#InclusiveTrinity Awareness Training Series - Trans and Nonbinary Awareness

Open to all TCD staff

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

**Where:** TCD Global Room

---

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

Q7 Soc
Trinity LGBT

#inclusiveTrinity
Trans and Nonbinary Awareness in the College Community
Breaking Down Gender

Gender Identity

Gender Expression

Sex
- hormones, sex
- chromosomes, reproductive organs, genitalia

NB: Often determine Assigned Gender At Birth
Breaking Down Gender

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

Gender Expression

Sex
hormones, sex chromosomes, reproductive organs, genitalia

NB: Often determine Assigned Gender At Birth
Breaking Down Gender

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

Sex
hormones, sex chromosomes, reproductive organs, genitalia
NB: Often determine Assigned Gender At Birth

Gender Expression
How someone expresses their gender - clothes, hair, make up, and some behaviours
Breaking Down Gender

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

Sex
hormones, sex chromosomes, reproductive organs, genitalia
NB: Often determine Assigned Gender At Birth

Attraction ≠ Gender ≠ Sex

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

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

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

**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
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...
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 and Active

- wearing a pronoun button/pronouns in email signature
- respecting student's chosen names/pronouns
- signposting relevant resources for students in need
- 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!
<table>
<thead>
<tr>
<th>Do</th>
<th>Don't</th>
</tr>
</thead>
<tbody>
<tr>
<td>Make mistakes</td>
<td>Make a big deal of mistakes</td>
</tr>
<tr>
<td>Get corrected</td>
<td>Pronoun circle</td>
</tr>
<tr>
<td>Share pronouns</td>
<td>Inappropriate questions</td>
</tr>
<tr>
<td>Pronouns in email signature</td>
<td></td>
</tr>
<tr>
<td>Privacy and sharing where appropriate</td>
<td></td>
</tr>
<tr>
<td>Informed consent (i.e. when sharing name changes with others)</td>
<td></td>
</tr>
<tr>
<td>Respect and practice name and pronoun use</td>
<td></td>
</tr>
<tr>
<td>Appropriate questions</td>
<td></td>
</tr>
<tr>
<td>Boundaries</td>
<td></td>
</tr>
</tbody>
</table>
Gaps in Knowledge

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!)