

**Do not use these slides to train  
other people.**

Please have anyone interested in  
a training call me at  
**(505) 879-9113.**

Thank you! **-Stacy**

TC01GEN  
R.L14  
BASE



# A Transgender Cultural Fluency Training

*presented by  
Stacy Fatemi  
(they/them)*

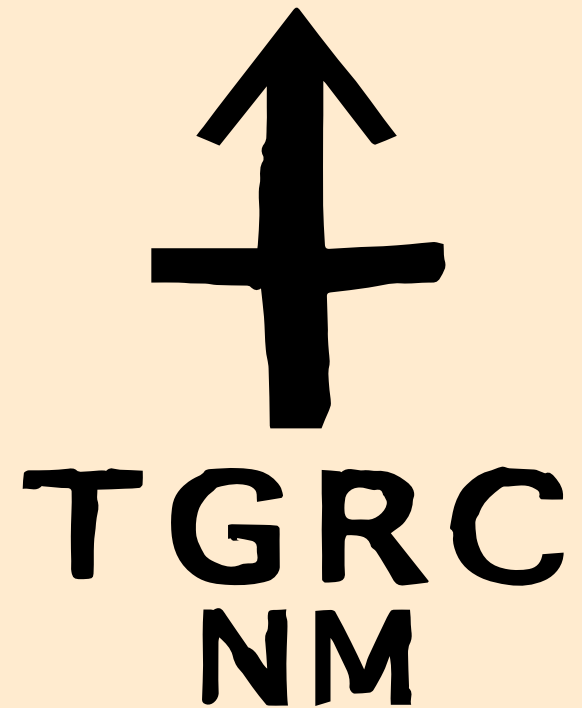


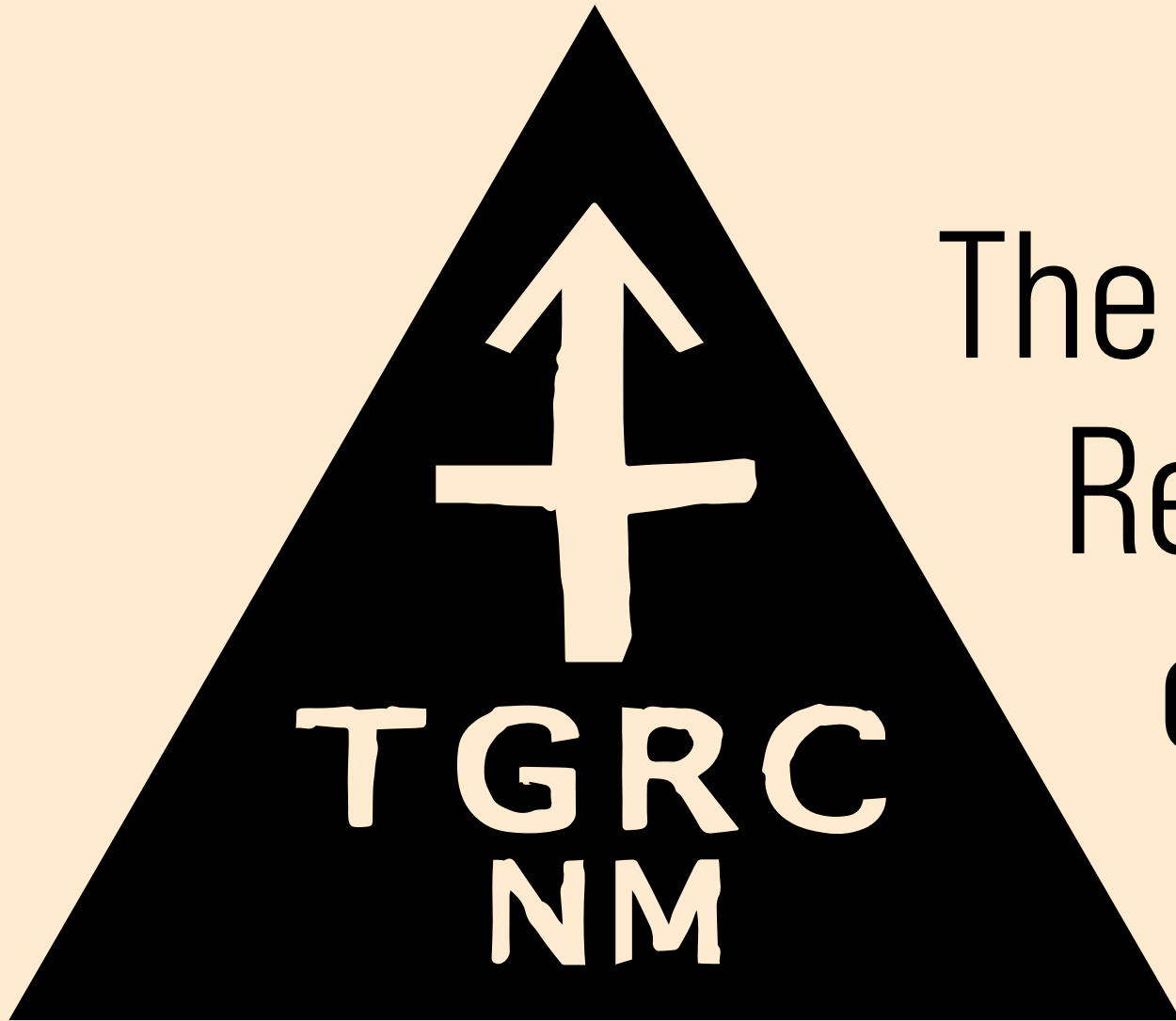
# Stacy Fatemi (they/them)

*Education & Outreach Program  
Manager at TGRCNM*



- *Real-life nonbinary & transgender person!*
- *25 years old*
- *Albuquerque, NM*
- *Welcomes random applause*





# The Transgender Resource Center of New Mexico

est. 2008

# Direct services



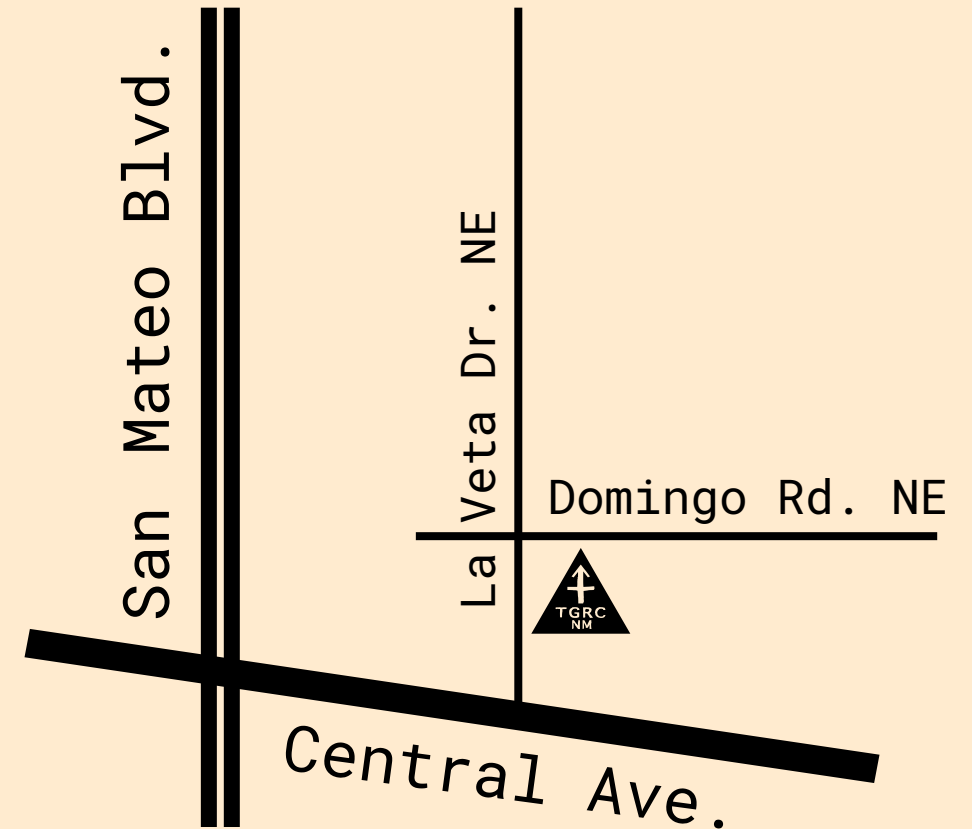
The TGRCNM Drop-In Center

- Identity documents
- Emergency financial assistance
- Peer support
- Information, referrals
- Trans-specific items
- Jail, prison support
- ...and more

# Direct services



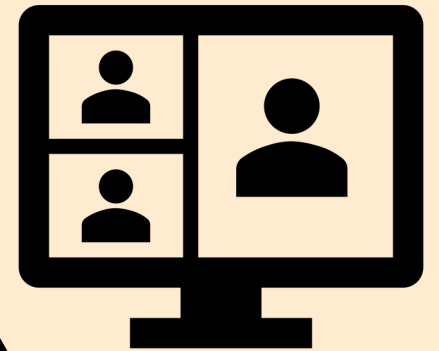
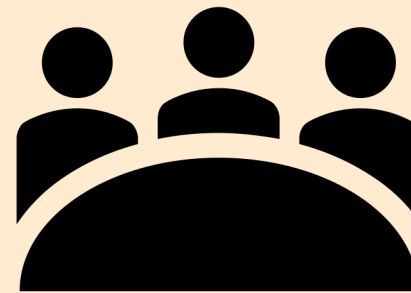
The TGRCNM Drop-In Center



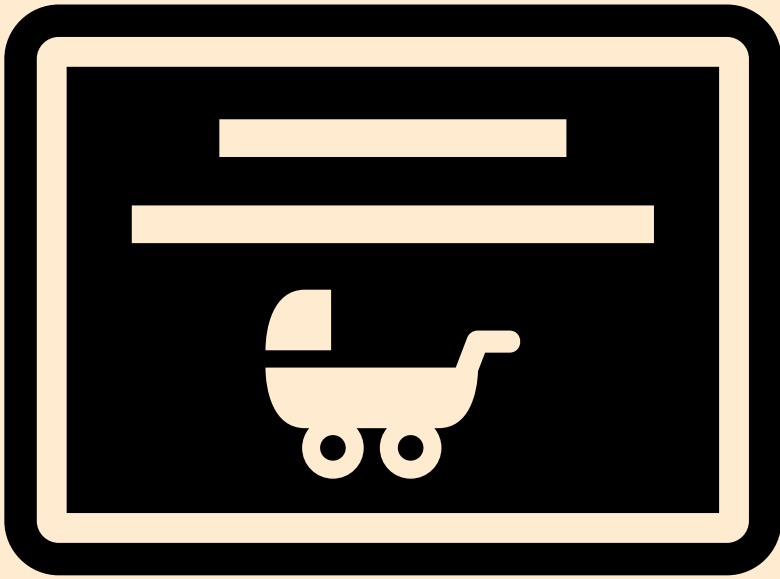
# Direct services

- Transmasculine
- Transfeminine
- Trans youth (13 to 25)
- Playgroup (12 and under)
- Nonbinary people
- DD Waiver / Mi Vía
- Age 55+
- Black & brown
- Parents of trans kids
- Partners of trans people

## Support groups



# Advocacy



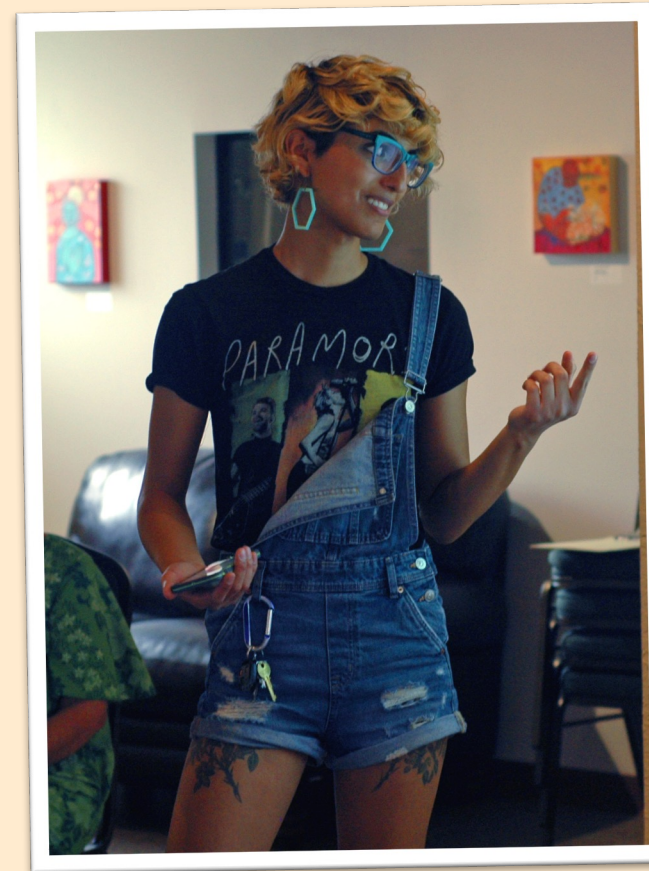
***SB 20: Vital Records  
Modernization Act***

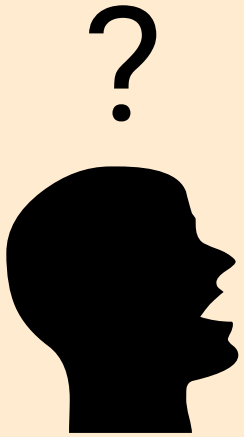


***Albuquerque Public  
Schools Student Policy***



# Education





If we're all humans, why do we have to spend 1 hour learning about one minority?

*Until June 2020, in most states, it was **legal to fire** someone solely for being trans.*

1

*2021 was the **deadliest year on record** for transgender people in the US and worldwide.*

2

*More **anti-trans bills** have been introduced in 2022 than in any other year (as of **April 22<sup>nd</sup>**).*

3



# Lesbian Gay Bisexual Transgender

# Lesbian Gay Bisexual Transgender

*These are  
about who  
you're  
attracted to.*

**Lesbian  
Gay  
Bi**

???



**Trans**

# Sex & Gender

# Sex and gender are different.

## Sex

- Genitals
- Internal reproductive system
- Gametes
- Chromosomes
- Hormones

**INTERSEX**  
**MALE • FEMALE**

## Gender

- Social labels—vary in every single culture
- Roles, expectations, status
- Internal sense of self; identity
- What we know about how we fit into our culture

**AGENDER • NEUTROIS • MAN**  
**PANGENDER • GENDERQUEER • WOMAN**  
**BIGENDER • DEMIGIRL • NONBINARY**

# Sex and gender are different.

## Sex

- Genitals
- Internal reproductive system
- Gametes
- Chromosomes
- Hormones

These are irrelevant to daily social interaction.

**INTERSEX**  
**MALE • FEMALE**

# Sex and gender are different.

## Sex

- Genitals
- Internal reproductive system
- Gametes
- Chromosomes
- Hormones

**INTERSEX**  
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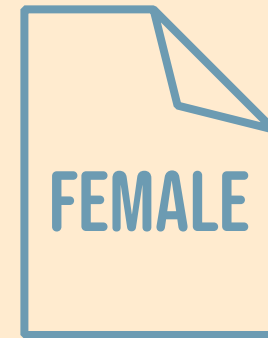
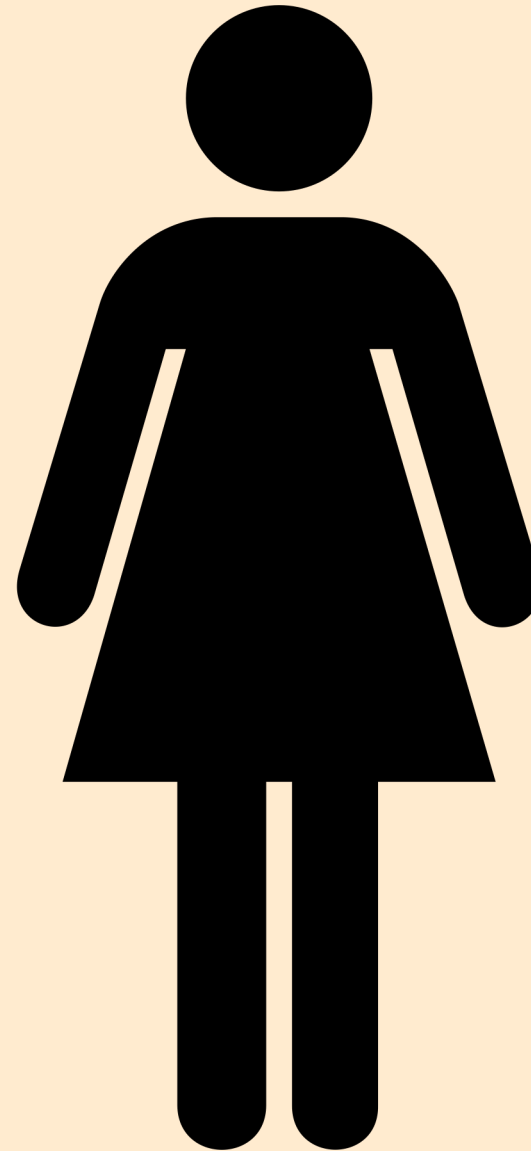
**AGENDER • NEUTROIS • MAN**  
**PANGENDER • GENDERQUEER • WOMAN**  
**BIGENDER • DEMIGIRL • NONBINARY**

# Sex and gender are different.<sup>12345</sup>

- 
1. Fausto-Sterling, Anne. *Sex/Gender: Biology in a Social World*, Taylor & Francis Group, 2012. *ProQuest Ebook Central*, <https://ebookcentral.proquest.com/lib/unm/detail.action?docID=958063>.
  2. Green, Richard. "Robert Stoller's *Sex and Gender*: 40 Years On." *Archives of Sexual Behavior* 39, 1457–1465 (2010). <https://doi.org/10.1007/s10508-010-9665-5>
  3. Hyde, Janet Shibley, et al. "The Future of Sex and Gender in Psychology: Five Challenges to the Gender Binary." (2018). <http://dx.doi.org/10.1037/amp0000307>
  4. Muehlenhard, C.L., Peterson, Z.D. "Distinguishing Between *Sex* and *Gender*: History, Current Conceptualizations, and Implications." *Sex Roles* 64, 791–803 (2011). <https://doi.org/10.1007/s11199-011-9932-5>
  5. Unger, Rhoda K. "Toward a redefinition of sex and gender." *American Psychologist* 34.11 (1979): 1085.



