

Trans 101:

Respect Is The Minimum





Introduction:

Name

Pronouns

Fav. Southern Dish



Who are we?

TKO was founded in 2012 by Quentin and Jennine Bell. In January 2017,TKO became the first and only AIDS Service Organization (ASO) and STD/STI clinic in the state of Alabama founded and led by Black Trans and LGBQ people. We are community people serving the communities that we represent. Our goal is to help more Black trans, same gender loving, and Black queer folks access high quality primary care and Endocrinology services.





Quentin "Que" Bell

He/Him

Executive Director/Co-Founder



THE
KNIGHTS &
ORCHIDS
Society





TC Caldwell

They/them









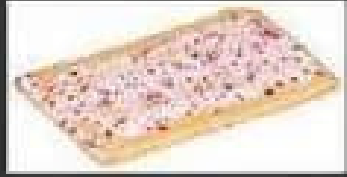
Arts & Communications Director





**What makes
a sandwich a
sandwich?**

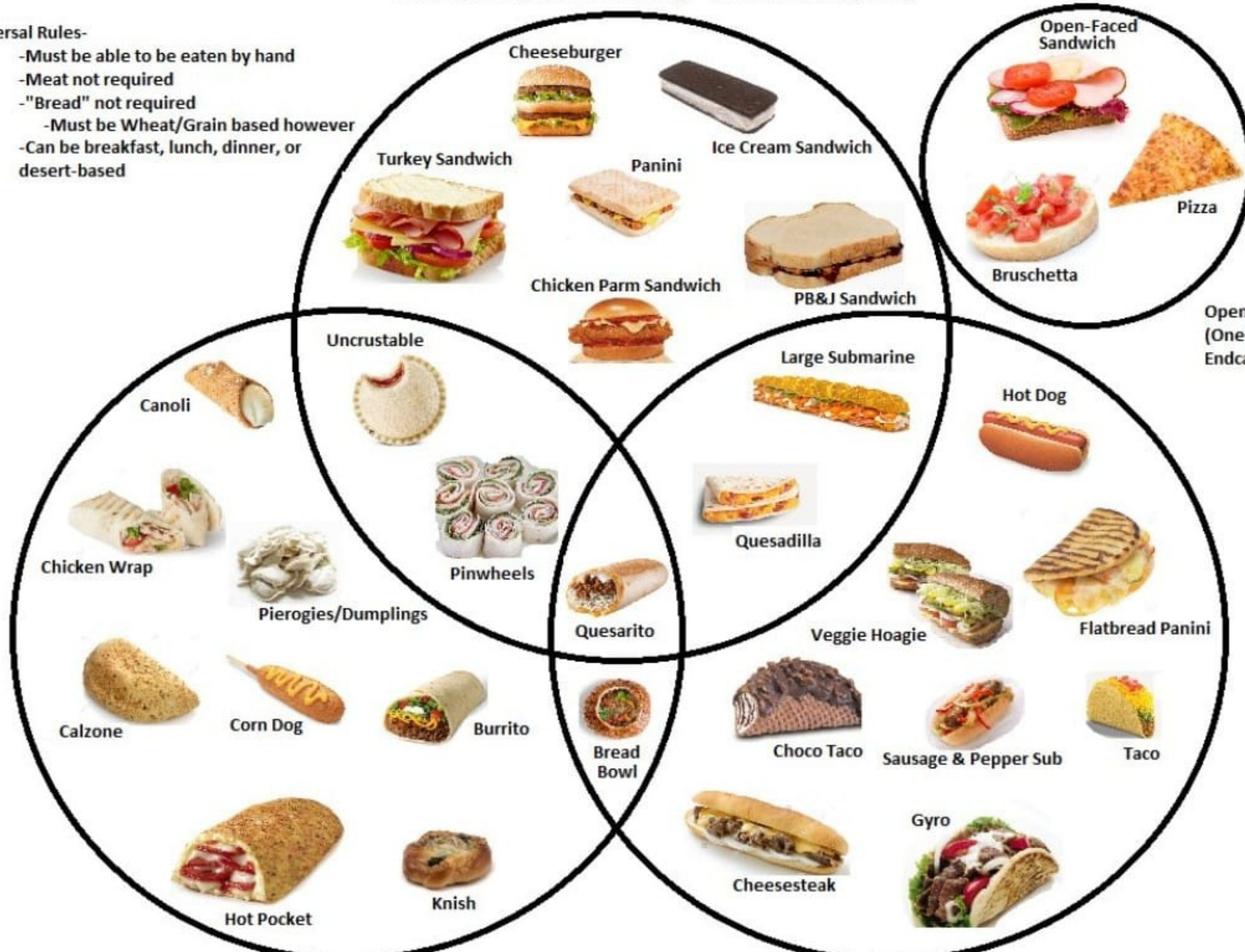
THE SANDWICH ALIGNMENT CHART

	INGREDIENT PURIST (Must have classic sandwich toppings: meat, cheese, lettuce, condiments, etc.)	INGREDIENT NEUTRAL (Can contain a broader scope of savoury ingredients)	INGREDIENT REBEL (Can contain literally any food products sandwiched together)
STRUCTURE PURIST (A sandwich must have a classic sandwich shape: two pieces of bread/baked product, with toppings in between)	HARDLINE TRADITIONALISTS  "A BLT is a sandwich."	STRUCTURAL PURIST, INGREDIENT NEUTRAL  "A chip butty is a sandwich."	STRUCTURAL PURIST, INGREDIENT REBEL  "Ice cream between waffles is a sandwich."
STRUCTURE NEUTRAL (The container must be on either side of the toppings, but not necessarily two separate pieces)	STRUCTURAL NEUTRAL, INGREDIENT PURIST  "A sub is a sandwich."	TRUE NEUTRAL  "A hot dog is a sandwich."	STRUCTURAL NEUTRAL, INGREDIENT REBEL  "An ice cream taco is a sandwich."
