A Resource Packet
from Multnomah Monthly Meeting’s
Ad-Hoc Committee for Gender Concerns

Becoming More Welcoming to People of
All Genders

for more information, contact
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Multnomah Monthly Meeting
Becoming More Welcoming to People of All Genders
A TIMELINE

May 2014  Creation of Ad-Hoc Committee for Gender Concerns

July 2014  Trans 101 Workshop offered at Multnomah Meeting:

Welcoming Transgender Friends:
Understanding (Trans)Gender 101
This two hour workshop will include a presentation from a team of trans
sensitivity trainers and some worship sharing to delve into the spiritual ground
beneath this work. Our hope is to gain the basic language and tools necessary to
continue exploring this issue with respect and care for each other. The Ad-Hoc
Committee for Gender Concerns has created this event in response to the May
4th threshing session and as a way to prepare MMM for further programming on
this topic. Light lunch and childcare provided.

Sept. 2014  Transgender panel discussion and workshop at Multnomah Meeting:

WELCOMING TRANSGENDER FRIENDS
This 2 1/2 hour workshop will include a panel of trans people sharing about their
journey and the specific challenges trans people experience, followed by worship
sharing. Our hope is to gain a better understanding of issues facing trans people,
and to help us delve into the spiritual ground beneath the consideration of gender.
The Ad-Hoc Committee for Gender Concerns has created this event in response
to the May 4th threshing session and from feedback from our July 13th program.
Light lunch and childcare provided.

Nov, 2014  Day-long workshop featuring Peterson Toscano at Multnomah Meeting:

TRANSFIGURATION: Experiencing the Spirit in Gender
Join us for exploration of the spirit in gender how it impacts ourselves, our
relationships to each other, and to the Divine. The day includes Meeting for
Worship, a morning presentation by renowned Quaker performance artist
Peterson Toscano, “Transfigurations: Transgressing Gender in the Bible”, small
and large group discussion, and breaking bread together. Peterson uses comedy,
Biblical scholarship, and storytelling to address social justice concerns. Inspired
by interviews with transgender and genderqueer individuals, Peterson weaves
their experiences with the stories and lives of transgender Bible characters --
people who, in transgressing and transcending gender, find themselves at the
center of some of the Bible's most important stories. Light lunch and childcare
provided.

Nov. 2014  Transgender Day of Remembrance Meeting for Worship held at
Multnomah Meeting:

Meeting for Worship in Support of Transgender People
Please join us for a special Meeting for Worship to hold in the Light transgender
people around the world. November 20\textsuperscript{th} is Transgender Day of Remembrance –
an annual observance that mourns, remembers, and honors the lives of individuals who have died in the previous year because of anti-transgender hatred. If you are unable to join us in person, please take a few minutes on this day to add your thoughts, hopes, and prayers as we work to create a world where all are safe from hatred and violence, including gender non-conforming people. Sponsored by the Ad-Hoc Committee for Gender Concerns.

April 2015  Multnomah Monthly Meeting adopts a Welcoming / Inclusivity minute.

An excerpt:

Multnomah Monthly Meeting minutes our commitment to becoming an affirming, safe, and nurturing place for everyone to live fully that which the Spirit is leading them to be. We extend our loving care to people of all genders, including transgender, genderqueer, cisgender, gender non-conforming, and intersex persons, their families, and friends.

June 2015  Friends from Multnomah Monthly Meeting march and carry a banner in both the Pride Parade and Trans March in Portland, Oregon.

Nov. 2015  Transgender Day of Remembrance Memorial Meeting for Worship held at Multnomah Meeting:

We welcome you to join us on this day to mourn and honor the lives of those who have been murdered in the previous year because of anti-transgender hatred. We gather to remember. We also gather to pray for, and to dedicate ourselves to work for, a world where transgender people are safe from hatred and violence.