Birth assignment 

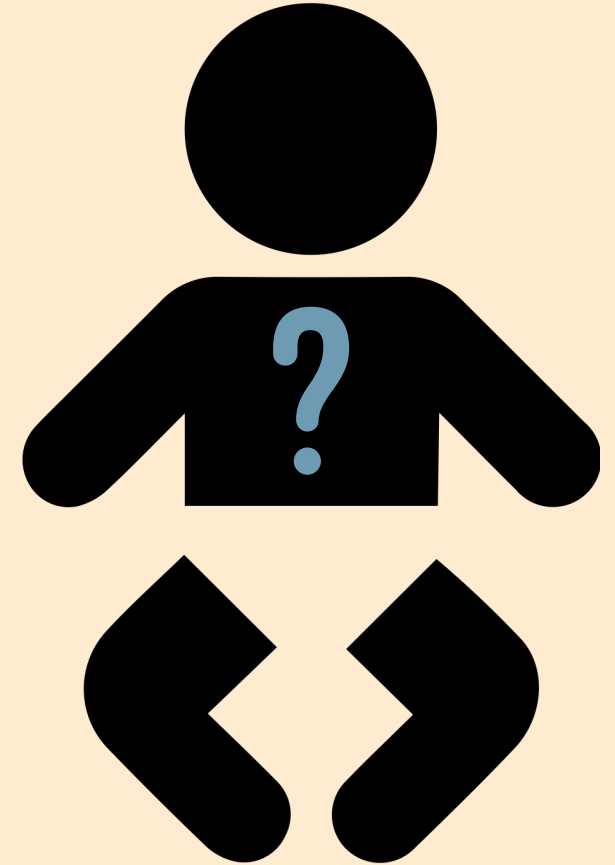


# Birth assignment

Sex

- Genitals
- Internal reproductive system
- Gametes
- Chromosomes
- Hormones

**INTERSEX**  
**MALE • FEMALE**

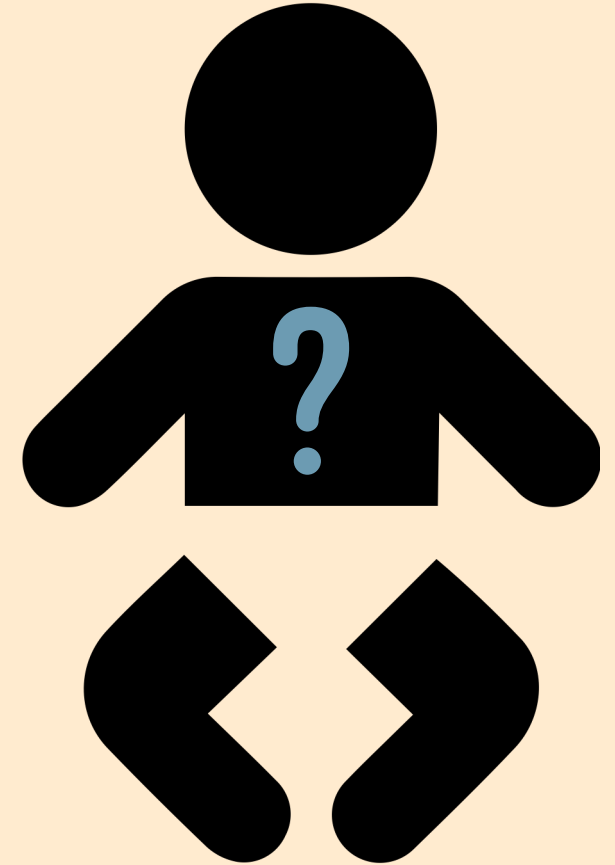


# Birth assignment

## Sex

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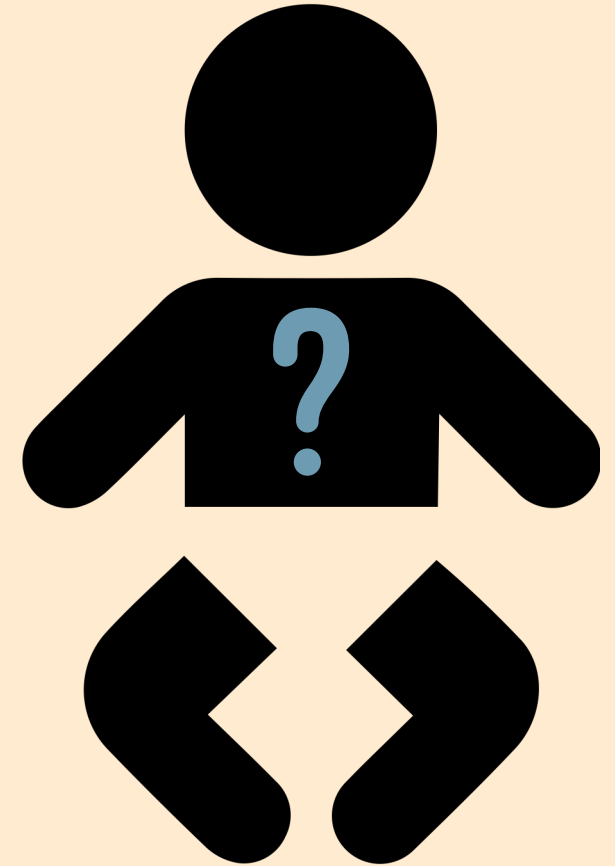


# Birth assignment

## Sex

- Genitals
- Internal reproductive system
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- Hormones

**INTERSEX**  
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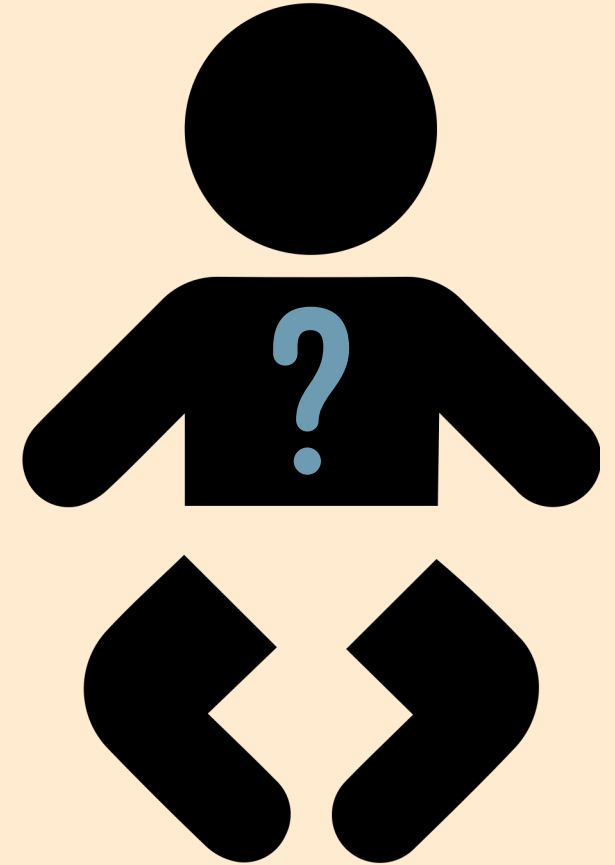
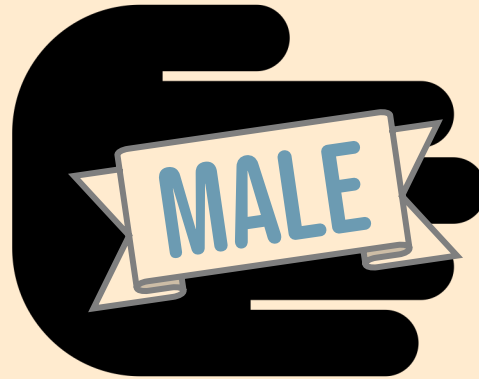


# Birth assignment

Sex

- Genitals
- Internal reproductive system
- Gametes
- Chromosomes
- Hormones

**INTERSEX**  
**MALE • FEMALE**

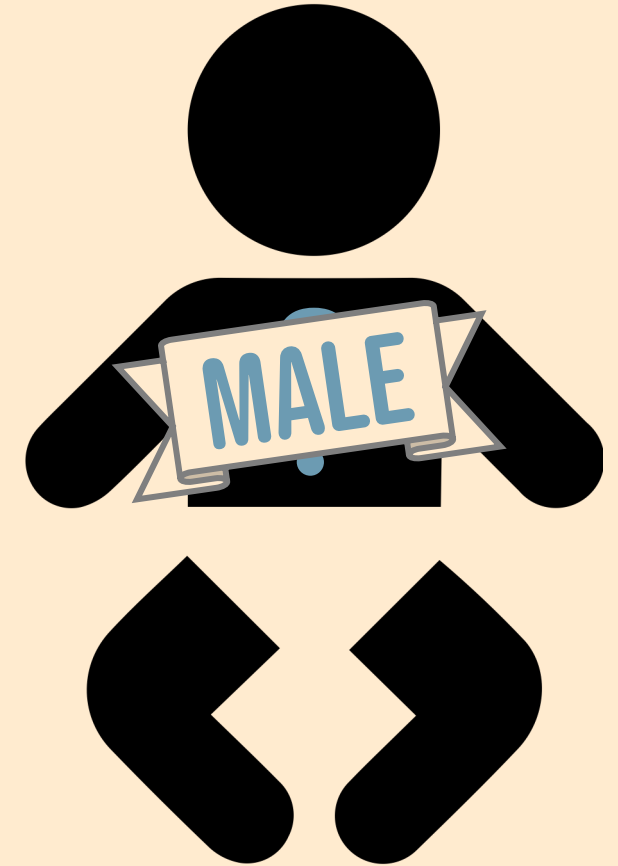
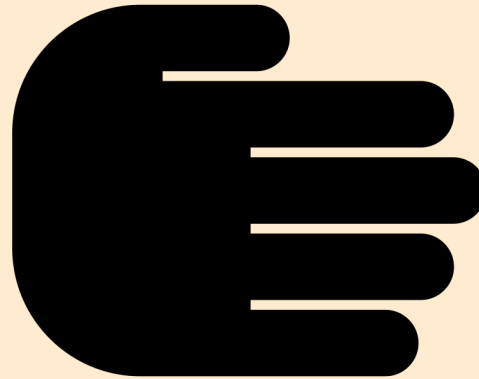


# Birth assignment

Sex

- Genitals
- Internal reproductive system
- Gametes
- Chromosomes
- Hormones

**INTERSEX**  
**MALE • FEMALE**



# Birth assignment

## Sex

- Genitals
- Internal reproductive system
- Gametes
- Chromosomes
- Hormones

**INTERSEX**  
**MALE • FEMALE**

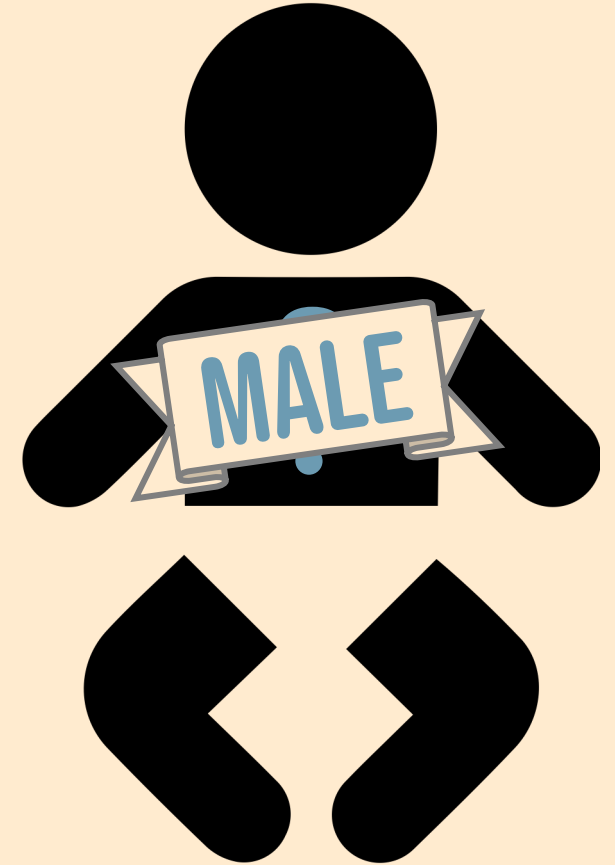


# Birth assignment

## Sex

- Genitals
- Internal reproductive system
- Gametes
- Chromosomes
- Hormones

**INTERSEX**  
**MALE • FEMALE**





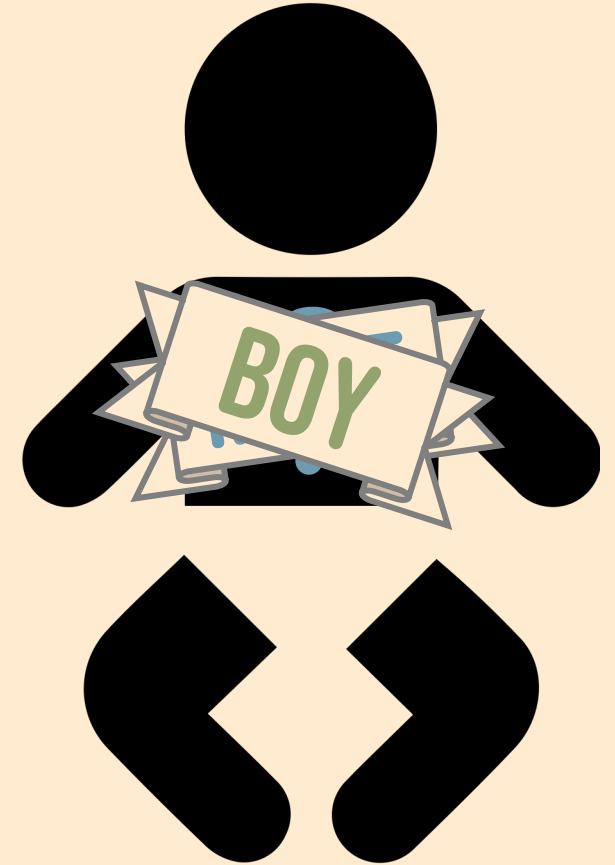
# Birth assignment

Sex

- Genitals
- Internal reproductive system
- Gametes
- Chromosomes
- Hormones

**INTERSEX**  
**MALE • FEMALE**

It's a boy!



<b>Sex</b>	<b>Gender</b>
<i>Male</i>	<i>Boy, man</i>
<i>Female</i>	<i>Girl, woman</i>

*The binary sex-to-gender chart.*

# Sex and gender are different.

## Sex

- Genitals
- Internal reproductive system
- Gametes
- Chromosomes
- Hormones

**INTERSEX**  
**MALE • FEMALE**

## Gender

- Social labels—vary in every single culture
- Roles, expectations, status
- Internal sense of self; identity
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**AGENDER • NEUTROIS • MAN**  
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**BIGENDER • DEMIGIRL • NONBINARY**

# Sex and gender are different.



## Gender

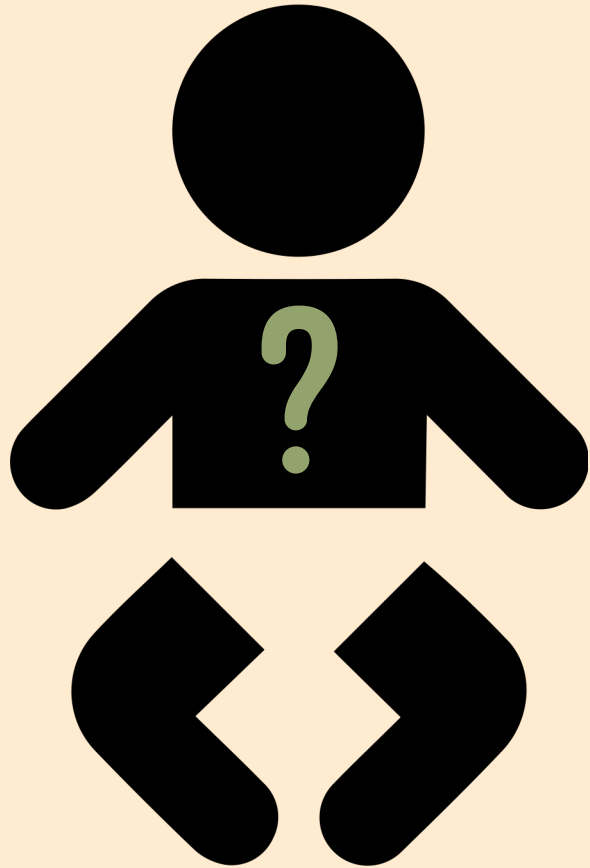
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AGENDER • NEUTROIS • MAN

PANGENDER • GENDERQUEER • WOMAN

BIGENDER • DEMIGIRL • NONBINARY

# Sex and gender are different.



BOY?  
GIRL?  
BOTH?  
NEITHER?

