

The Transgender Training Institute

101: Supporting and Affirming Transgender and Non-Binary People

WHAT DOES IT MEAN TO BE TRANS-AFFIRMING?

- ★ Believing that a person's gender identity is valid & true
- ★ Providing emotional support or encouragement
- ★ The collective actions ensuring that a person's gender is always respected and honored

Sex

A person's unique combination of genitals, sex chromosomes, hormones, and reproductive organs.

Gender Identity

How a person experiences gender in their heart, mind, body, spirit and soul.

Transgender

Describes a person whose sex assigned at birth does not align with their gender identity.

Non-binary

An umbrella term describing gender identities that exist beyond the gender binary; a category of people who don't identify exclusively as men or women.

Gender Expression

A person's appearance, behavior, and/or mannerisms that are associated with gender in a particular cultural, geographical, and/or historical context.



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Misgendering: Using a name, pronoun, honorific, or other gendered language that does not match or honor a person's gender identity

THREE AFFIRMING ACTIONS / GUIDELINES

1. Make every effort to avoid misgendering.
2. Apologize graciously when you make a mistake.
3. Speak up and help others when they make mistakes.

How Can I Avoid Misgendering?

★ Ask what pronouns people use, don't assume.

"What name and/or pronouns/honorifics would feel best for me to use?"

★ Use gender neutral language

Folks | Y'all | Team |
Friends | Fabulous People |
Everyone

Pronoun Slips Happen!

- ★ **DO**: Take responsibility, apologize, and move on!
- ★ **DON'T**: Try to over explain the mistake

Recoveries look like:

- ★ Correct yourself in the moment
- ★ Go back later and apologize
- ★ Send a text or an email
- ★ Do a pronoun check
- ★ Check in with the misgendered person
- ★ Call in the person who is doing the misgendering

Possible "In the Moment" Responses:

"Hey, I think you just misgendered _____."
"That was the wrong pronoun for _____"

Possible "After the Fact" Responses:

"I don't know if you noticed but you misgendered ___ earlier"
"I noticed you've been having a hard time with they/them pronouns, do you want help practicing?"

