Gender: It’s Complicated

VSAC Transition and Career Planning Conference 2018
Presented by Dr. Dot Brauer and Benjamin Kennedy, M.Ed.
WORLD TELEVISION PREMIERE

GENDER REVOLUTION
A JOURNEY WITH KATIE COURIC

MONDAY FEB 6 9/8c

natgeotv.com/GenderRevolution  #GenderRevolution

NATIONAL GEOGRAPHIC
DEVELOPING STORY

"I AM CHELSEA MANNING"
Jailed soldier seeks hormone therapy in prison
PEE IN PEACE!

KEEP CALM IT’S JUST A TOILET

#Health4All

#SanteeGSA
A University Recognizes a Third Gender: Neutral

By JULIE SCHELFO  FEB. 3, 2015

Rocko Gieselman looked like any other undergraduate at the University of Vermont but perhaps a little prettier, with pale freckles dancing across porcelain skin and bright blue eyes amplifying a broad smile. Black bra straps poked out from a faded black tank top emblazoned with the logo of the indie band Bubblebucket; a silver necklace with an anchor dangled over ample décolletage.

Gieselman, 21, was an English major in gender studies from a futon, legs crossed. In the tidy, poster-decorated room she shares with a friend, she explained how she came out in high school. "It was a bit of a revelation," she said.

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- 2003 – 42 gender-neutral bathrooms added to main campus
- 2005 – Gender identity and expression added to AAEO policies
- 2006 – Gender neutral housing offered to students
- 2009 – Employees covered for trans-related health care
- 2009 – Students can change name and pronoun used on campus
- 2011 – Students covered for trans-related health care
1.4 million adults in the United States do not identify with the gender assigned to them at birth.
The changing landscape of gender affects you
The Gender Unicorn

Graphic by: TSER

Gender Identity
- Female / Woman / Girl
- Male / Man / Boy
- Other Gender(s)

Gender Expression
- Feminine
- Masculine
- Other

Sex Assigned at Birth
- Female
- Male
- Other / Intersex

Physically Attracted to
- Women
- Men
- Other Gender(s)

Emotionally Attracted to
- Women
- Men
- Other Gender(s)

To learn more, go to: www.transstudent.org/gender

Design by Landyn Pan and Anna Moore
How do you keep up?
In your work?
In your personal life?
With help from students and colleagues!

Exercise
Heternormativity: the belief or assumption that all people are heterosexual, or that heterosexuality is the default or ‘normal’ state of human being.”

Used in a sentence:
"The paperwork for my kids' school has a space for contact information for 'mom' and one for 'dad.' That's so heteronormative."
Heteronormative Assumptions:

1. Sex and gender are essentially the same.
2. Both sex and gender are binary.
3. A person’s sex and gender don’t change.
4. One *should* be able to tell another person’s sex/gender.
5. It’s useful/important to know a person’s sex/gender.
Gender as category

(categories are observable by others)

Baby is born -- “Is it a boy or a girl?”

Genitals: sex <-> gender

Categories: boy or girl

girls over here ||||| boys over there

Gender as identity

(identities are experienced internally)

Baby is born -- “I wonder how this baby will grow and who this little person will eventually become?”

genitals = sex.

Identity = You
Heteronormative Binary

People

woman

man
A different Binary...

People

Transgender People

- genderqueer
- men/women

Cisgender people

- some women
- some men
Cisgender: an adjective used to describe someone whose gender identity matches their body and the gender assigned to them at birth.

Used in a sentence:
"I am cisgender: although I'm a tomboy, I've been identified as a girl my whole life and I have always considered myself to be a woman."
The Facts
On average, you have about a 1 in 18,989 chance of being murdered. A transgender person has about a 1 in 12 chance.

Trans teens whose families reject them have a suicide attempt rate of 58% - with positive support systems, this drops to 4% (nat’l avg. 4.6%)

30% of trans people have experienced homelessness

33% of trans folks have been harassed, assaulted, or denied treatment by a medical provider

59% avoid public restrooms for fear of confrontation; 8% suffered a UTI or kidney infection as a result

68% of trans people have been unable to change any of their documents to the name and gender they prefer

In schools:

77% of trans youth experience some form of mistreatment

54% are verbally harassed

24% are physically attacked

13% were sexually assaulted

17% experienced such severe mistreatment that they left school
The Deliverables
Be Visible

- Display queer-friendly materials in your office
- Make yourself physically visible with a button on your shirt or sticker on your water bottle
- Include queer families and trans students in your marketing materials
- If you give presentations or help design curriculum, make sure to include a wide range of students across identities.
Actions Speak Louder

- Make no assumptions
- Model inclusive language and policies
  - Designate a gender-neutral restroom in/near your office
  - Include your own pronouns in your email signature
  - Introduce yourself with your name and pronouns
- Be vocal and respond to anti-queer and –trans incidents
Supporting a Student

- Offer support, but don’t assume they need help
- Be a role model of acceptance
- Appreciate their courage
- Assure and respect confidentiality
- Ask questions that demonstrate understanding, acceptance and compassion such as:
  - “Have you been able to tell anyone else?”
  - “Do you feel safe here/in your res hall/in class?”
  - “Do you need any resources or someone to listen?”
  - “Do you feel supported by other folks in your life?”
- Refer to on- and off-campus resources if necessary
Engage

- Discuss current events in your office regarding queer and trans issues
- Distribute information
- Advocate for professional development
- Join Listservs and FB groups
- Attend conferences
- Advocate
https://www.genderspectrum.org/resources/education-2/

https://www.hrc.org/resources/schools-in-transition-a-guide-for-supporting-transgender-students-in-k-12-s

http://www.welcomingschools.org/resources/school-tips/transgender-youth-what/trans-how/

http://www.transstudent.org/sites/

https://www.glaad.org/transgender/resources
Transgender and nonbinary people, and all the people who love them, thank you for taking time to learn about this topic!
translating identity conference
November 3, 2018
a free conference on gender identity and expression

featuring keynote by CeCe McDonald

go.uvm.edu/tic | tic@uvm.edu | /tic.uvm | @uvmtic
Dr. Dot Brauer recently retired from their role as director of LGBTQA Center at the University of Vermont. They have published several articles on, and their current work includes writing, consulting and educating on the topics of gender and sexual orientation diversity.

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Benjamin Kennedy, M.Ed. works in Student Affairs at the University of Vermont, where he also serves as the Coordinator for the Translating Identity Conference. His passion lies at the intersection of queer justice, trans liberation, youth advocacy, and folks’ fundamental right to access safe and affirming educational and medical settings. benjamin.kennedy@uvm.edu