



Transgender Cultural Fluency Training



Welcome!

Your Trainer: **Adrien Lawyer** (he/him)



The Transgender Resource Center of New Mexico

Founded in 2008 to support, assist, educate, and advocate for the transgender and gender non-conforming people of this state, and their families and loved ones.

TGRCNM Leaders

Our Executive Director: **Michael Trimm** (he/him/his/sir)
michael@tgrcnm.org



Our Director of Operations: **Erik Wolf** (he/him) erik@tgrcnm.org



Direct Services

Legal Name Change
Identity Documents
Emergency Financial Assistance
Peer Support
Information and Referrals
Trans-Specific Items

Albuquerque Drop-in Center:

- Food
- Bathrooms
- Case Management
- Long-Term Storage
- Bus Passes
- HIV Testing
- Computer Lab

Jails & Prison Support

Support Groups:

- Transgender Men
- Transgender Women
- Transgender Youth
- Non-Binary
- DD Waiver / Mi Via
- BIPOC
- Partners
- Parents
- Childrens' Playgroup



Advocacy

- Individual and community
- Policy - Albuquerque Public Schools, Bernalillo County YSC
- Legislative - 2019 Vital Records Modernization Act; 2023 Name Change Modernization Act



Education

More than 3,500 trainings since 2008:

- ABQ Fire Department
- APD Cadets
- Presbyterian Hospital
- UNMH
- APS
- Businesses, Schools, Faith Communities
-and YOU!



Please raise your hand if you are a:



Parent



Musician (or just
love music)



Spouse



Sports or
athletics fan



Pet owner

Trans people are more visible, but...

- Until June 2020, in most states it was **legal to fire** someone solely for being transgender.
- 2021 was the **deadliest year on record** for trans people in the US and worldwide.¹
- More anti-trans bills have been introduced in 2023 than in any other year (as of January).²



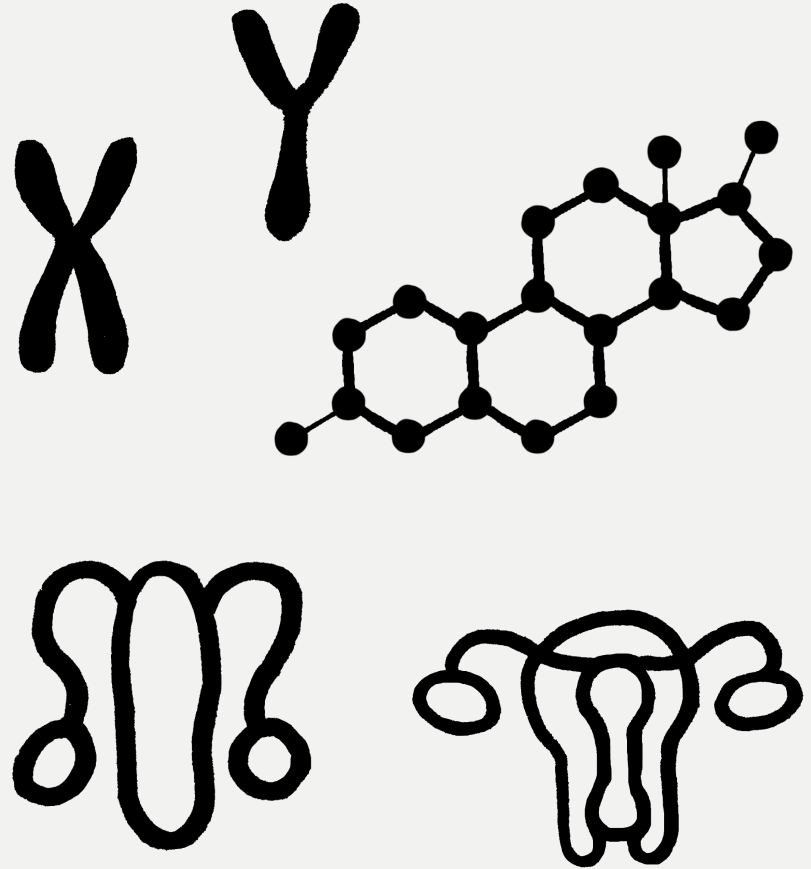


- 1. Sex**
- 2. Gender**
- 3. Gender Expression**
- 4. Sexual Orientation**

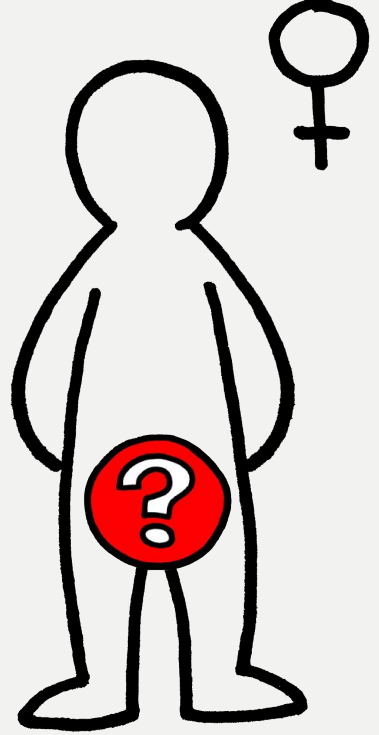
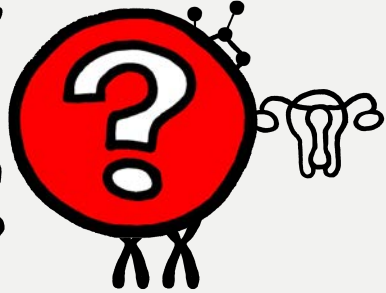
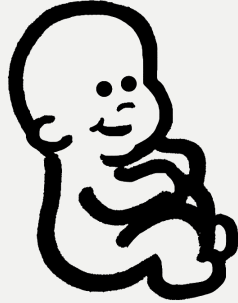
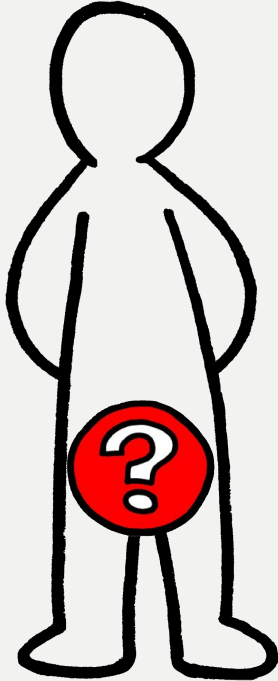
Sex

vs.

