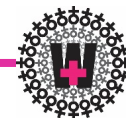




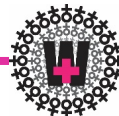
Gender Justice & PWN-USA

What, Why, How, & Who?



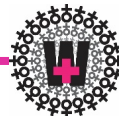
Overview

1. Introductions (10 min)
2. Trans 101 (90 min)
3. Gender Justice (30 min)
4. Trans-affirming HIV justice (50 min)



About me

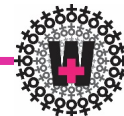
- [relevant presenter info – mix of fun and professional]



About you

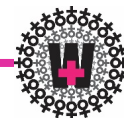


- Who is totally new to the world of transgender issues?
- Who has some knowledge/experience?
- Who could be up here teaching this module?



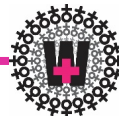
Pop Quiz!

- With your neighbor:
 - Name 3 components of biological sex.
 - Name 3 social aspects of gender.
 - What's the difference between sexual orientation and gender identity?
 - Bonus: What does “transgender” mean?





Growing up, what
did we learn about
gender?

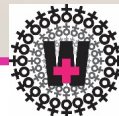
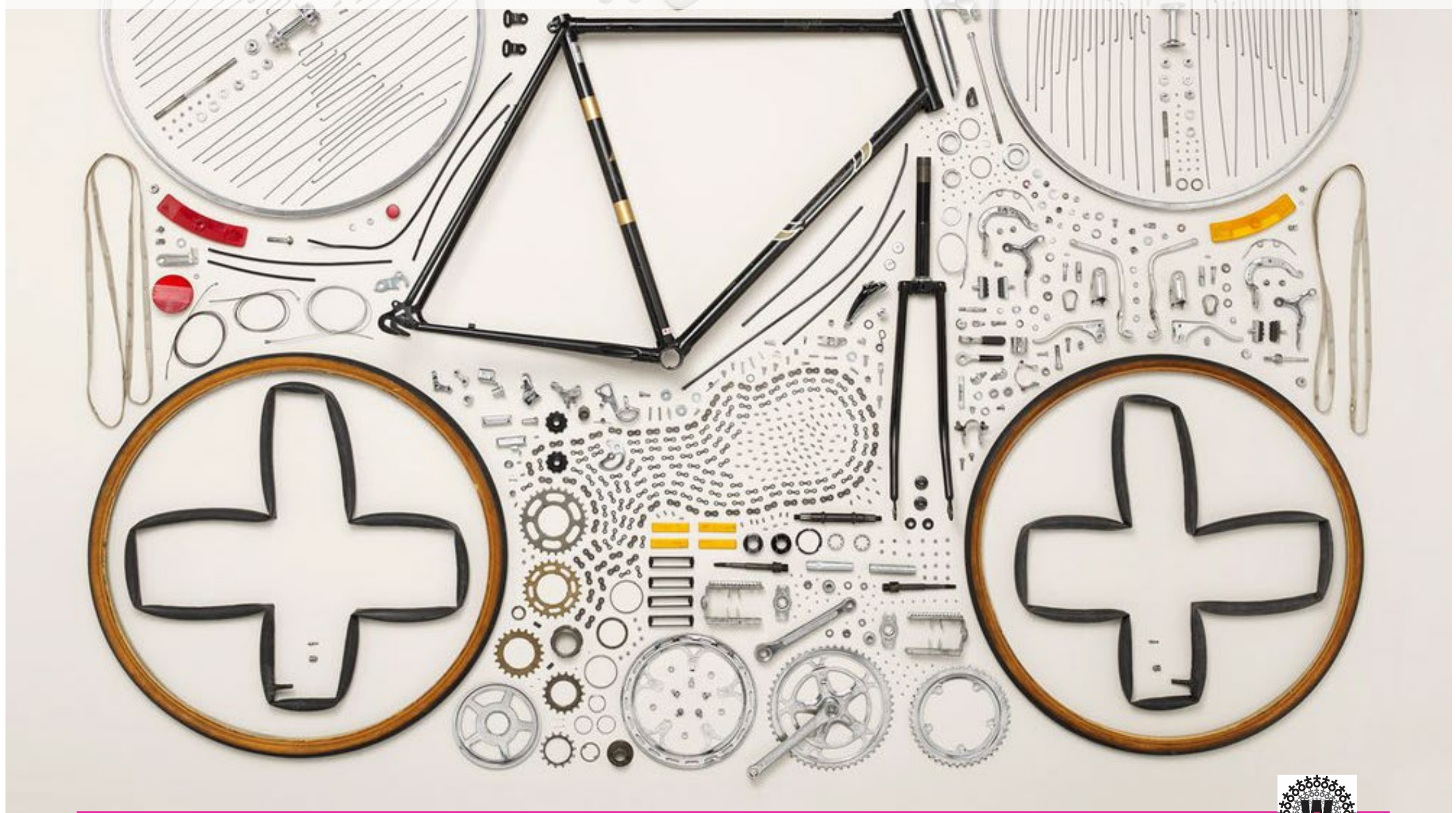


What did we learn about gender?