## Gender

- Social labels—vary in every single culture
- Roles, expectations, status
- Internal sense of self; identity
- What we know about how we fit into our culture

AGENDER • NEUTROIS • MAN  
PANGENDER • GENDERQUEER • WOMAN  
BIGENDER • DEMIGIRL • NONBINARY

<b>Sex</b>	<b>Gender</b>
<i>Male</i>	<i>Boy, man</i>
<i>Female</i>	<i>Girl, woman</i>

*The binary sex-to-gender chart.*

# Transgender people!

**transgender (adj.)**

**Not identifying  
100% with one's  
assigned gender at  
birth.**



**transgender** (adj.)

**Not identifying  
100% with one's  
assigned gender at  
birth.**

**cisgender** (adj.)

**Identifying 100%  
with one's assigned  
gender at birth.**

**trans** (adj.)

**Not identifying  
100% with one's  
assigned gender at  
birth.**

**cis** (adj.)

**Identifying 100%  
with one's assigned  
gender at birth.**

**trans** (adj.)

**Not identifying  
100% with one's  
assigned gender at  
birth.**

**trans** person  
**trans** woman  
**trans** man

**cis** (adj.)

***Identifying 100%  
with one's assigned  
gender at birth.***

**cis** person  
**cis** woman  
**cis** man

**trans** (adj.)

**cis** (adj.)

The gender you need to know is in the name.

**“Trans woman”** refers to a woman who is trans—a woman assigned “boy” at birth.

**“Trans man”** refers to a man who is trans—a man assigned “girl” at birth.

**trans** person  
**trans** woman  
**trans** man

**cis** person  
**cis** woman  
**cis** man

**trans** (adj.)

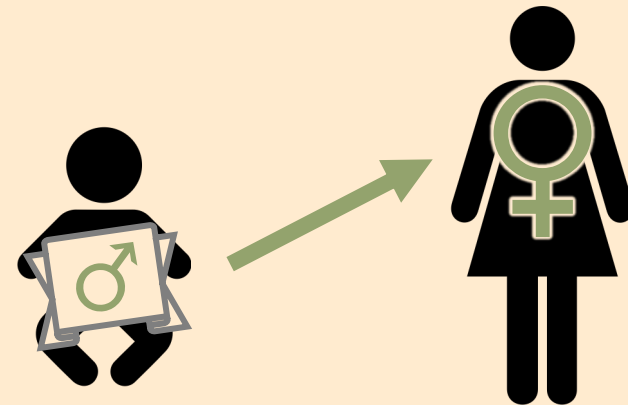
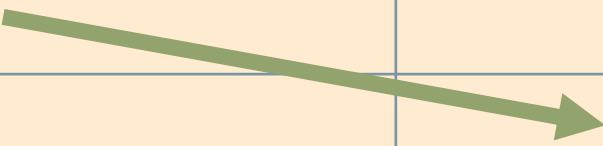
**cis** (adj.)

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Assigned gender	Real gender
<i>Boy</i>	
	<i>Girl, woman</i>



**trans** (adj.)

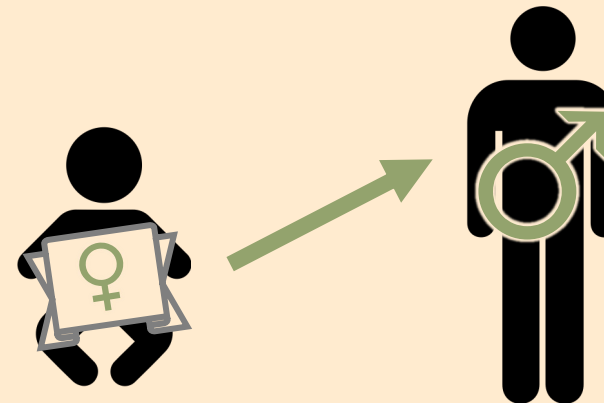
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**“Trans woman”** refers to a woman who is trans—a woman assigned “boy” at birth.

**“Trans man”** refers to a man who is trans—a man assigned “girl” at birth.

Assigned gender	Real gender
	<i>Boy, man</i>
<i>Girl</i>	



*This isn't just an abstract concept, though.*

*Trans people are your  
**friends, family,  
neighbors, coworkers,  
and everything in between.***

*Trans and nonbinary people  
likely make up at least **4%** of  
the population.\**

*\*Richards, Christina, et al. "Non-Binary or Genderqueer Genders."  
International Review of Psychiatry, no. 1, 2016, p. 95.*

**Some people describe themselves as transgender, genderqueer, or genderfluid when their sex at birth does not match the way they think or feel about their gender.**

- 99** Do you consider yourself transgender, genderqueer, or genderfluid?
- A. No, I am not transgender, genderqueer, or genderfluid
  - B. Yes, I am transgender, genderqueer, or genderfluid
  - C. I am not sure if I am transgender, genderqueer, or genderfluid
  - D. I do not know what this question is asking

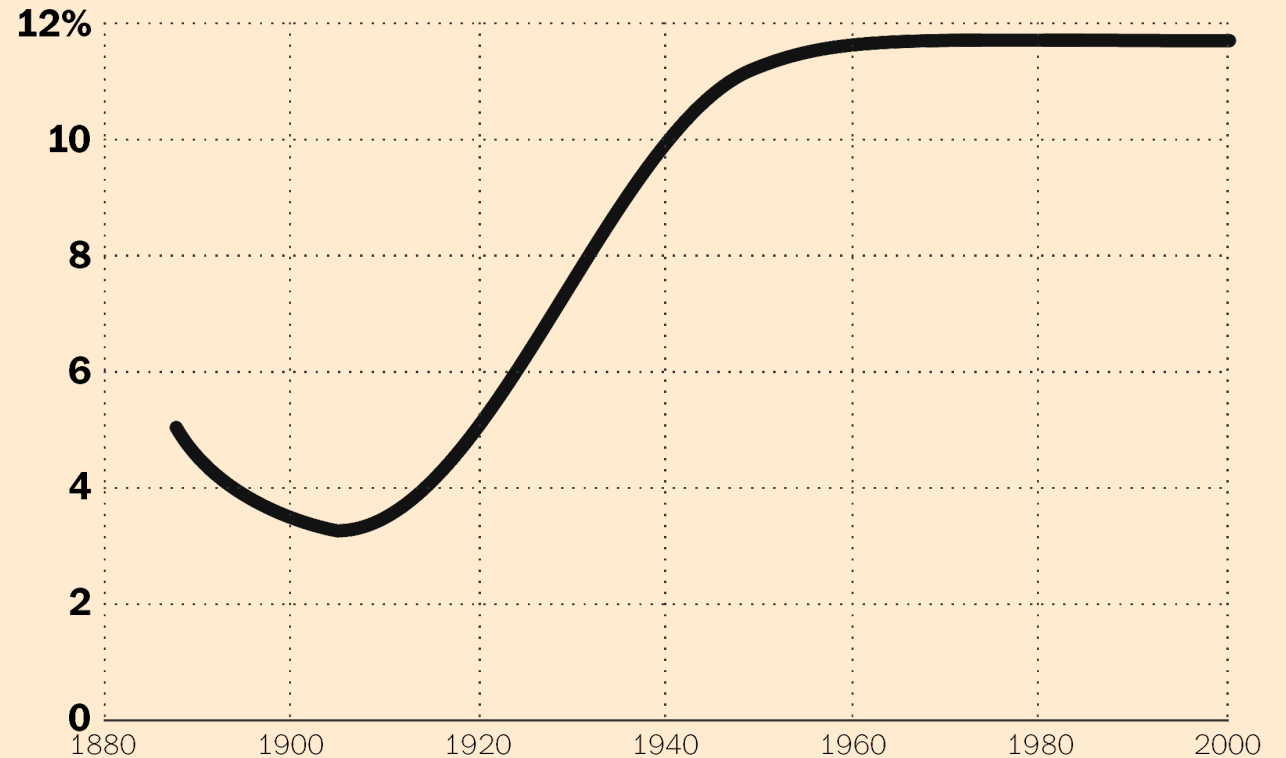
NM Youth Risk & Resiliency Survey  
2021 (HS)

# How many trans people are there?

We don't know for sure, because social stigma against trans people precludes accurate study.

## The history of left-handedness

Rate of left-handedness among Americans, by year of birth



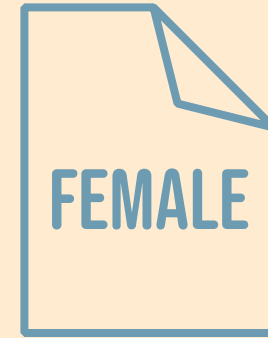
WAP0.ST/WONKBLOG

Source: Survey data reported in "The History and Geography of Human Handedness" (2009)

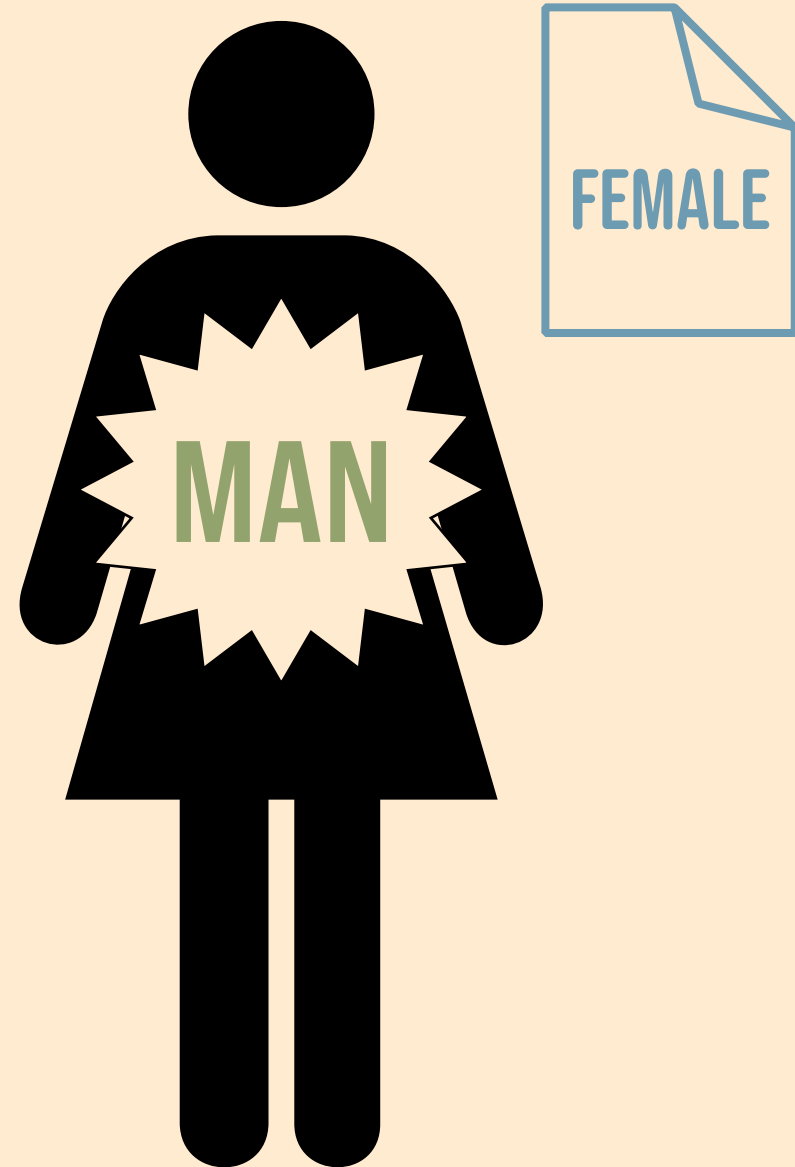
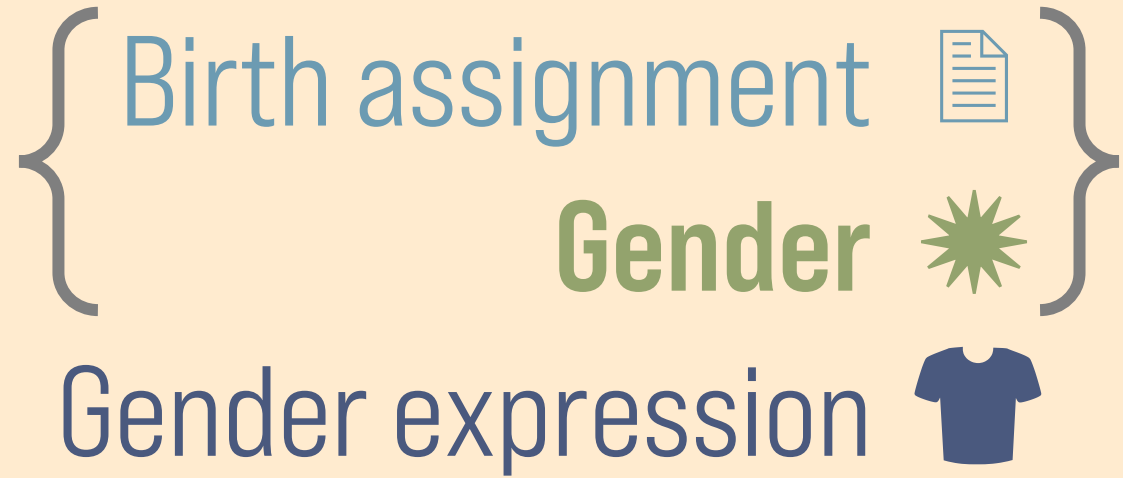


*Transness* ≠

{ Birth assignment  }  
Gender  }



*Transness* ≠



# MASCULINE

**suits**

**he/him** pronouns

**deep voice**

**staggered** steps

**fewer** tag questions

**not caring** about drama

**no** makeup

# FEMININE

**dresses**

**she/her** pronouns

**high voice**

**close** steps

**more** tag questions

**caring** about drama

**any** makeup

# PEOPLE OF ALL GENDERS...

wear **suits**  
use **he/him**  
have **deep voices**  
take **staggered** steps  
use **fewer** tag questions  
**don't care** about drama  
**don't use** makeup

wear **dresses**  
use **she/her**  
have **high voices**  
take **close** steps  
use **more** tag questions  
**care** about drama  
**use** makeup







# Your gender options:



*Apricot*



*Plum*

# Your gender options:



*Apricot*



*Pluot*



*Plum*



*Apricot*



*Pluot*



*Plum*





*Apricot*

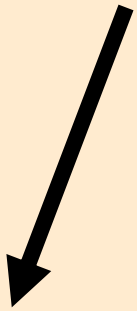


*Pluot*



*Plum*

?



*Apricot*



*Pluot*



*Plum*

**This makes no sense.**



*Apricot*



*Pluot*



*Plum*

*Pineapple*



?



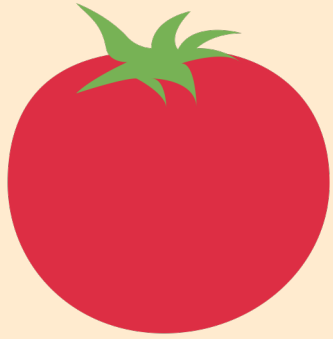
*Apricot*



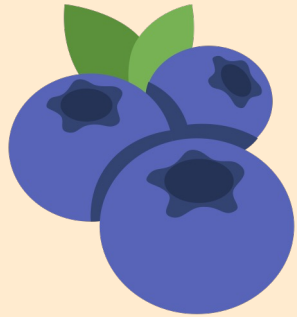
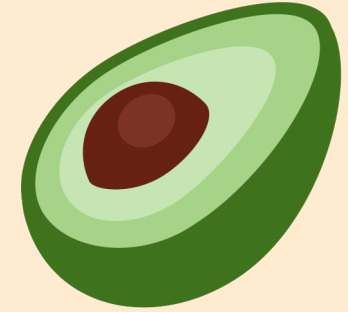
*Pluot*



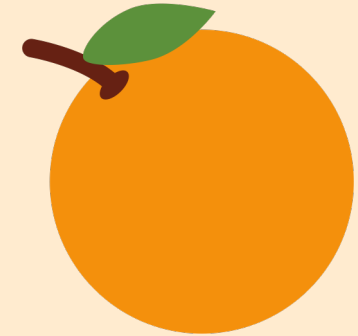
*Plum*



**nonbinary** (adj.)

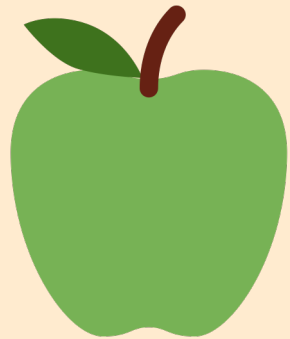


*Not binary (in gender);  
i.e., not exclusively  
and/or entirely man  
nor woman,*



**-OR-**

*not defined at all by  
man or woman.*





# Erasure

VS.

VS.

VS.

**MAN** VS. **WOMAN**  
**STRAIGHT** VS. **GAY**  
**TRANS** VS. **CIS**  
**DEAF** VS. **HEARING**

VS.

VS.

VS.