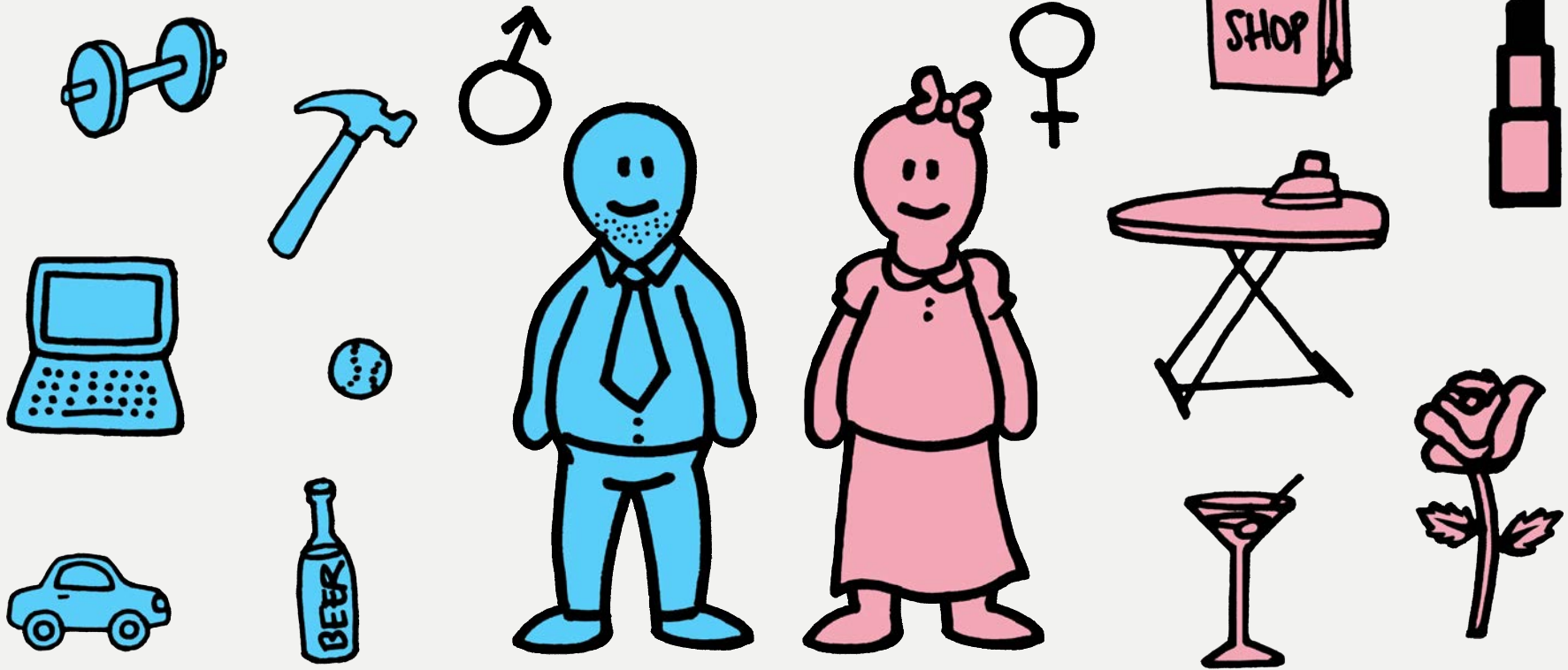
Gender

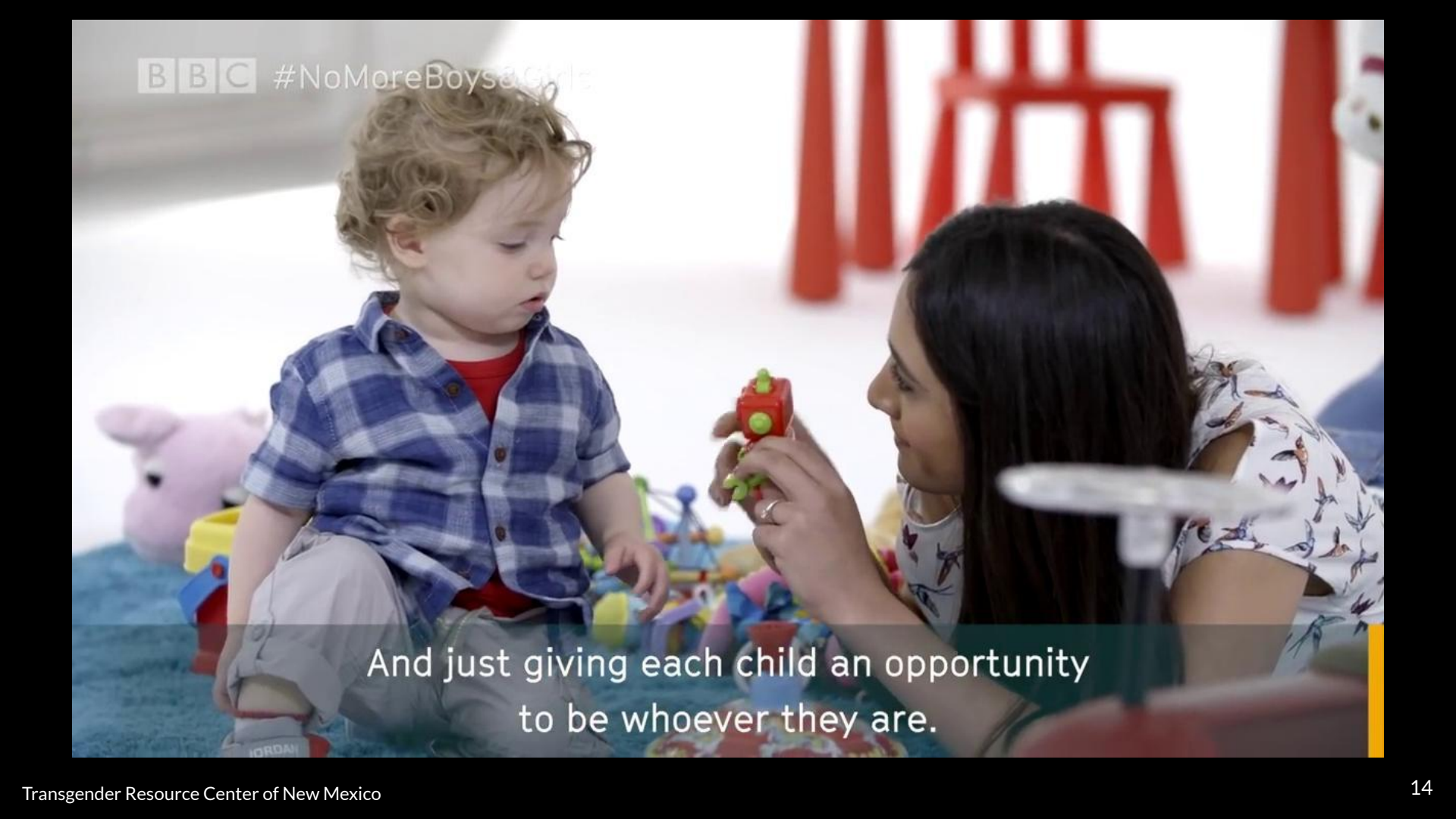


1 Sex (designated at birth)



Gender Expectations





And just giving each child an opportunity
to be whoever they are.



Gender stereotypes contribute towards the mental health crisis among children and young people, are at the root of girls' problems with body image and eating disorders, higher male suicide rates and violence against women and girls.³

Are we moving forward?

As seen at NYU Bookstore.