- It's simple! Everybody has a gender, either male or female, and we know which one you are based on what your “biology” is, and that determines how you dress & act and who you date.

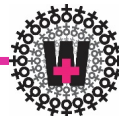


Let's unpack that...



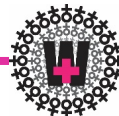
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- When you're born, doctor checks your genitals and determines what gender you are



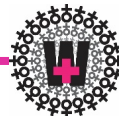
Let's unpack that...

- When you're born, doctor checks your genitals and determines what gender you are
 - *biological essentialism, aka sex = gender*



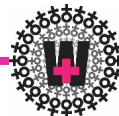
Let's unpack that...

- When you're born, doctor checks your genitals and determines what gender you are
 - *biological essentialism, aka sex = gender*
- There are two options, you're either one or the other



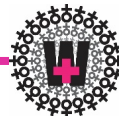
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 - *biological essentialism, aka sex = gender*
- There are two options, you're either one or the other
 - *gender binary*



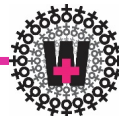
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- Men have to be “manly”, women have to be “ladylike”



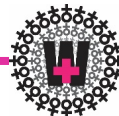
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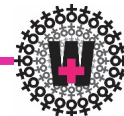
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- Whatever one you have, you have to be that for your whole life



Let's unpack that...

- When you're born, doctor checks your genitals and determines what gender you are
 - *biological essentialism, aka sex = gender*
- There are two options, you're either one or the other
 - *gender binary*
- Men have to be “manly”, women have to be “ladylike”
 - *gender roles*
- Whatever one you have, you have to be that for your whole life
 - *gender is fixed*
- Boys like girls and girls like boys
 - *gender determines sexual orientation*



Components of gender

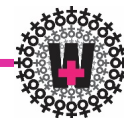
Biological
sex

Gender
identity

Gender
expression

Sexual
orientation

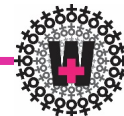
Now that we've deconstructed our default beliefs about gender, let's reconstruct it from its basic elements in a way that doesn't put those value judgments on it.



Components of gender

Biological sex

- Primary: Chromosomes, genitals, internal reproductive system, hormones
- Secondary: hip & shoulder width, breasts, facial & body hair, body contour, voice



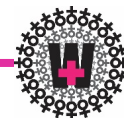
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Gender identity

- Internal, deeply felt sense of being male, female, something other or in-between



Components of gender

Biological sex

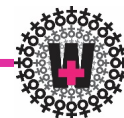
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Gender expression

- External characteristics and behaviors such as appearance, dress, mannerisms, speech patterns, social interactions, hobbies



Components of gender

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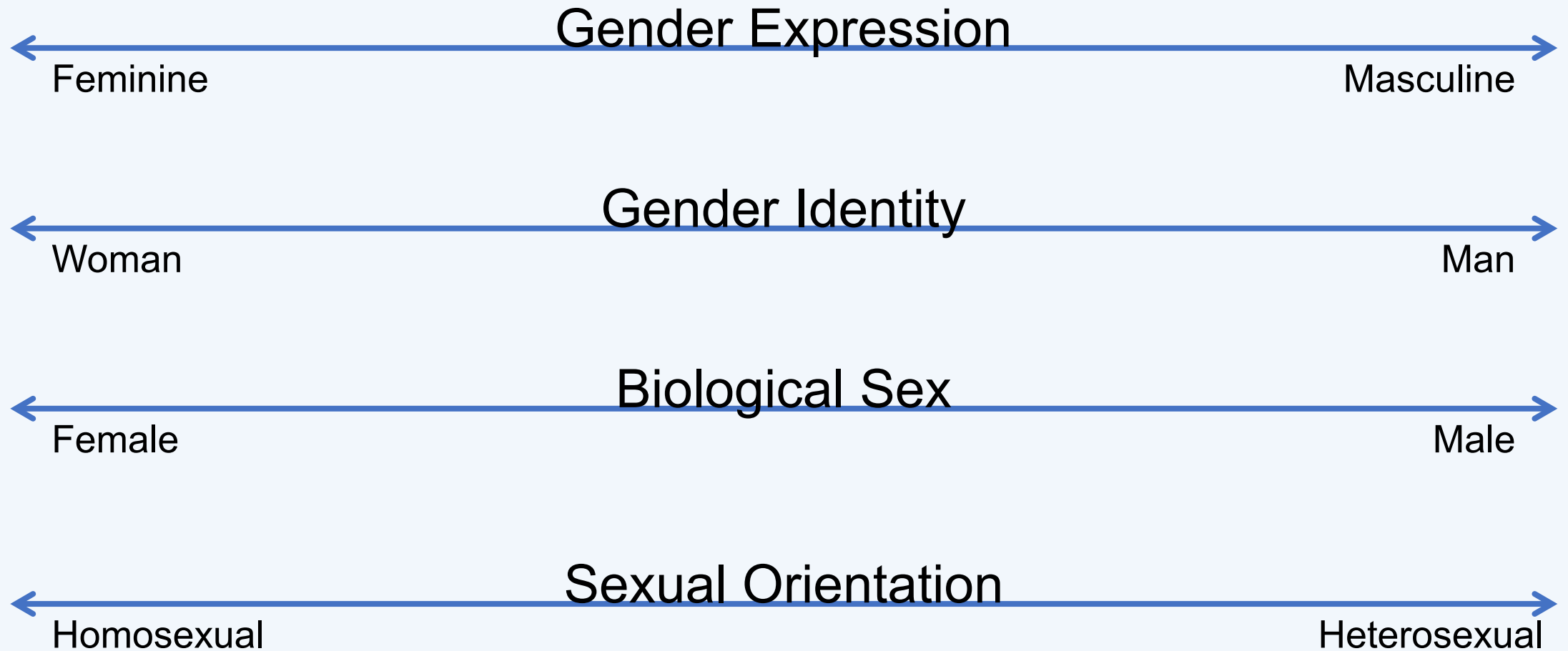
- External characteristics and behaviors such as appearance, dress, mannerisms, speech patterns, social interactions, hobbies

