

# Trans Safe Zone: Participant Manual

BALL STATE UNIVERSITY



TRANS ALLY

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## Trans/Intersex Ally Quiz

Directions: Answer the following questions to the best of your ability. If you are unclear about an answer, please be sure to mark that question for later discussion.

1. When you suspect someone might be transgender/gender variant identified, how do you know which pronoun to use?
  - a. Decide based on a person's gender presentation
  - b. Decide based on a person's perceived or known biological sex
  - c. Ask the person what pronoun(s) they prefer
  - d. Ask the person's friend what pronouns the person in question uses
2. Which of the following describes the typical process for a gender variant person to come out to themselves?
  - a. They realize at a young age that they are gender variant
  - b. They realize at puberty that they are gender variant
  - c. They realize their gender variance as an adult
  - d. There is no one typical coming out process for a gender variant person
3. What is a common psychological reaction when a parent is told of their child's gender variance?
  - a. The parent has no problems accepting their child's feelings of gender variance
  - b. The parent experiences the sense that their child is dying
  - c. The parent immediately disowns their child and never speaks to them again
  - d. Any or all of the above have been known to occur
4. Which of the following is a common legal challenge that a gender variant person can face?
  - a. In most localities, it is perfectly legal to fire or not hire someone for being gender variant
  - b. In most localities, it can be hard to change the sex listing on documents such as driver's license, passport, birth certificate, etc.
  - c. A gender variant person has limited access to marriage benefits (depending on location)
  - d. All of the above
5. What is the relationship like between LGB communities and gender variant communities?
  - a. The LGB communities are completely inclusive and understanding of gender variant identities
  - b. Even though the "T" is often included in "LGBT," gender variant identities are often marginalized and misunderstood within the LGB community
  - c. There are no connections between the LGB and gender variant communities
  - d. All of the above

6. What is the difference in definition between a transgender person and an intersex person?
  - a. There is no difference between the two categories (transgender and intersex)
  - b. An intersex person has biological characteristics of both sexes, and a transgender person has felt a sense of identity that is incongruent with the identity attributed to their biological sex
  - c. A transgender person has biological characteristics of both sexes, and an intersex person has felt a sense of identity that is incongruent with the identity attributed to their biological sex
  - d. All of the above
  
7. Which of the following is a common side effect of having received medical treatment for an intersex condition under the usual protocols?
  - a. A need for further surgeries to address the complications of an earlier surgery
  - b. Pain and/or reduced or eliminated sexual sensation in the genital region
  - c. Shame as apparently having been so unacceptable that one needed multiple and secretive treatments in order to be “normal”
  - d. All of the above
  
8. What is the relationship between having an intersex condition and having a gender variant identity?
  - a. All intersex people have a gender variant identity
  - b. No intersex people have a gender variant identity
  - c. All of those with certain types of intersex conditions have a gender variant identity
  - d. Some intersex people have a gender variant identity, and some intersex people do not
  
9. A person who is born female, has taken testosterone, and generally appears masculine is:
  - a. MTF
  - b. FTM
  - c. Gender queer
  - d. Intersex
  - e. There is not enough information to answer this question
  
10. According to anecdotal sources, the nature and frequency of violence perpetrated against the gender variant community is:
  - a. Infrequent and mild in nature
  - b. Frequent but mild in nature
  - c. Infrequent but excessively severe in nature
  - d. Both frequent and excessively severe in nature

### **Answer Key to the Trans/Intersex Ally Quiz**

1. C
2. D
3. D
4. D
5. B
6. B
7. D
8. D
9. E
10. D

Please keep in mind that some of these questions and their respective answers may be debated within the gender variant and intersex communities. In no way do we mean to enforce that our answers are the only correct answers. Rather, these questions are meant to start a dialogue and raise awareness and about gender variant and intersex issues.

This is a revised resource that was originally created by Eli Green and Eric Peterson for the LGBT Resource Center of the University of California, Riverside, [www.out.ucr.edu](http://www.out.ucr.edu).

## LGBTQI Terminology

*A note about these definitions: Each of these definitions has been carefully researched and closely analyzed from theoretical and practical perspectives for cultural sensitivity, common usage, and general appropriateness. We have done our best to represent the most popular uses of the terms listed; however there may be some variation in definitions depending on location. Please note that each person who uses any or all of these terms does so in a unique way (especially terms that are used in the context of an identity label). If you do not understand the context in which a person is using one of these terms, it is always appropriate to ask. This is especially recommended when using terms that we have noted that can have a derogatory connotation.*

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### Gender Identity

**Gender Identity** – A person’s sense of being masculine, feminine, or other gender.

**Cisgender** – A class of gender identities where an individual’s gender identity matches their biological sex and gender expression. This term is preferred over “gender-normative” because it does not reinforce the existence of a ‘normative’ gender identity.