Program:
Silent Centering
Reading of Names
Sharing out of the Silence
Releasing Fire
Refreshments and Sharing in the Social Hall

April 2016  Walking Our Talk workshop offered at Multnomah Monthly Meeting to work on becoming better allies to gender minority people. Included presentation from professional trainers:

WALKING OUR TALK – A WORKSHOP ON WELCOMING PEOPLE OF ALL GENDERS
Hear from a panel of gender minority persons, learn about the brain and pronouns, and practice being an ally – someone who helps make the world safer for others. Lunch will be provided during Social Hour. Childcare provided, but please let us know ages attending.

June 2016  Friends from Multnomah Monthly Meeting march and carry a Quaker Witness banner in both the Pride Parade and Trans March in Portland, Oregon.
MMM Welcoming / Inclusivity Minute

initially approved at Meeting for Worship for Business 2015 April
revised and approved at Meeting for Worship for Business on June 19, 2016

Multnomah Monthly Meeting of the Religious Society of Friends, a Quaker Meeting, is an open and affirming faith community. We welcome all who come as religious seekers to share in worship and fully participate in the activities of our common life.

Multnomah Monthly Meeting understands that the Divine Source is leading the Meeting to honor the gender identity and expression of each person, as determined by that person. We affirm that gender expression and identity may be fluid and changeable. We recognize that when we embrace the Light within the full spectrum of gender identities in our Meeting, our worship deepens and our community is enriched.

As part of our evolving struggle to live our testimony of equality, Multnomah Monthly Meeting minutes our commitment to becoming an affirming, safe, and nurturing place for everyone to live fully that which the Spirit is leading them to be. We extend our loving care to people of all genders, including transgender, genderqueer, cisgender, gender non-conforming and intersex persons, their families and friends.
Not considered at Meeting for Business but circulated to inform our Meeting of ideas the ad-hoc Gender Concerns Committee has regarding ways to implement a Minute of Inclusivity for gender identity and expression.

Supporting action items to consider within our MMM community:

1. Worship & Ministry committee hosts a yearly Meeting for Worship for Transgender Day of Remembrance, which occurs on November 20th.
2. Put up a “safer space” decal in our lobby window specifically for transgender and genderqueer people – separate from the existing rainbow (lesbian/gay) decal. Put both in a more prominent location.
3. Remain a member of Community of Welcoming Congregations (CWC), including paying annual dues.
4. Contact organizations that maintain lists of religious groups that are friendly to transgender and genderqueer people and ask to be listed (i.e. Northwest Gender Alliance, FLGBTQC (Friends for Lesbian, Gay, Bisexual, Transgender, and Queer Concerns, etc.).
5. Encourage statements of preferred pronouns and honor them.
6. State on our website that we are welcoming and all restrooms are single-use gender-neutral.
7. Property committee has ordered new restroom signs to be explicitly “all genders welcome.”
8. State on our rental information that restrooms are all single-use gender-neutral.
9. Add both non-bullying and affirming policies to our children’s safety and children’s program policies that affirm the free expression of gender.
10. Ask Children’s Program, Central Friends and Junior Friends to include age-appropriate gender education. This could include discussion of: gender, including its separateness from physical characteristics, gender expression and romantic inclinations, gender expression, gender policing, and gender-related bullying. This would be especially appropriate during November of each year (when Transgender Day of Remembrance occurs).
11. Add to our personnel policies, as needed, protections and guidelines for Meeting accommodation of gender non-conforming and gender-transitioning employees.
12. Continue to offer educational opportunities for MMM members and attenders regarding intersex issues and gender concerns, including how to support persons who are experiencing gender policing, gender related bullying and/or not having gender choices honored.

Supporting action items to consider bringing to our larger Friends communities:

1. Develop Minutes for Willamette Quarterly Meeting (WQM) and North Pacific Yearly Meeting (NPYM) similar to the one for MMM (including action items) and send them for discussion and seasoning. Discuss with NPYM Junior Friends if they wish to consider a Minute. Offer to send someone to Meetings or Worship Groups that would like help understanding these issues or with these discussions.
2. Encourage NPYM, WQM, NPYM Central Friends, and NPYM Junior Friends to have policies in place regarding housing, showers, and restrooms that are friendly to transgender persons. Advocate that one criteria for site committee selection be appropriate accommodation of transgender and genderqueer persons. Build a list of possible solutions to housing, restroom, and shower issues and share with site and other committees.
3. Ask gender-specific groups – Men’s Retreat, Pacific Northwest Quaker Women's Theology Conference, and other gender-restrictive groups – to have a policy that identification is up to the individual and may be fluid. Recommend that they have a transgender or genderqueer person speak at an upcoming gathering. Share with them our list of possible solutions to housing, restroom, and shower issues.