STRUCTURE REBEL (Can contain any food enveloped in any way by a containing food)	STRUCTURAL REBEL, INGREDIENT PURIST  "A chicken wrap is a sandwich."	STRUCTURAL REBEL, INGREDIENT NEUTRAL  "A burrito is a sandwich."	RADICAL SANDWICH ANARCHY  "A Pop-Tart is a sandwich."

Two+ Seperate Wheat-Based Endcaps - Sandwich Family (110BC)

Universal Rules-

- Must be able to be eaten by hand
- Meat not required
- "Bread" not required
 - Must be Wheat/Grain based however
- Can be breakfast, lunch, dinner, or desert-based



Open-Faced Sandwich Family
(One Piece of Wheat-Based
Endcap, No Hinge) (1889 AD)

A Lesson in Trans Resilience

Featuring Janet Mock
Activist, Author, and Executive
Producer of Pose.





**Language/
Terminology**

Gender Pronouns

Please note that these are not the only pronouns. There are an infinite number of pronouns as new ones emerge in our language. Always ask someone for their pronouns.

Subjective	Objective	Possessive	Reflexive	Example
She	Her	Hers	Herself	She is speaking. I listened to her. The backpack is hers.
He	Him	His	Himself	He is speaking. I listened to him. The backpack is his.
They	Them	Theirs	Themselves	They are speaking. I listened to them. The backpack is theirs.
Ze	Hir/Zir	Hirs/Zirs	Hirself/ Zirself	Ze is speaking. I listened to hir. The backpack is zirs.

 transstudent.tumblr.com

 facebook.com/transstudent

 twitter.com/transstudent

Design by Landyn Pan

For more information,
go to transstudent.org/graphics

TSER
Trans Student Educational Resources

SEX, GENDER, & GENDER IDENTITY

It's common for people to confuse sex, gender, and gender identity. But they're actually all different things.

SEX



Sex is a label — male or female — that you're assigned by a doctor at birth based on the genitals you're born with and the chromosomes you have. It goes on your birth certificate.