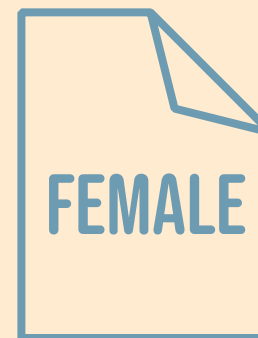
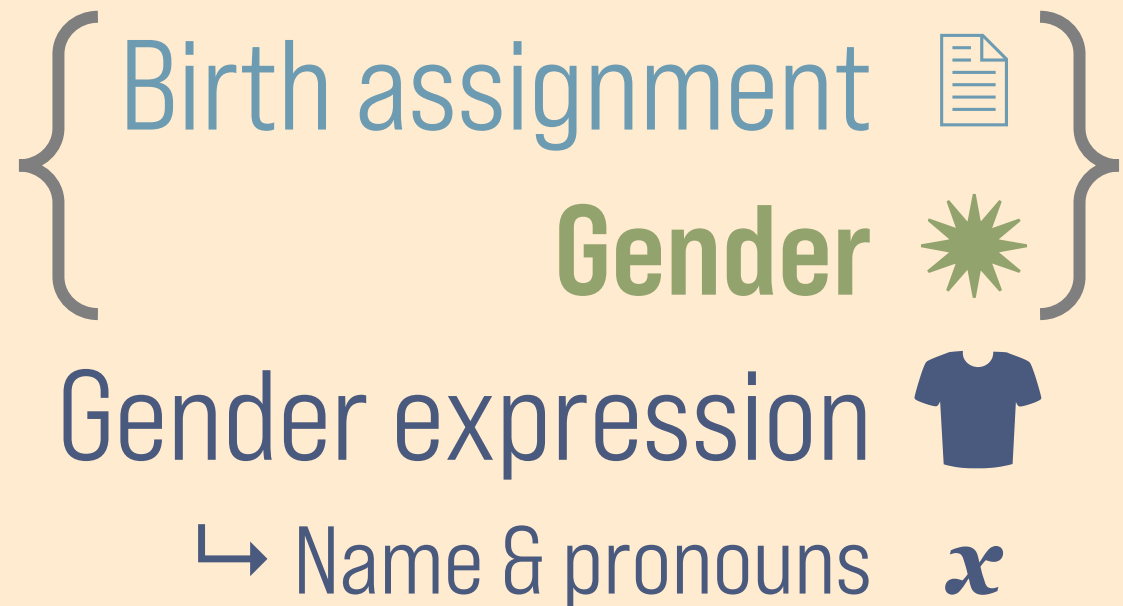
**To be outside a binary is to be erased.**

Table 4.2 from the 2015 US Transgender Survey, pg. 49

<b>Main reasons for not telling others about nonbinary identity</b>	<b>%</b>
<b>Most people do not understand, so they do not try to explain it</b>	<b>86%</b>
It is easier not to say anything	<b>82%</b>
Most people dismiss it as not being a real identity or a “phase”	<b>63%</b>
They might face violence	<b>43%</b>
They are not ready to tell people they identify as non-binary	<b>35%</b>
They might lose their job or not be able to get a job	<b>35%</b>
They might not get the medical care they need	<b>24%</b>
They might be hurt financially	<b>23%</b>
They might face mistreatment at school	<b>18%</b>
Their friends might reject them	<b>18%</b>
They might become homeless	<b>12%</b>
Their church or faith community might reject them	<b>6%</b>

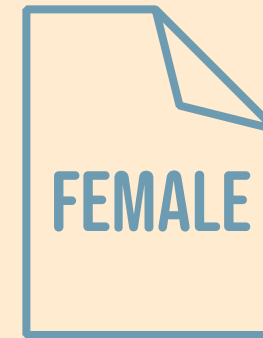


*Transness* ≠



***Dave A.***  
*(he/him)*

Person	Number	Subject form	Object form
1 <sup>st</sup>	<i>Singular</i>	I	me
	<i>Plural</i>	we	us
2 <sup>nd</sup>	<i>Singular</i>	you	you
	<i>Plural</i>	you	you
3 <sup>rd</sup>	<i>Singular</i>	<b>he</b>	<b>him</b>
		<b>she</b>	<b>her</b>
		<b>they</b>	<b>them</b>
	...		
	<i>Plural</i>	they	them
4 <sup>th</sup>		one	one

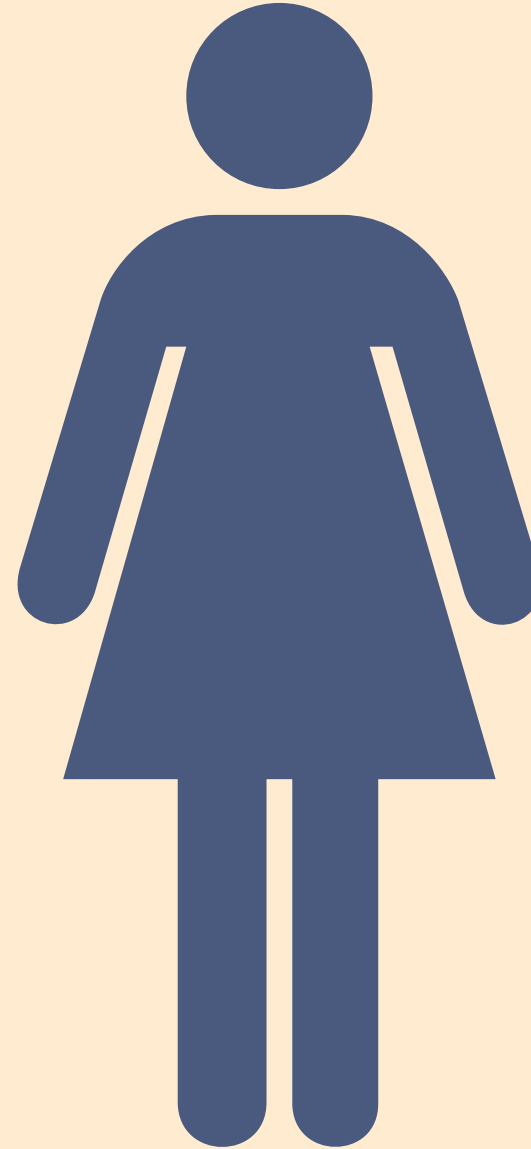


***Dave A.***  
*(he/him)*

**Deadnaming** is the act of using someone's old (or "dead") name.

**Misgendering** is using an incorrect gendered word.

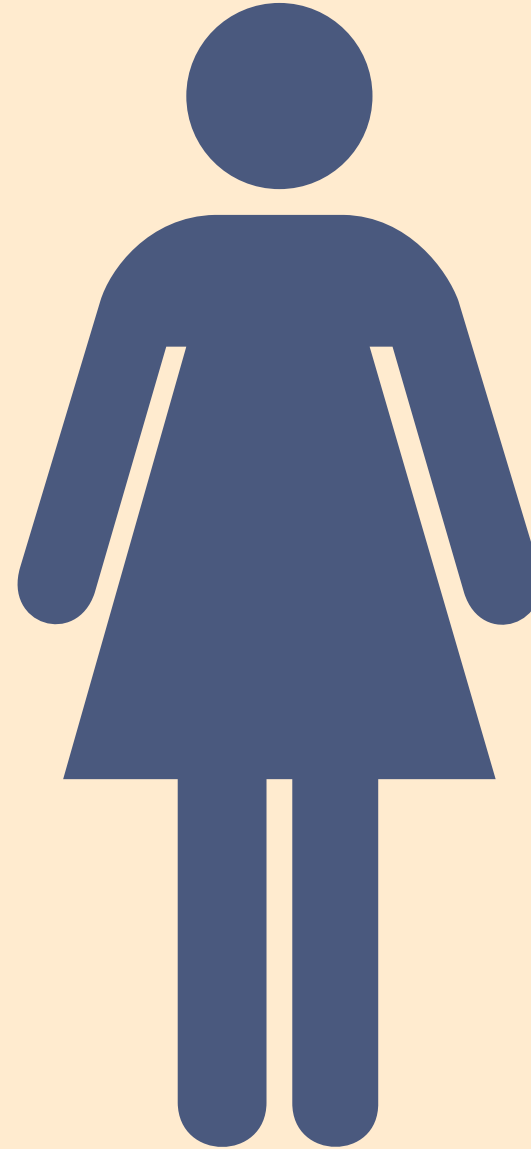
**Both** are disrespectful.

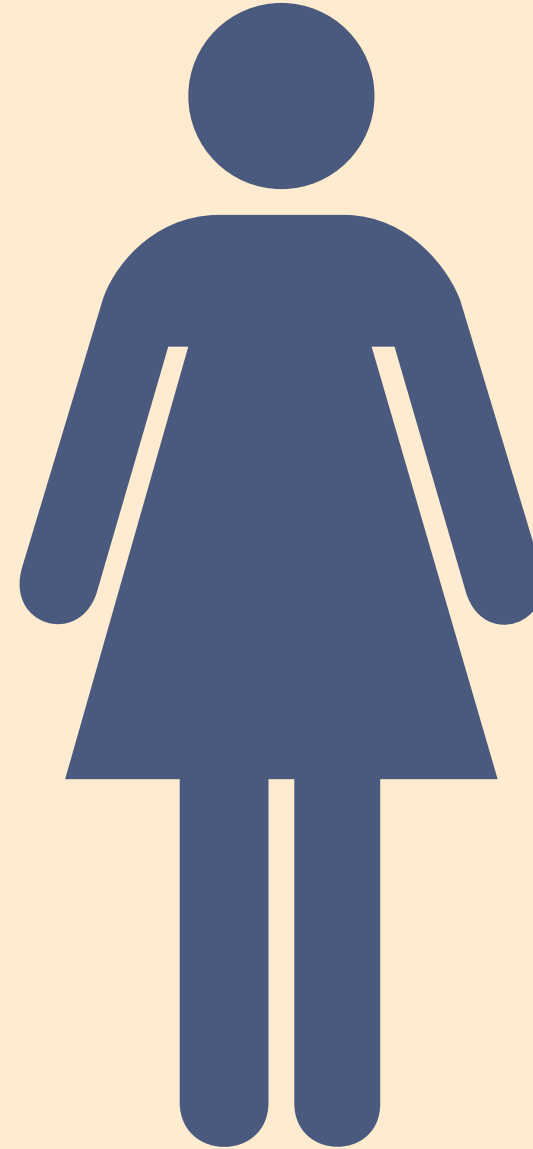


These are **instructions**  
for how to talk about us.

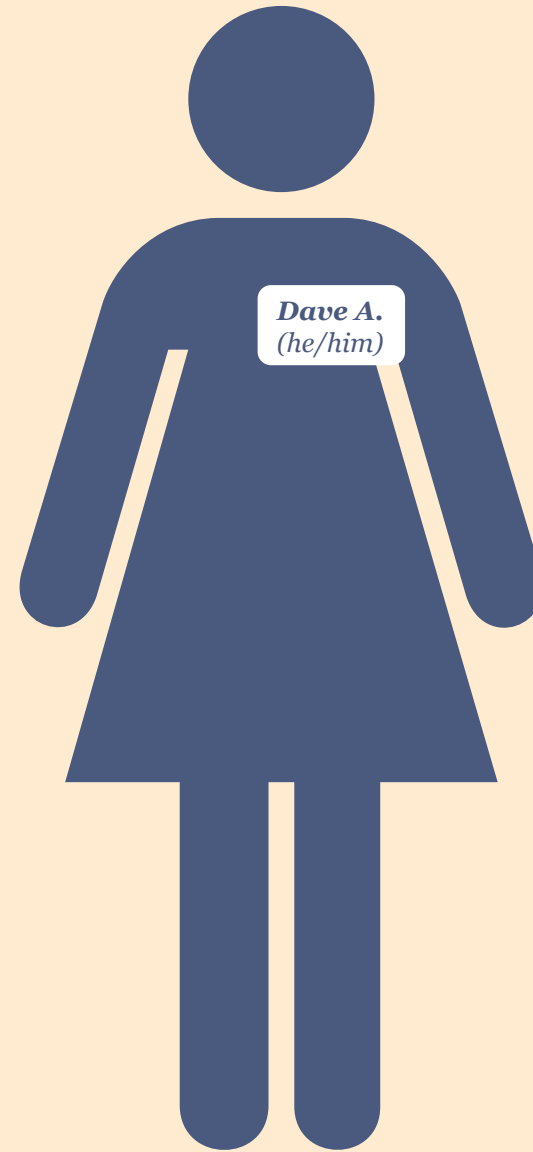
They are **representations**  
**of our identities.**

***Dave A.***  
*(he/him)*

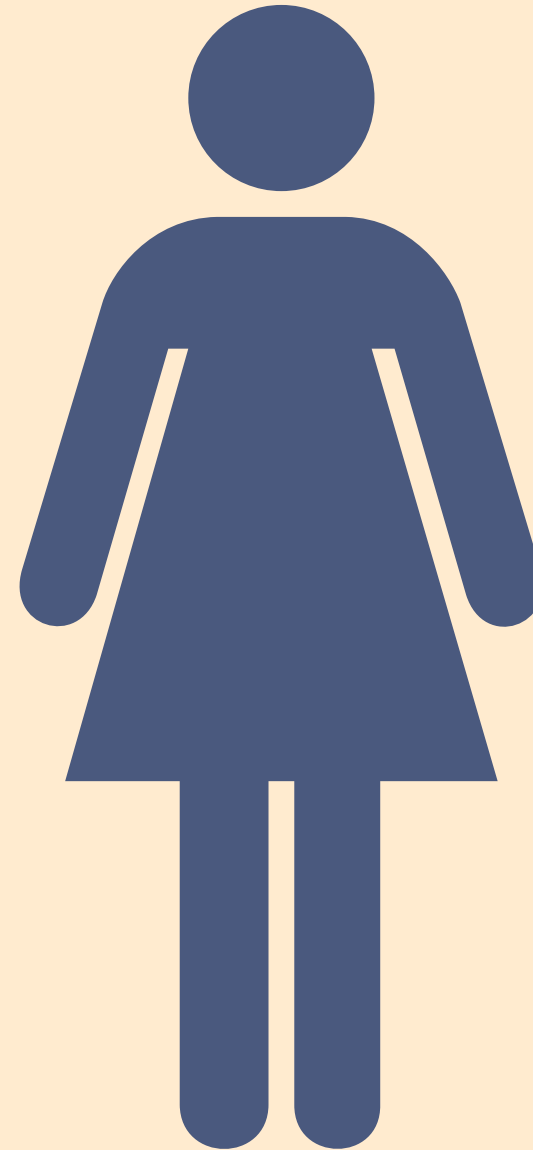




***Dave A.***  
*(he/him)*



Person	Number	Subject form	Object form
<b>3<sup>rd</sup></b>	<i>Singular</i>	he	him
		she	her
		they	them
		<b>e</b>	<b>em</b>
		<b>fae</b>	<b>faer</b>
		<b>thon</b>	<b>thon</b>
		<b>xe</b>	<b>xym</b>
		<b>ze</b>	<b>hir</b>
		...	
	<i>Plural</i>	they	them

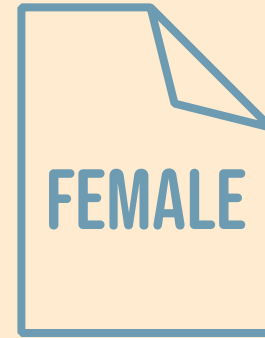


*Transness* ≠

{ Birth assignment  }  
Gender  }

Gender expression 


↳ Name & pronouns *x*



***Dave A.***  
*(he/him)*



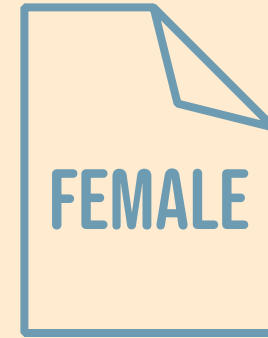
*Transness* ≠

{ Birth assignment  }  
Gender  }

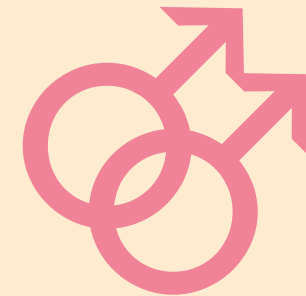
Gender expression 

↳ Name & pronouns *x*

Orientation 



***Dave A.***  
*(he/him)*



**Why do we say “LGBT”  
when one of these things  
is not like the others?**

*These are  
about who  
you're  
attracted to.*

**Lesbian  
Gay  
Bi**

*This is about the  
relationship between your  
real and assigned gender.*

**→ Trans**

*All these describe a defying of the gendered norms and expectations in US culture.*

**Lesbian  
Gay  
Bi  
Trans**

**Lesbian**

**Gay**

**Bi**

**Trans**

**Queer**


**Intersex**

**Asexual/aromantic**

**Pansexual**

**+ more...**

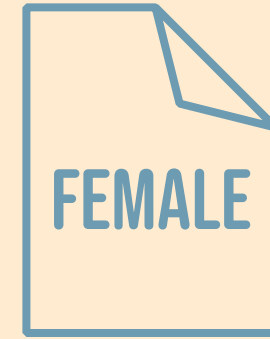
# *Transness* ≠

{ Birth assignment  }  
Gender  }

Gender expression 

↳ Name & pronouns *x*



Orientation 



*Jade Z.*  
(he/they)