**Trans** - An abbreviation that is sometimes used to refer to a gender variant person. This use allows a person to state a gender variant identity without having to disclose hormonal or surgical status/intentions. This term is sometimes used to refer to the gender variant community as a whole.

**Transgender** – A person who lives as a member of a gender other than that expected based on anatomical sex. Sexual orientation varies and is not dependent on gender identity.

**Transgender (Trans) Community** – A loose category of people who transcend gender norms in a wide variety of ways. The central ethic of this community is unconditional acceptance of individual freedoms including gender and sexual identity and orientation.

**They/Them or Ze/Hir** – Alternate pronouns that are gender neutral and preferred by some gender variant persons. These pronouns replace “he”/”she” and “his”/”hers” respectively.

**Transman** - An identity label sometimes adopted by female-to-male transgender individuals to signify that they are men while still affirming their history as females. Also referred to as ‘transguy(s).’

**Transwoman**-- An identity label sometimes adopted by male-to-female transsexuals to signify that they are women while still affirming their history as males.

**Transsexual** – A person who identifies psychologically as a gender/sex other than the one to which they were assigned at birth. Transsexuals often wish to transform their bodies hormonally and surgically to match their inner sense of gender/sex.

**FTM / F2M** - Abbreviation for female-to-male transgender or transsexual person.

**MTF / M2F** – Abbreviation for male-to-female transgender or transsexual person.

**Gender Binary** – The idea that there are only two genders – male/female or man/woman and that a person must be strictly gendered as either/or.

**Agender/Neutrois/Gender Neutral** – Person who feels that they are genderless or lacking gender.

**Bigender** - A person whose gender identity is a combination of male/man and female/woman.

**Gender Variant/Non-Binary/Non-Conforming** – A person who either by nature or by choice does not conform to gender-based expectations of society (e.g. transgender, transsexual, intersex, genderqueer, cross-dresser, etc.).

**Gender fluid**- a person whose gender identity varies over time and possibly in response to different circumstances. They may identify as male, female, neutrois or any other non-binary identity at different times.

**Genderqueer** – A gender variant person whose gender identity is neither male nor female, is between or beyond genders, or is some combination of genders. Often includes a political agenda to challenge gender stereotypes and the gender binary system.

**Intergender** – A person whose gender identity is between genders or a combination of genders.

**Pangender** – A person whose gender identity is comprised of all or many gender expressions.

**Two-Spirit** – Native persons who have attributes of both genders, have distinct gender and social roles in their tribes, and are often involved with mystical rituals (shamans). Their dress is usually mixture of male and female articles and they are seen as a separate or third gender. The term ‘two-spirit’ is specific to the Zuni tribe. Similar identity labels vary by tribe and include ‘one-spirit’ and ‘wintke’.

### **Gender Expression**

**Gender Cues** – What human beings use to attempt to tell the gender/sex of another person. Examples include hairstyle, gait, vocal inflection, body shape, facial hair, etc. Cues vary by culture.

**Androgyne** – Person appearing and/or identifying as neither man nor woman, presenting a gender either mixed or neutral.

**Butch** – Individuals who express themselves as masculine, whether it be physically, mentally or emotionally. ‘Butch’ is sometimes used as a derogatory term for lesbians, but it can also be claimed as an affirmative identity label.

**Femme** – Feminine identified person of any gender/sex.

### **Sex Assigned at Birth**

**Sex** - A medical term designating a certain combination of gonads, chromosomes, external gender organs, secondary sex characteristics and hormonal balances. Because usually subdivided into ‘male’ and ‘female’, this category does not recognize the existence of intersex bodies.

**Sex Identity** – How a person identifies physically: female, male, in between, beyond, or neither.

**Intersex Person** - Someone whose sex a doctor has a difficult time categorizing as either male or female. A person whose combination of chromosomes, gonads, hormones, internal sex organs, gonads, and/or genitals differs from one of the two expected patterns.

### Physical and/or Emotional Attraction

**Sexual Orientation** – The desire for intimate emotional and/or sexual relationships with people of the same gender/sex, another gender/sex, or multiple genders/sexes.

