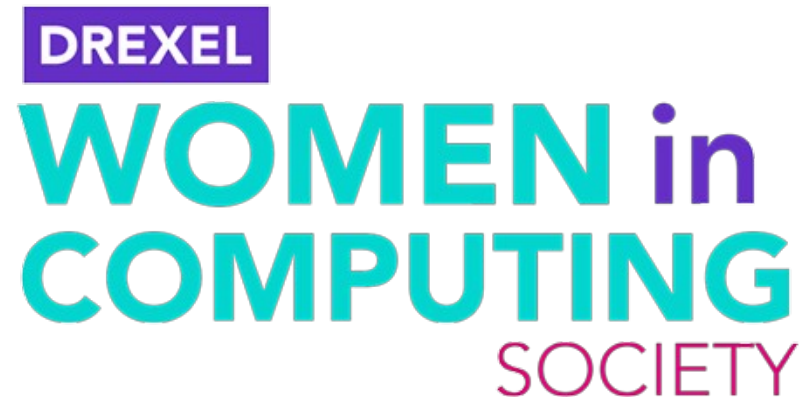


WiCS Allyship Training

Given by Charlie Chiccarine in partnership with Drexel's
Women in Computing Society



Overarching Themes

- This training covers handling common and daily transphobia
- There is no way to prevent discrimination entirely, our reaction is what matters
- This is an ongoing conversation
 - This training will not make you a perfect person
 - This training does not cover everything
- You don't need to understand everything to be respectful

Cisgender : A person whose gender matches their assigned sex

Transgender : A person whose gender does not match their assigned sex

Nonbinary : A person who identifies as something beyond "male" and "female"

Intersex : A person with a sex that is not "male" or "female"

LGBTQ+ : Lesbian, Gay, Bisexual, Transgender, Queer and more Community

Queer : An umbrella term for "not straight". Okay for queer people to say. Not for cisgender straight people

Heteronormative : The idea that being straight is the default and "normal" and other sexualities are not normal

Cisnormative : The idea that being cis is the default and "normal" and other genders are not normal

Homophobia : Hatred and discrimination towards queer people due to their queer identity

Transphobia : Hatred and discrimination towards trans people due to their trans identity

Why is vocabulary important?

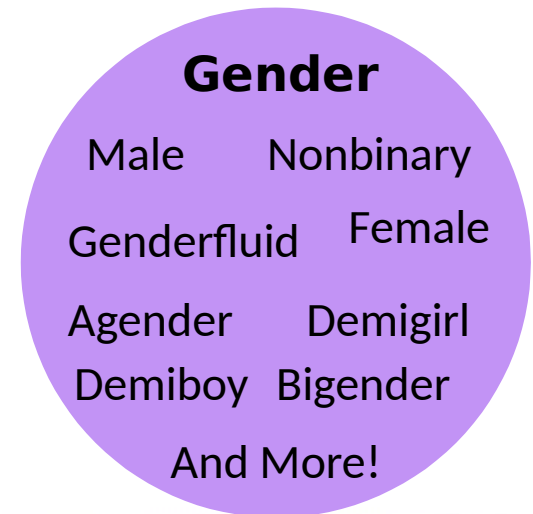
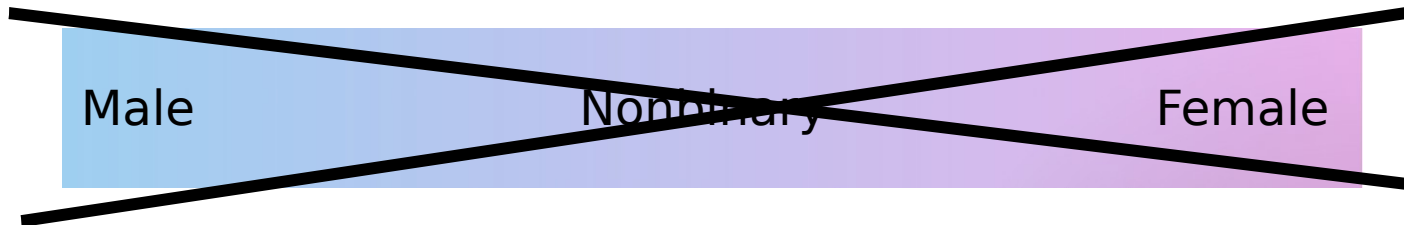
- Cisgender and transgender
 - Trans men and men VS trans men and cis men
- Menstrual Products VS Feminine Products
- Sex VS Gender
- Vocabulary changes
 - Transsexual and Transvestite VS Transgender
- Vocabulary is an important tool in respect and communication
- Slurs are bad

What is sex?

- The part of your identity relating to genitals and physical body and hormones
- Biology is not binary
 - XX does not equal Female
 - XY does not equal Male
 - XXX and XXY and other patterns exist
 - Intersex people exist
- Secondary sex characteristics (body hair, physical features) does not indicate a karyotype nor gender

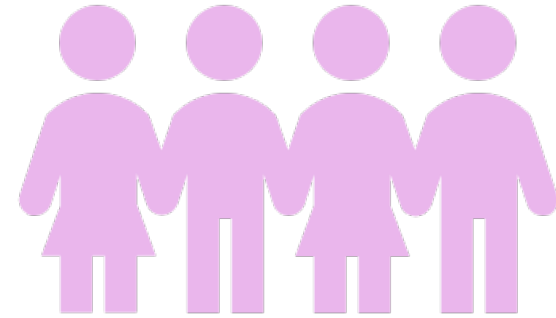
What is gender?

