Trans in the Workplace:
Understanding Trans Identities and
Career Related Concerns

Emmie Matsuno
What to Expect

- The Head - Terminology/Concepts
- The Heart - Experiences of Trans People
- The Hand - Skills/Allyship
Terminology/Concepts
WHAT PEOPLE ASSUME GENDER IS

WHAT GENDER ACTUALLY IS

FREEDRESSING CAMPAIGN
WWW.FREEDRESSING.ORG
Gender Roles

Socially defined roles, expected behaviors and appearances. Changes over time & varies from culture to culture.
Discussion

Think of a time, either in the past or more recently, when you felt limited by gender roles, expectations, stereotypes, or limitations.

What happened? How did you feel? What did you do?
Sex refers to sets of physical characteristics that tend to cluster together (e.g. chromosomes, hormones, genitalia)

Sex isn’t a binary!
Non-Binary Examples in Nature

Bilateral Gynandromorphs
Assigned Gender

Female [ ] Male [ ]

Gender Identity

Woman [ ] Non-Binary [ ] Man [ ]

Gender Expression

Feminine [ ] Androgynous [ ] Masculine [ ]
Assigned gender

Assignment: the gender we’re categorized as at birth.
• A person’s internal sense of being a man, woman, neither, both etc.

• People can become aware of gender identity by around age 3-5

• Many cultures have more than 2 genders

• Gender identity is self-defined!
- How you express your gender...
  - Clothing, fashion, style
  - Hairstyle, makeup, grooming
  - Personality/Interests
  - Speech
  - Body language
Transgender

trans- (prefix), from Latin, meaning across or beyond
   Examples: translate, transcontinental, transcend, transport, transnational

trans(gender), adj. people whose gender identity is not the same as their gender assigned at birth.
   Examples: transgender man / woman / person  (not: “(a) transgender(s)”)
Trans women

People assigned male at birth who identify as women.

GENDER ASSIGNMENT: MALE
GENDER IDENTITY: FEMALE
GENDER EXPRESSION: ANY!
Janet Mock (she/her)

Laverne Cox (she/her)
Trans men
People assigned female at birth who identify as men.

GENDER ASSIGNMENT: FEMALE
GENDER IDENTITY: MALE
GENDER EXPRESSION: ANY!
Kye Allums (he/him or they/them)

Chaz Bono (he/him)
Non-Binary

Anyone whose gender falls outside of the gender binary. Non-binary people may identify as both a woman and a man, neither a woman nor a man, or another gender entirely.
NON-BINARY

Bigender
Agender
Genderfluid
Gender Creative
Gender Defiant
Gender Questioning
Genderqueer

☐ Male
☐ Female
☑ Neither
Angel Haze - agender (they/them)

Ruby Rose - genderfluid (she/her)
Assigned Gender

- Female
- Male

Gender Identity

- Woman
- Non-Binary
- Man

Gender Expression

- Feminine
- Androgynous
- Masculine
Gender variance is part of every culture and time!
Many trans people adopt a new name and/or new gender pronouns. *Use the name and pronouns people prefer.*

### Pronouns 101

<table>
<thead>
<tr>
<th>Type</th>
<th>Name</th>
<th>Example</th>
</tr>
</thead>
<tbody>
<tr>
<td>Feminine</td>
<td>She, her, her</td>
<td>She went to the store. I spoke to her. It was her apple.</td>
</tr>
<tr>
<td>Masculine</td>
<td>He, him, his</td>
<td>He went to the store. I spoke to him. It was his apple.</td>
</tr>
<tr>
<td>Gender Neutral</td>
<td>They, them, their</td>
<td>They went to the store. I spoke to them. It was their apple.</td>
</tr>
</tbody>
</table>
Cisgender

A person whose assigned gender and gender identity are the same. Someone who is not transgender.
CISGENDER

- Assigned gender: Male, Female
- Gender identity: Woman, Man
Gender Non-Conforming

Those that may or may not identify as transgender, but have gender expressions that do not conform to the expectations for their gender identity.
Assigned Gender

Female [ ] Male [ ]

Gender Identity

Woman [ ] Non-Binary [ ] Man [ ]

Gender Expression

Feminine [ ] Androgynous [ ] Masculine [ ]
“I am not confused about my gender. I’m a bloke in a dress.”

