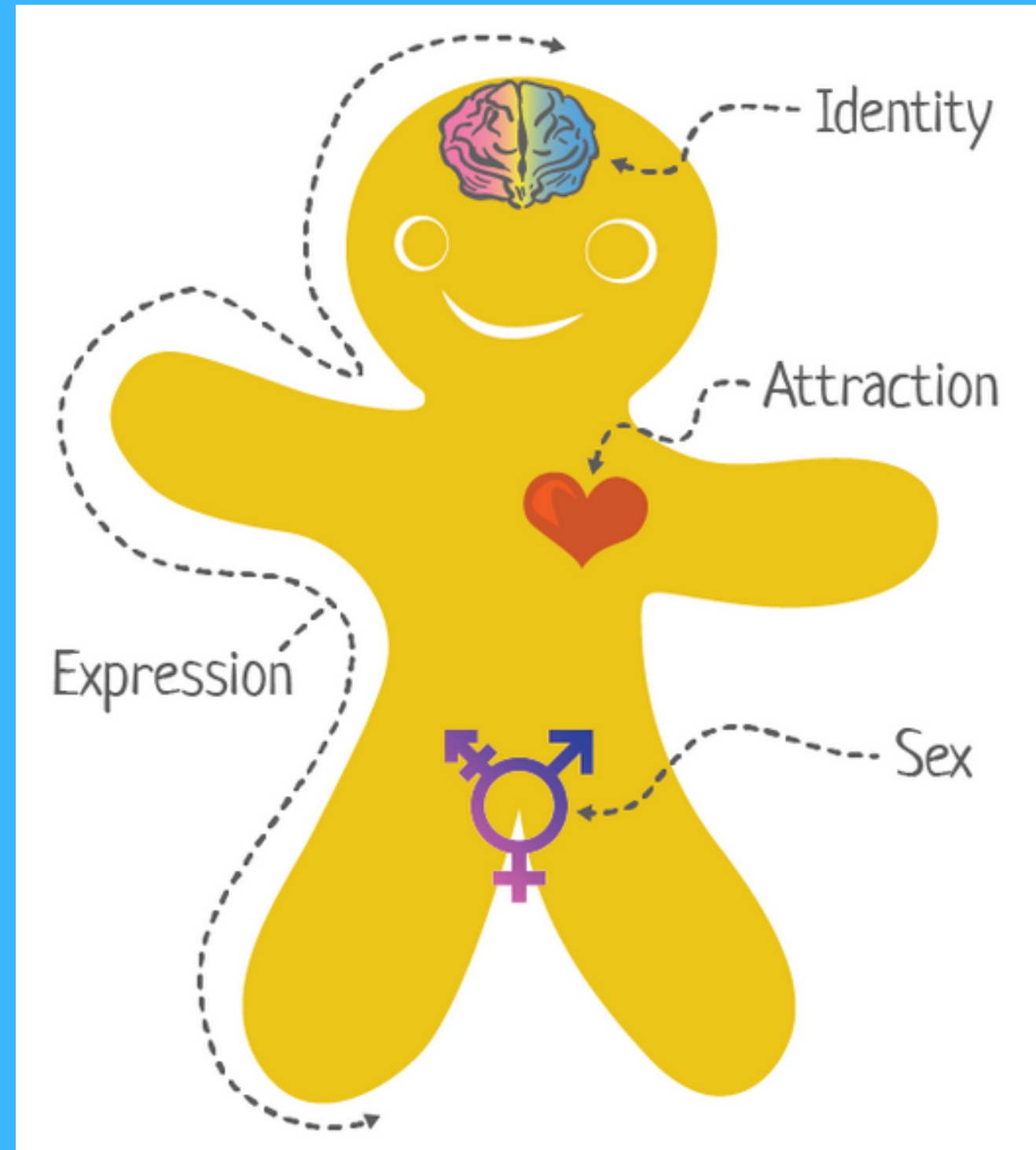
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Attraction ≠ Gender ≠ **Sex**

And now for some definitions!

