

Ally Tool Kit

There are many different ways to support transgender people and in this short kit we will outline a few.

Remember that trans people do not owe anyone anything. They do not have to “dress appropriately according to outdated gender norms” to be taken seriously. They do not have to go through gender affirming procedures to be “trans enough”. Just as much as cis people like to express themselves in all different fashions, so do trans people. Part of being an ally is the deconstruction of those standards to help make a safer and more accessible path for ALL TRANS PEOPLE.

General information:

Here are some Pronouns:

- They/Them
- She/Her
- He/Him
- Ze/Hir

And there are more. Make sure when you introduce yourself, you also include what your pronouns are. The normalization of saying yours helps trans people say theirs without continuously pointing out they are different. Also understand that pronouns are not an indicator of gender. So don't assume that a person who uses they/them pronouns are gender non-conforming or vice versa.

Dos and Don'ts when using the wrong pronouns

- DO go back and correct yourself if you catch yourself making a mistake
 - Don't make a big show of it. Over apologizing is not needed and causes more problems. Just say the right pronoun and move on
- DO practice in your head
 - It is a great way for your brain to practice associating those pronouns either with a new person you just met or someone you know who has recently changed them. The more you do it the easier it gets.
- DO NOT just bulldoze through the sentence if someone corrects you because it comes off as not caring about misgender someone.
- DO NOT based someone's pronouns off of gender expression
 - Some people don't gender clothes or styles

Gender Expression

Remember that Gender Expression ≠ Gender Identity. That would include a person's style, voice, mannerism, and how ever they choose to express themselves. By making a normal box it automatically will become exclusive to some. Men can wear dresses and skirts. Women can

wear suits and no make-up. GNC individuals don't have to be androgynous. There is no right way to be a gender so trust someone if they tell you their pronouns or gender.

Terminology to use or lose:

Use	Lose
Transgender	Transgendered
Gender Non-Conforming (GNC)	
Gender affirming healthcare or Transitioning	Sex change
Non-Binary	
Trans man or trans masculine	
Trans women or trans feminine	
Assigned female at birth, assigned male at birth	Biological (insert sex)

Bonus terms to NOT use to describe someone else unless they have actively told you to (slurs can be reclaimed, but everyone gets autonomy in what, if anything, they choose to reclaim): tranny (this is a slur!), he-she or she-male (also slurs), transvestite, cross-dresser

Understanding the Importance

Helping Understand the Trans Struggle:

It is no secret that trans people face obstacles that either cis people don't have or at a higher rate. These factors can include by are not limited to

- Access to safe and affordable Housing
- Possibly being rejected by birth family
- Finding and keeping a job that has a safe and supportive environment and pays a livable wage
- Finding doctors, hospitals and insurance that are trans friendly and covers what they need no matter if those needs are related to gender affirming healthcare or some other kind of medical need
- Hate crimes
- Being abused either physically, verbal, sexual, mental, or a combination of them either in a public sphere or personal
- Dealing with law enforcement and the legal system
- Schools or universities that allow are safe and affirming
- And the list could go on and on

Living in a world that so many choose to hate is hard on every level and it shows. You don't have to go far to find this hate coming out. Part of making a better world is making a better world for everyone and the only way to do that is to understand the problem and figure out what you can do to help.

How to Help

First thing to recognize is by far the people most impacted are BIPOC individuals especially Black trans feminine folks

- Not only are they dealing with transphobia but also racism and sexism for trans women and trans femine people.
 - If you are part of a group that can provide financial, healthcare or legal support do you?
 - Do you do pro bono work
 - Is there a sliding scale so low income clients pay less than higher income clients
 - Are there grants that can be applied for?
 - If you are not part of one of those organizations can you help volunteer or donate to help?
 - If donating is the option you choose, make sure you do your research. Some places are better at helping trans people than others
 - Can you figure out how to help make spaces that are exclusively for BIPOC trans individuals because their struggles are different and they need their own space
 - You do not always need to be in the room to make a change. Sometimes the best choice is to take a step back
 - Educate yourself
 - Learn how to teach yourself what is needed. Read articles and books by BIPOC trans individuals, plug into news sources, go to rallies but most important listen.
 - If you want someone to teach or present are they
 - Willing
 - Being paid
 - Not being tokenized
 - Expecting free labor is another way that people of color are expected to pay for their existence.
 - If making an event make sure it is inclusive for everyone
 - Have a diverse set of speakers
 - What are the topics
 - Is it accessible, has ramps, close to bus lines, interpreters, subtitles, etc

Places that you can help make more Trans Inclusion

- Work

- School
- Family
- Religion
- Healthcare
- Public

Work:

Make sure you are actively, recruiting, hiring and giving trans people a trans friendly workplace