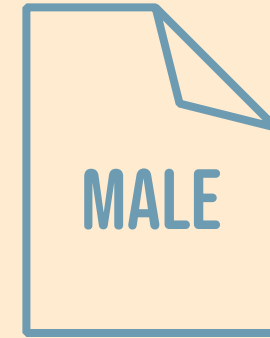
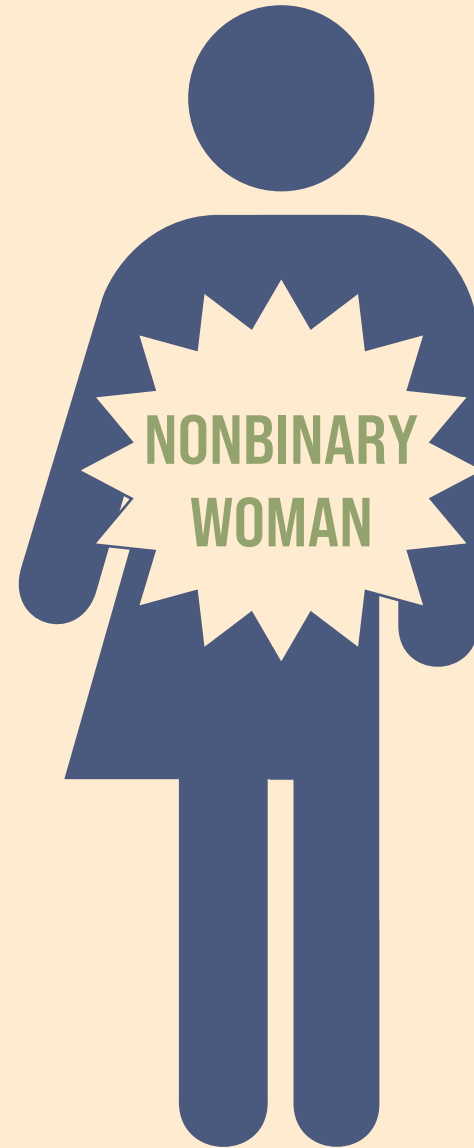
*Transness* ≠

{ Birth assignment  }  
Gender  }

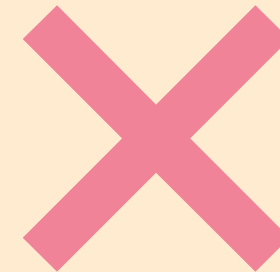
Gender expression 

↳ Name & pronouns *x*



Orientation 



*Ryan Q.*  
*(they/them)*



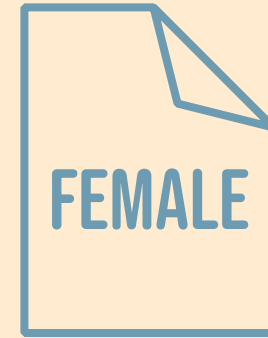
*Transness* ≠

{ Birth assignment  }  
Gender  }

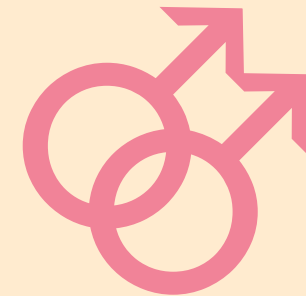
Gender expression 

↳ Name & pronouns *x*

Orientation 




*Dave A.*  
*(he/him)*





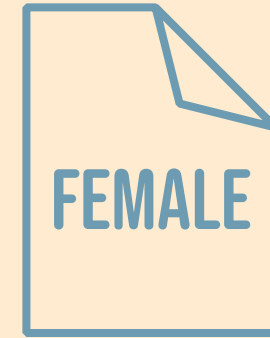
*Transness* ≠

{ Birth assignment  }  
Gender  }

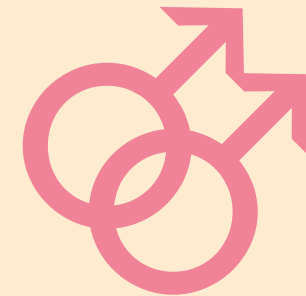
Gender expression 

↳ Name & pronouns *x*

Orientation 



***Dave A.***  
*(he/him)*



# What is transition?



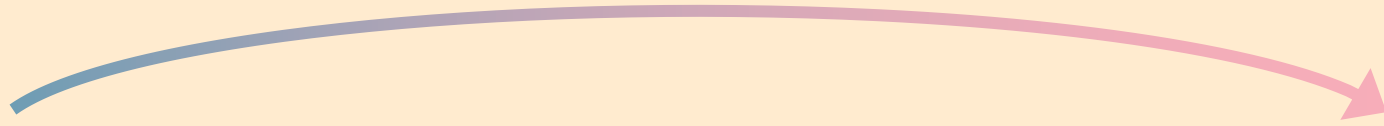






A photograph of two individuals, a man on the left and a woman on the right, both wearing glasses and holding professional cameras. The man is wearing a black bandana with white and red patterns. The woman has short, curly pink hair. The background is a plain, light-colored wall. The text 'These snapshots don't tell the full story.' is overlaid in the center in a large, bold, black font.

These  
snapshots  
don't tell the  
full story.



# Transition

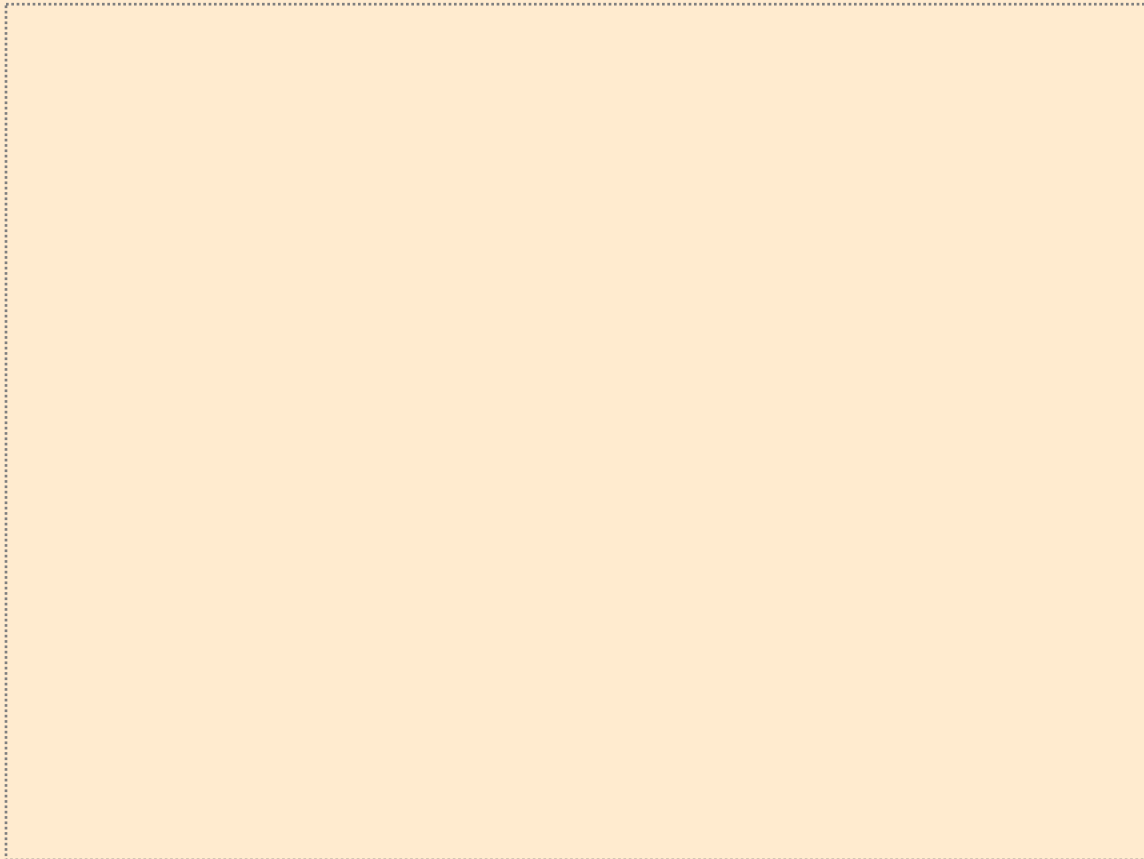


***Social  
transition:***  
*changing how you  
interact with the world*

***Physical  
transition:***  
*changing gendered  
aspects of your body*

# Social transition

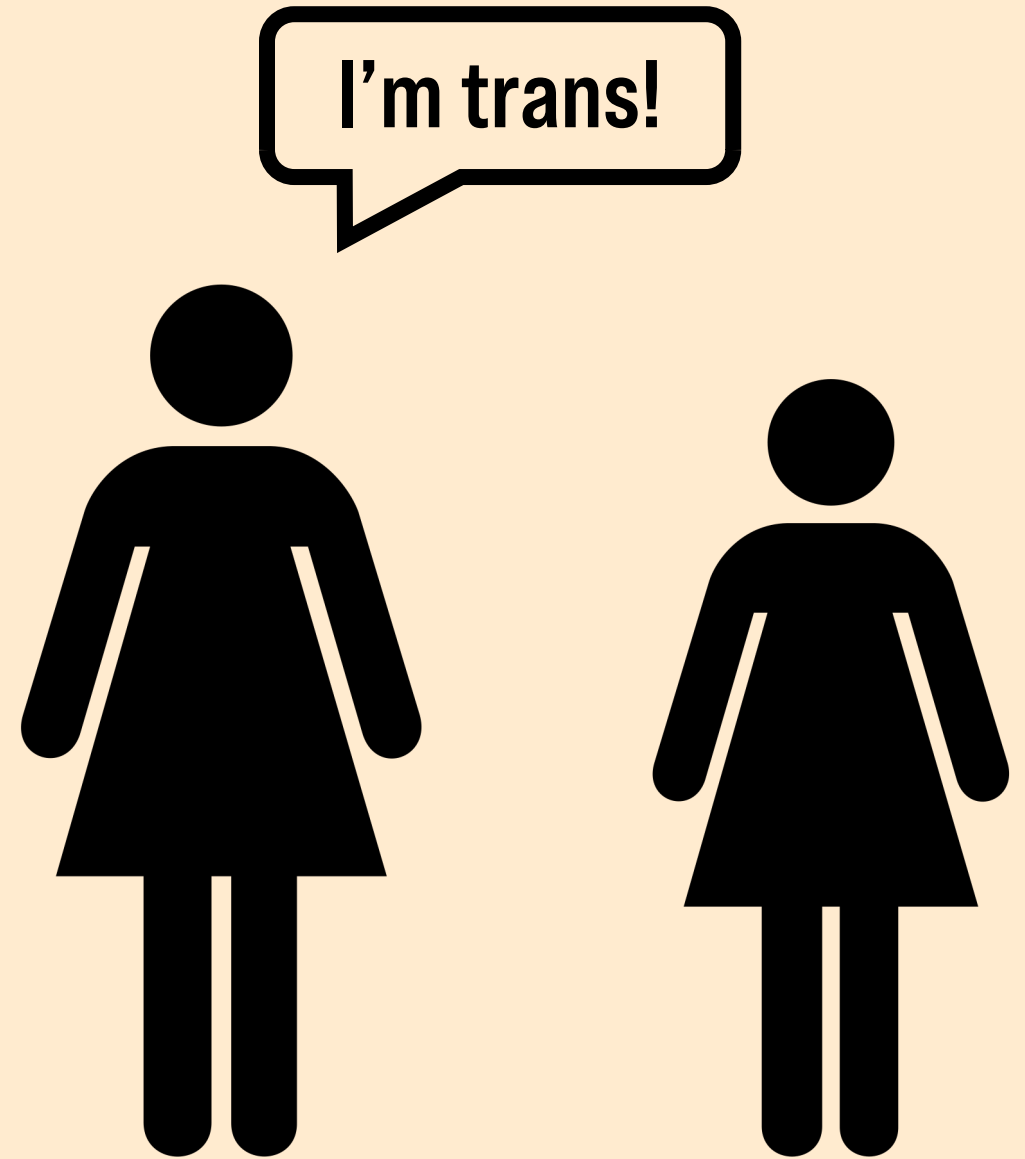
can involve...



# Social transition

can involve...

- Coming out





# Social transition

can involve...

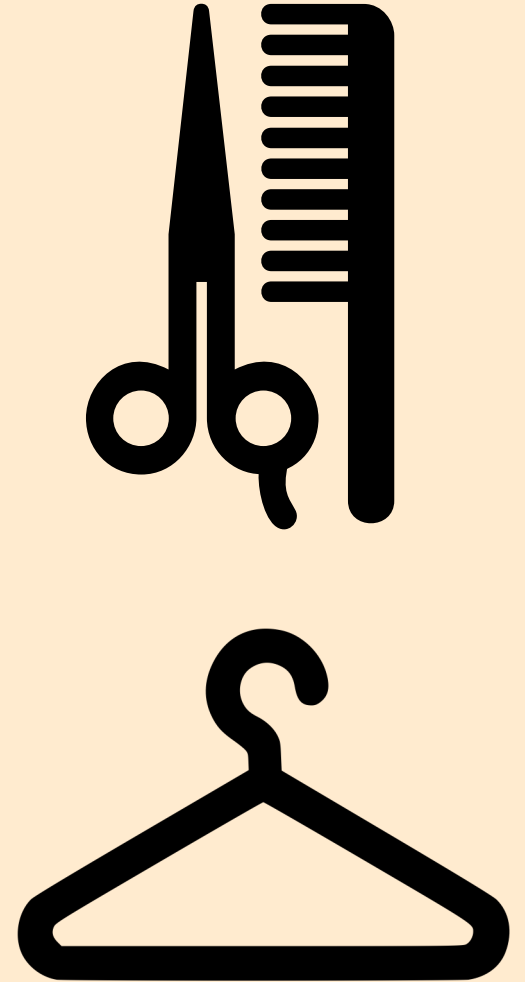
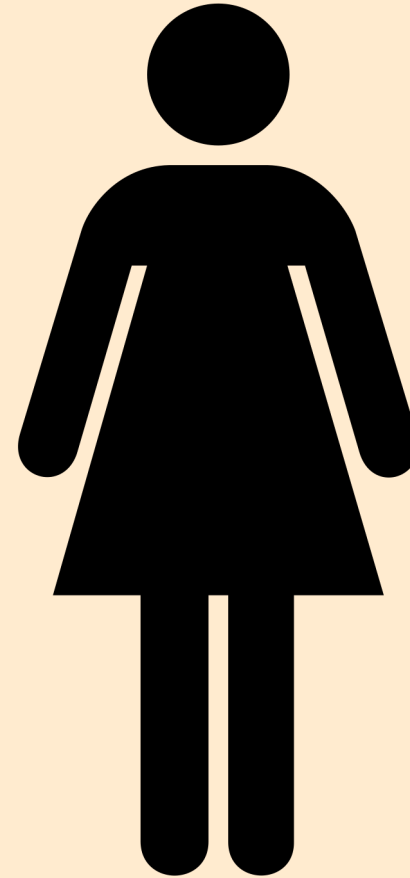
- Coming out
- Changing name/pronouns



# Social transition

can involve...

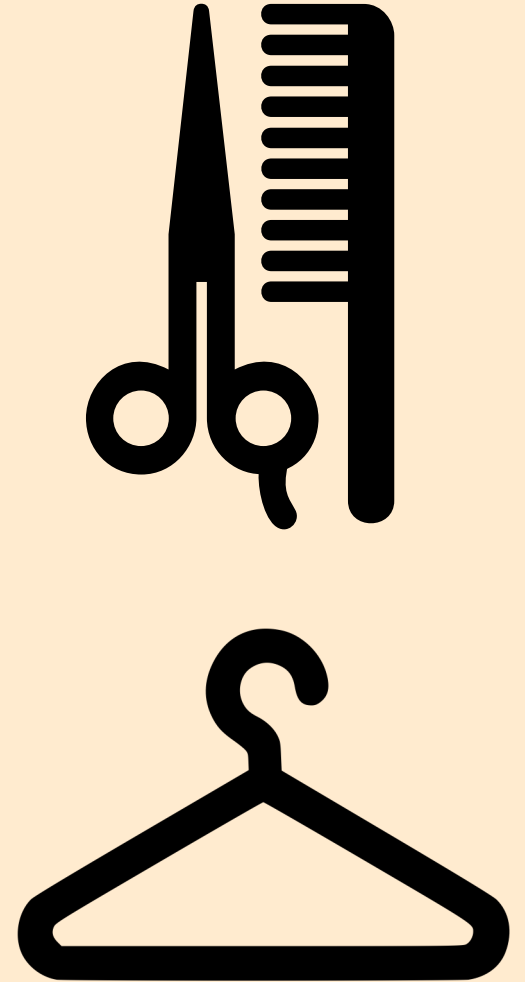
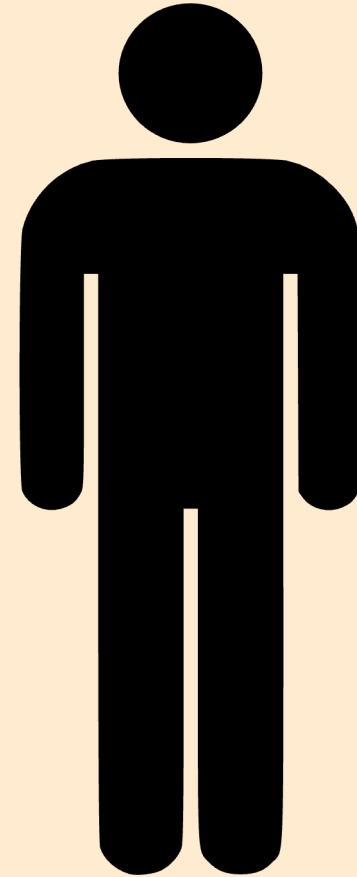
- Coming out
- Changing name/pronouns
- Changing clothing, appearance



# Social transition

can involve...