Sexual orientation

- Gender-based attraction to other people (physical, emotional, spiritual)

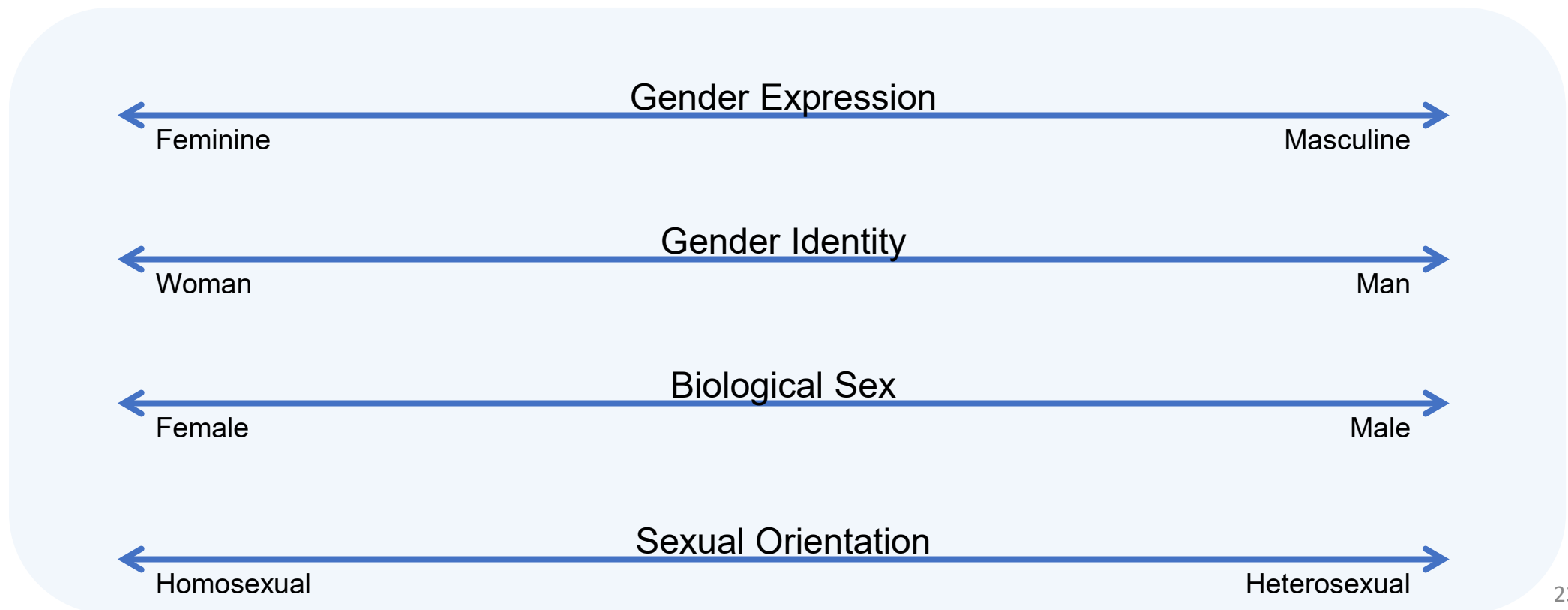


A composite picture

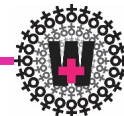


A composite picture: Activity

- Draw these axes on your paper and mark where you fall on each one. How does it feel to write it out like this?
- Share your paper with a neighbor. What surprises you about how they filled it out?
- What does it mean to be in the middle on any of these axes? What does it mean to be all the way on one side or the other?