4. Open a discussion with Quaker Voluntary Service (QVS) locally and nationally regarding policies they have in place regarding support for volunteers or staff who are transitioning, transgender, or genderqueer.

5. Write articles to submit to various Friends’ publications about our process at MMM, the Minute we have adopted, and planned action items.

Supporting action items to consider in bringing these issues to our communities beyond Friends:

1. Create statements of concern and support, as requested, to send to public bodies – media, Department of Motor Vehicles (DMV), and other government agencies – in support of people with gender-related concerns (e.g. ease of gender and name changes, health care coverage for transitioning and maintaining gender, gender assignment in jails and prisons, and others as the need arises).

2. Encourage individual members and attenders to raise and support issues of concern for transgender and genderqueer people at our workplaces, organizations we belong to, and as issues arise in the political arena.

3. Build a resource notebook kept in the MMM library and announced regularly in the newsletter and weekly bulletin. The notebook will contain sample wording for personnel policies, health and other forms requesting gender identification, etc., that Friends can suggest at our workplaces and organizations we belong to. The notebook will also contain brief articles about how to discuss restrooms, DMV policies (around names), healthcare coverage, non-discriminatory policies, policies in place for those transitioning, etc.

4. Respond to requests of support and action made by other groups working on gender concerns.

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1. In order to assist Meeting with putting our commitment into action, the ad-hoc Gender Concerns committee is led to continue our work, under the care of Worship & Ministry, for one more year.

2. Establish a position at MMM of “Gender Concerns Liaison” who will be an ex-officio member of Peace & Social Concerns committee. The Liaison will help to coordinate Meeting efforts to complete these action items, be the contact person for groups outside MMM with whom we are working on this issue, and make an annual report to Meeting for Business regarding status of implementation of action items. The Liaison will also bring forward new suggestions for education and/or action. The need for this position should be reconsidered in 5 years (2020), and if continued, periodically after that.
Some Guidelines for Worship Sharing

We wait in silent worship, in union with each other, and share gleanings from our spiritual journeys. Our purpose is to search together in silence for God’s truth and inspiration.

Each person has the opportunity to, and is encouraged to, share. Unlike Meeting for Worship you should not feel that you must be prompted by Spirit before you speak.

No Friend is ever required to speak. You can participate fully by listening only.

In order to allow the space for each of us to share, be mindful of the length of one's offering. Typically each Friend shares only one time.

Allow ample worship between sharings. Hold the gift that each person offers in the Light, without judgment.

Try to speak from your own experience, rather than speaking of the experience of others or of abstract ideas.

Avoid commenting on, or responding directly to, what someone else has said.

Speak to the group. Avoid addressing any individual present.

Please do not repeat elsewhere what you have heard. Worship sharing depends on our respecting and honoring each other.
From Multnomah Meeting’s Trans 101 Workshop (7/13/14):

**Our Queries for Today**

1. Is there a difference between my deepest, truest self and the way the world perceives me? (this need not be considered in the context of gender, necessarily)

2. What did you learn early in your life about what it means to be a man or a woman? How did you fit or not fit into that understanding?

From Multnomah Meeting’s Transgender panel discussion and workshop (9/14/14):

**Our Queries for Today**

Our hope during worship sharing is that we take the focus off of others and look deeply inward, sharing with each other to the extent we feel comfortable.

1. In what ways do you enjoy or reject aspects of your gender role? What impact has this had on your life?

2. What "interventions" has your body experienced (from surgeries to dental work to hair cuts, tattoos, and makeup)? If they had never happened, who would you be today in your "natural" state? How would you feel and how would you be perceived by others?