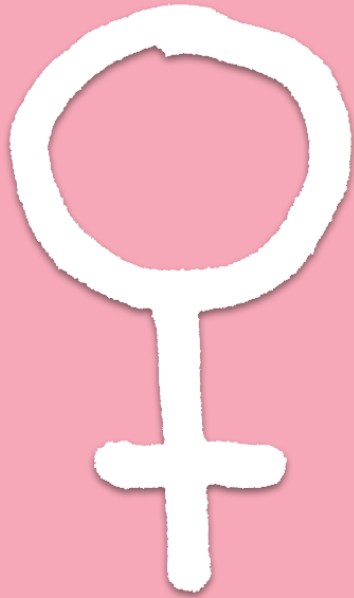
It's nice to have a girl around the house.

Though she was a tiger lady, our hero didn't have to fire a shot to floor her. After one look at his Mr. Leggs slacks, she was ready to have him walk all over her. That noble styling sure soothes the savage heart! If you'd like your own doll-to-doll carpeting, butt up a pair of these ho-man Mr. Leggs slacks. Such as our new automatic wash-wear blend of 65% Dacron and 35% rayon—incomparably wrinkle-resistant. About \$12.95 at plush-carpeted stores.

Dacron for Fall

Get yourself a new pair of **Mr. Leggs**

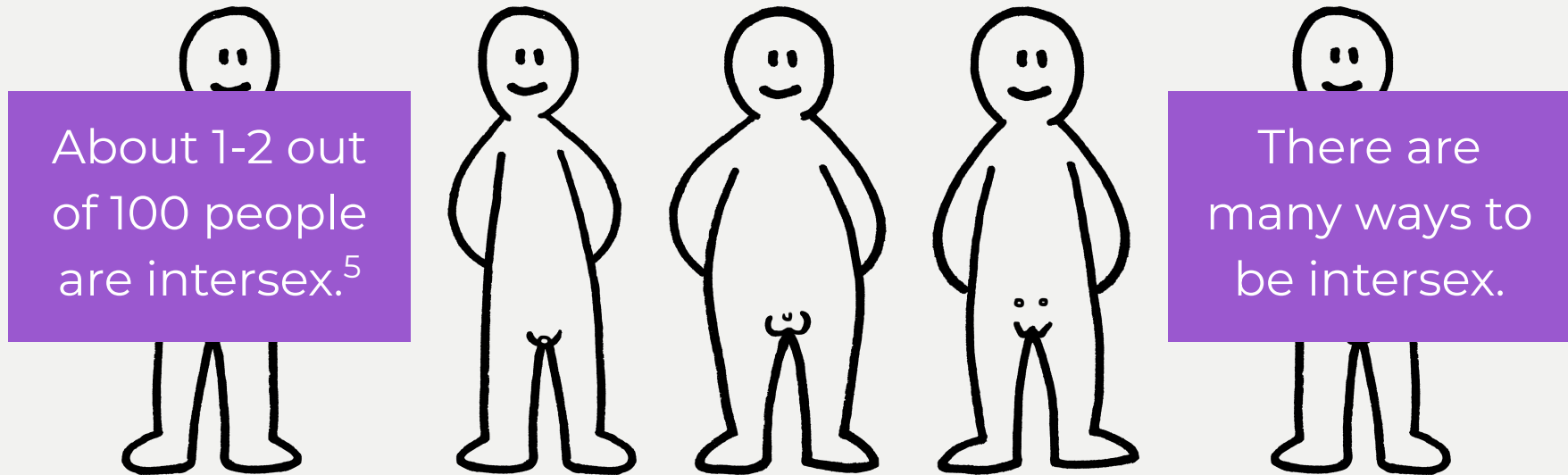
© 1971 H. Robinson Co. Inc. THOMSON COMPANY, 1230 Avenue of the Americas, New York 10, N. Y.



Binary: A division into two groups or classes that are considered opposite.

Sex Is Not Binary⁴

Intersex describes a variety of situations in which a person is **born with reproductive or sexual anatomy that doesn't fit** the boxes of “female” or “male.”





Intersex

- About **1.7%** of people are born intersex.⁵
- Being intersex is a **naturally occurring variation**, and it isn't a medical problem that needs "fixing."
- "Hermaphrodite" is an outdated, inaccurate, and possibly offensive term.



2

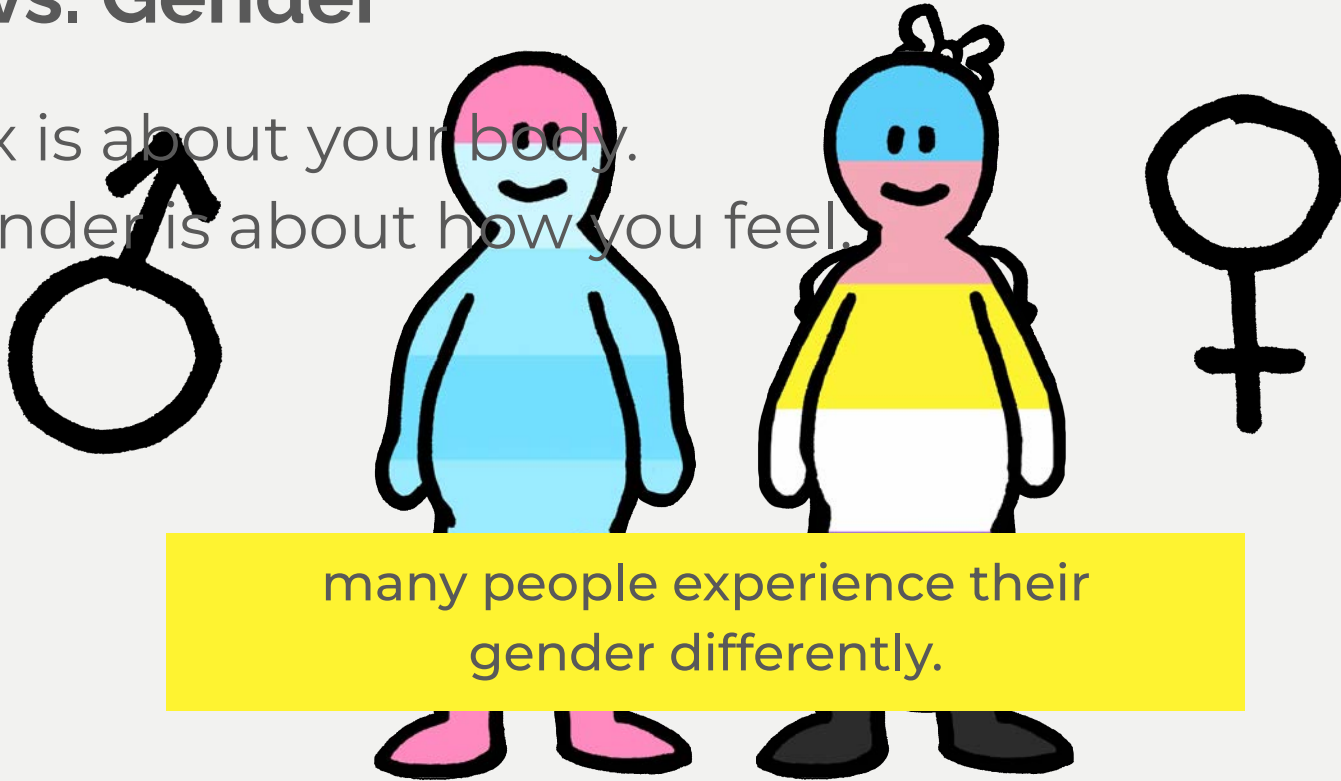
Gender (internal)

Gender is about a person's **internal understanding or sense** of being a man, a woman, or a non-binary person.



