

Transgender Allyship in Libraries

California Academic & Research Libraries Virtual
Conference
June 5, 2020

CARL Code of Conduct

We expect all participants in CARL-related spaces, including guests and vendors, to behave in ways that support the dignity and well-being of everyone present. This includes formal and informal CARL-related spaces, including digital communication, social media, and in-person interactions. We acknowledge that mistakes will be made, but we also expect all participants in CARL-related spaces to be humble, be comfortable with being uncomfortable, acknowledge the mistake, and commit to continuous learning and improvement.

For the full code of conduct and to report violations, please visit <https://carlcode2020>



Land Acknowledgement

I am speaking to you from Yelamu, part of the unceded territory of the Ramaytush Ohlone. I honor the struggles of the Ohlone people for sovereignty and federal recognition on their sacred, ancestral lands. As a visitor and a member of an institution on occupied land, I invite other visitors in Ohlone territory to join me in supporting the [Ramaytush Ohlone campaign to remove racist statutes](#) and the [rematriation work of the Sogorea Te' Land Trust in Huchiun](#). I offer this acknowledgement in the spirit of accountability, repair and healing.

Facilitator Introduction

Amy Gilgan

They, Them, Theirs / She, Her, Hers

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Say Their Names

George Floyd

Breonna Taylor

Tony McDade

Honoring Black Trans* Leadership

[TGI Justice Project \(TGJJP\)](#)

[Black Visions Collective](#)

[Solutions Not Punishment Collaborative \(SNaPCo\)](#)

Agenda

1. Grounding
2. Basic Terminology
3. Framing Beyond Civility
4. Tips
5. Questions

Black Trans* Resistance at Stonewall

Miss Major Griffin-Gacy

Marsha P. Johnson

Miss Major's Fundraising Care Circle

<https://fundly.com/missmajor>

Community Values

Think of a community that you belong to

What do you value about that community?

Terminology

Gender Identity:

One's internal sense of being male, female, neither of these, both, or other gender(s).

Trans Student Educational Resources (TSER). (n.d.). *Definitions*. <http://www.transstudent.org/>

Terminology

Transgender/Trans*:

Encompassing term of many gender identities of those who do not identify or exclusively identify with their sex assigned at birth.

Trans Student Educational Resources (TSER). (n.d.). *Definitions*. <http://www.transstudent.org/>

Terminology

Cisgender/Cis:

Used to describe an individual whose gender identity and gender expression align with the sex assigned at birth.

American Psychological Association. (2018). *A glossary: Defining transgender terms*. <https://www.apa.org/monitor/2018/09/ce-corner-glossary>

Terminology

Non-binary:

Gender identities that are outside of or beyond two traditional concepts of male or female.

County of San Mateo LGBTQ Commission. (n.d.). *LGBTQ Glossary* |
LGBTQ Commission. <https://lgbtq.smcgov.org/lgbtq-glossary#N>

Systemic Oppression

- 30% experienced homelessness
- 58% experienced police mistreatment
- 40% have attempted suicide
- 24% physically assaulted at school

Herman, J. L., James, S. E., Rankin, S., Keisling, M., Mottet, L., & Anafi, M. (2016). *The Report of the 2015 U.S. Transgender Survey*. Washington, DC: National Center for Transgender Equality.

Impact of Respecting Chosen Names

“Transgender youth who were able to use their chosen names in multiple contexts reported fewer depressive symptoms and less suicidal ideation and behavior.”

Russell, S. T., Pollitt, A. M., Li, G., & Grossman, A. H. (2018). Chosen name use is linked to reduced depressive symptoms, suicidal Ideation, and suicidal behavior among transgender youth. *Journal of Adolescent Health*, (4).

Come Home to Your Values

Getting called on a mistake is an invitation to bring your behavior in line with your values

“Sometimes the most uncomfortable learning is the most powerful.”

- Brene Brown (Anglo American, she/her)



[Image description: Wrestlers Macho Man and Hulk Hogan exchange awkward facial expressions]

Take on the Labor of Your Learning

“A large majority of people that are still adjusting can also be very abusive . . . and struggle with their resistance and make it my problem. . . . As you are asking for grace, step up into your allyship.”

-- Minty LongEarth
(Santee/Creek/Choctaw, she/her/they/them)

Journal Reflection

Who are some potential learning accountability partners?

Gender Inclusive Tips

Accept correction & change behavior if you misgender someone

Use gender inclusive language

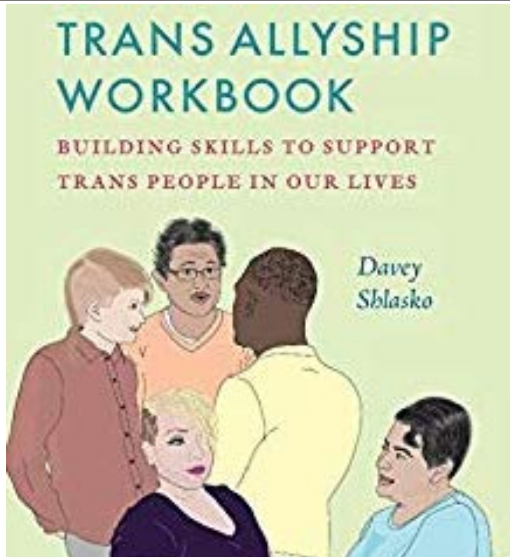
Model sharing pronouns

Provide information about gender inclusive & binary bathrooms in access statements & directions

Pronoun Go-Rounds

1. Explain why you are doing it
2. Invite, don't mandate
3. Use name when no is pronoun shared
4. Start the session by sharing your pronouns

Resources to Start With



A Place in the Middle

A Strength-based Approach to Gender Diversity & Inclusion



Journal Reflection

What is your next step in taking on the labor of your own learning?

Closing

What is something that gives you hope?

Questions



[Image description: Large question mark]

References

American Psychological Association. (2018). *A glossary: Defining transgender terms*. <https://www.apa.org/monitor/2018/09/ce-corner-glossary>

Baron, D. (n.d.). *Brief history of singular “they.”* <https://blogs.illinois.edu/view/25/677177>

Center of Excellence for Transgender Health. (n.d.). *Guidelines for the primary and gender-affirming care of transgender and gender nonbinary people: Terminology and definitions*. <http://transhealth.ucsf.edu/trans?page=guidelines-terminology>

County of San Mateo LGBTQ Commission. (n.d.). *LGBTQ Glossary | LGBTQ Commission*. <https://lgbtq.smcgov.org/lgbtq-glossary#N>

Herman, J. L., James, S. E., Rankin, S., Keisling, M., Mottet, L., & Anafi, M. (2016). *The Report of the 2015 U.S. Transgender Survey*. Washington, DC: National Center for Transgender Equality.

References

Place in the middle: A strengths-based approach to gender diversity & inclusion. (n.d.). <https://aplaceinthemiddle.org/>

Russell, S. T., Pollitt, A. M., Li, G., & Grossman, A. H. (2018). Chosen name use is linked to reduced depressive symptoms, suicidal Ideation, and suicidal behavior among transgender youth. *Journal of Adolescent Health*, (4).

Shlasko, D. (2017). *Trans allyship workbook: Building skills to support trans people in our lives* (2nd ed.). Think Again Training.

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