From Multnomah Meeting’s Walking Our Talk workshop (4/3/16):

**Our Queries for Today**

Please consider the query below which speaks to you - or whatever else is on your heart.

1. Can you remember a time when you were disrespected or disparaged by someone, and another person spoke up for you? How did you feel about the intervention?

2. In the role-play we just did, how did it feel to be corrected?
Program

Begin with Silent Centering
A period of silence at the beginning is used to center into an inward stillness where we welcome Spirit to surround and hold us. We center in varied ways. You may find helpful a phrase of poetry, a passage from Scripture, a metaphor, prayer, or focused breathing.

Reading of Names
Several Friends will break the silence by beginning reading of the names of those who have been murdered in the past year.

A basket of names will be passed around. When the basket comes to you, read as many names as you would like and then pass the basket on. Feel free to simply pass the basket and not read any names.
When reading names, please allow several moments of silence between each name, so that we can hold that person in our hearts.
Keep the paper with any name you have read. At the end you will have a chance to release this name into a cleansing fire. You can also choose to take the name with you and honor this person in the way that seems right to you.

Sharing out of the Silence
After reading the names we will settle again into silence. If we are moved by Spirit, we will share our pain, our hopes and our prayers out of this silence. Anyone may rise to offer a message.
Before speaking, consider if your thoughts have risen from a deep place, from your own experience. What is the essence of this message, and how can it be stated briefly and simply? Speak audibly and distinctly so all may hear.
It is important that those gathered hold speakers in love. Each message needs to be followed with a period of silence to allow whatever seeds of truth it carries to ripen in our hearts.

Closing of Worship
A designated Friend signals the close of worship by shaking hands with those on either side. We encourage everyone present to then greet those around you.

Releasing Fire
After the closing of worship we will leave the Meeting room. There will be slips of paper on the table in the hallway for you to write any messages, or other names that you want remembered.
We will go downstairs and out to the backyard. Friends will lead the way. In the back yard we will have a short candle lit ceremony and release our slips with names and messages to a cleansing fire.

Refreshments and Sharing in the Social Hall
Afterwards we will have refreshments and an opportunity to visit with one another in our Social Hall.
**Information**

Our Meetinghouse is handicap accessible, including restrooms and an elevator for access to the second floor.

Hearing assistance devices are available on the wall outside the Meeting room. Let a Greeter know if you need any assistance.

All restrooms are single stall, gender neutral.

Childcare will be provided. Please make us aware of your childcare needs in advance, if possible, so we may have adequate staff.

No food or drink, other than water, is allowed on the second floor, including in the meeting room.

**Transportation**

**Public transport:**
- * Bus #15, Belmont, runs on Belmont Street, a few blocks south of the Meetinghouse.
- * Bus #20, Burnside/Stark, runs on East Burnside, a few blocks north of the Meetinghouse.
- * Bus # 75, Chavez, runs on Cesar Chavez, a few blocks west of the Meetinghouse.
- * Max/Light Rail, red, green or blue line to Hollywood Transit Center, then #75 bus south

**Bicycle:**
You will find a bike rack at the east side of the building. Please do not bring bicycles into the building.

**Parking:**
Our Meetinghouse is in a residential neighborhood on the south side of a busy street. Our neighbors on SE 44th Avenue have requested that our visitors not park on their quiet side street. Try to park on Stark Street if possible.

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**Transgender Day of Remembrance**

**Memorial Meeting**

**Multnomah Friends Meeting**

4312 S.E. Stark Street
Portland, OR 97215

Friday, November 20th
7:00 – 9:00 pm.

We welcome you on this day for mourning and honoring the lives of those who have been murdered in the previous year because of anti-transgender hatred. We gather to remember. We also gather to pray for, and to dedicate ourselves to work for, a world where transgender people are safe from hatred and violence.

Who we are....
Multnomah Friends meeting, a Quaker spiritual community, welcomes all. We find truth and guidance for living across religious traditions. We call our gathering place a Meetinghouse. Our place of worship is plain. Recognizing that the Divine Spirit is accessible to all, we gather without reliance on formal creeds, sacraments or clergy.