GENDER



Gender is much more complex: It's a social and legal status, and set of expectations from society, about behaviors, characteristics, and thoughts. But instead of being about body parts, it's more about how you're expected to act, because of your sex.

*GENDER
IDENTITY*



Gender identity is how you feel inside and how you express your gender through clothing, behavior, and personal appearance. It's a feeling that begins very early in life.

Some Common Definitions



Gender Binary

The classification of gender into only two classes: Male or Female

Gender Identity

Gender identity is the personal sense of one's own gender. Gender identity can correlate with a person's assigned sex or can differ from it.

Non Binary

Non-binary is an umbrella term for people whose gender identity doesn't sit comfortably with 'man' or 'woman'.

Cisgender

A person who is not trans. Its often used as an acronym to trans.

Pronouns

You can ask people how they identify if you are unsure of how to address them. Similarly, if you are unsure of what pronouns to use, just ask.

Sex

Sex refers to one's biological anatomy (genitals). Having either sperm/eggs or a penis/vagina.

BEING A SUPPORTIVE PEER OR CO-WORKER

IF IT IS DISCLOSED TO YOU

that a co-worker, or someone you know or interact with through your workplace, is trans-identified or transitioning on the job, it is important to continue to treat that person with respect, care, and dignity.

TREAT THAT PERSON WITH RESPECT, CARE, AND DIGNITY.

THAT INCLUDES

LISTENING

If someone is having a difficult time and requires support, actively listen to their needs. Validate their experiences and show compassion and empathy.



EDUCATING YOURSELF

There are lots of amazing resources available to you online and through different community centres. Take the time to seek them out.



IF YOU HAVE A QUESTION about someone's body or identity, stop and think about why you might be asking that question.

IF IT IS A QUESTION ABOUT SURGERY OR THEIR BODY, CHANCES ARE YOU DON'T NEED TO ASK IT.

PRONOUNS

Using the name and pronouns by which they wish to be addressed

– e.g., he/him/his, she/her(s), them, they/their(s), ze/hir(s). If you are having difficulty with this change, don't be afraid to practice in your head or with other co-workers.

#TRANSINCLUSION

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LIGHTUPTHESKY.CA

HEAR STOP
IT! IT!
#NOBYSTANDERS

519
SPACE FOR CHANGE

SUPPORTING AN EMPLOYEE IN TRANSITION

DEVELOPING A PLAN TO SUPPORT

When developing an employee support plan, it is important to allow the employee to guide this process. Every transition process is unique and has different steps.

ALLOW THE EMPLOYEE TO GUIDE THIS PROCESS.

THE FOLLOWING QUESTIONS MAY BE USEFUL TO DISCUSS WITH THE TRANSITIONING STAFF MEMBER

1. SUPPORT ✓

What is the best way that I/we can support you in this process?

2. HOW & WHEN ✓

How and when would you like to discuss this transition with your co-workers, managers, and customers?

3. TIME OFF ✓

Would you like to take a couple of days off after this information has been disclosed?

4. WASHROOM ✓

Which washroom are you most comfortable using? How can I/we best support you in feeling comfortable using these facilities?

5. PRONOUNS ✓

When and how would you like to start being addressed by your proper pronouns and name?

6. IF MISTAKES ✓

How would you like to be supported if/when people make a mistake and use the wrong pronoun and name?

7. COVERAGE ✓

Are you aware of the medical coverage that is offered by the organization you work for?

8. MEDICAL LEAVE ✓

If you are planning any medical leave, do you have a timeline in mind?

9. FEEL SUPPORTED ✓

Have we addressed the issues that feel most important to you? Help me understand what else we need to put in place for you to feel supported.