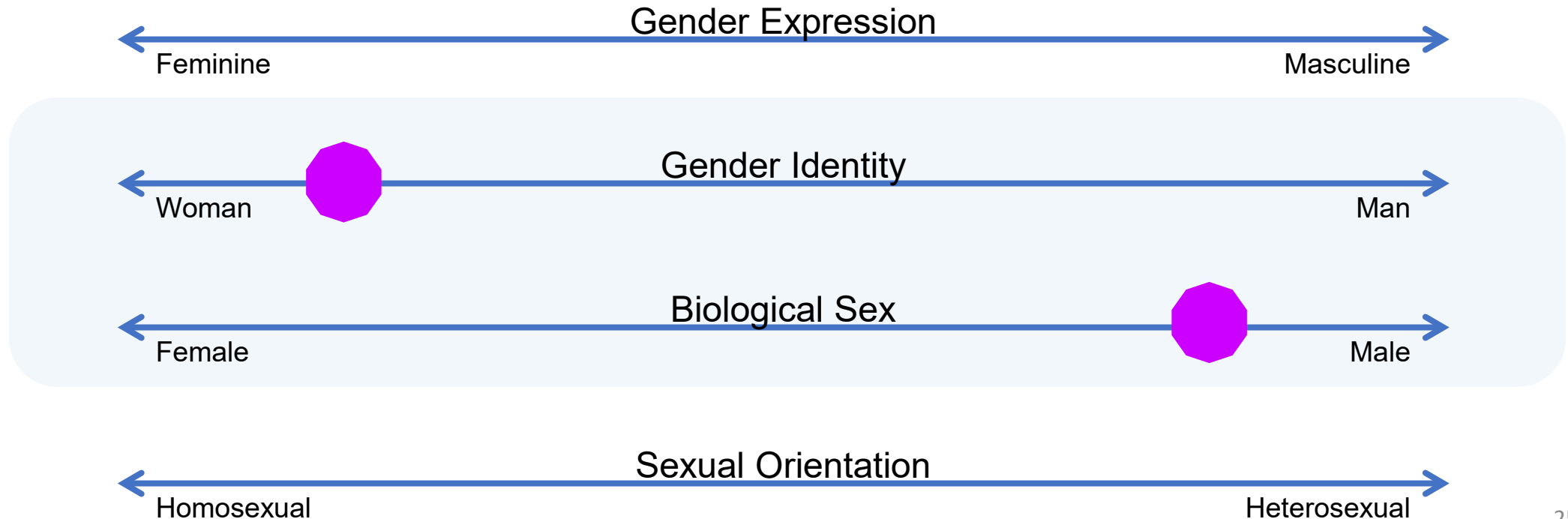


Who are transgender people?



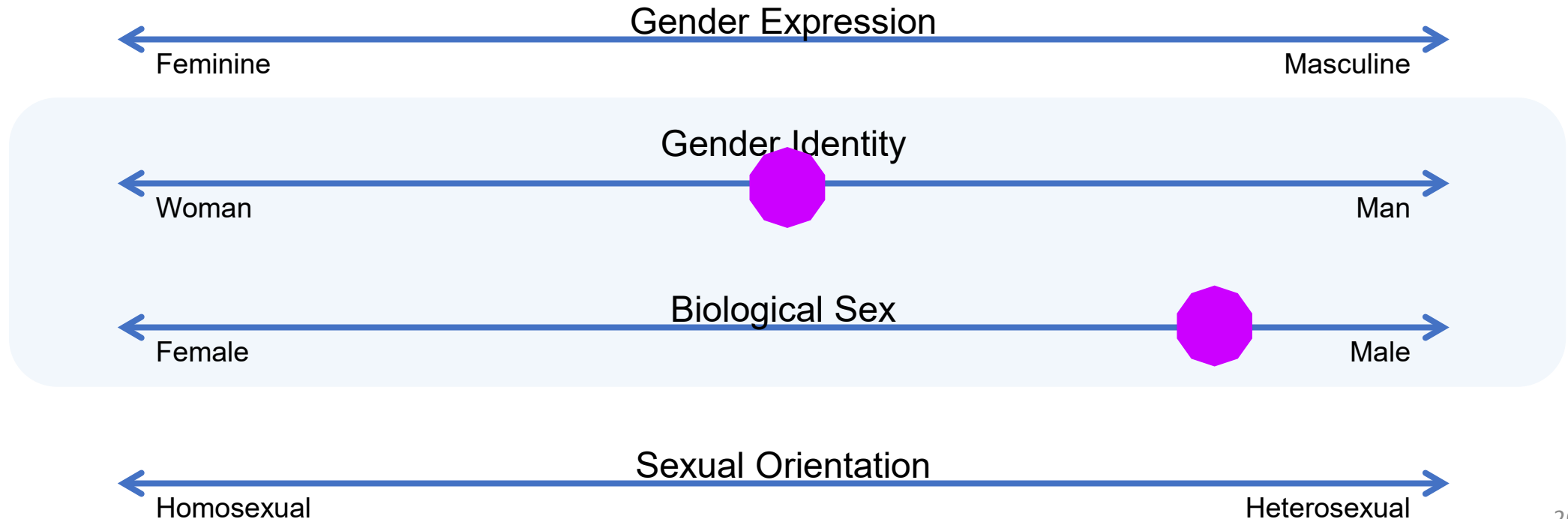
Who are transgender people?

- A transgender person is someone whose sex at birth is different from who they know they are on the inside.