Reflecting our testimonies on equality and community, we are committed to being an affirming, safe, and nurturing place for everyone to live fully that which the Spirit is leading them to be, including transgender, genderqueer, cisgender, gender non-conforming and intersex persons, their families and friends.

For more information contact us at 503-232-2822 or e-mail at hearthkeeper@multnomahfriends.org or visit our website www.multnomahfriends.org or Facebook page www.facebook.com/MultnomahFriendsMeeting/.
Welcoming Everyone of All Genders
North Pacific Yearly Meeting 2016

Many of us were raised in a culture that taught us that there were two possible genders, male and female, and that knowing a person’s gender was critical in order to relate correctly to them in society. However, we now know that gender is not a binary, and that a person’s gender may change over time. As we work to welcome all Friends, this document suggests some practices we can use to be open and respectful of everyone. Please know that this document is an introductory summary, whose brevity necessitates some oversimplifications.

Practices
- Practice not guessing gender, but asking what pronouns someone might want.
- Work on becoming comfortable telling people you meet what your pronouns are.
- Consider writing your pronouns on your name tag.
- Ask people who introduce themselves to inform you of their pronouns.
- Correct yourself and others when you realize that misgendering has occurred (using different pronouns than that person uses for themself, or otherwise assigning the wrong gender to someone).
- Assume that people are in the restroom they should use.
- Do not ask people questions you would not feel comfortable being asked. (e.g. “Have you had the surgery yet?”, “What is/was your real name?” or “What was your old name?”)

Definitions
- “Cis-gender” is used to refer to a person who resonates with the gender label assigned at birth.
- “Transgender” or “Trans” is used by many as an umbrella adjective for everyone who does not resonate with their sex assigned at birth. Many identities intersect with the transgender umbrella, including nonbinary and genderqueer.
- “Nonbinary” is an adjective referring to people who experience themselves as having a gender that is neither male nor female, or no gender at all. Some nonbinary people experience their gender as being on the female-male spectrum, and others do not.
- “Genderqueer” refers to someone who does not subscribe to conventional gender distinctions. They might identify with a combination of genders, or with no gender at all.
- “Gender nonconforming” refers to someone who does not follow others’ ideas or stereotypes about how they should look or act based on the sex they were assigned at birth.

These words are adjectives rather than nouns, i.e. Caitlyn Jenner is not “a trans” or “a transgender” but is a trans woman or a transgender woman. Similarly, no one should be referred to as “a transgender”.

Pronouns
Typically English grammar, when speaking of a single third person, would assign either male or female pronouns such as he or she. For some people, being referred to by their correct pronoun is very important, while for others it is less so. Additionally, some people who do not identify as either male or female want to be addressed by an all-inclusive pronoun.

“They” and the related “them, their, and themself or themselves” can be used to refer to a single individual in the same way that “you” can refer to one person or a group of people. Whether “they”
refers to one or more people, “are” is used as the correct verb. Some people prefer other gender inclusive pronouns such as: ze, hir and hirs; ey, em, eirs; and per, per and pers.

We can also use “they” for individuals who have not yet shared with us their pronouns. It helps us practice not assigning a gender or pronouns to someone until we find out from that person what their pronouns are.

Learning Someone’s Pronoun
Some Friends may be taken aback to be asked what pronouns they use for themselves. However, when you ask in an open way, you are not implying anything about the person; you are actually stating that you are interested in knowing them better. As discussion of pronouns becomes more common, the question will seem less strange. You may find that the easiest approach is to give your own pronouns first, and then ask the other person.

Person #1: “Hello, my name is Karen. I use they, them and theirs as my pronouns.”
Person #2: “Hello, my name is Ralph.”
Person #1: “Ralph, it is good to meet you. May I ask what pronouns you use?”
Person #2: “Oh, he and him.”

Making Mistakes
Everyone makes mistakes at times. For whatever reason, if you make a mistake, indicate simply that you understand the mistake and plan to use the correct pronoun in the future. Don’t over-apologize, as this can make the apology about you and not about the person who may have been hurt.