AFTER AN INITIAL TIMELINE HAS BEEN CREATED, REVISIT IT ON OCCASION

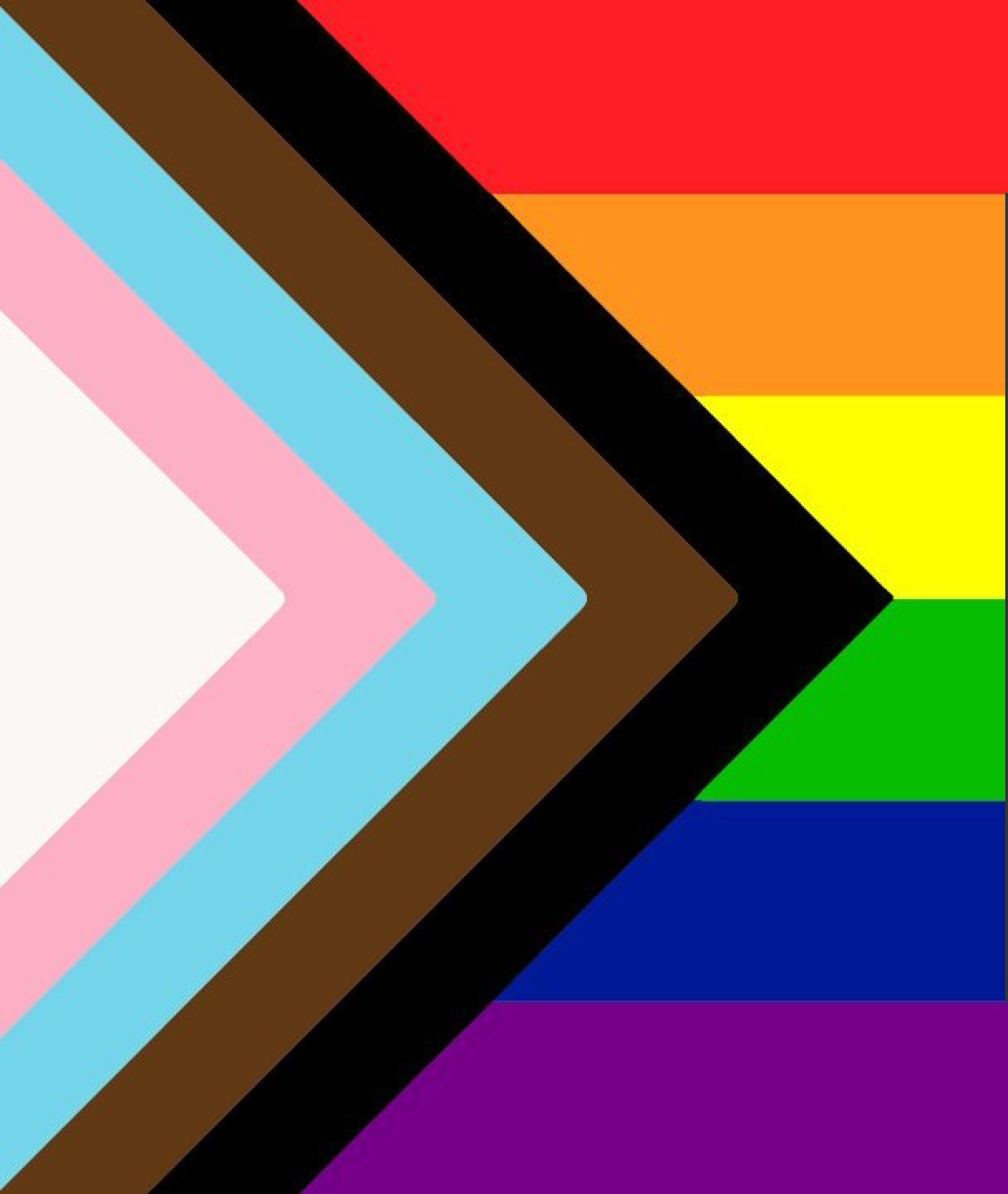
Check in to see if anything has changed; perhaps the employee wishes to amend the timeline in some way. Be flexible and open to these changes. Ensure that the employee understands that this timeline is provisional and that they can discuss and modify it as they need.