Sex vs. Gender

- Sex is about your body.
- Gender is about how you feel.

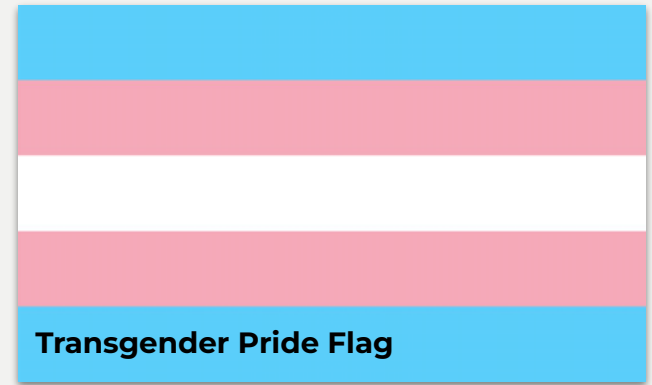


many people experience their gender differently.

Transgender

Describes people whose **gender differs from the sex** they were designated at birth.

- “Transgender” is appropriate for non-transgender people to use.
- “Trans” is shorthand for “transgender.”



Transgender Man

A person who was designated female at birth, but identifies and expresses their

gender as male.



Transgender Woman

A person who was designated male at birth, but identifies and expresses their

gender as female.



Gender Dysphoria

Feelings of **distress and discomfort** that a person experiences when their designated sex or physical characteristics **do not match their gender**.

- There are different ways a person can experience dysphoria
- Not all transgender people experience dysphoria

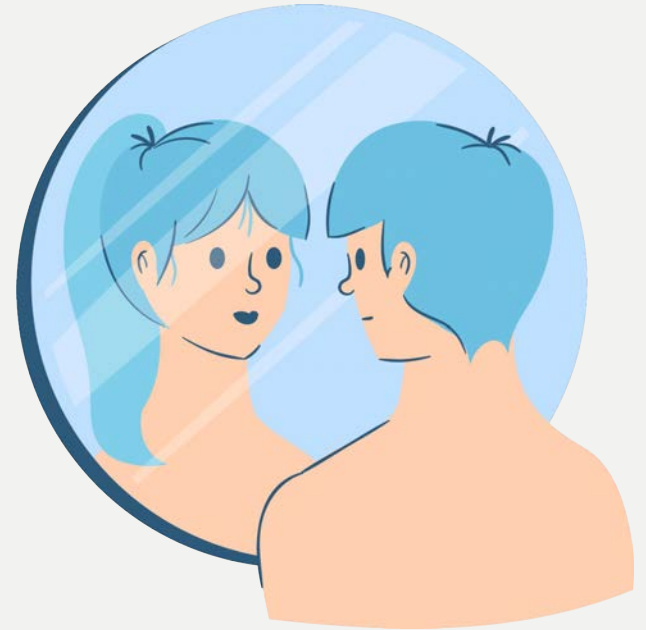




Gender-Affirming Treatment

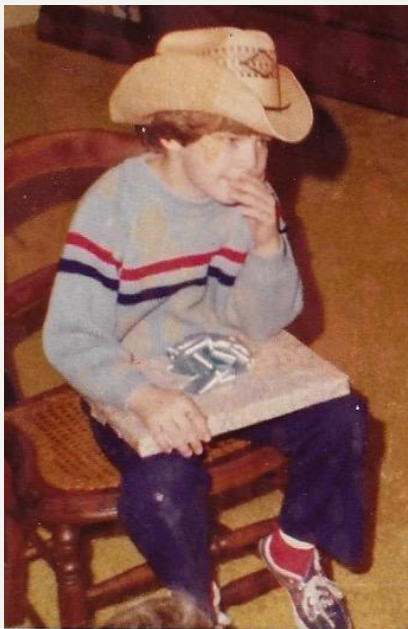
Many people who experience gender dysphoria find it critically life-transforming to undergo gender-affirming medical treatment, which can include:

- Hormone therapy
- Surgeries
- Hair removal
- Speech therapy



Gender Transition

- **Social:** Coming out to friends and family, new name/pronouns, different clothing or other aspects of presentation (speaking, walking, mannerisms, etc.)
- **Medical:** Hormones, surgeries, hair removal
- **Legal:** Name and/or gender change, identity documents



Change
through
the
years...



Many Ways To Be Trans



Being transgender does not mean a person wants or has to transition into the opposite gender.

Many trans people do not feel they are exclusively masculine or feminine.



Non-Binary Gender

Any gender which does not fit the male and female binary.