- Gender is how you identify
- There are more than 2 genders
- It is not a linear scale from male to female
- It's more like a blob full of different identities
- Not always a physical manifestation
- Not labels, just descriptors



What is gender expression?

- How you express yourself
- The clothes you wear
- The way you get ready
- Make up, piercings, tattoos, hair styling
- Endless possibilities



What can you do?

Put your pronouns in your email signature

- Even better: Put them anywhere your name might be visible
 - Pronouns are just as important and as frequently used as names
- Normalizes the pronoun conversation
- Normalizes not assuming pronouns
- It costs nothing for a cis person to share their pronouns, for trans people it's a serious decision

Using Other Peoples Pronouns

He/She are what most people are used to using

- He went to the store
- I got groceries for her
- These are his groceries

They/Them can refer to a singular person

- They went to the store
- I got groceries for them
- These are their groceries

Uncommon Pronouns

Some people use pronouns that aren't he/she/they

- And that's totally okay!

Fae/Faer/Faerself

- Fae went to the store
- I got groceries for faer
- These are faer groceries
- Fae got them for faerself

Ze/Zir

Xe/Xir

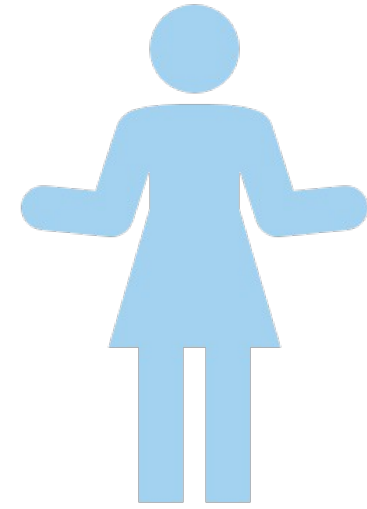
Asking For Pronouns

- Giving pronouns when introducing yourself is a great way to subliminally ask for someone else to give theirs
- When in doubt, be direct
 - "What are your pronouns?"
- Need clarification?
 - "How do I pronounce those pronouns?"
 - "How would I use those in a sentence to refer to you?"
 - Quickly practice in your head or out loud

Listen to trans people

- Be willing to learn and listen to their experiences
- Do not dismiss or ignore their struggles
- When they correct you, accept the correction





What should you do?

...when someone else misgenders someone?

...

I was doing the lab with Jon today and she was very helpful.

...when someone else misgenders someone?

Jon uses he/him pronouns.

I was doing the lab with Jon today and she was very helpful.

Oops! Sorry, he was very helpful!

...when someone else misgenders someone?

Jon uses he/him pronouns.

...

I was doing the lab with Jon today and she was very helpful.

That's silly. Jon looks like a girl.

...when someone else misgenders someone?

Jon uses he/him pronouns.

It's not okay to refuse to respect people's pronouns. If you continue to misgender him, we should end this conversation.

I was doing the lab with Jon today and she was very helpful.

That's silly. Jon looks like a girl.

...when someone else misgenders someone?

Max uses ze/zir pronouns.

...

I'm getting lunch with Max later. He wants to get Savas.

I know. I've never heard those pronouns before so I just don't use them. He should be normal and use he/him pronouns

...when someone else misgenders someone?

Max uses ze/zir pronouns.

If you respect Max, you should also learn to respect zir pronouns.

I'm getting lunch with Max later. He wants to get Savas.

I know. I've never heard those pronouns before so I just don't use them. He should be normal and use he/him pronouns

When someone else misgenders someone

Do:

- Correct them nicely and as quickly as possible
- If they refuse to correct themselves, remind them that's not okay and its transphobic
- If they refuse to correctly gender the individual, end the conversation right there

Do not:

- Attack them for misgendering the individual

... when you misgender someone?

Charlie hosted a training today. She did a very good job.

....

He.

... when you misgender someone?

Charlie hosted a training today. She did a very good job.

Sorry, he did a very good job

His name is Charlie. He hosted the diversity training today. He did a good job.

He.

... when you misgender someone?

Do:

- Correct yourself, apologize and move on
- In your head, do it correctly three times
- Try better next time

Do not:

- Lark on the error
- Degrade yourself
- Ignore corrections

Further on misgendering

- It happens sometimes, we all make mistakes
 - Correct yourself and do better moving forward
- You cannot misgender people you don't like
 - This is VERY transphobic
 - If you only respect the identities of trans people you like, you don't respect trans people

You are using the women's restroom and you see someone walk into the stall. As far as you could tell, they do not look like a woman. What do you do?

...

You are using the women's restroom and you see someone walk into the stall. As far as you could tell, they do not look like a woman. What do you do?

Mind your own business! They know their identity better than you!