#TRANSINCLUSION

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SPACE FOR CHANGE



PROTECT

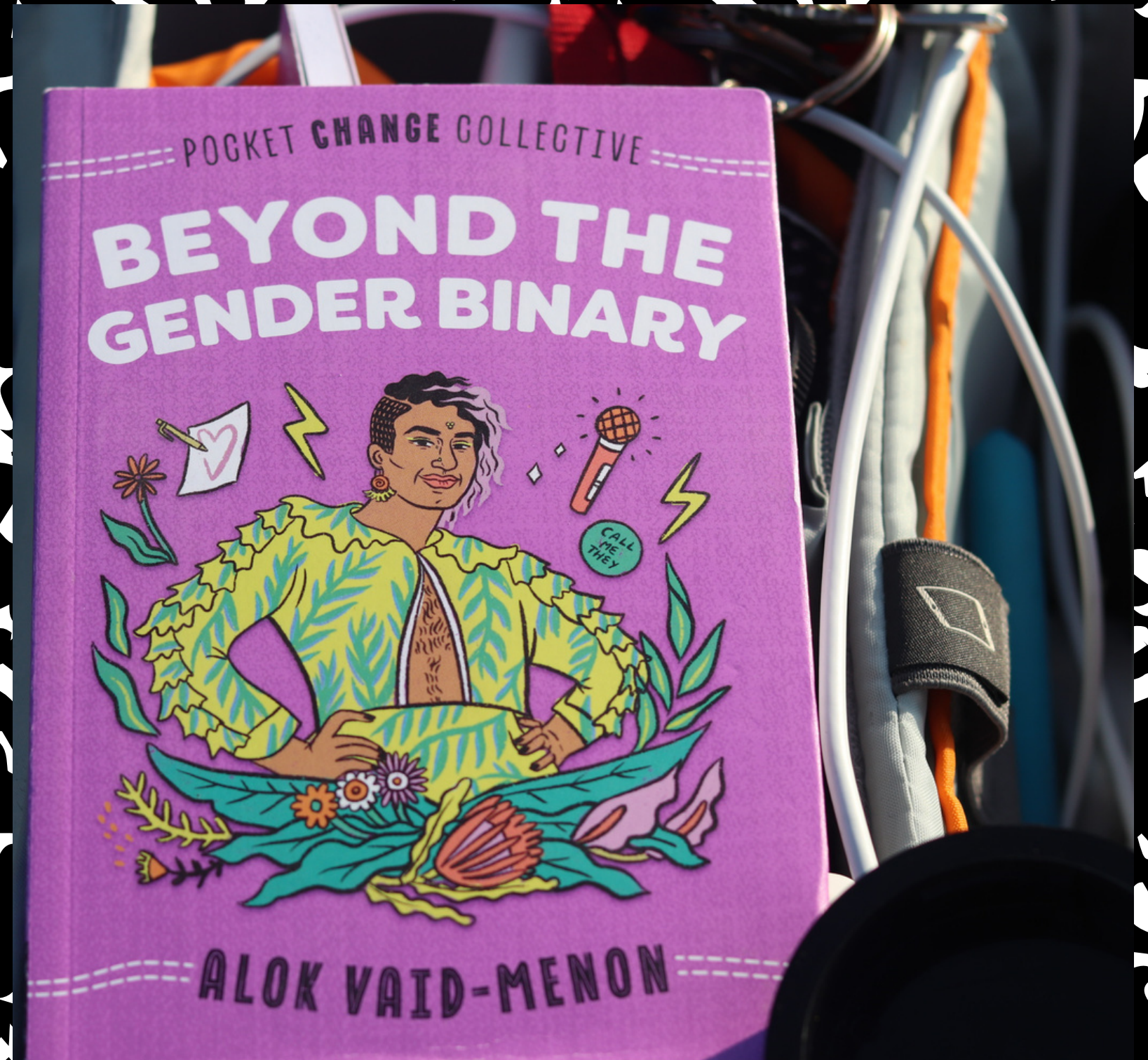
