

# Introduction to Gender Inclusive Environments

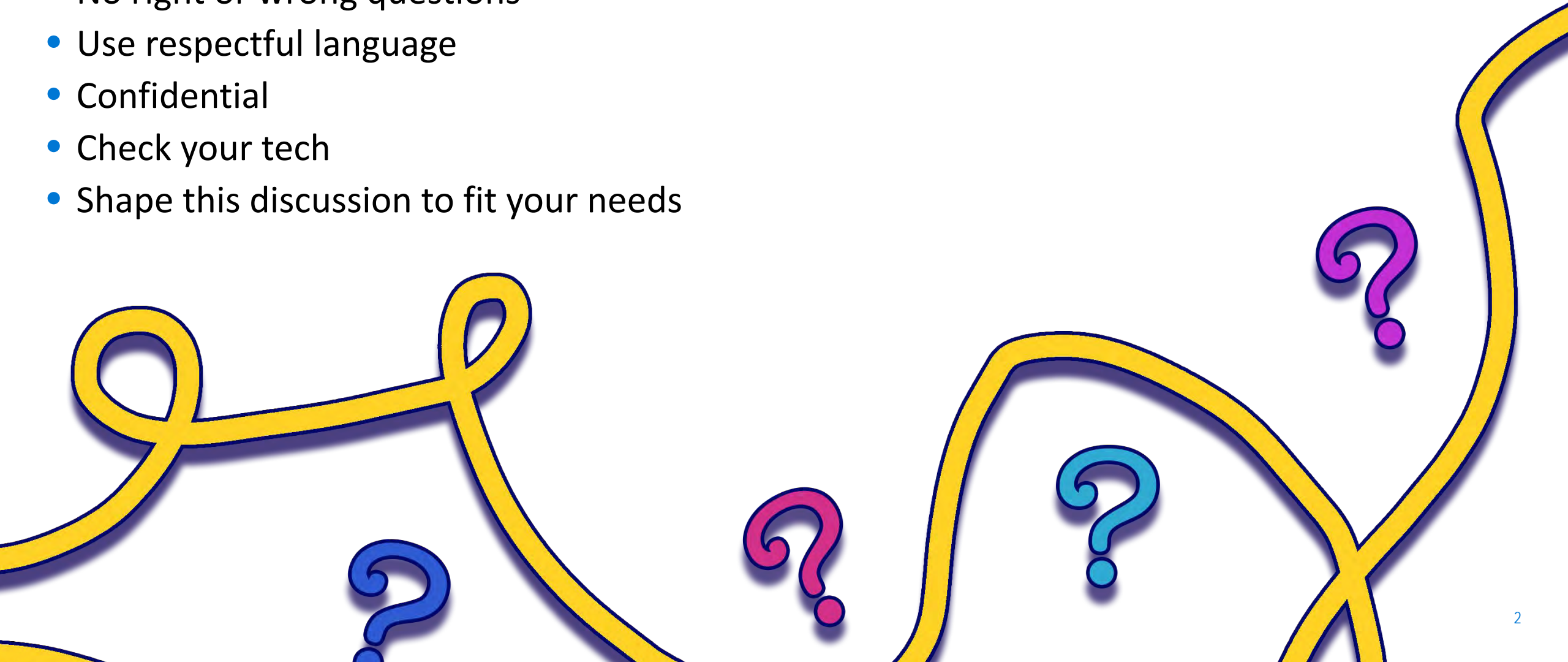
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# Guidelines

- No right or wrong questions
- Use respectful language
- Confidential
- Check your tech
- Shape this discussion to fit your needs



# Objectives



Provide an overview of key terms and concepts related to gender



Identify and outline characteristics of supportive, inclusive, and affirming communities



Discuss how to talk about gender diversity within child death review teams



Discuss the impact of systemic discrimination on gender diverse people



# Key Concepts



# Key Concepts

Sex Assigned at Birth

Intersex

Gender Identity

- *Raise your hand if you have a gender identity*

Gender Expression

# Key Concepts

## Gender Expansive (Nonconforming/Creative)

- Long-standing occurrence – not a fleeting curiosity or interest
- Gender nonconformity is a normative variation of human diversity