,Joe

Fri 10/23/2020 7:41 PM

To: Chiccarine,Charlie

Hello there,

My name is Jane. Can I have help on assignment 2?

Thanks,
Jane she/her



Chiccarine,Charlie

Fri 10/23/2020 7:46 PM

To: ,Joe

Hello ...

What part of Assignment 2 is confusing?





,Joe

Fri 10/23/2020 7:41 PM

To: Chiccarine,Charlie

Hello there,

My name is Jane. Can I have help on assignment 2?

Thanks,
Jane she/her



Chiccarine,Charlie

Fri 10/23/2020 7:46 PM

To: ,Joe

Hello Jane,

What part of Assignment 2 is confusing?





Chiccarine,Charlie

Fri 10/23/2020 7:46 PM



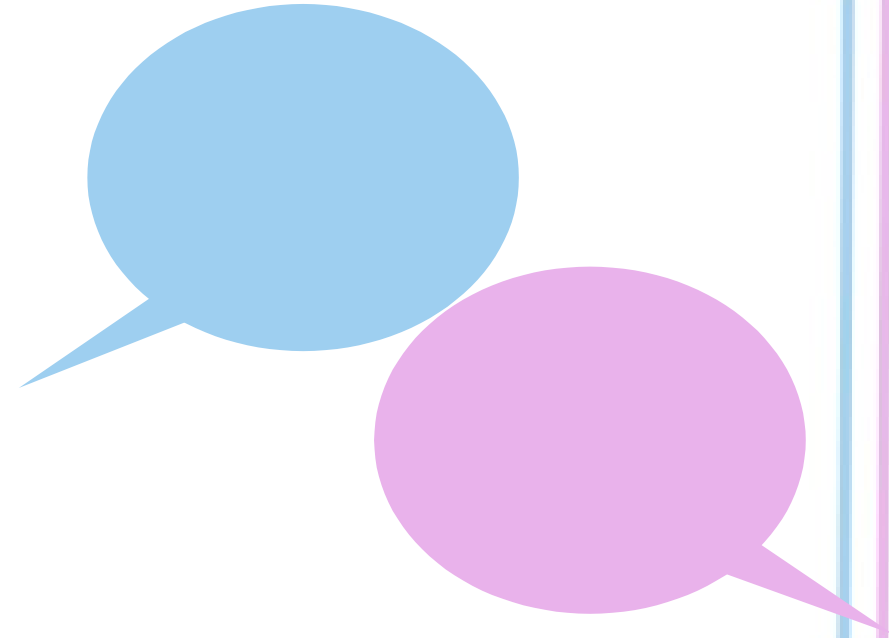
To: ,Joe

Hello Jane,

What part of Assignment 2 is confusing?

Also, Drexel has a system to change your preferred name on Drexel services and this will appear instead of your legal name. Let me know if you would like help changing this.

Best,
Charlie



Things not to say

What's your real name? What did you actually look like?

Asking trans people about their life pre-transition can be invasive and rude

A trans person's real name is the one they use whether it's legal or not

Did you have *the*
surgery???

You wouldn't ask a
cisgender person about
their genitals, don't do
it to trans people

Medical
information is
confidential

How do you, ya
know, ;)

If you are not planning
on having sex with a
trans person, then
how they have sex is
none of your business

You wouldn't ask a
cisgender person about
how they have sex,
don't do it to trans
people

You look like a real
man/woman!

This is NOT a
compliment

Implies trans people
are not "real"
men/women

I couldn't even tell
you were trans!

Not a
compliment

Implies trans people
should be identifiable or
look a certain way

Implies you have
the ability
to identify all trans
people

You look so good
for a trans person!

Still not a
complimen
t

Implies trans people
aren't normally
attractive

Implies they're
better than other
trans people

Why does this all matter?

- Trans lives depend on it
- It costs nothing to respect trans people
- When people are in a safe and supportive environment they can grow and learn

More Resources – At Drexel

Preferred Name System

- <https://drexel.edu/drexelcentral/records/personal/preferred-name/>

Student Center for Diversity and Inclusion

- <https://drexel.edu/studentlife/diversity/overview/>

Queer Student Union (QSU)

- <https://dragonlink.drexel.edu/organization/queer-student-union>

Queer People of Color (QPOC)

- <https://drexel.campuslabs.com/engage/organization/qpoc>

Office of Equality and Diversity (OED)

- <https://drexel.edu/oed/>

More Resources – In Philadelphia

Willian Way Center

- <https://www.waygay.org/>

Mazzoni Center

- <https://www.mazzonicenter.org/>

PFLAG

- <https://www.pflagphila.org/>

The Attic

- <https://www.atticyouthcenter.org/>

Philadelphia Office of LGBT Affairs

- <https://www.phila.gov/departments/office-of-lgbt-affairs/>

More Resources – Online

Trans Education

- <https://soundliketransedu.com/>

The Trevor Project

- <https://www.thetrevorproject.org/>

National Resource Center on LGBT Aging

- <https://www.lgbtagingcenter.org/>

Pennsylvania Youth Congress

- <https://payouthcongress.org/>