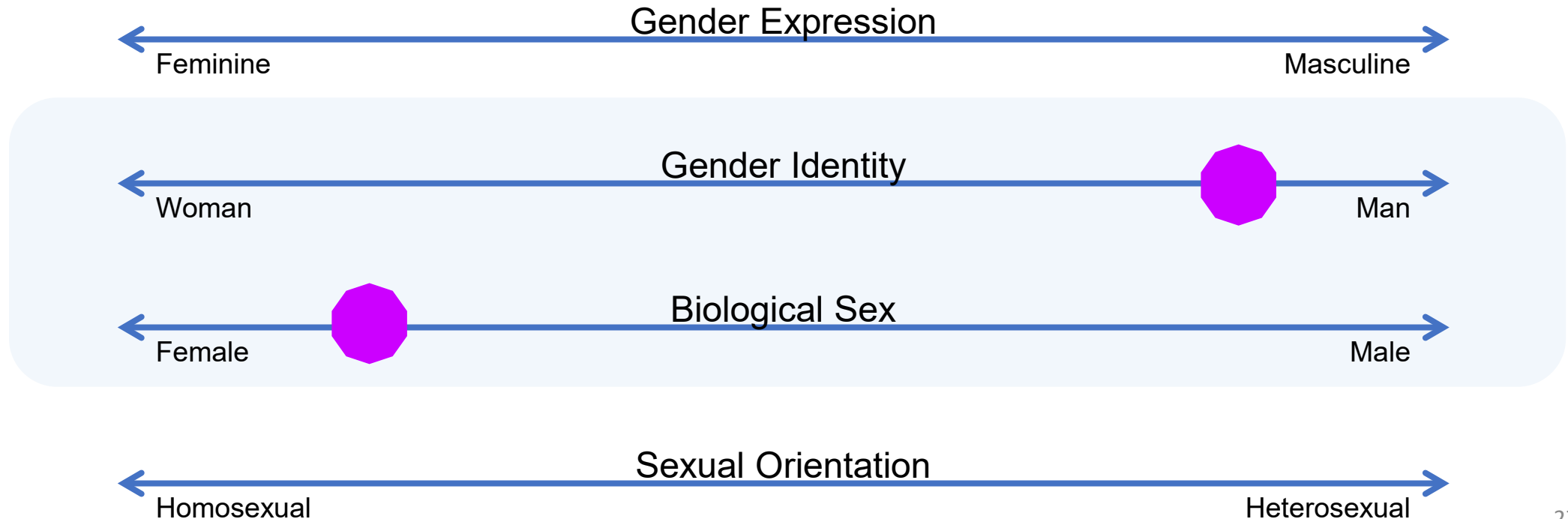
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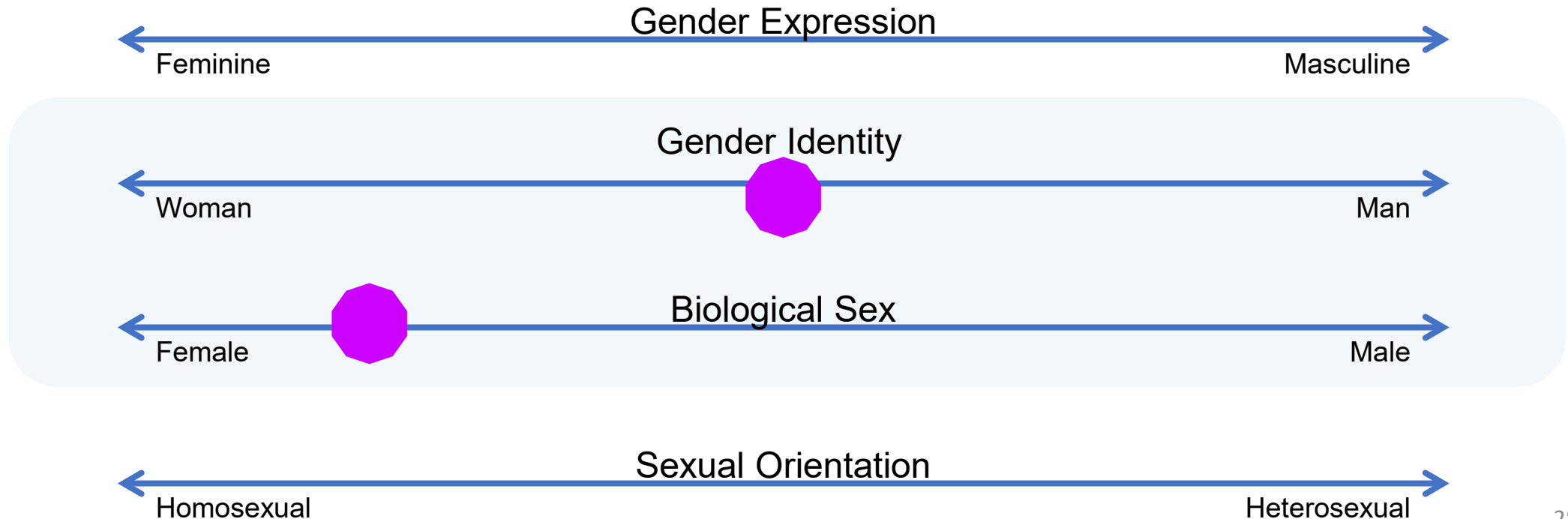
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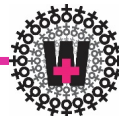
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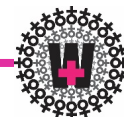
Who are transgender people?