# Key Concepts

Cisgender (Cis)

Transgender (Trans)

Non-Binary





# International Gender Diversity



Source: PBS Independent Lens

**\*this is not exhaustive**

# Key Concepts

## Transition

- Process by which an individual begins living in their affirmed gender
  - Social
  - Legal
  - Medical
    - May or may not include hormonal and/or surgical treatment

**No one way to be trans; therefore, no one way to transition**



# Key Concepts

## Pronouns

It's ~~okay~~ **important** to ask people what pronouns they use

- they/them/theirs
- she/her/hers
- he/him/his
- other pronouns



# Key Concepts

Misgender/Deadname

## What if I make a mistake?

1. Say "thank you" & apologize
2. Correct Yourself
3. Move On
4. Practice

# Why is pronoun use so important?

- ~~Golden Rule~~ Platinum Rule
- Pronouns > Names
- Mutual Respect
- Affirming environments nurture positive growth
  - When LGBTQ+ young people are supported by a singular adult, the potential they will self-harm decreases by **40%**

# Key Concepts

Sexual Orientation

Queer



**Sexuality**

(who you are  
attracted to)



**Gender  
Identity**

(who you are)

# Transphobia/Cissexism

- Physical Violence
  - One in ten trans people reported being physically attacked within the past year due to their gender identity
- Microaggressions
- Systemic Discrimination
  - One in six trans people report having lost a job due to their gender identity; one-quarter report having experienced housing discrimination
  - Restroom Access

# Discriminatory Legislation

- Since 2021, **over 500 discriminatory bills** targeting gender-affirming care and youth athletic participation flooded the legislatures of **42 states**, *marking a historic high*.





# Discriminatory Legislation

- **85%** of trans and nonbinary youth say that their mental health has suffered due to recent state-level attacks on trans rights.
- **44%** of trans individuals 18 and up experienced serious psychological distress in the last 30 days



# Impact Points: Health

The survey shows the survey respondents experiences due to their transgender/non-binary identity:

- **Public Restrooms**

- 4% were denied access to a public restroom (at work, school, or a public place). 6% had been verbally and/or physically harassed, physically attacked, or experienced unwanted sexual contact when accessing or using a public restroom.
- 30% and 39% of respondents had been verbally harassed and/or harassed online, respectively, in the last 12 months because of their gender identity or expression.

- **Employment/Financial Stability**

- 26% had at least one issue with their insurance company in the last 12 months, including, but not limited to:
  - being denied coverage for hormone therapy, surgery, or another type of health care related to their gender identity/transition
  - gender-specific health care because they were transgender
  - routine health care because they were transgender
- 35% were experiencing poverty. The 2022 national rate was 11.5%.
- 18% reported being unemployed. The 2022 national rate was 3.6%.
- 11% of respondents who had ever held a job said they had been fired, forced to resign, lost the job, or been laid off because of their gender identity or expression.
- 30% had experienced homelessness in their lifetime.

- Harassment

- 9% reported that they were denied equal treatment or service in the last 12 months because of their gender identity or expression.
- 30% reported that they were verbally harassed in the last 12 months because of their gender identity or expression.
- 39% reported that they were harassed online in the last 12 months because of their gender identity or expression.
- 3% reported that they were physically attacked in the last 12 months because of their gender identity or expression.

- Self-Harm

- 42% of trans adults reported having had ever attempted suicide
- 56% have engaged in self-harm without suicidal intent
- 31% reported problematic drug use
- 28% reported hazardous drinking
- Non-binary individuals were found to be four times more likely to drink in hazardous manner than transwomen and four times more likely to use drugs in a way they would describe as “problematic” than transgender women.

- Violent Crime

- Four times more likely than cisgender counterparts to experience victimization.
- 1 in 4 trans women attributed a victimization account as a hate crime, compared to 1 in 10 cis women.
- Similar to the general public, about half of the victimization experiences are not reported to the police.

- Homicide

- At least 33 instances of murders of trans individuals in 2023
  - Why “at least”?

1. What does this all mean?
2. Is there a larger tie into the work happening at NCFRP?
3. What next?