Eddie Izzard (he/him)
Rachel Maddow (she/her)
**Sexual Orientation** - Refers to who you love.

*Examples*: Lesbian, gay, bisexual, pansexual, asexual, queer, etc.

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**Gender Identity** - Refers to who you are.

*Examples*: Woman, man, cisgender, transgender, non-binary, etc.
Transgender is not a Sexual Orientation

- Everyone has both a gender identity and also a sexual orientation

- Transgender people can be straight, gay, lesbian bisexual, etc - just the same as everyone else!
How do you know a (trans) person’s sexual orientation?

- Don’t assume!

- Don’t use assigned sex to define someone’s sexual orientation.

- Let each person define their own sexuality.
Experiences of Trans People
Our Deepest Insecurities Being Trans
Work Related Concerns

You can be fired in 30 states for being transgender
Trans people, unemployment & poverty

Trans people are twice as likely to be unemployed as the general population.

97% of trans people report being harassed or mistreated at work. 26% have been fired for being trans.

27% of trans people live in poverty (vs. 7% of Americans) and are 4 times more likely to make less than $10,000 than the general population.

From a 2012 survey of 6,450 trans Americans by the National Center for Transgender Equality.
Epidemic levels of suicide

41% of trans people have attempted suicide

Support matters!

Among youth:

Rate of suicide attempts (%)

- Trans or Gender Non-Conforming: 41%
- Lesbian, Gay or Bisexual: 20%
- Overall Population: 4.6%

Data: The Williams Institute
GET YELLED AT

GET BEAT UP
Job Search

• Know your rights

• Research companies
  - Look for Diversity Statements

• Network and Find Allies
CA Gender Nondiscrimination Act

• Requires employers to allow employees "to appear or dress consistently with the employee’s gender expression, in addition to, with the employee’s gender identity.”

• Discrimination prohibited in housing, employment, education, insurance, and public accommodations.

• Federal agencies are not subject to California’s nondiscrimination laws.
To be out or not?

- What are some pros and cons?

- There is no right answer …
  - Assess your own values and safety
Resumes

• Name – You don’t have to put your birth name on your resume
  – Can use first initial of birth name.
    • Michael Gutierrez or S. (Michael) Gutierrez

• Can decide whether or not to include trans related organizations?
  – Can “down play” – LGBT oriented organizations
    • E.g. Anti- Discrimination Organization
Transitioning in the workplace

• Transition at current workplace
  – There is no right way to transition!
  – Find support through local Trans groups
  – Find Allies at work
  – Send an email or give co-workers a card

• Transition between jobs
  – Can your legal documents be changed?
  – Let your references know your current name and pronouns
SKILLS:
Language & Allyship
You can’t tell gender just by looking!
are you some kind of gender detective
How do I know what pronouns to use?

There’s only one way:

YOU GET TO ASK.
Ask for pronouns

“What (name and) pronouns do you use?”

“I’m [name] and I use [pronouns]. What about you?”

“How would you like to be referred to?”

Let’s practice!
Cultural Humility

1. Ask people what they need.
2. Mess up.
3. Apologize.
4. Mess up again.
5. Apologize again.
SORRY
BUT...

When you make a mistake, say: 
“My mistake.”

Then move on.
PRACTICE USING GENDER NEUTRAL LANGUAGE

Avoid gendered speech:  Practice gender neutral speech:

You guys  You all or Y’all
Sir/Mam  They/Them
He/She  Names

Names
OFFER SUPPORT & REASSURANCE

We understand, and we are here to help!
IDENTIFY YOURSELF AS AN ALLY
TALK ABOUT ISSUES FACING THE TRANS COMMUNITY

Born this way: Stories of young transgender children

Are you in the right bathroom?

Transgender rights are human rights
KNOW YOUR LOCAL RESOURCES

- Resource Center for Sexual & Gender Diversity, University of California Santa Barbara
- SBTAN.org
- Pacific Pride Foundation
- Trans*Youth Santa Barbara
- PFLAG

A support group for families of transgender children & teens
LOVE.
QUESTIONS?
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