It is a kindness to everyone involved if you gently correct someone you hear misgendering someone else – even if the misgendered person did not hear it. We all appreciate being “in the know” and it will help form a welcoming and supportive community.

Restrooms
When restrooms are labeled “men” or “women” each of us must determine which is the correct restroom to use. Please assume that people are in the correct restroom for themselves.

The Golden Rule
The golden rule: “Treat others as you would like others to treat you.” We appreciate it when the people around us call us by the names and pronouns we choose, so we want to do our best to call other people by the names and pronouns that they choose.

Also, take care not to ask people personal questions that you are not comfortable being asked about yourself. At Yearly Meeting we want to share our spiritual lives and journeys. It’s ok to ask each other about these, understanding that it is not always a good time for someone to talk. However, it can be disrespectful to ask someone questions about their bodies or medical histories, etc.

Fruits of the Spirit
One of the joys of spiritual disciplines is that, when we follow them, we find our own spiritual understanding expanding and deepening. As we clearly welcome people into our community we grow as a spiritual body. When we hold back on assigning pronouns or gender to someone until after they inform us, and when we practice informing people of our pronouns, we begin to be more conscious of gender itself and how our gender beliefs and expectations influence our actions and our interactions.
## Pronouns – A How To Guide

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<thead>
<tr>
<th>Place in speech</th>
<th>Example of use</th>
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<tbody>
<tr>
<td>Subject</td>
<td>____ had the ball.</td>
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<tr>
<td>Object</td>
<td>They gave ____ the ball.</td>
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<tr>
<td>Possessive</td>
<td>They gave the ball to ____ friend.</td>
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<tr>
<td>Possessive Pronoun</td>
<td>The ball was ____.</td>
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<tr>
<td>Reflexive</td>
<td>____ gave ____ the ball.</td>
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*Complete the sentences above by substituting the correct word from the chart below. This pronoun list is not exhaustive. It is good practice to ask which pronouns a person uses.*

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<td>Ze (Pronounced “zee”.)</td>
<td>hir (Pronounced “here”.)</td>
<td>hir (Pronounced “here”.)</td>
<td>hirs (Pronounced “here’s”.)</td>
<td>hirself (Pronounced “here self”.)</td>
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<td>Ey (Pronounced “A”.)</td>
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Some Statistics and Studies

Murder and Violence:

- Each year on November 20th, transgender people and allies come together to remember the trans people who have been murdered the previous year.

- The Transgender Day of Remembrance website reports 90 deaths worldwide in 2015, although they acknowledge that this number is very low because trans deaths are grossly underreported. Most of them occur in Brazil and other places in the global south.

- The overwhelming majority of people who are murdered are trans women of color. As Autostraddle, a feminist LGBT site reports, "The National Coalition of Anti-Violence [found] that almost 90% of LGBTQ homicide victims in 2013 were people of color, 72% were transgender women, and 67% were trans women of color. In 2014, twelve out of the fourteen trans women of color murdered in the United States were black."

- Worldwide, trans folks have a 1 in 12 chance of being murdered, for trans women of color, 1 in 8. The average life expectancy for a trans woman of color is between 27-35. (From Hollis Proffitt: It has been hard for me to find a reliable source for these statistics, but they are quoted A LOT. Most trans people know these statistics and accept them as fact because they make sense in the context of their lived experience. Regardless of the exact numbers, violence is a daily part of the lives of trans women of color.)

"Vanessa Rochelle, a trans activist who spoke at the San Francisco rally, had perhaps the most heartbreaking statement of the day, as much for its echoes of tragedy as its underlying truth. 'Remember my face,' Rochelle said, according to the Daily Dot. 'Because the statistics will tell you that in the next decade, I will have died violently.' “

-From the alternet.com "Five Transgender Women of Color Have Been Murdered in the Past Five Weeks: Anti-trans violence is killing young black and Latina women across the country."

Transgender murders are increasing in the United States since trans people have become more visible in the media.