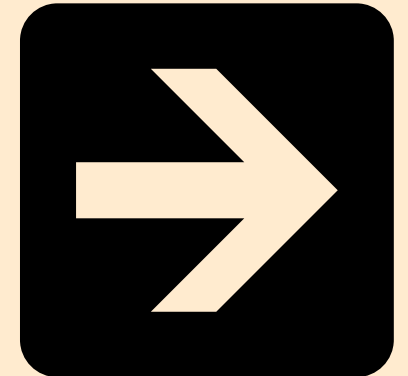
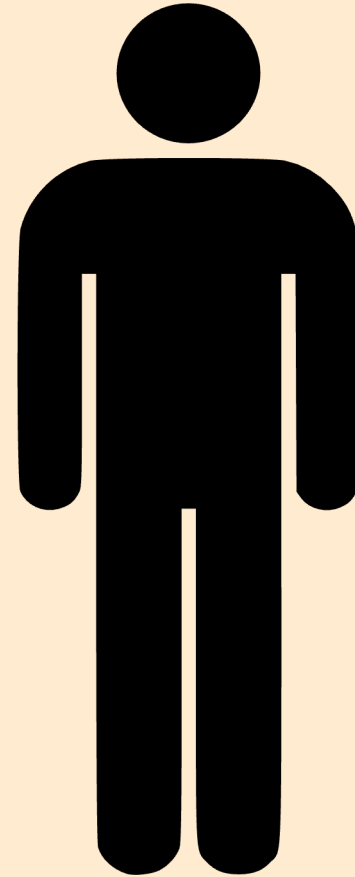
- Coming out
- Changing name/pronouns
- Changing clothing, appearance



# Social transition

can involve...

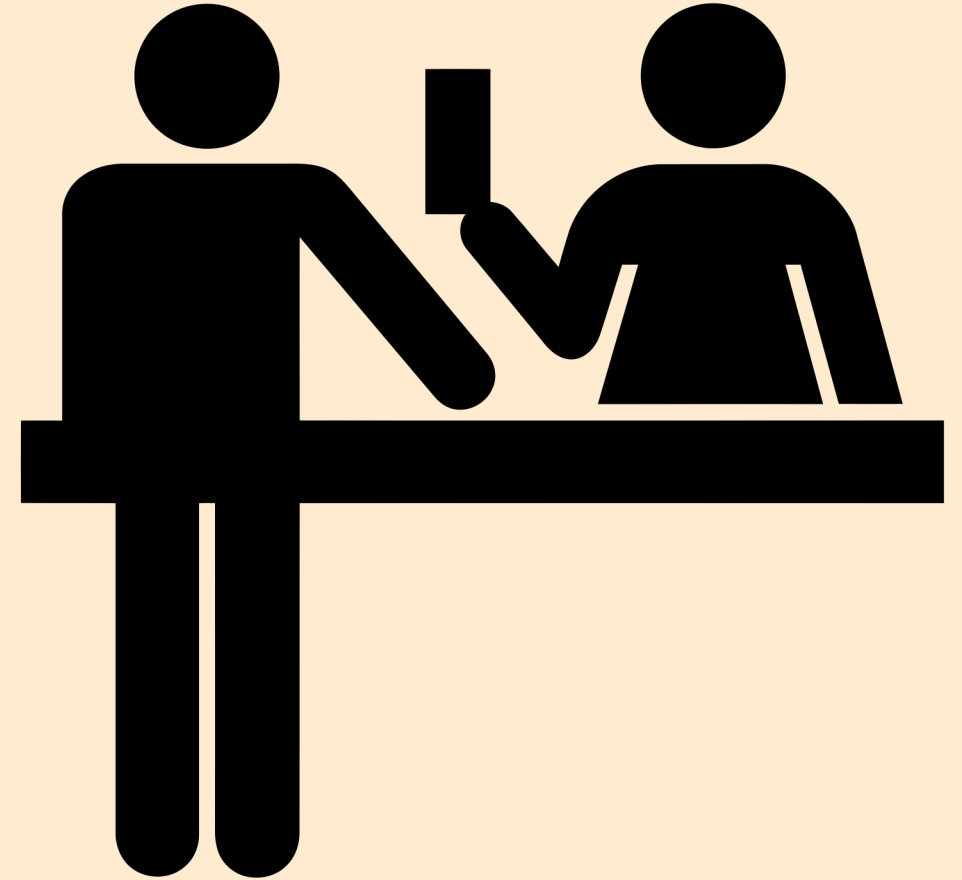
- Coming out
- Changing name/pronouns
- Changing clothing, appearance
- Using different facilities



# Social transition

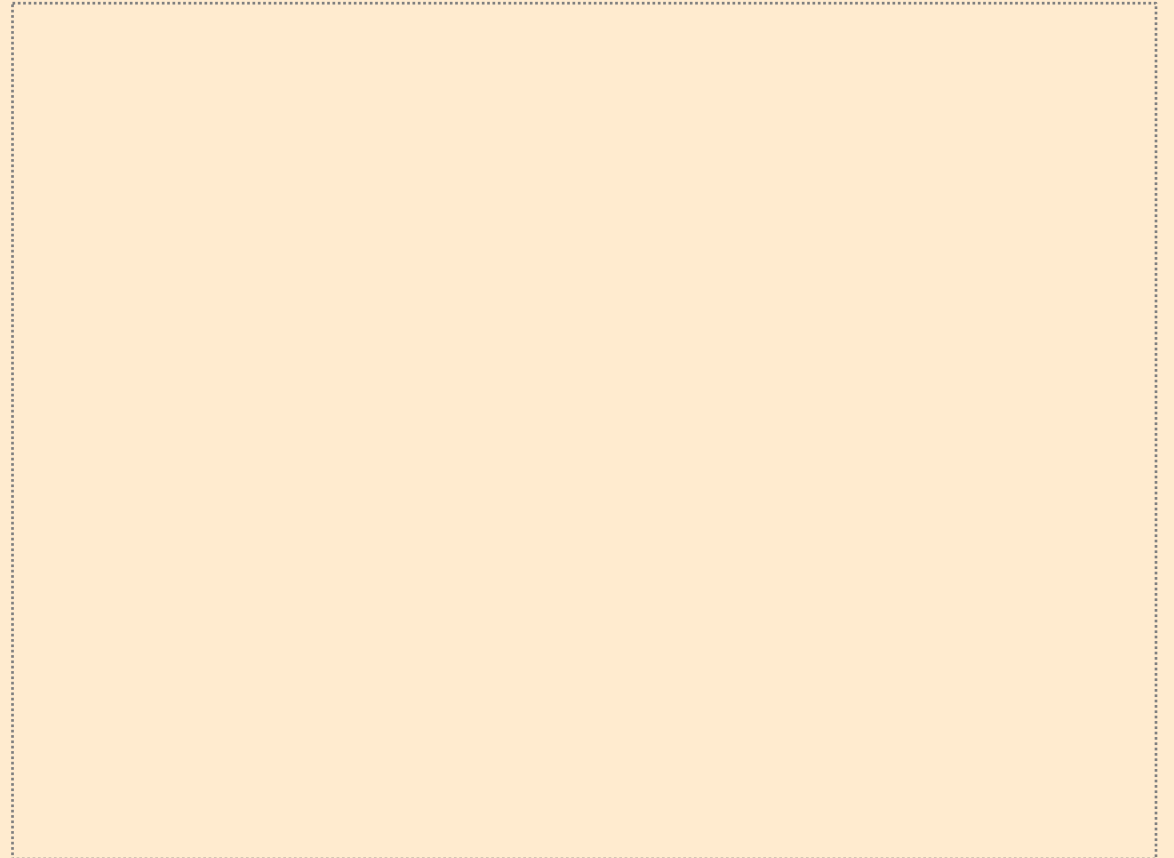
can involve...

- Coming out
- Changing name/pronouns
- Changing clothing, appearance
- Using different facilities
- Updating documents



# Physical transition

can involve...



# Physical transition

can involve...



- Hormone therapy

# Physical transition

can involve...

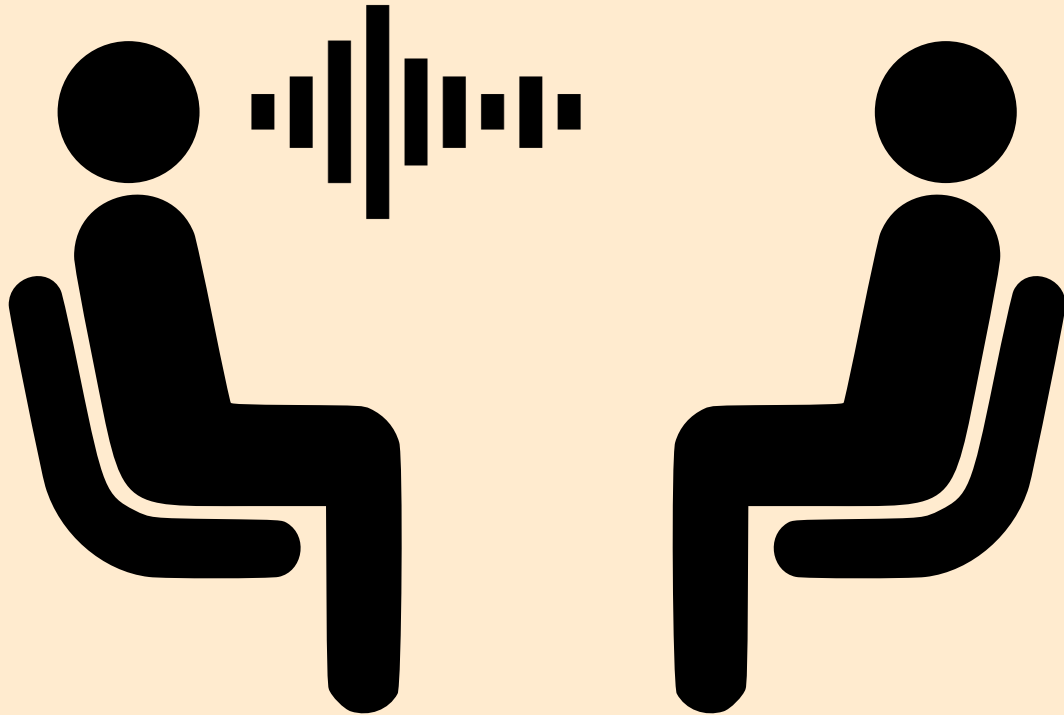


- Hormone therapy
- Gender-affirming surgery (or surgeries)



# Physical transition

can involve...



- Hormone therapy
- Gender-affirming surgery (or surgeries)
- Voice therapy

# Physical transition

can involve...



- Hormone therapy
- Gender-affirming surgery (or surgeries)
- Voice therapy
- Physical exercise

**There is no required order.**  
**There are no required steps.**  
**Transition isn't one-size-fits-all.**

*Additionally, many trans people **don't** transition to imitate or blend in with cis people.*

# “Why would someone transition?”

# “Why would someone transition?”

How much money could I offer you  
**to make you socially and  
physically transition?**

**“Why would someone transition?”**

How much money could I offer you  
**to make you socially and  
physically transition?**

**\$10?**

**“Why would someone transition?”**

How much money could I offer you  
**to make you socially and  
physically transition?**

**\$1,000?**

**“Why would someone transition?”**

How much money could I offer you  
**to make you socially and  
physically transition?**

**\$10,000?**



**“Why would someone transition?”**

How much money could I offer you  
**to make you socially and  
physically transition?**

**\$27,000?**

# “Why would someone transition?”

How much money could I offer you  
**to make you socially and  
physically transition?**

**\$50,000?**

**“Why would someone transition?”**

How much money could I offer you  
**to make you socially and  
physically transition?**

**\$100,000?**

**“Why would someone transition?”**

Trans people do it for  
**negative money.**

*(up to around **-\$100,000**)*

# Gender dysphoria.

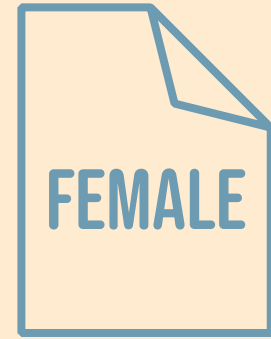
# What is gender dysphoria?

---

- Strong, pervasive negative feeling
- More than just discomfort
- Experienced by many trans people

*Transness* ≠

Birth assignment



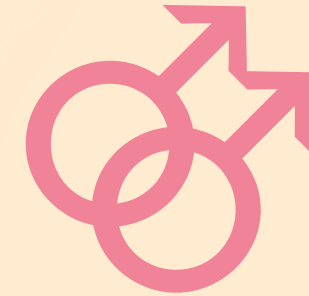
***Dave A.***  
*(he/him)*

**HARMONY!**

Gender exp

↳ Name & pronouns

Orientatic



# Common difficulties

---

*Money* **1**

*Harassment & discrimination* **2**

*Access issues* **3**

*Addiction & substance use* **4**

# Benefits of transition

---

**1** *Improved mental health*

**2** *Self-esteem, confidence*

**3** *Better relationships*

**4** *Increased quality of life*



# Common difficulties

---

*Money* **1**

*Harassment & discrimination* **2**

*Access issues* **3**

*Addiction & substance use* **4**

:)

# Benefits of transition

---

**1** *Improved mental health*

**2** *Self-esteem, confidence*

**3** *Better relationships*

**4** *Increased quality of life*

# Common difficulties

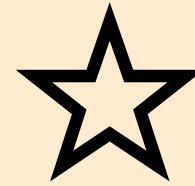
---

*Money* **1**

*Harassment & discrimination* **2**

*Access issues* **3**

*Addiction & substance use* **4**



# Benefits of transition

---

**1** *Improved mental health*

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**3** *Better relationships*

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# Common difficulties

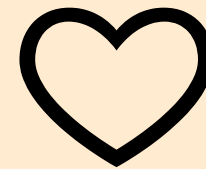
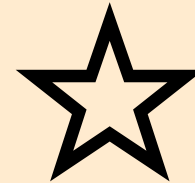
---

*Money* **1**

*Harassment & discrimination* **2**

*Access issues* **3**

*Addiction & substance use* **4**



# Benefits of transition

---

**1** *Improved mental health*

**2** *Self-esteem, confidence*

**3** *Better relationships*

**4** *Increased quality of life*

# Common difficulties

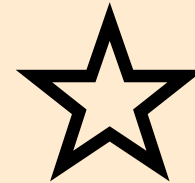
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*Money* **1**

*Harassment & discrimination* **2**

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# Benefits of transition

---

**1** *Improved mental health*

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# Common difficulties

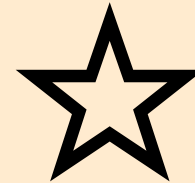
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*Money* **1**

*Harassment & discrimination* **2**

*Access issues* **3**

*Addiction & substance use* **4**



# Benefits of transition

---

**1** *Improved mental health*

**2** *Self-esteem, confidence*

**3** *Better relationships*

**4** *Increased quality of life*

# Common difficulties

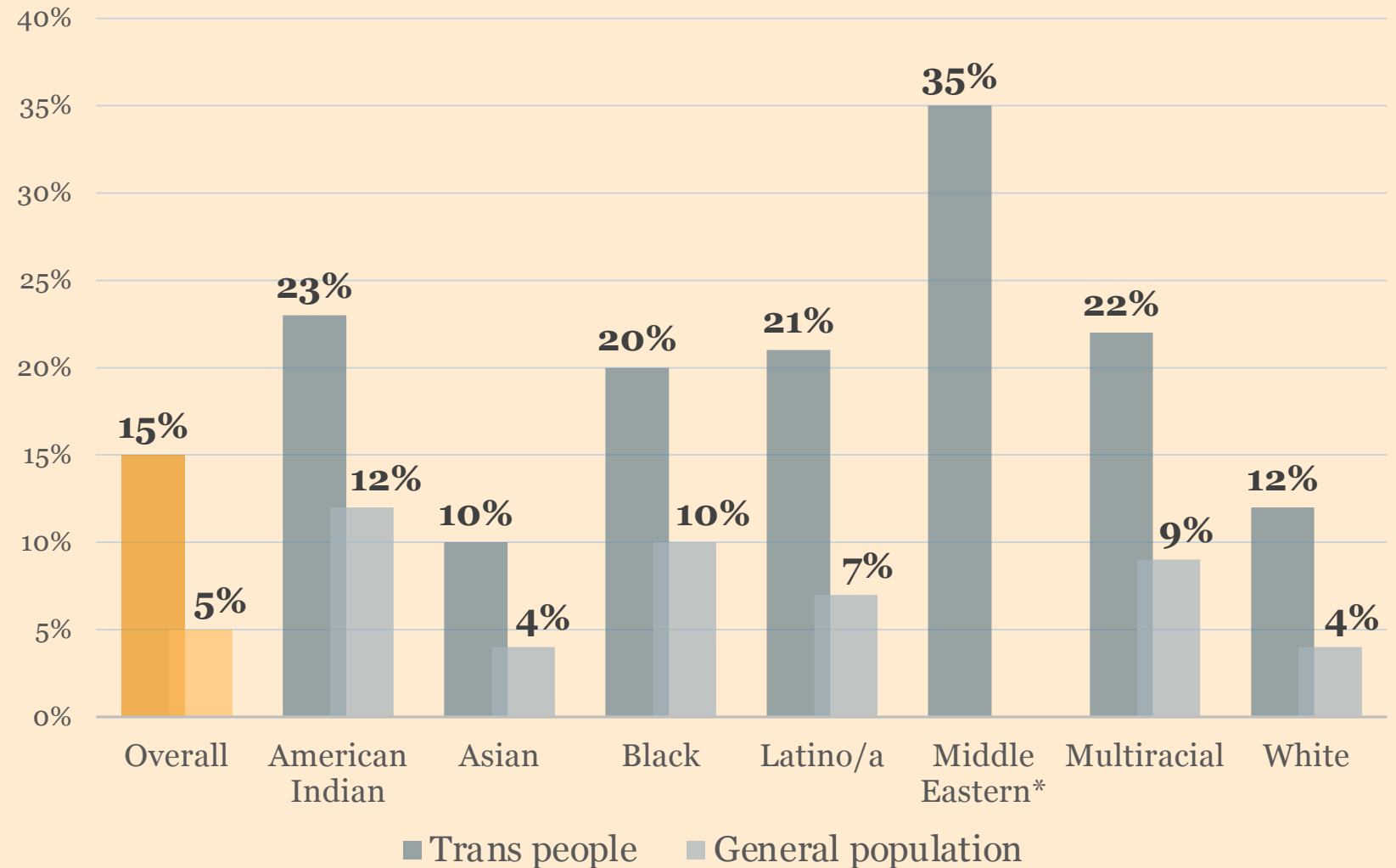
Money 1

Harassment & discrimination 2

Access issues 3

Addiction & substance use 4

Unemployment Rate in the United States Based on Race/Ethnicity and Transness, 2015 (2015 US Trans Survey)