**Sexuality** – A person’s exploration of sexual acts, sexual orientation, sexual pleasure, and desire.

**Asexual** – Person who is not sexually attracted to anyone or does not have a sexual orientation.

**Bicurious** – A curiosity about having sexual relations with a same gender/sex person.

**Bisexual** – A person emotionally, physically, and/or sexually attracted to males/men and females/women. This attraction does not have to be equally split between genders and there may be a preference for one gender over others.

**Gay** – 1) Term used in some cultural settings to represent males who are attracted to males in a romantic, erotic and/or emotional sense. Not all men who engage in same-sex behavior identify as gay, and as such this label should be used with caution. 2) Term used to refer to the LGBTQI community as a whole, or as an individual identity label for anyone who does not identify as heterosexual.

**Homosexual** – A person primarily emotionally, physically, and/or sexually attracted to members of the same sex. However, the term ‘gay’ is generally preferred.

**Lesbian** – Term used to describe female-identified people attracted romantically, erotically, and/or emotionally to other female-identified people.

**Pansexual** – A person who is sexually attracted to all or many gender expressions.

**Same Gender Loving** – A term sometimes used by members of the African-American / Black community to express an alternative sexual orientation without relying on terms and symbols of European descent. The term emerged in the early 1990's with the intention of offering Black women who love women and Black men who love men a voice, a way of identifying and being that resonated with the uniqueness of Black culture in life. (Sometimes abbreviated as ‘SGL’.)

**Straight** – Another term for heterosexual (opposite sex attraction).

### More Trans Terminology

**Binding** – The process of flattening one’s breasts to have a more masculine or flat appearing chest.

**Packing** – Wearing a phallic device on the groin and under clothing for any purposes including: (for someone without a biological penis) the validation or confirmation of one’s masculine gender identity, seduction, and/or sexual readiness (for one who likes to penetrate another during sexual intercourse).

**Passing** – Describes a person's ability to be accepted as their preferred gender/sex or race/ethnic identity or to be seen as heterosexual.

**Transition** – This term is primarily used to refer to the process a gender variant person undergoes when changing their bodily appearance either to be more congruent with the gender/sex they feel themselves to be and/or to be in harmony with their preferred gender expression.

**Bottom Surgery** – Surgery on the genitals designed to create a body in harmony with a person’s preferred gender identity.

**Top Surgery** - This term usually refers to surgery for the construction of a male-type chest, but may also refer to breast augmentation.

**Sexual Reassignment Surgery (SRS)** – A term used by some medical professionals to refer to a group of surgical options that alter a person’s “sex”. In most states, one or multiple surgeries are required to achieve legal recognition of gender variance.

**Stealth** – This term refers to when a person chooses to be secretive in the public sphere about their gender history, either after transitioning or while successful passing. (Also referred to as ‘going stealth’ or ‘living in stealth mode’.)

**Outing** – Involuntary disclosure of one’s sexual orientation, gender identity, or intersex status.

### **Discrimination/Non-Inclusive Terms**

**Discrimination** – Prejudice + power. It occurs when members of a more powerful social group behave unjustly or cruelly to members of a less powerful social group. Discrimination can take many forms, including both individual acts of hatred or injustice and institutional denials of privileges normally accorded to other groups. Ongoing discrimination creates a climate of oppression for the affected group.

**Prejudice** – A conscious or unconscious negative belief about a whole group of people and its individual members.

**Stereotype** – A preconceived or oversimplified generalization about an entire group of people without regard for their individual differences. These are often negative, but can also be complimentary. Even positive stereotypes can have a negative impact, however, simply because they involve broad generalizations that ignore individual realities.

**Oppression** – The systematic subjugation of a group of people by another group with access to social power, the result of which benefits one group over the other and is maintained by social beliefs and practices

**Institutional Oppression** – Arrangements of a society used to benefit one group at the expense of another through the use of language, media, education, religion, economics, etc.

**Internalized Oppression** – The process by which a member of an oppressed group comes to accept and live out the inaccurate stereotypes applied to the oppressed group.

**Homophobia** – The irrational fear or hatred of homosexuality or any behavior or belief that does not conform to rigid sex role stereotypes. It is this fear that enforces sexism as well as heterosexism.

**Biphobia** - The fear of, discrimination against, or hatred of bisexuals, which is often times related to the current binary standard. Biphobia can be seen within the LGBTQI community, as well as in general society.

**Transphobia** – The irrational fear of those who are gender variant and/or the inability to deal with gender ambiguity.