- Last year (2015) was the deadliest year on record, with 21 murders reported, almost double that of 2014

- 2016 is slated to be more deadly, with 14 deaths reported in the first 6 months. http://www.advocate.com/transgender/2016/6/03/these-are-trans-people-killed-2016
Bathrooms:

The website “Think Progress” released the findings of a study done on bathroom discrimination in Washington DC. DC has some of the most inclusive and progressive legislation around trans issues, but the study still found the following:

70% of trans people had experienced some sort of negative reaction when using the restroom, including dirty looks, being questioned about their gender, being verbally assaulted, and being physically assaulted.

The primary experience trans people reported was verbal harassment, with 68 percent reporting they were told they were in the wrong facility, told to leave the facility, questioned about their gender, ridiculed or made fun of, verbally threatened, or stared at and given strange looks. Some also shared that the police were called and others noted that they were followed after using a facility. For 9 percent of respondents, actual physical assault has also occurred, including being forcibly removed from the restroom, hit or kicked, intimidated or cornered, or slapped; one respondent reported being sexually assaulted.

Moreover, 18 percent of respondents reported they were simply denied access to a restroom. Several of them were students whose education suffered because of this discrimination, in part because of excessive absences. Those who experienced issues in the workplace felt it contributed to poor job performance, and some even changed jobs or simply quit their jobs to avoid the confrontations.

There were health consequences for respondents as well, with 54 percent reporting physical complications like dehydration, urinary tract infections, kidney infections, and other kidney problems simply because of the tactics they used to avoid going to the restroom during the day.

http://thinkprogress.org/lgbt/2013/06/26/2216781/transgender-bathroom-study/

The Importance of Acceptance:

A recent study published in the journal of pediatrics compared 73 trans kids who were allowed to live full time as their preferred gender with 73 cisgender children, ages 3-12. No significant difference found between the psychological health of cis and trans kids. The only difference was that anxiety was a hair higher for trans children. Interviews suggest that this was from the stresses of living “stealth,” in other words, for a child and his or her family to know that a child is transgender, while the child’s peers did not know that he or she is transgender.

- “Mental Health of Transgender Children Who Are Supported in Their Identities” Kristina R. Olson, Lily Durwood, Madeleine DeMeules, Katie A. McLaughlin
A Great Year for the Singular Form of They:

**American Dialect Society Word of the Year 2015**
“In its 26th annual words of the year vote, the American Dialect Society voted for they used as a gender-neutral singular pronoun as the Word of the Year for 2015. They was recognized by the society for its emerging use as a pronoun to refer to a known person, often as a conscious choice by a person rejecting the traditional gender binary of he and she.” [https://docs.google.com/document/d/1VAmtprCw2P-HJ1Ri2o0NB_I7yki1HdHxRrgrcxS0yWM/edit?usp=sharing](https://docs.google.com/document/d/1VAmtprCw2P-HJ1Ri2o0NB_I7yki1HdHxRrgrcxS0yWM/edit?usp=sharing)

**Washington Post - Style Memo to writing staff in 2015**
“The Washington Post is changing its style rules to allow for the singular “they” to refer to “people who identify as neither male nor female.” From the memo to staff: “It is usually possible, and preferable, to recast sentences as plural to avoid both the sexist and antiquated universal default to male pronouns and the awkward use of he or she, him or her and the like. … When such a rewrite is impossible or hopelessly awkward, however, what is known as ‘the singular they’ is permissible: Everyone has their own opinion about the traditional grammar rule. The singular they is also useful in references to people who identify as neither male nor female.” [https://www.americanpressinstitute.org/need-to-know/shareable/the-washington-post-changes-its-style-to-allow-singular-they/](https://www.americanpressinstitute.org/need-to-know/shareable/the-washington-post-changes-its-style-to-allow-singular-they/)

**Wikipedia**

The singular *they* had emerged by the mid-14th century and is common in everyday spoken English, but its use has been the target of criticism since the late nineteenth century. Its use in formal English has increased with the trend toward *gender-inclusive language*. 