\*Cis Middle Eastern data unavailable

# Common difficulties

*Money* 1

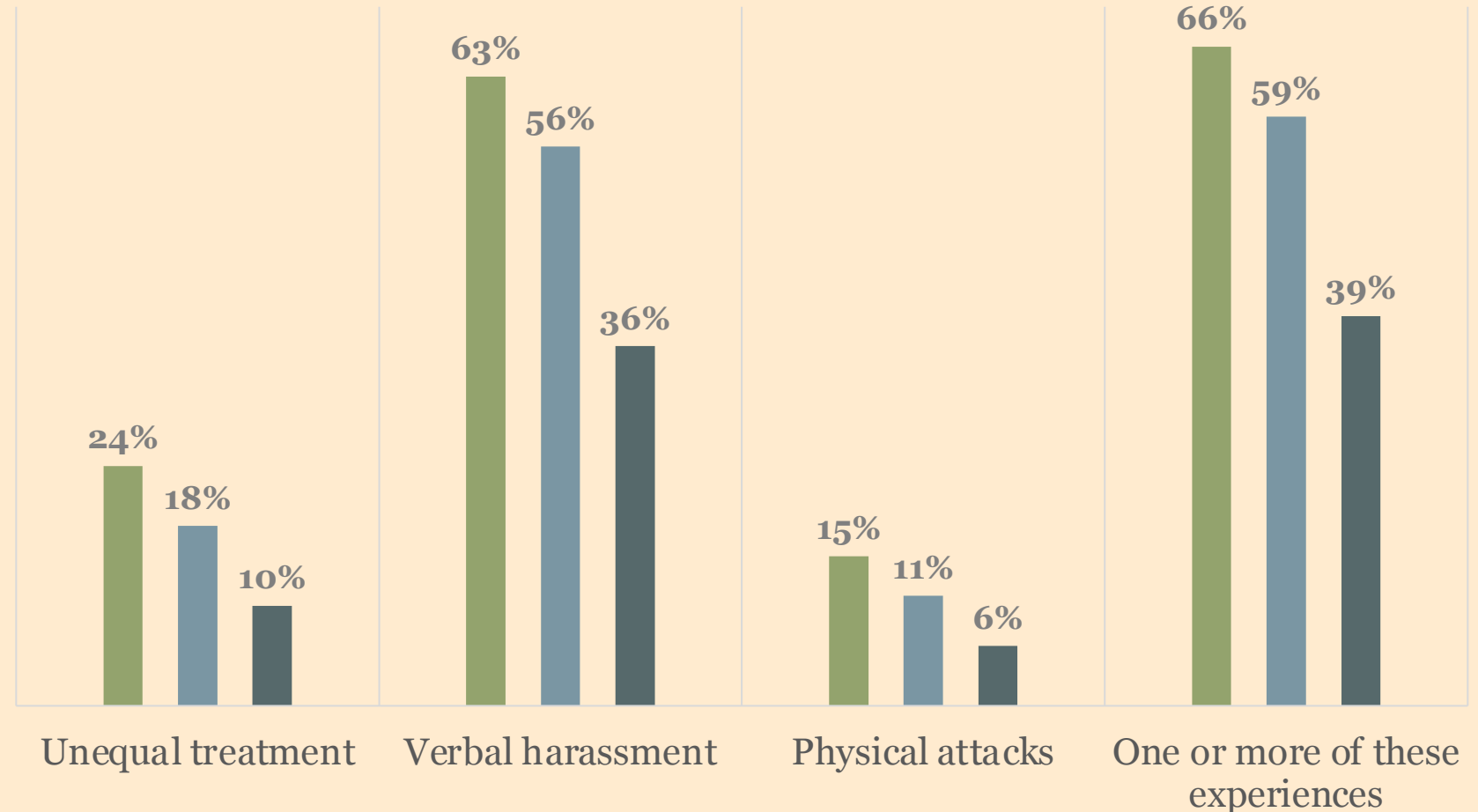
*Harassment & discrimination* 2

*Access issues* 3

*Addiction & substance use* 4

Harassment, discrimination rates towards trans people in past year, based on others' perception of transness (2015 USTS)

■ Usually perceived as trans ■ Sometimes perceived as trans ■ Rarely perceived as trans



# Common difficulties

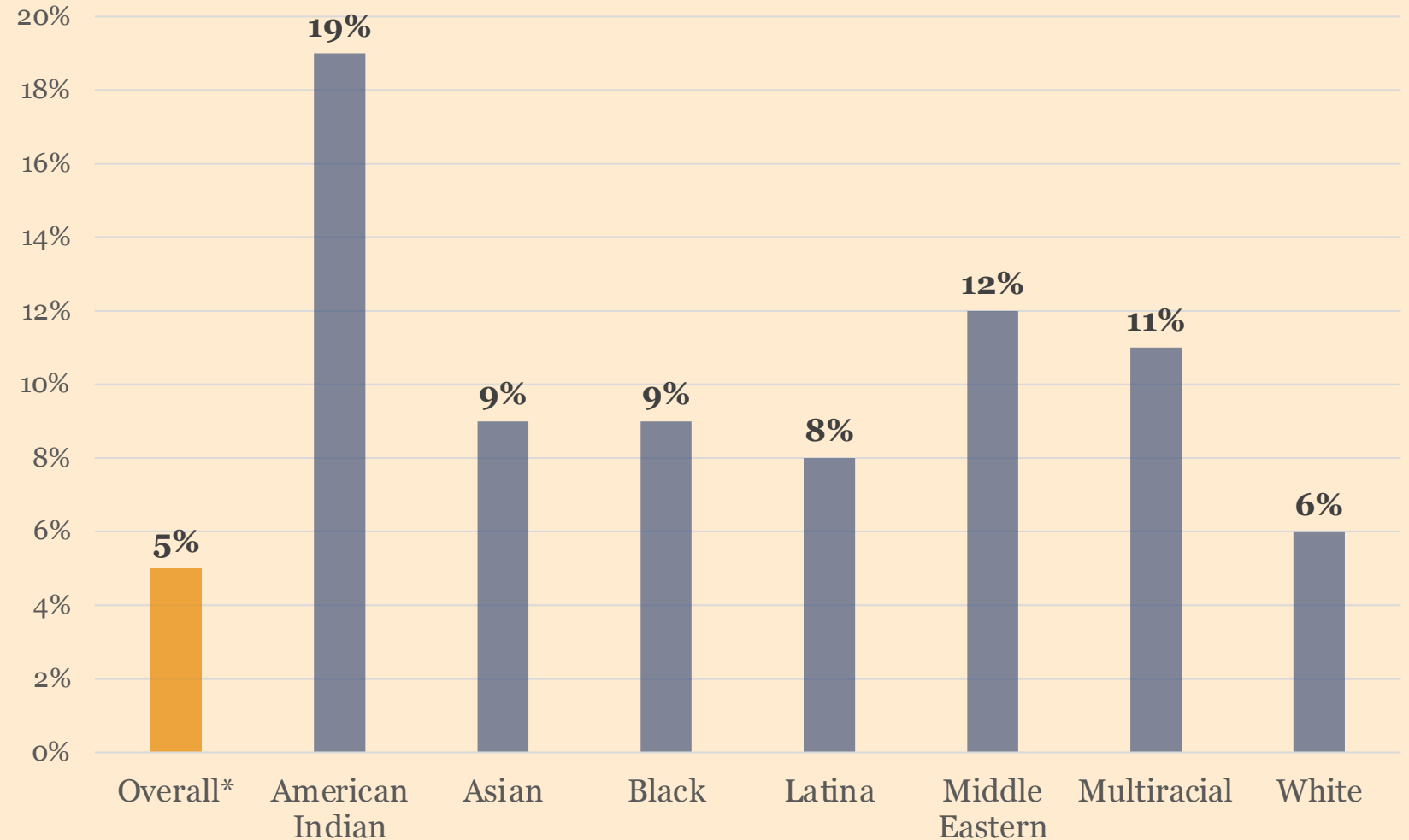
Money 1

Harassment & discrimination 2

Access issues 3

Addiction & substance use 4

Physical attack in public by strangers in the past year among transgender women, by race (2015 USTS)



\*Includes all trans people in the 2015 US Trans Survey, not just trans women



# Common difficulties

*Money* 1

*Harassment & discrimination* 2

*Access issues* 3

*Addiction & substance use* 4

reporting no emotional distress

and displaying no signs of a mental disorder, but seeking support

UNM [redacted]

January 24, 2017

To: Brownstein & Crane Surgical Services  
575 Sir Francis Drake Blvd Suite 1  
Greenbrae, CA 94904

RE: Stacy Fatemi (DOB [redacted])

To whom it may concern:

I am writing to advocate that [redacted] Fatemi be permitted bottom surgery related to Gender Dysphoria. Student Health and Counseling at the University of New Mexico has had a relationship with this patient since [redacted]

has no symptoms of, nor

has been diagnosed with any condition that would preclude from exercising reasonable judgment about medical/surgical choices.

represented on February 16, 2015 and was seen for 4 subsequent sessions to address the need for support while undergoing hormone treatment administered by our clinic PCP (initiated on March 23, 2015)

well-liked and valued [redacted] es present requiring

Regards,  
[redacted]  
Clinical Provider

Counseling Services

UNM [redacted] University of New Mexico [redacted] Phone 505.277 [redacted]

# Common difficulties

---

*Money* 1

*Harassment & discrimination* 2

*Access issues* 3

*Addiction & substance use* 4

**29%** of trans people reported illicit drug use, marijuana consumption, and/or nonmedical prescription drug use in the past month compared to 10% of general population

**19%** of trans/nonbinary youth have ever injected illegal drugs vs. 1.4% of cis kids

James, Sandy, et al. "The report of the 2015 US transgender survey." (2016).  
"2019 New Mexico Youth Risk & Resiliency Survey." 2019.

# Common difficulties

---

- 1 *Money*
- 2 *Harassment & discrimination*
- 3 *Access issues*
- 4 *Lack of social support*

All of these **benefits** are related to **transness** and the achievement of harmony.

# Benefits of transition

---

- 1 *Improved mental health*
- 2 *Self-esteem, confidence*
- 3 *Better relationships*
- 4 *Increased quality of life*

# Common difficulties

---

*Money* **1**

*Harassment & discrimination* **2**

*Access issues* **3**

*Lack of social support* **4**

All of these **benefits** are related to **transness** and the achievement of harmony.

All of these **difficulties** are, to an extent, related to the actions of **cis** people.

# Benefits of transition

---

**1** *Improved mental health*

**2** *Self-esteem, confidence*

**3** *Better relationships*

**4** *Increased quality of life*

**Better advocacy**

# 5 rules for respectful interactions

*Keep these in mind when interacting with trans friends, family members, coworkers, acquaintances, and clients.*

1

**Believe us  
when we  
say who we  
are.**

2

**Use our  
names and  
pronouns.**

3

**Don't ask  
about our  
histories or  
bodies.**

4

**Match our  
language.**

5

**Don't be a  
jerk!**

# 5 rules for respectful interactions

*The act of coming out is not issuance of a challenge to prove us wrong.*

1

**Believe us  
when we  
say who we  
are.**



# 5 rules for respectful interactions

*The act of coming out is not issuance of a challenge to prove us wrong.*

1

**Believe us  
when we  
say who we  
are.**

**You're not  
really a woman  
because you  
don't satisfy  
condition X.**

**You don't  
seem trans.**





# 5 rules for respectful interactions

*The act of coming out is not issuance of a challenge to prove us wrong.*

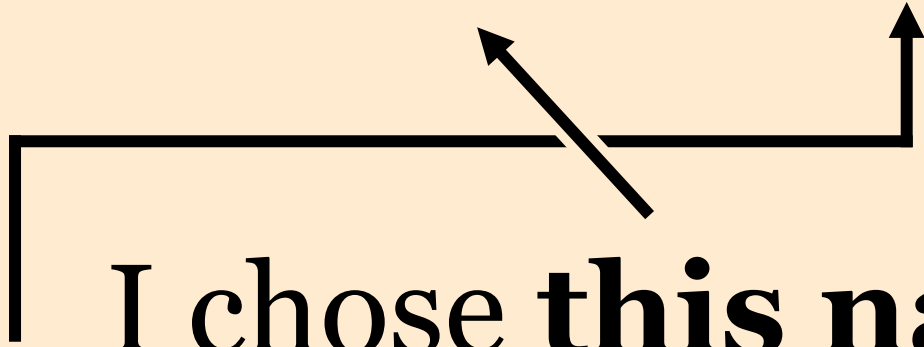
1

**Believe us  
when we  
say who we  
are.**



**Stacy Fatemi** (they/them)

*Education & Outreach Program  
Manager at TGRCNM*



I chose **this name** and  
**these pronouns** for myself.  
*I trust you to do right by me  
with that information.*

2

Use our  
names and  
pronouns.

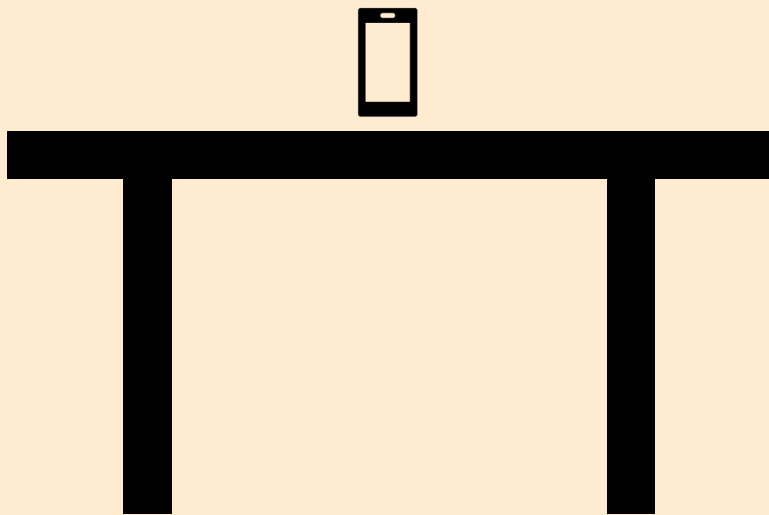
# 5 rules for respectful interactions

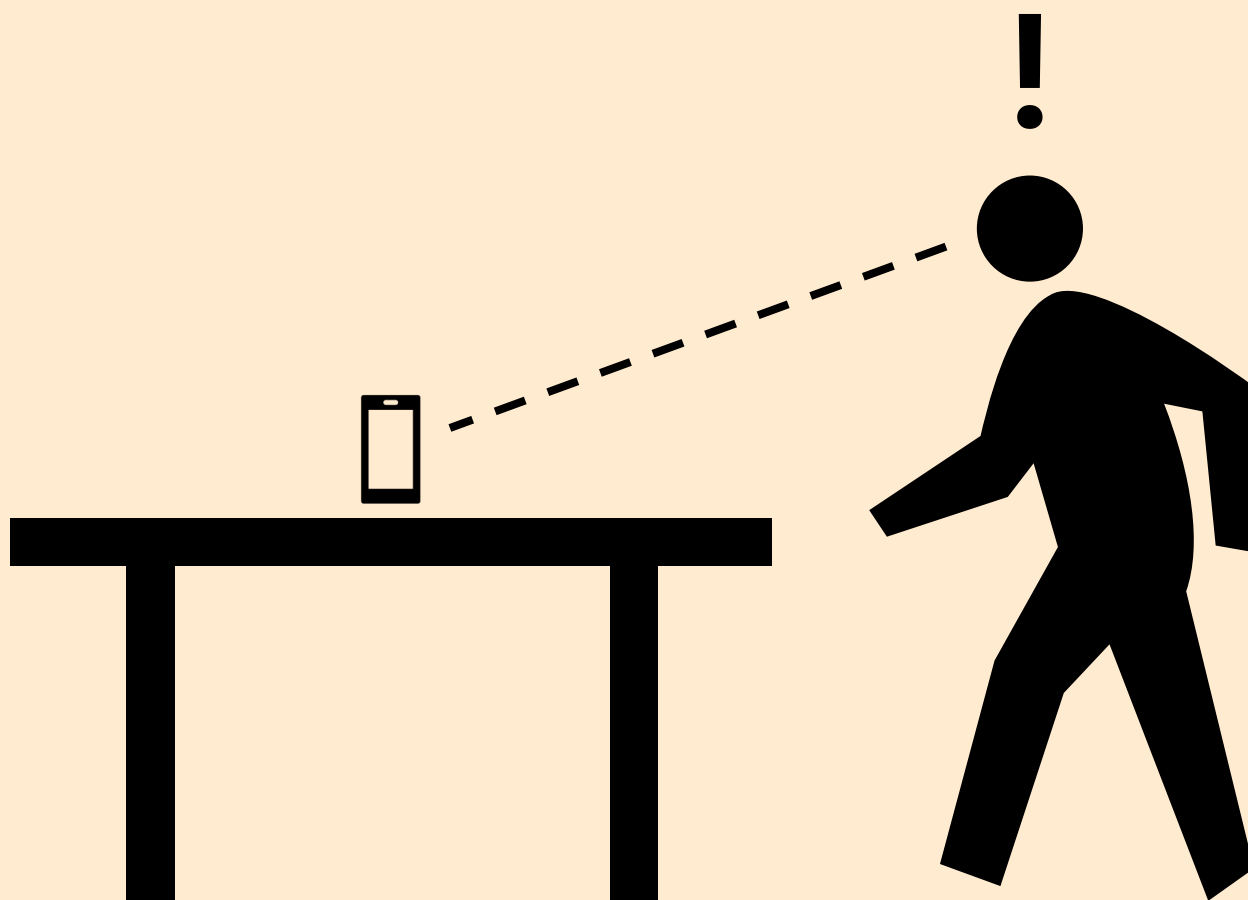
## When we share...

