

gender gummy



assigned sex at birth



male

gender identity



female

gender non-conforming

gender expression

masculine

androgynous

feminine

gender non-conforming



sexual orientation

gender identity of partner(s)

male

gender non-conforming

female

sexual orientation

gender expression of partner(s)

masculine

gender non-conforming

feminine

SMYRC: www.smyrc.org



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Community Generated Best Practices

- transition services/policies at work for employees
- pronouns in any bios on profiles or websites
- trans-inclusive healthcare
- education/awareness/room for discussion
- inclusive language like y'all/folks
- consistent habits whether trans person is present or not
- know about bathroom options (e.g. prioritize safety options over who has best coffee)
- create all gender/gender neutral bathroom options
- do education on behalf of trans/tokenized person when asked
- call-out/call-in transphobia
- name yourself as a resource/educator
- pronouns in email signature and on business cards
- safe space signs
- flags and rainbow things
- add "assigned sex" on forms
- put fill in the blank option for gender on forms
- include pronouns in surveys and intake documents
- verbally declaring safe spaces
- prefix options on forms to include n/a option and/or Mx option
- question gender language such as brother and sister vs siblings or Ms/Mr vs Mx.
- ask TGNC folks how to handle misgendering
- ask for pronouns on sign-in sheets
- think how to address the system issue at the root of individual issues
- don't over-apologize
- Use pronouns in introductions, at meetings, in classrooms, etc.
- Hang visual indicators of allyship such as welcome mats, posters and flags
- Include affinity groups for trans & gender nonconforming (TGNC) folks
 - especially if there are "men's" and "women's" or "boy's" and "girls" options
- pronouns on nametags
- state your support for TGNC folks on your personal Facebook
- interrupt gendered language, for example use "that person" or "they" if you don't know

Practicing pronouns

<https://www.practicewithpronouns.com/>

<https://www.minus18.org.au/pronouns-app/>

Video about pronouns

<https://www.youtube.com/watch?v=Nn1TC7VEpf4&t=6s>

Re: Resilience - Trans people speak to younger self

<https://www.youtube.com/watch?v=3FDkeZdPjuw>

Transgender Suicide Is More Than a Mental Health Issue

<https://www.advocate.com/commentary/2018/9/25/transgender-suicide-more-mental-health-issue>

Gender Neutral/Queer Titles

<http://genderqueeries.tumblr.com/titles>

Praxis Group LLC

www.praxischi.com



ALL GENDER
RESTROOM



**ALL-GENDER
RESTROOM**

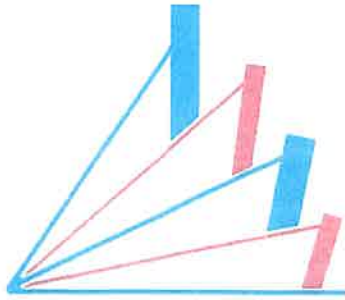


sexual orientation



sexual orientation





UPSWING ADVOCATES

LGBTQIA-AFFIRMING RESEARCH + EDUCATION

PROVIDING TRAININGS FOR

- Businesses*
- Nonprofit organizations*
- Spiritual communities*
- Mental health and medical providers*

- LGBTQIA
- Gender
- Sex education and sexual health
- Neurodiversity
- Restorative justice

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