- NB / Enby
- Genderqueer
- Genderfluid
- Two-Spirit
- Pangender
- Agender



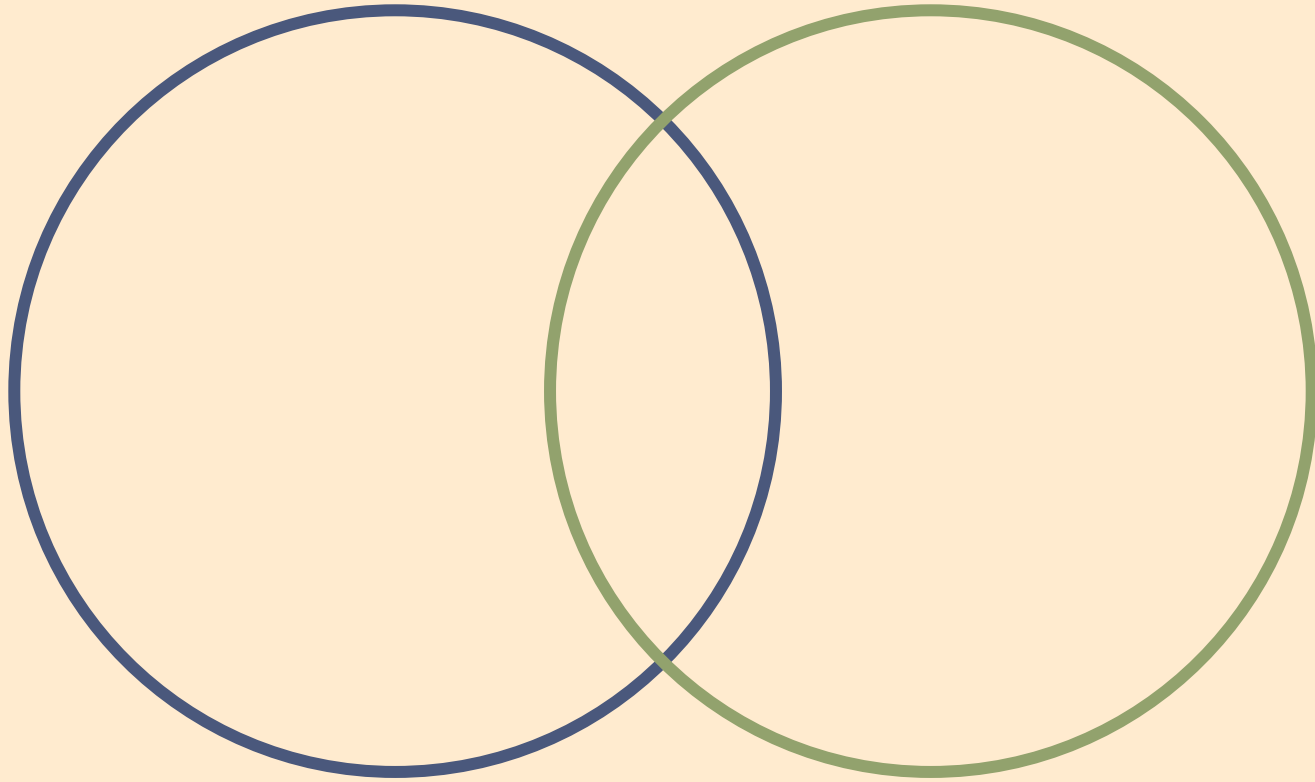


nonbinary (adj.)

*Not binary (in gender);
i.e., not exclusively
and/or entirely man
nor woman,
-OR-
not defined at all by
man or woman.*



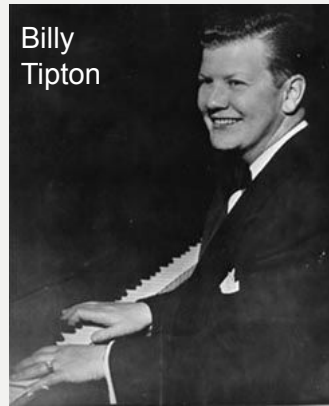
TRANS & NONBINARY





#THIS IS WHAT NON BINARY LOOKS LIKE

Transgender People Are Nothing New

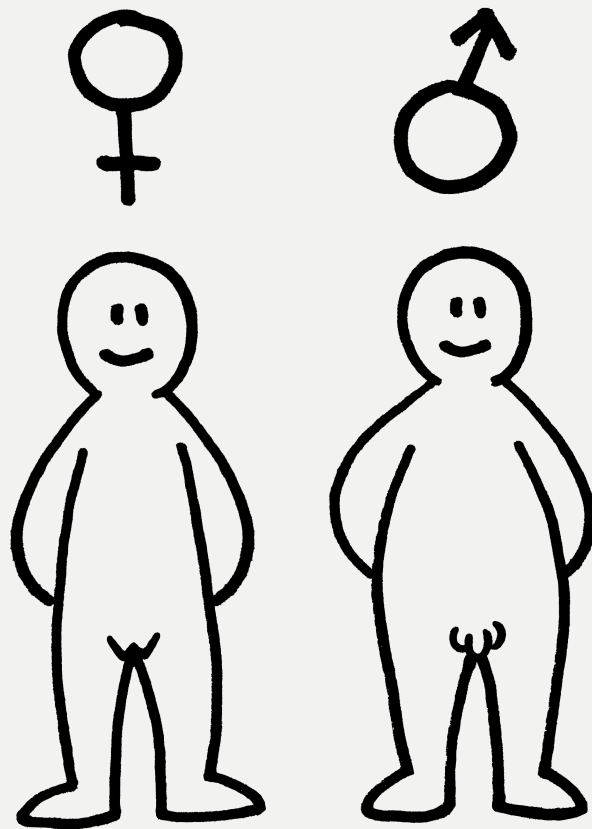


Gender Is Expansive and Evolving

- Gender can be fluid and impermanent.
- Gender norms are different from culture to culture, and they change over time.
- Many indigenous cultures around the globe hold more fluid and dynamic understandings of gender.
 - ★ Muxe — Oaxaca, Mexico
 - ★ Māhū — Native Hawaiians & Tahitians
 - ★ Lhamana — Zuni Tribe, New Mexico
 - ★ Nádleehee — Diné (Navajo)
 - ★ Kinnar/Hijra — South Asia/India
 - ★ Fa'afafine — Polynesia

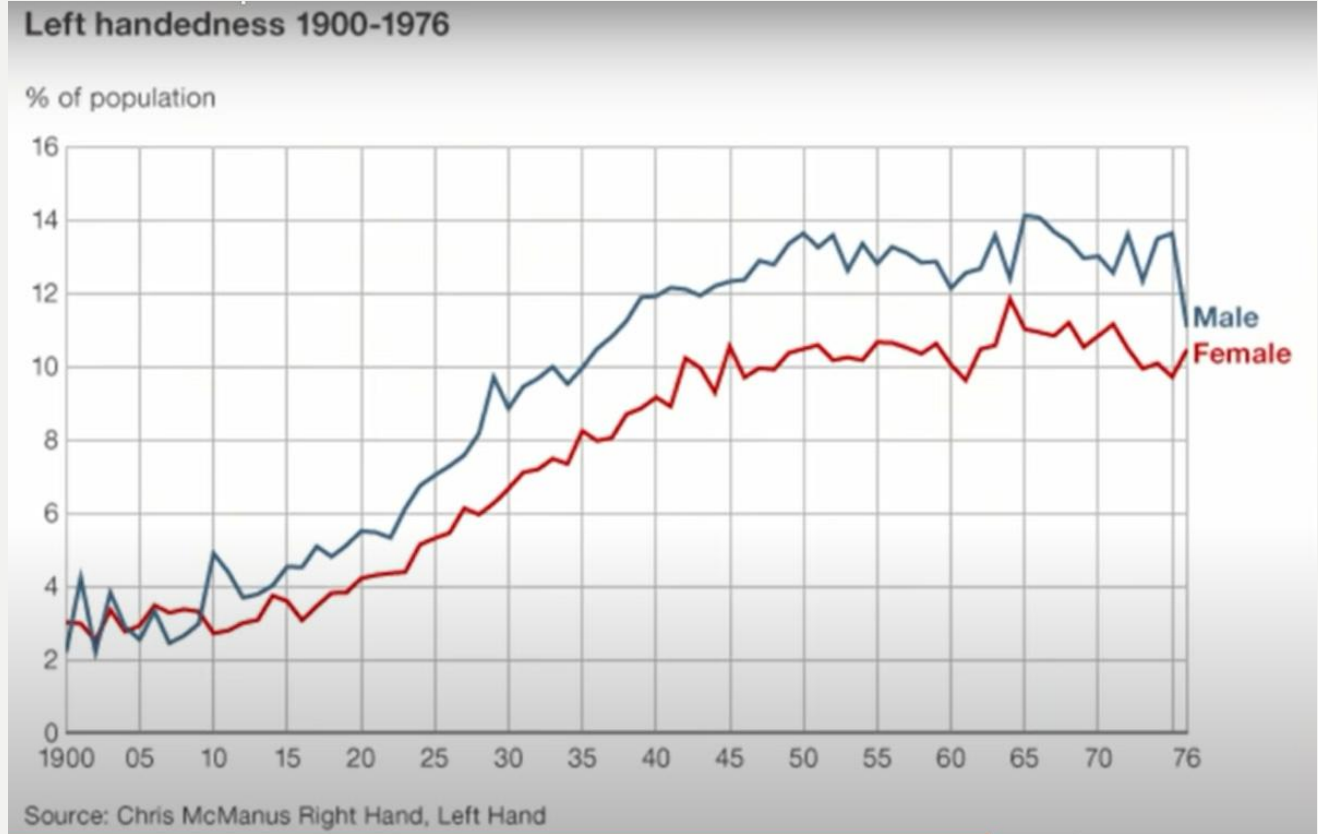
Cisgender

- Describes people whose **gender matches the sex** they were designated at birth
- “Cisgender” can also be shortened to “cis,” e.g. cis man, cis woman
- If we have a word for transgender, we need a word for not being transgender