- Make trans friendly policy
 - Make sure there is a place for someone's name and not just their legal one along with a place for pronouns for everyone
 - Make sure there are policies in place if a trans person has trouble while at work with less accepting coworkers. Trans people have a right to a safe working environments
 - Also make sure all trans employees know their rights. It does you no good to get all your policies in place to protect your workers if they can't or don't know how to access them.
- Make sure there are bathrooms available to everyone
 - Try to not label bathroom with gender or sex instead have all-gender bathrooms or label them with what is available.
- If you offer healthcare to employees what are the insurance's policies around transitioning cost. Are they covered? What portion? Etc
- Can your employment be flexible with a trans person as they go through legal changes? Being trans can have a mental impact on your workers between living in a world with this political climate and legally trying to work through proper steps for name changes, gender marker change, etc.
- Check in with advocacy organizations often on recommendations on how to be a better employer
- Do not tokenize Trans people and hear them out.
 - As times change needs will change
 - Everyone needs are valid

Making a culture that supports trans people will help push other businesses to also take the step forward towards a more inclusive tomorrow. But that doesn't mean you can stop taking steps forward because tomorrow will show more and more ways on how to be a better advocate.

Education

Making a safe place for students and staff alike

- Believe people when they tell you they are trans or ask for you to use a different pronoun
 - No they aren't too young to know
 - They are not confused
 - Listen to them. It is their body and they deserve to have control over it.
- Be willing to educate yourself along with having those important conversations with your students or your peers.

- These conversations could be around gendered rules like dress code, sex education, body changing talks, bathrooms, etc. If those aren't trans friendly how can you change them to make them trans friendly?
- Is there a way for a student to name themselves on the first day if needed to be?
 - One of my teachers handed everyone a flashcard on the first day of school and asked what you would like to be called, pronouns, a fact about something you like etc. that way trans people didn't have to out themselves or feel like they have to take extra steps
- If there is an altercation around someone's gender identity or pronouns, what are the next steps that you are willing to take to help resolve the issue? Having a plan in place is always a good first step but also understanding that plans have to be flexible.
- Being afraid of making mistakes is not a valid excuse for inaction because we all make mistakes. Just make sure you learn from the experience.

Family

Family is tricky. For some trans people they have access to their family of origin, while some have chosen and some have a mixture of the two.

- LET THEM KNOW THAT YOU LOVE AND ACCEPTED THEM FOR WHO THEY ARE
 - By far the most important thing you can do is to love them. And not the kind of love that tells them to hide from the world. They will need you to love them and accept them for exactly who they are and if you don't that will have a negative impact on your relationship.
- Follow their lead.
 - Coming out is their process. Just because they came out to you doesn't mean you can go around and tell everyone. Let them direct the timeline.
 - Change your language you use with them when they ask you too.
 - Allow them to pick what they want and not force them into a gender stereotype.
- Find a community for them and you.
 - This will allow both you and them to work together and apart through the process and find a path that works for both of you but remember they are the focus.
 - Along with that they will be able to elaborate on who they are and you get to learn this new side that you get to love just like their other sides
 - It will also allow you to see other people who are trans which will widen your knowledge and ability to make a safer world for your family
- Be willing to become their advocate and a teacher to outside individuals
 - As much as schools try they will miss information that will be important for them to know and you can help bridge the gap.
 - Help be part of their defense against any unaccepting people either in or outside of the family.
 - Your support will be crucial in making sure they feel loved and accepted in their own skin.

Faith Spaces

- Find accepting places no matter what faith you follow
 - Go to religious places that accept and love all people since that seems to be a connecting factor among religions
 - Find places with Trans people who would power in the faith or ask people in the trans communities that you have found where they go if they are religious
 - No religion is inherently transphobic. You can find supportive spaces within any religious context, and it is important not to homogenize and demonize faiths other than your own as inherently transphobic, either

Healthcare

- All trans people need healthcare and all healthcare should be supporting of trans people, not just the gender reaffirming places
 - Trans people need doctors for the same stuff as cis people do so they should have equal access to them without extra barriers
 - Like having gender-inclusive bathrooms
 - A line for gender instead of boxes
 - A place for them to put the name they want to go by
 - A place for pronouns
 - Train Staff on how to be more inclusive
 - Have them introduce themselves with their pronouns
 - Cut out ideas that exclude trans people based on body parts or functions
 - Ask the patient for what words they use with their bodies if applicable.
 - For doctors in rural areas remember that trans people are around and will face barriers due to the lack of information and resources, so make sure you do your part to help them out
 - Listen, learn, and advocate for them
 - It isn't secretive knowledge that trans people have extra barriers to go over so work on making sure your place is as trans friendly as possible by consistently check-in with the latest news and trans individuals you see because like everyone else's needs trans needs change with the times

In Public

- Support Trans Businesses and places that support them
 - Find out if places by you are ran by trans people and go there instead
 - If you going out try to be mindful of where you go because some places give money for anti trans legislators or organizations
 - When you go into a place see if it is accommodating to trans people
 - Bathrooms
 - Dressing rooms
 - Pronouns on workers
- Stand up when you see someone bully trans people.

- This can happen anywhere and it is best to have a plan on what to do if you see it.
 - Remember it is about keeping the trans person safe
- Understand the laws that impact trans people
 - If there is a new bill coming that is transphobic stand up and have your voice be heard

Fighting for a better tomorrow will take time and patience and courage and strength. But together we can make a better world for everyone.