- A transgender person is someone whose sex at birth is different from who they know they are on the inside.
- About 0.6% of the population
 - estimated 1.4 million Americans identify as transgender ([UCLA Williams Institute](#))



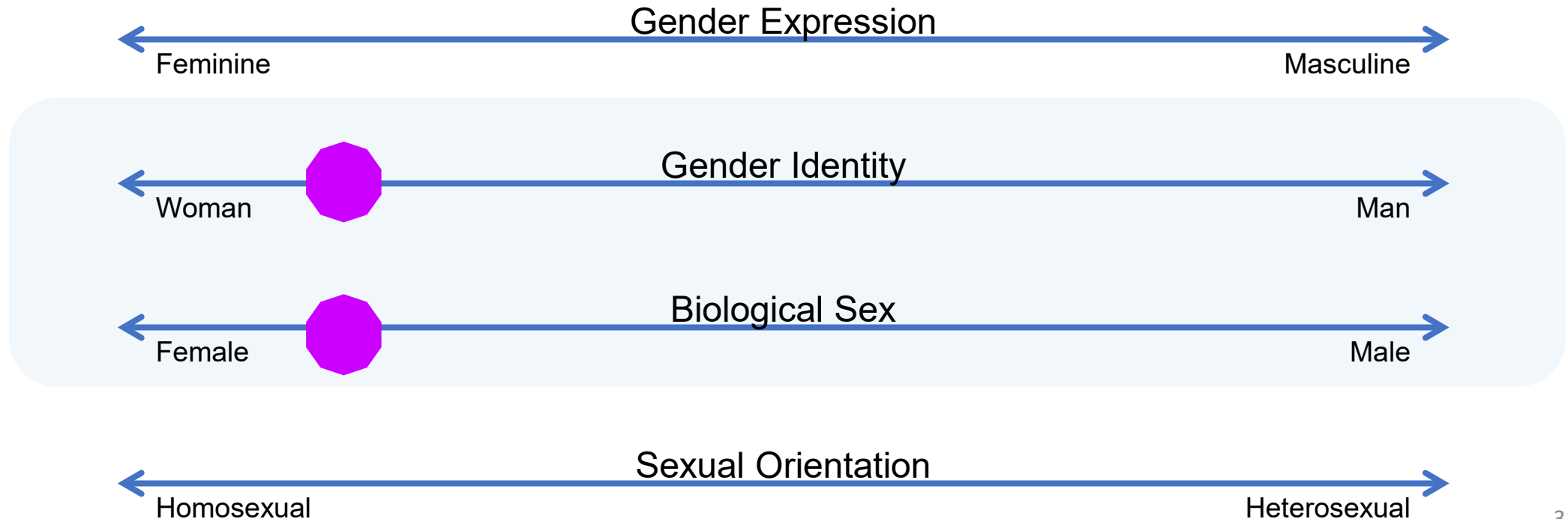
Who are transgender people?

- A transgender person is someone whose sex at birth is different from who they know they are on the inside.
- About 0.6% of the population
 - estimated 1.4 million Americans identify as transgender ([UCLA Williams Institute](#))
- Preferred vocabulary varies by person & community & over time; rules of thumb:
 - Transgender; not transgendered
 - “Transgender person”; not “a transgender” or “transgenders”
 - “People of trans experience”, “women of trans experience”



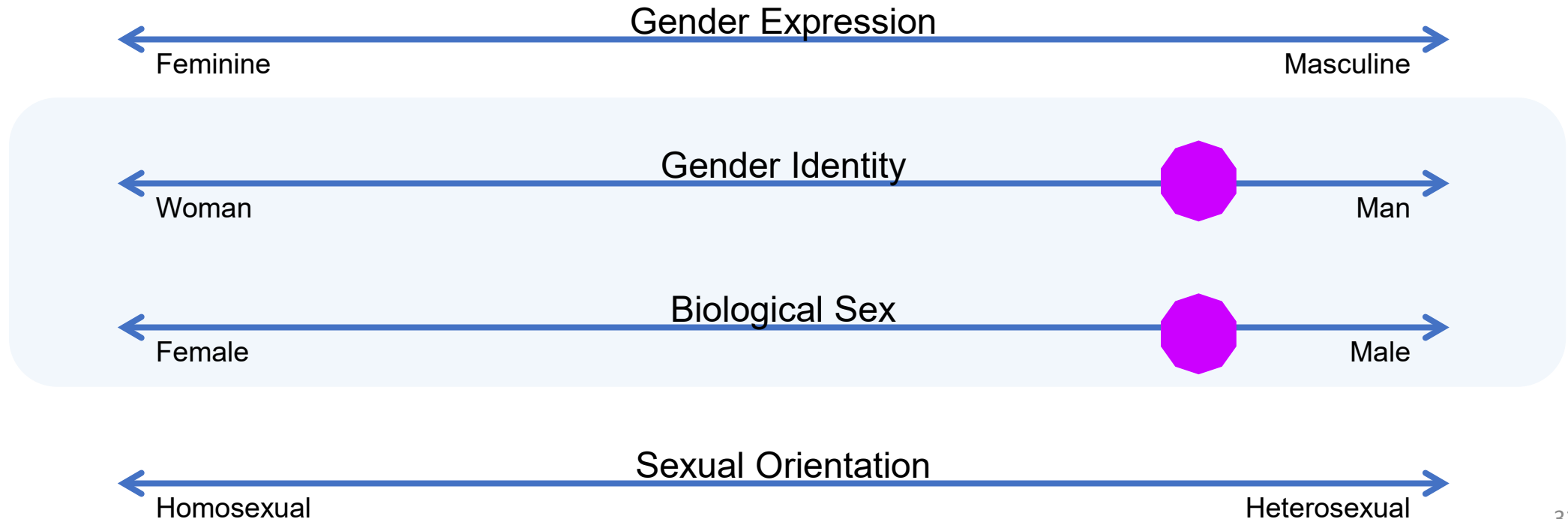
Who are cisgender people?