Information compiled by TransAffirmingSpaces.com
TransAffirmingSpaces Curriculum Resources and Related Articles:

Human Rights Campaign
http://www.hrc.org/resources/entry/restroom-access-for-transgender-employees

American Civil Liberties Union
https://www.aclu.org/know-your-rights/transgender-people-and-law

U.S. Equal Employment Opportunity Commission
http://www.eeoc.gov/eeoc/newsroom/wysk/enforcement_protections_lgbt_workers.cfm

Transgender Law Center
http://transgenderlawcenter.org/archives/635
http://www.eeoc.gov/eeoc/newsroom/wysk/enforcement_protections_lgbt_workers.cfm

Oregon State Legislature
https://olis.leg.state.or.us/liz/2007R1/Downloads/MeasureDocument/SB0002/Introduced

National Transgender Discrimination Survey

Resources for People who are Trans and Gender Non-Conforming:

Oregon State

Basic Rights Oregon  http://www.basicrights.org

The Q Center  http://www.pdxqcenter.org

TransActive  http://www.transactiveonline.org/index.php

National Organizations

Trans Student Educational Resources TSER  http://www.transstudent.org

Human Rights Campaign  http://www.hrc.org/resources

American Civil Liberties Union  https://www.aclu.org/

TRAN 101

THESE QUESTIONS ARE OK:
WHAT PRONOUNS DO YOU USE? / AM I USING THE RIGHT PRONOUNS?
MAY I ASK YOU SOME QUESTIONS ABOUT YOUR EXPERIENCE?
WOULD YOU LIKE ME TO KEEP THIS INFORMATION CONFIDENTIAL?
MAY I CORRECT SOMEONE IF THEY USE THE WRONG PRONOUNS?
DON'T ASK THESE!

THESE QUESTIONS ARE NOT OK:

SO, WHAT ARE YOU? ARE YOU A BOY OR A GIRL?
WHAT'S YOUR REAL NAME?

HAVE YOU HAD "THE SURGERY"? ARE YOU ON HORMONES?
WOULD IT MAKE ME GAY IF I THOUGHT YOU WERE CUTE?

HAVE OTHER QUESTIONS?: PLEASE CONTACT
TRANS AFFIRMING SPACES@GMAIL.COM

DON'T ASK THESE!

THESE QUESTIONS ARE NOT OK:

SO, WHAT ARE YOU? ARE YOU A BOY OR A GIRL?
WHAT'S YOUR REAL NAME?

HAVE YOU HAD "THE SURGERY"? ARE YOU ON HORMONES?
WOULD IT MAKE ME GAY IF I THOUGHT YOU WERE CUTE?

HAVE OTHER QUESTIONS?: PLEASE CONTACT
TRANS AFFIRMING SPACES@GMAIL.COM
About Trans Justice Funding Project:

The Trans Justice Funding Project is a community-led funding initiative founded in 2012 to support grassroots, trans justice groups run by and for trans people. We make grants annually by bringing together a panel of six trans justice activists from around the country to carefully review every application we receive. We center the leadership of trans people organizing around their experiences with racism, economic injustice, transmisogyny, ableism, immigration, incarceration, and other intersecting oppressions. Every penny we raise goes to our grantees with no restrictions and no strings attached because we truly believe in trans leadership.

Over the last three years, we have received 354 applications and given away 177 small grants totaling $400,000. This work has been possible because hundreds of donors have joined us and because our communities have supported us in so many ways. Let’s continue to dream big and fund even more trans justice work in 2016!

(checks payable to the Trans Justice Funding Project)
The Gender Unicorn

Graphic by: TSER

To learn more go to: www.transstudent.org/gender
Design by Landyn Pan
With more visibility comes more understanding. These statistics can and will get better as trans people become more visible in our society.

80% of trans students feel unsafe at school because of their gender expression

58.7% of gender non-conforming students have experienced verbal harassment in the past year because of their gender expression, compared to 29% of their peers

49% of trans people reported physical abuse in a 2007 survey

50% of trans people have been raped or assaulted by a romantic partner

Trans people of color are 6x more likely to experience physical violence when interacting with the police than white cisgender survivors of violence

41% of trans people have attempted suicide

1 in 5 transgender people have experienced homelessness at some point in their lives

1 in 8 have been evicted due to being transgender

For more information, go to transstudent.org/graphics

TSER Trans Student Educational Resources