1. *Say “OK!”*
2. *Remember the instructions!*
3. *When you slip up, apologize!*
4. *If you keep slipping up, practice!*

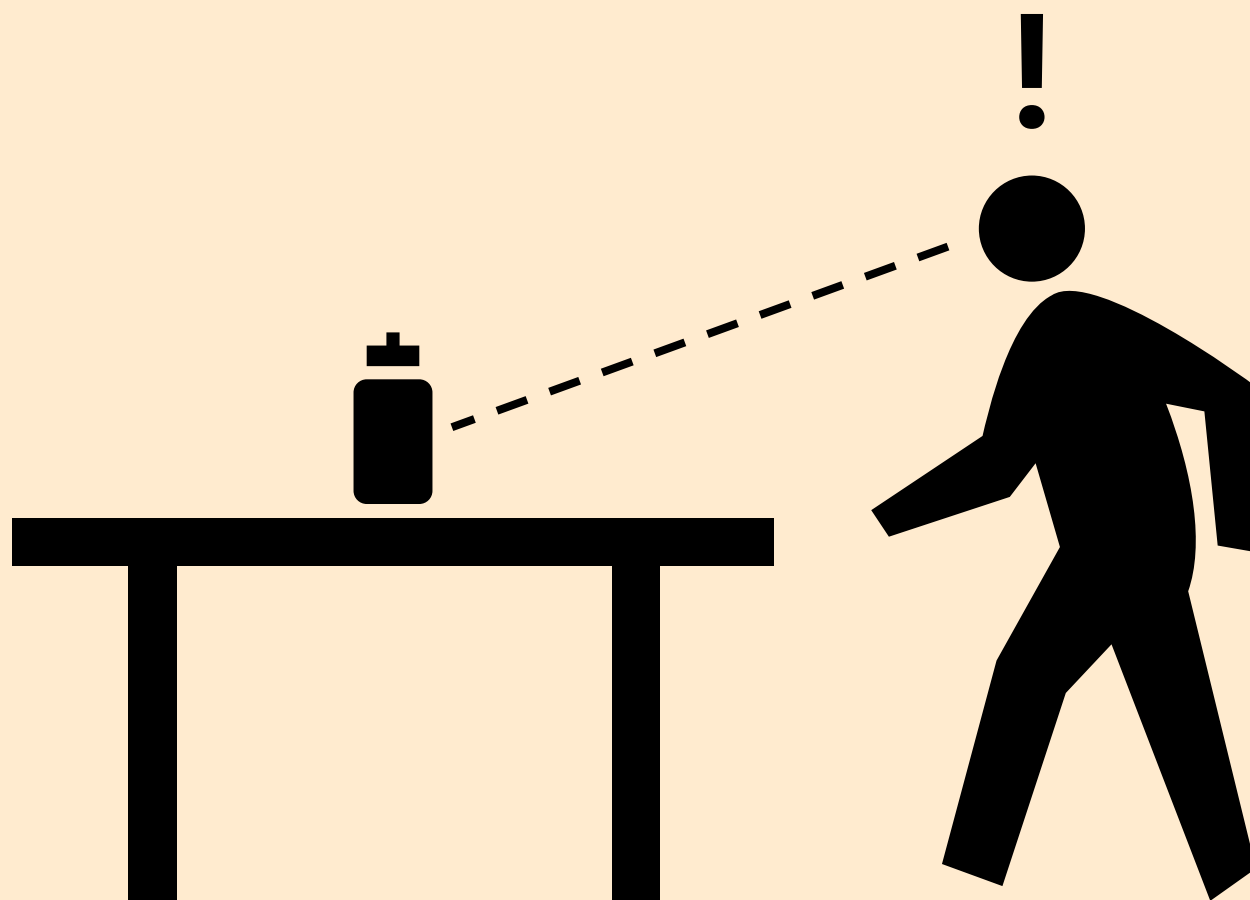
2

Use our  
names and  
pronouns.

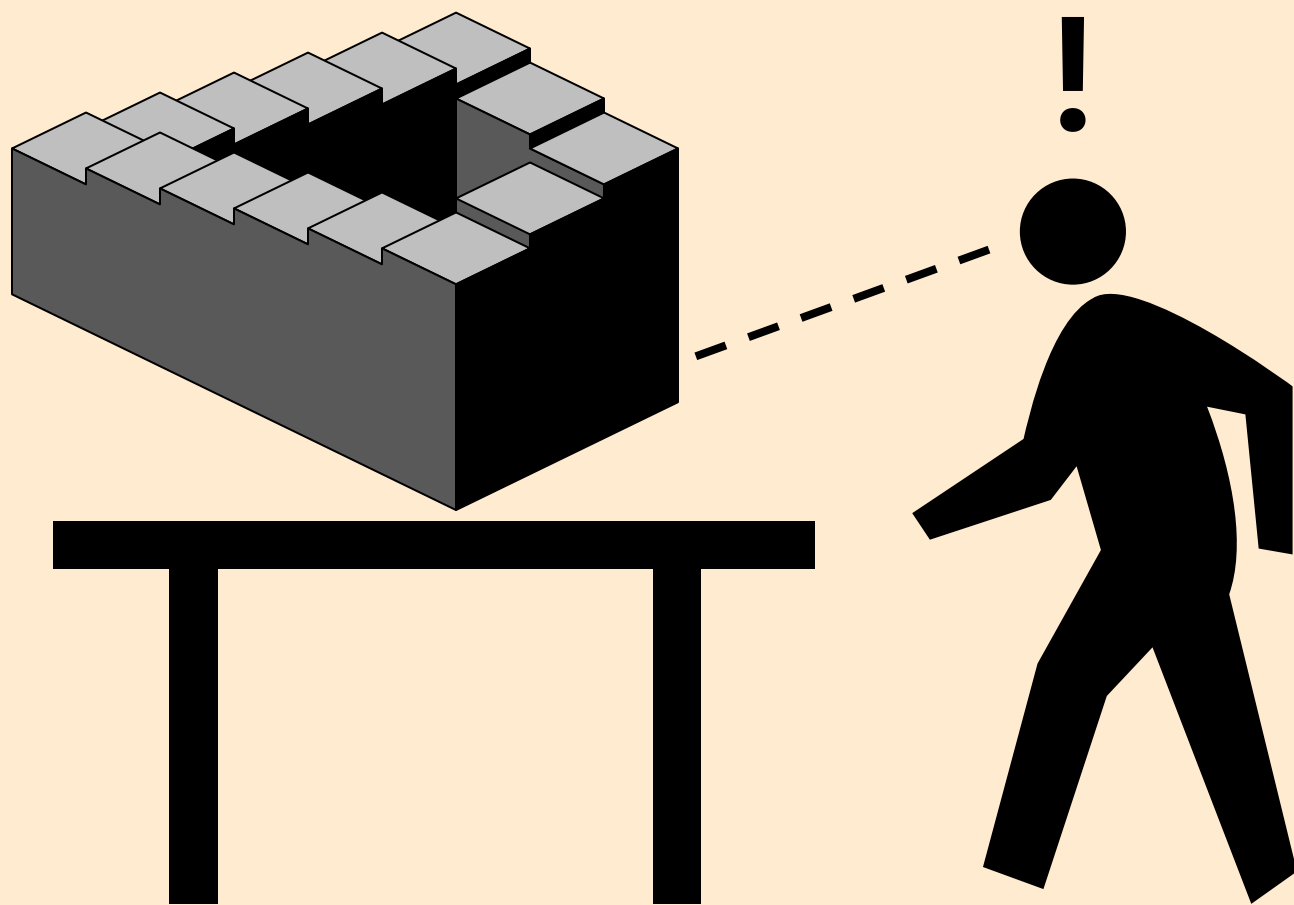




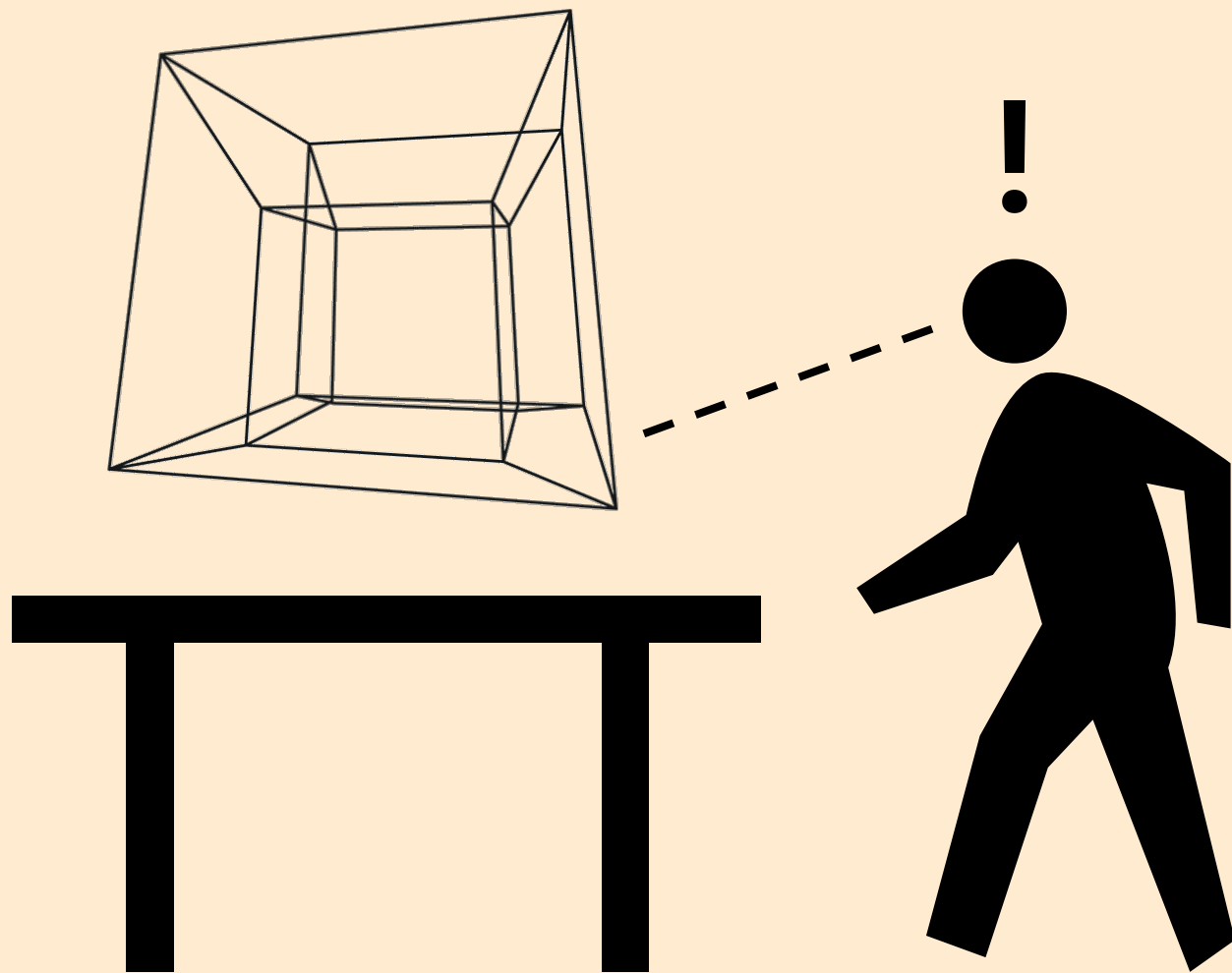
Someone  
left their  
phone here!



Someone  
left their  
water here!



Someone  
left their  
**impossible**  
**staircase**  
here!



Someone  
left their  
tesseract  
here!



*they*  
*them*  
*their*  
*theirs*  
*themselves*

- If you're ordering food, don't forget about Charlie and Stacy; **they** are both vegan.
- Let's order veggie burgers for **them**.
- Are these ones **theirs**, or ours?
- **They'll** eat **their** meals by **themselves** to limit their exposure.

*they*  
*them*  
*their*  
*theirs*  
*themselves*

- If you're ordering food, don't forget about Stacy; **they** are vegan.
- Let's order a veggie burger for **them**.
- Is this one **theirs**, or mine?
- **They'll** eat **their** meal by **themselves** to limit their exposure.

# *they-as-default*

Make *they* your default pronoun for everyone *until proven otherwise*.



# 5 rules for respectful interactions

3

Don't ask  
about our  
histories or  
bodies.

When in doubt, ask yourself:

**“If they weren't trans,  
would I still think it's  
okay to say/ask this?”**

# 5 rules for respectful interactions

3

Don't ask  
about our  
histories or  
bodies.

Then:

“Do I need to know this  
information **in order to  
do my job?**”

# 5 rules for respectful interactions

3

Don't ask  
about our  
histories or  
bodies.

Then:

“Do I need to know this  
information in order to  
do my job?”



# 5 rules for respectful interactions



*I'm Stacy, and I'm a queer, nonbinary trans person.*

**4**  
Match our language.

# Gender

Check one:

- Cis
- Trans
- Nonbinary
- N/A

...and now  
**check all  
that apply:**

- Man
- Woman
- Nonbinary
- Genderfluid
- Agender
- Two-spirit
- Other:** \_\_\_\_\_



*I'm Stacy, and I'm a  
queer, nonbinary  
trans person.*

**4**  
**Match our  
language.**



# 5 rules for respectful interactions

5

Don't be a  
jerk!

## When someone...

patronizes us

excludes us due to our transness

uses the wrong name/pronoun maliciously

makes thinly-veiled, hateful remarks about us

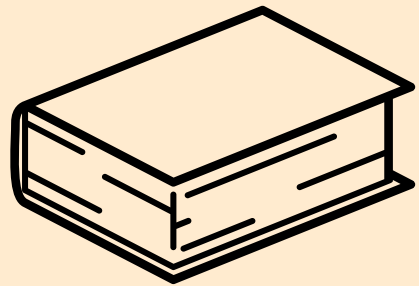
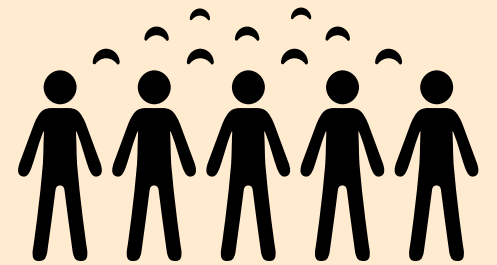
is uncomfortable around us

**we can tell.**

# Other trainings we offer:

## ***Trans 201: Cultural Fluency Level 2***

*Dive deeper into all of the topics in this training and more! Refine your understanding and become truly well-versed in trans issues!*



## ***Busting the Binary in the English Language • NEW!***

*A true toolbox training! Learn all of the strategies you could ever need to make gender-neutral language a habit!*

# Give me an evaluation!

It really helps. Your  
feedback helps people  
learn about trans  
issues better.

[linktr.ee/tgrced](https://linktr.ee/tgrced)



# Questions & Answers

## **Contact me:**

- (505) 879-9113
- [stacy@tgrcnm.org](mailto:stacy@tgrcnm.org)

## **Visit us:**

- [tgrcnm.org](http://tgrcnm.org)
- 5600 Domingo Rd. NE  
Albuquerque, NM 87108

## ***If there's time:***

Discuss what you've just learned with your peers, and us this time to peer review your questions!

## ***If there's not:***

Leave if you must, or ask your questions now!