Population of “out” left-handed people 1900-1976

As persecution of left-handed people decreased, the number of people who were "out" about being left-handed increased.



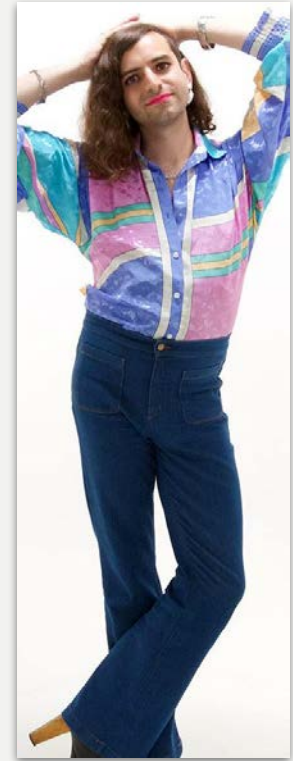
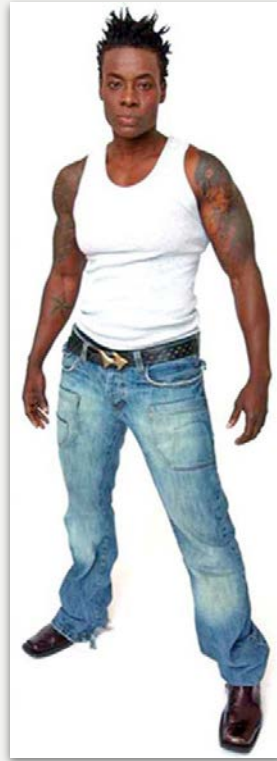
3 Gender Expression

How a person presents their **gender on the outside**:

- ★ Behavior
- ★ Clothing
- ★ Hairstyle
- ★ Voice
- ★ Makeup

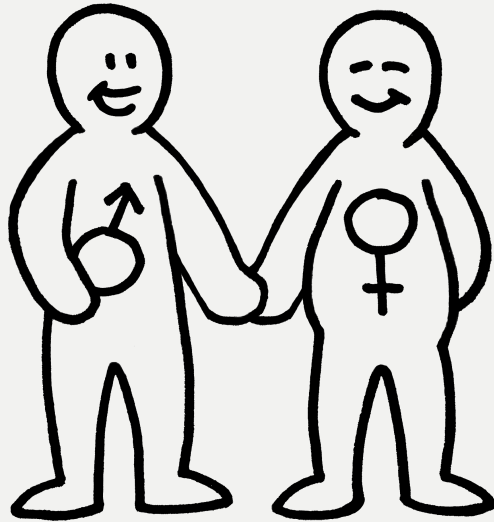


Gender can be expressed in a variety of ways

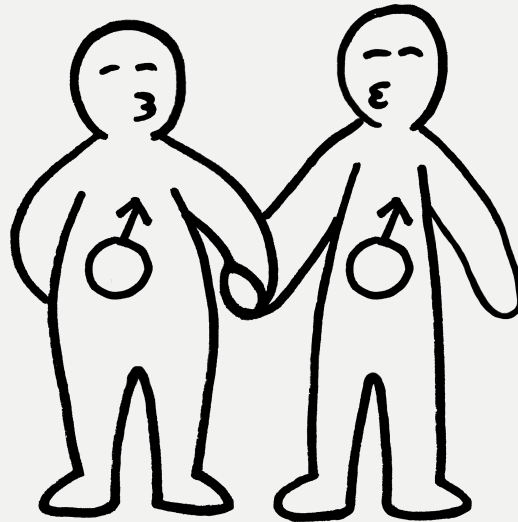


4 Sexual Orientation

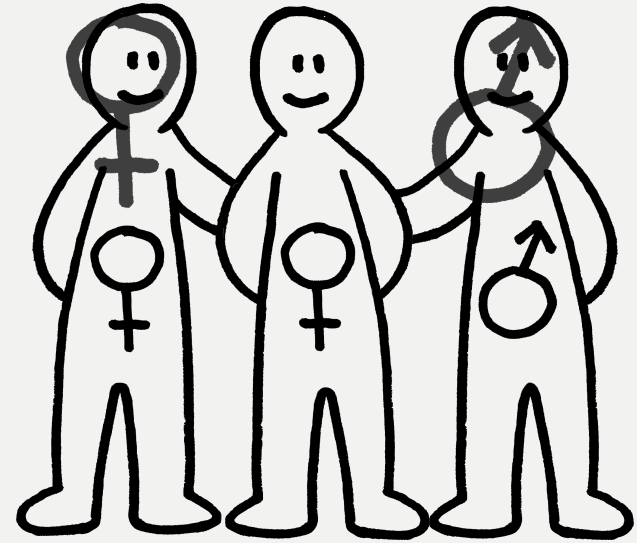
Physical, romantic, and/or emotional **attraction to another person.**



straight



gay



bisexual

Asexual
Pansexual
Queer
...and many more

Sexual orientation can be non-fixed and impermanent, and is not tied to a person's gender.

A trans person can be straight, gay, asexual, bisexual...

In summary...

- ★ **Sex** is a label that you're assigned at birth based on the appearance of your external genitalia.
- ★ **Gender** is about your internal concept of self as male, female, a blend of both or neither.
- ★ **Gender expression** is how you express your gender through clothing, behavior, and personal appearance.
- ★ **Sexual orientation** refers to who you are sexually, emotionally, and/or romantically attracted to.

Myths & Misconceptions About Trans People



“Transgender people are confused or mentally ill.”

- Being transgender is **NOT** a mental disorder or condition.⁶
- Trans people who are not able to be **fully and authentically themselves**, can experience severe mental health issues.

“It’s OK to use
‘transgender’
as a noun
or verb.”

- Transgender is an **adjective**.
- Otherwise, it turns the person into something distant and foreign, and denies their humanity.

**“You can tell
someone is
trans just by
looking at
them.”**

Since there is no
one transgender
experience, there is
no one way for
transgender people
to look, either.

Can you tell who is trans?



**“Trans people
just want to be
a ‘real man/
real woman’”**

- “Have they had *the surgery?*”
- “They haven’t fully transitioned”
- Trans people are real, period.