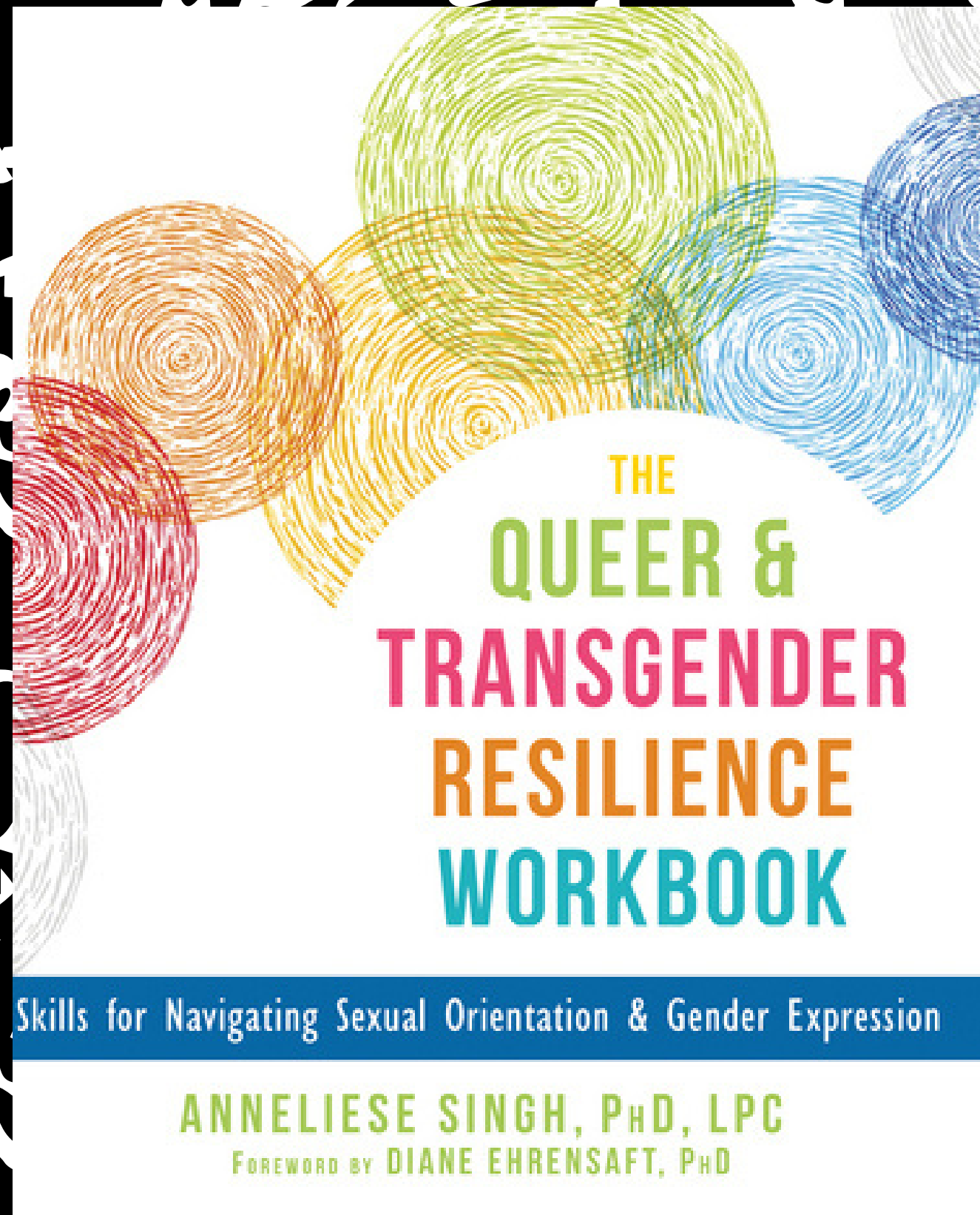
TRANS



KIDS

#PROTECTTRANSKIDS





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