Cisgender: When a person's gender identity and the gender they were assigned at birth are the same.

Transgender: When a person's gender identity and the gender they were assigned at birth are not the same.

Transgender Man: A person who identifies as male but whose gender was assigned female at birth.

Transgender Woman: A person who identifies as female but whose gender was assigned male at birth.

Non-Binary: Someone who does not identify as either male or female, can be a different gender, or no gender, or a sense of gender that changes over time.

NB: Non-binary can also be an umbrella term that includes 'genderqueer', 'genderfluid', 'agender', and others.

Intersex: physical sex characteristics that are different from what we usually think of as a typical male or typical female body

Gender Dysphoria: Distress arising from conflicts between a person's gender identity or expression and their assigned gender/sex (American Psychiatric Association, 2016)

Based in physical characteristics & social gendered experiences

Often a diagnostic term

Gender Euphoria: Powerful positive emotional experience related to an individual's gender identity, gender expression, gendered body and gendered social life.

External, internal or social

Created by and for transgender and gender diverse communities

Centers the joy and affirmation of gender expression

Identity Umbrellas



Trans* Identities



**Nonbinary
Identities**

**nonbinary
genderqueer
genderfluid
agender**



**Binary
Identities**

**trans man
trans woman**



**Non-Western
Identities**

two-spirit

There's More of Us Than You Think!

An estimated 1% of the population will experience some form of gender variance.

In an Irish context this would mean around 49,000 people.

For Trinity's student population, that would be about 200 people, enough to fill the Synge Lecture Theatre.

As gender variance becomes more accepted, these numbers have been rising!



Intersex people constitute an estimated 1.7% of the population, which makes being intersex about as common as having red hair (1%-2%)

In Ireland, this means above 78,115 people.

In Trinity, it could be almost 400 students- enough to fill Goldsmith Hall.

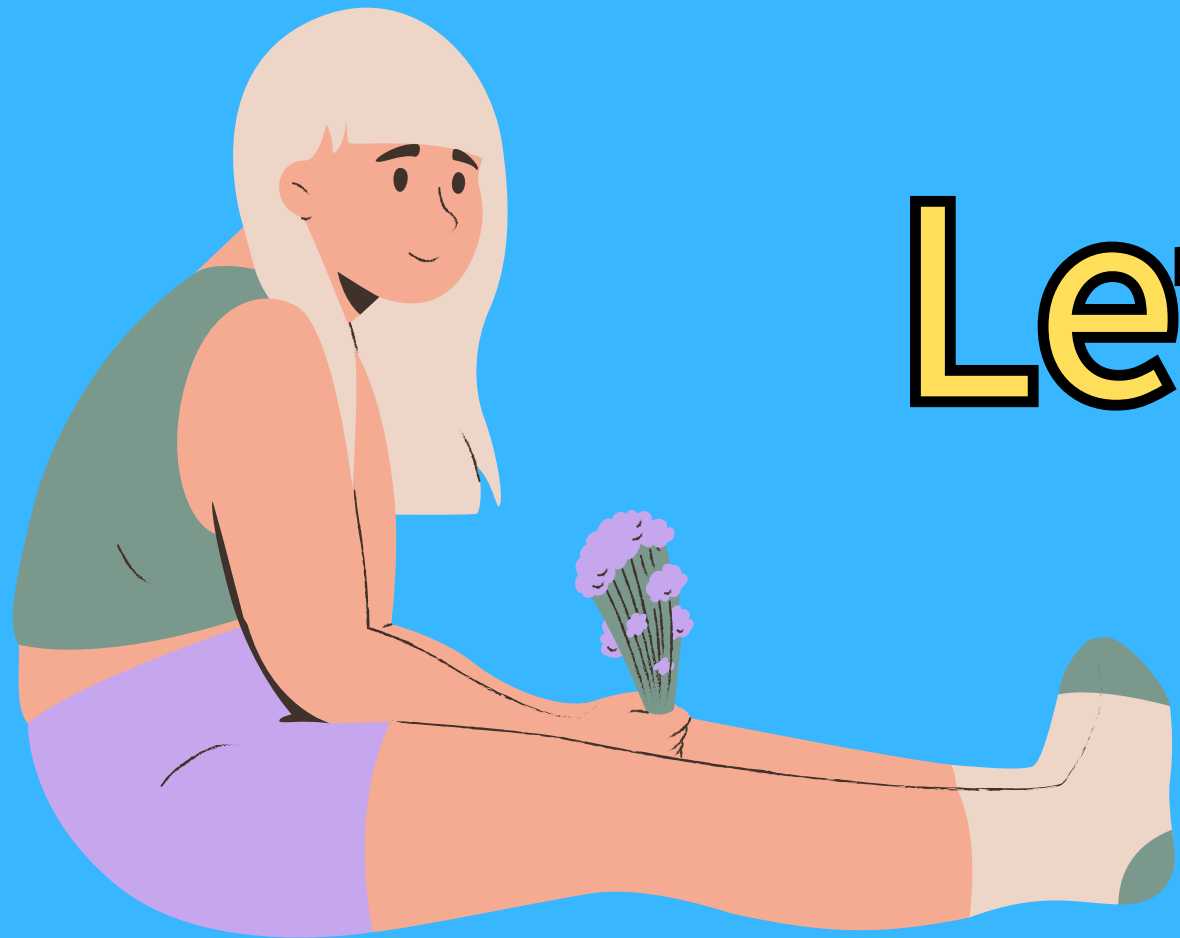
**Trinity's
community
gets
more
diverse
every
day!**