“All trans
people are /
want the
same.”

- Not all trans people share the same experiences or world views.
- No single person is one-dimensional.
- **Trans lives too are intersectional.**



Adrien Lawyer

- ❖ White
- ❖ Man
- ❖ Transgender
- ❖ US Citizen
- ❖ Parent
- ❖ Musician
- ❖ College
- ❖ Disabled
- ❖ Southerner
- ❖ English
- ❖ Mixed Class
- ❖ Saints Fan

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Intersectional Discrimination

Who is most impacted by discrimination and violence in the trans communities? Folks who are:

- Black, Indigenous, and other POC
- Undocumented
- Disabled
- Trans women
- Visibly trans people

Why Trans People Need More Support

Murdered, Suffocated And Burned Alive: 350 Transgender People Killed In 2020



Jamie Wareham Contributor @ Diversity & Inclusion
I report on LGBT life, identities and being queer.

2020 Was the Deadliest Year Ever For Anti-Trans Violence. 2021 Could Be Worse

Fatal Violence Against the Transgender and Gender Non-Conforming Community in 2020

Sadly, 2020 has already seen at least 44 transgender or gender non-conforming people fatally shot or killed by other violent means, the majority of which were Black and Latinx transgender women. We say at least because too often these stories go unreported -- or misreported. Since HRC began tracking this data in

Transgender people criminalized in every part of world: study

More Trans People Have Already Been Murdered in 2021 Than All of 2019

Hugo Greenhalgh
Thomson Reuters Foundation) - Transgender people are being targeted and killed by police conducting "social cleansing" in Indonesia's Aceh province said they were

Transgender asylum-seeker dies after six weeks in ICE custody

Johana Medina Leon, a transgender woman from El Salvador, died Saturday, the first day of Pride month.

Transgender People are Facing Incredibly High Rates of Poverty

June 3, 2019, 1:08 PM UTC / Updated June 3, 2019, 8:28 PM UTC

BY: Jillian Edmonds, Fellow Posted on December 9, 2016

ISSUES: Data on Poverty & Income, Economic Justice, LGBTQ Equality

Transgender hate crimes recorded by police go up 81%

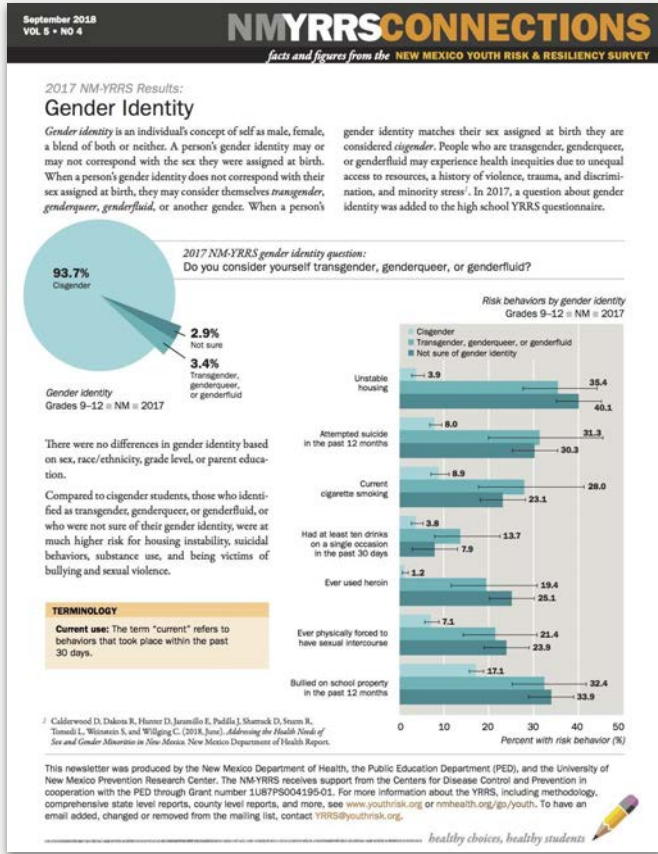
27 June 2019

Yesterday, the National Center on Transgender



ates
Del
oms
e on

2019 NM Youth Risk & Resiliency Survey⁷



- **3.2% positively identified as transgender, gender fluid or genderqueer**
 - 2.8% unsure / questioning
- **35.1% unstable housing** vs 2.7% for cisgender
- **21% ever injected illegal drugs** vs 1.4% for cisgender
- **8.9% had at least 10 drinks on a single occasion** in the past 30 days vs 2.8% for cisgender
- **27.9% experienced sexual violence** in the past 12 months vs 10% for cisgender
- **32.5% attempted suicide** in last 12 months vs 8.3% for cisgender

2015 U.S. Transgender Survey – 27,715 respondents

	poverty	homelessness	unemployed	sexually assaulted	attempted suicide
All respondents	29.4%	30%	15%	47%	40%
Native/ Indigenous	41%	57%	23%	65%	57%
Black	38%	42% (51% among Black trans women)	20%	53%	47%
Latinx	43%	31%	21%	48%	45%
Asian, Native Hawaiian, Pacific Islander	32%	21%	10%	41%	40%

Most impacted: BIPOC Trans People

- **4x** the national **unemployment** rate⁹
- **3x** more likely to live in **poverty**⁹
- **47%** of **Black trans people** reported being denied equal treatment, verbally harassed, and/or physically attacked⁹
- Black trans women make up **4 out of 5 anti-transgender homicide victims**¹⁰

Marjorie Taylor Greene posts anti-transgender sign across hall from lawmaker with transgender child

By Chandelis Duster, CNN
 Updated 12:50 PM ET, Thu February 25, 2021

February 19, 2021 at 3:48 pm PST | by Special to the LA Blade

The Fight To Stop 48 Anti-Transgender Bills (and Counting) Across The Country



A wave of anti-trans bills are hitting statehouses

Experts say that though passing anti-LGBTQ+ bills is a losing battle, some could end up before the Supreme Court.

The word “transgender” wasn’t always in Jaime Gabrielli’s home. She knew her second child wasn’t like her first, a daughter. This child wanted Batman birthday parties and Spider-Man Halloween costumes and short hair. But no one had named the difference.

“You just think of it like a phase,” Gabrielli recalled. “You know, all kids kind of have their own little quirks.”

By Kate Sosin, Barbara Rodriguez
 Published Feb. 4, 2021 at 12:03pm

Mississippi governor to sign bill banning transgender student-athletes from female sports teams

Over two dozen states have proposed similar measures this year.

By Meredith Deliso
 March 4, 2021, 12:36 PM • 6 min read

2021 has been an unprecedented campaign against transgender rights

Idaho passed 2 anti-transgender laws during the pandemic. It’s getting sued for both of them.

The state’s governor said that the laws were “common sense,” even as one of them flouts a previous federal court ruling.

By Alex Bollinger Sunday, April 19, 2020



How You Can Be a Stronger Advocate for Trans People

Use the language a person uses to describe themselves.