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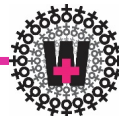
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Transition

- Moving from one gender to another
 - Male to Female – MTF – Transgender Woman
 - Female to Male – FTM – Transgender Man
 - Third genders, multiple genders, non-binary genders
- Remember to always refer to transgender people by the name and pronoun (e.g., she/her, he/him, they/their) that corresponds with their **gender identity**



Layers of Transitioning

Psychological Transition	Adjusting to changes in thinking, emotions, behavior, and relationships resulting from mental shift of accepting one's gender identity
Social Transition	Coming out to people in your life as transgender, letting people know that you identify as male/female/other, letting people know that you have a new name, etc.
Legal Transition	Changing the name and gender on identity documents such as you Birth Certificate, DMV ID, Passport, Social Security Card, etc.
Medical Transition	Accessing transition-related health treatments such as hormone therapy, surgery, etc.

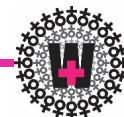


Notes on gender transition

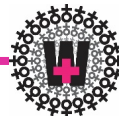
- Need not be extreme (stereotype: Ken to Barbie)
- What's involved varies from person to person, not one way to transition
- Overall is about **increasing congruence** between how I see & feel about myself and how others see me



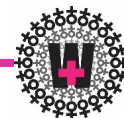
- Caveat: not all people under the transgender umbrella need or want to transition



Questions?



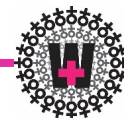
Gender Justice 101



Using a gender justice lens

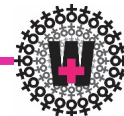


- Body autonomy:
 - People have the right to choose what happens with their own bodies
- Diversity as strength:
 - Trans women and cis women share many experiences, and also have unique experiences
 - But all are women
- Unity around:
 - State violence
 - Access to care
 - Right-wing attacks



If you break the gender rules...

- Barriers at every level of society
 - Interpersonal & Community
 - Street harassment, family rejection, dating discrimination
 - Rejection from faith groups, isolation
 - Institutions
 - Education – targeted for bullying by students as well as teachers, pushed-out
 - Workplace – can't get hired/promoted, fired first, discrimination on the job
 - Health care – lack of educated providers, refusal to treat
 - Policing – harassment & violence, incarceration
 - Housing – landlord discrimination, loss of support network
 - Culture
 - Stereotypes in media – set the baseline for what general public “knows” about transgender people



...which leads to:



➤ Health

- Delaying or going without needed medical care, including for HIV prevention & treatment
- High incidence of anxiety, depression, post-traumatic stress, suicide
- Using substances to cope
- High-risk methods for transition-related care (silicone injection; street/online hormones)

➤ Housing

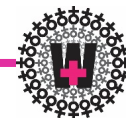
- Homelessness or unstable/temporary housing

➤ Work

- Sex work as option to pay the rent and/or to validate gender identity

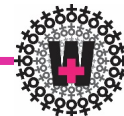
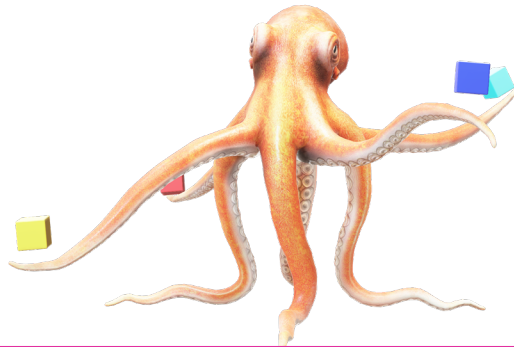
➤ Relationships

- Isolation/self-protection, mistrust
- Vulnerability to intimate partner violence



Same & different

- These challenges are not unique to transgender people
- Not every transgender person experiences all of these challenges
- But occur at extremely high levels
- And are compounded by race, immigration status, income and more.