**It's
up
to YOU
to
include
ALL
students.**

How often is gender identity relevant to the student experience?

Let's think...



Considering Nonbinary Students

- Create alternatives to gendered language: first names instead of Mr./Ms. for addressing people, alternatives to "ladies and gentlemen"
- Assumptions of gender based on fashion or physical features may not be accurate
- No nonbinary person is androgynous all the time- again, expression is **dynamic**
- Asking or assuming gender assigned at birth- why do you need to know? Is it relevant to the conversation?

Curricula/Teaching Materials

- Acknowledge and celebrate the accomplishments of trans people in your field- role models!
- Correct outdated/exclusive language in learning material, make yourself aware of changes in gender norms and culture over time
- Avoid gendering bodies and physical characteristics in **Medicine and Biology**
- In **Philosophy, History, and the Arts**- ask about the change in gendered structures over time and encourage exploration of gender as a concept
- **Language courses** - Respect how students want to be referred to in the learning language, especially in heavily gendered languages. Petition for grammatical flexibility in oral exams in particular.

Allyship needs to be

Passive



- wearing a pronoun button/pronouns in email signature
- respecting student's chosen names/pronouns
- signposting relevant resources for students in need

and Active



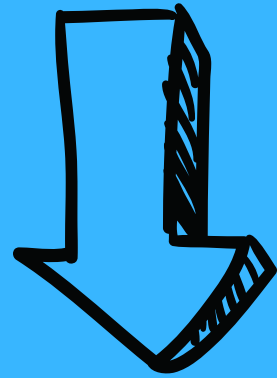
- petitioning for changes in curriculum/university policy
- correcting colleagues on students' names and pronouns
- contacting administration when students need a chosen name respected

Ask your questions!



Do	Don't
Make mistakes	Make a big deal of mistakes
Get corrected	Pronoun circle
Share pronouns	Inappropriate questions
Pronouns in email signature	
Privacy and sharing where appropriate	
Informed consent (i.e. when sharing name changes with others)	
Respect and practice name and pronoun use	
Appropriate questions	
Boundaries	

Gaps in Knowledge



Gaps in Support



But how to know what you
don't know?

How do I know what students need?



ASK!

sizelanm@tcd.ie

riyer@tcd.ie



What We Want YOU to Take Away Today

Trans students deserve the **same** respect as cis students.

Ask for **clarification** on a student's personal identity, not **education** on trans people.

As a person in a position of power, it is your **responsibility** to be informed **BEFORE** you come in contact with the student community.
(which is why we welcome you today!)