- Transgender Man, Trans Male, Trans Masculine, Man of trans experience, or simply a man
 - DFAB/AFAB (Designated/Assigned female at birth), FAAB (female-assigned at birth), FTM (female to male)
- Transgender Woman, Trans Female, Trans Feminine, Woman of trans experience, or just a woman
 - DMAB/AMAB (Designated/Assigned male at birth), MAAB (male-assigned at birth), MTF (male to female)

Language Matters

- Some people might ask you to use **gender-neutral pronouns** like *they/them/theirs* or *ze/zir/zirs* (and there are many others)
- **Gender-neutral language**—like learning any other new language
- Deadnaming and misgendering happens.
Apologize, correct, and move on (do better next time)

Avoid

Use

transgenders

transgender people

a transgender

a transgender person

transgendered

transgender

transgenderism

being transgender

sex change, pre/post-op

gender affirming surgery

hermaphrodite

intersex



Avoid

Use



MTF

transgender woman

FTM

transgender man



biological male, biologically male,
genetically male, born a man

designated male at birth

biological female, biologically female,
genetically female, born a woman

designated female at birth

preferred pronouns

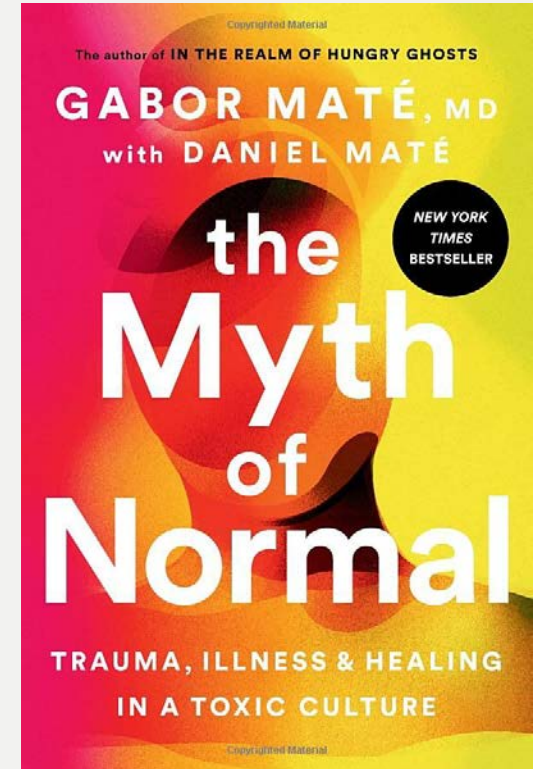
pronouns, personal pronouns

real name

legal name, name
on birth certificate

Be Trauma-Informed

- Trauma-informed care: practices that promote a **culture of safety, empowerment, and healing**
- Many TGNB people have a **history of trauma**
- Trauma may be not just from past events, but from **daily discrimination** and “**microaggressions**”



Banishing bias is a process, not a project.

- Push for **support, inclusivity, and belonging**, not simply tolerance
- **Speak out in support** of transgender people and transgender rights
- **Be a visible advocate** – stickers, posters, pronouns in tags
- Continue to **educate yourself**



Do The Internal Work

- Address your internal bias
- Be kind: Shame is not a tool of social justice and transformation
- The Three Peaces¹¹:
 - Make peace with not understanding
 - Make peace with difference
 - Make peace with *your* body



What does this mean for us?

How can you imagine this affecting YOUR work and your workplace?

Let's discuss!

Trans people deserve dignity, love, and support



Janice



Raeni



Jessica

Just like you, Trans people want to live free of discrimination and violence, with equal access to health care, work, education, and the opportunity to lead joyful and fulfilling lives.

“It is revolutionary for any trans person to choose to be seen and visible in a world that tells us we should not exist.”

- **Laverne Cox**



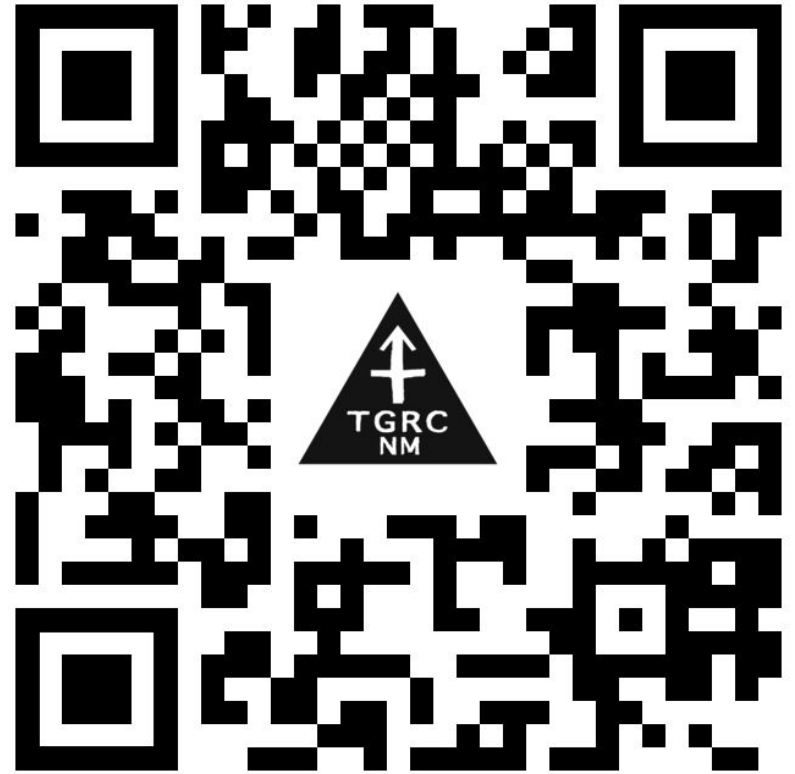


Please
complete
our brief
evaluation

<https://linktr.ee/tgrced>

**Give a little.
Help a lot.**

Text **TRANS101**
to **44321**
and start making
a difference today!





www.tgrcnm.org

Thanks!

TGRCNM

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Albuquerque, NM 87108

Adrien Lawyer

Co-Founder & Executive Director
505-440-3402
adrien@tgrcnm.org

References

- 1) Fatal Violence Against the Transgender and Gender Non-Conforming Community in 2020; Murdered, Suffocated And Burned Alive – 350 Transgender People Killed In 2020
- 2) BREAKING: 2021 Becomes Record Year For Anti-Transgender Legislation
- 3) *Unlimited Potential* – 2020 report of the Commission on Gender Stereotypes in Early Childhood
- 4) Sex Redefined: The Idea of 2 Sexes Is Overly Simplistic
- 5) What is Intersex?; Intersex FAQ
- 6) Being Transgender Not a Mental Disorder; APA Removes "Gender Identity Disorder" From Updated Mental Health Guide
- 7) New Mexico Youth Risk and Resiliency Survey
- 8) GLSEN's 2019 National School Climate Survey
- 9) 2015 U.S. Transgender Survey: National Center for Transgender Equality, 2016.
- 10) A National Epidemic: Fatal Anti-Transgender Violence in America in 2018 (Human Rights Campaign)
- 11) *The Body Is Not an Apology: The Power of Radical Self-Love* by Sonya Renee Taylor