Let's make it real

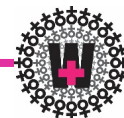


Ms. Dee Dee Chamblee, Founder & Executive Director of La Gender, Inc. (Atlanta); see more stories at <https://bit.ly/2AoTJaE>



Discussion

- What struck you about Ms. Dee Dee's story? What was surprising (or unsurprising)?
- What similarities & differences do you see in Ms. Dee Dee's story & your own?





Gender Justice in our HIV movement

Positively Trans

Initial report of a national needs assessment of transgender and gender non-conforming people living with HIV.

March 24, 2016

State of our community

- **Education & Income:**
 - More likely to have had some college education (64%)
 - But also more likely to be living on extremely low income (65%)
- **Incarceration:**
 - 41% had been incarcerated (and, keep in mind, survey excluded people currently incarcerated)
- **Health care:**
 - People were much more likely to have a long gap in care if they had previously experienced transphobic discrimination from provider
- Read more: <https://bit.ly/2q9Y3Vj>



Some Kind of Strength

Findings on health care and economic wellbeing from a national needs assessment of transgender and gender non-conforming people living with HIV.



Health & Economic wellbeing

- *Access to care:*
 - More than 1 in 3 said accessing hormone therapy was difficult
 - Hormone therapy was top health priority
- **Demographic differences:**
 - Greater disparities in access & viral suppression among respondents of color, respondents from the South, Spanish-language respondents
- Read more: <https://bit.ly/2q8ANXu>



See Us As People

Findings on state and interpersonal violence from a national needs assessment of transgender and gender non-conforming people living with HIV.

State & Interpersonal violence

- **State violence**

- 1 in 4 have been assaulted by police for being trans
- 1 in 4 have faced legal accusation for sex work
- 1 in 7 have faced legal accusation for HIV non-disclosure

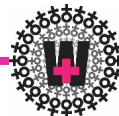
- **Interpersonal violence**

- 1 in 2 are survivors of sexual assault
- 1 in 4 kicked out of family before age 18 for being trans
- Almost 1 in 2 physically assaulted on street for being trans in prev 12 mos

- Read more: <https://bit.ly/2CAZjlv>

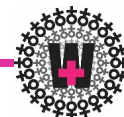
Discussion

- What surprised you about those statistics?
- How can you integrate this information into your own work?



Radical Inclusion

- To reduce disparities & improve quality of life, our movement cannot ignore or tokenize trans people living with HIV. We must:
 - Prioritize voices, time, and needs particularly of trans women of color living with HIV
 - Promote & support leadership of TWOCLHIV
 - Advocate for trans community when no trans people are in the room
 - Advocate to make sure there *are* trans people in the room!
 - Ensure our programs & services are accessible to trans people
 - Ensure our policy priorities reflect the needs of our whole community, including trans people

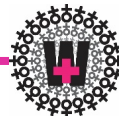


Key idea: **Privilege**

PRIVILEGE is unearned access to social power based on membership in a dominant social group.

Everyone has privilege in some areas of their life.

In what ways does privilege show up for you?



SHARE the ROAD

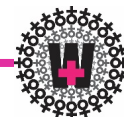
There's a Life Riding on it

- Shared safe spaces
- Shared visions & values
- Shared solutions & strategies
- Shared resources
- Shared hope for a better world for generations.
- Together we AMPLIFY each other's messages of struggle, depravity and discrimination



How can we use our privilege to open doors for others?

- Activity:
 - Individually:
 - list out a few programs, events, or groups you've helped organize in the last year or so
 - Reflect: did any transgender people participate? Did we do outreach to trans community members? Who are the trans people LHIV that I know personally? What barriers limited our ability to fully integrate trans people into our work?
 - In pairs:
 - Share what you wrote down
 - Discuss: how successful have you been? What stands in your way? What strategies did your partner share that you can adapt in your own work?
 - Report back



BECOMING AWARE OF PRIVILEGE

SHOULD NOT BE VIEWED AS A
BURDEN OR SOURCE OF GUILT,

BUT RATHER, AN OPPORTUNITY

TO LEARN AND BE RESPONSIBLE
SO THAT WE MAY WORK TOWARD

A MORE JUST AND INCLUSIVE WORLD.

This content brought to you by the
UOIT Equity Ambassadors

 UNIVERSITY
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INSTITUTE OF TECHNOLOGY
STUDENT ENGAGEMENT
AND EQUITY

CHECK YOUR PRIVILEGE


Privilege: Unearned access to social power
based on membership in a dominant social
group.

- ☐ Able-bodied physically and mentally
- ☐ Access to education
- ☐ Christian
- ☐ Cisgender
- ☐ Heterosexual
- ☐ Male
- ☐ Native English speaker
- ☐ Canadian Citizen (at birth)
- ☐ White

To learn more about how to foster an equitable
campus community, attend a RISE Workshop:
visit uoit.ca/rise

If you have any questions,
contact equity@uoit.ca

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STUDENT ENGAGEMENT
AND EQUITY

Closing:

- One or two things you're taking away from this training