**Transhate** – The irrational hatred of those who are gender variant, usually expressed through violent and often deadly means.

**Heteronormativity** - The assumption, in individuals or in institutions, that everyone is heterosexual, and that heterosexuality is superior to homosexuality and bisexuality.

**Heterosexism** – Prejudice against individuals and groups who display non-heterosexual behaviors or identities, combined with the majority power to impose such prejudice. Usually used to the advantage of the group in power. Any attitude, action, or practice – backed by institutional power – that subordinates people because of their sexual orientation.

**Heterosexual Privilege** –Those benefits derived automatically by being heterosexual that are denied to non-heterosexual people.

**Cisgender Privilege** – Those benefits derived automatically by being cisgender that are denied to gender variant and transgender people.

**Metrosexual** - First used in 1994 by British journalist Mark Simpson, who coined the term to refer to an urban, heterosexual male with a strong aesthetic sense who spends a great deal of time and money on his appearance and lifestyle. This term can be perceived as derogatory because it reinforces stereotypes that all gay men are fashion-conscious and materialistic.

**Tranny Chaser** - A term primarily used to describe people who prefer or actively seek transpeople for sexual or romantic relations. While this term is claimed in an affirmative manner by some, it is largely regarded as derogatory.

### More Terms

**LGBT:** umbrella acronym for lesbian, gay, bisexual, transgender. The letters may be in any order and may add letters for Queer/Questioning, Intersex, and Asexual (LGBTQIA, TLBG, etc.)

**GSRM:** Gender, Sexual, and Romantic Minorities. Sometimes considered a more inclusive way of referring to the LGBT community.

**Queer** – **1.** An umbrella term which embraces a matrix of sexual preferences, orientations, and habits of the not-exclusively- heterosexual-and-monogamous majority. Queer includes lesbians, gay men, bisexuals, transpeople, intersex persons, the radical sex communities, and others who are nonconforming to the normative definitions of sexuality. **2.** This term is sometimes used as a sexual orientation label instead of ‘bisexual’ as a way of acknowledging that there are more than two genders to be attracted to, or as a way of stating a non-heterosexual orientation without having to state who they are attracted to. **3.** A reclaimed word that was formerly used solely as a slur. For some people this is derogatory and for some it is not. Thus, it is typically best to use the terminology that the individual uses.

**Ally** – Someone who confronts heterosexism, homophobia, biphobia, transphobia, heterosexual and cisgender privilege in themselves and others. They have a concern for the well-being of lesbian, gay, bisexual, trans, and intersex people, and a belief that heterosexism, homophobia, biphobia and transphobia are social justice issues.

**Transactivism-** The political and social movement to create equality for gender variant persons.

**In the Closet** – Refers to a gay, lesbian, bisexual, transgender or intersex person who will not or cannot disclose their sex, sexuality, sexual orientation or gender identity to their friends, family, co-workers, or society.

**Coming Out** – May refer to the process by which one accepts one's own sexuality or gender identity (to "come out" to oneself). May also refer to the process by which one shares one's sexuality or gender identity with others (to "come out" to friends, etc.). This can be a continual, life-long process for LGBTQI individuals.

**Drag** - The performance of one or multiple genders theatrically.

**Drag King** – A person who performs masculinity theatrically.

**Drag Queen** – A person who performs femininity theatrically.

**Cross-dresser** – Someone who wears clothes of another gender/sex.

**Transvestite** – Someone who dresses in clothing generally identified with the opposite gender/sex. While the terms 'homosexual' and 'transvestite' have been used synonymously, they are in fact two different groups. The majority of transvestites are heterosexual males who derive pleasure from dressing in "women's clothing". (The preferred term is 'cross-dresser,' but the term 'transvestite' is still used in a positive sense in England.)

## Gender Neutral Pronouns

	Subject	Object	Possessive Adjective	Possessive Pronoun	Reflexive
<b>Female</b>	She	Her	Her	Hers	Herself
<b>Male</b>	He	Him	His	His	Himself
<b>Gender Neutral</b>	They	Them	Their	Their	Themselves
<b>Gender Neutral</b>	Ze	Hir	Hir	Hirs	Hirself
<b>Spivak</b>	E	Em	Eir	Eirs	Emselves

### Pronunciation of gender neutral pronouns:

Ze	Hir	Hirs	Hirself	E	Em	Eir	Eirs	Emselves
/zee/	/here/	/heres/	/hereself/	/ee/	/em/	/air/	/airs/	/emself/

### Examples of how to use gender neutral pronouns:

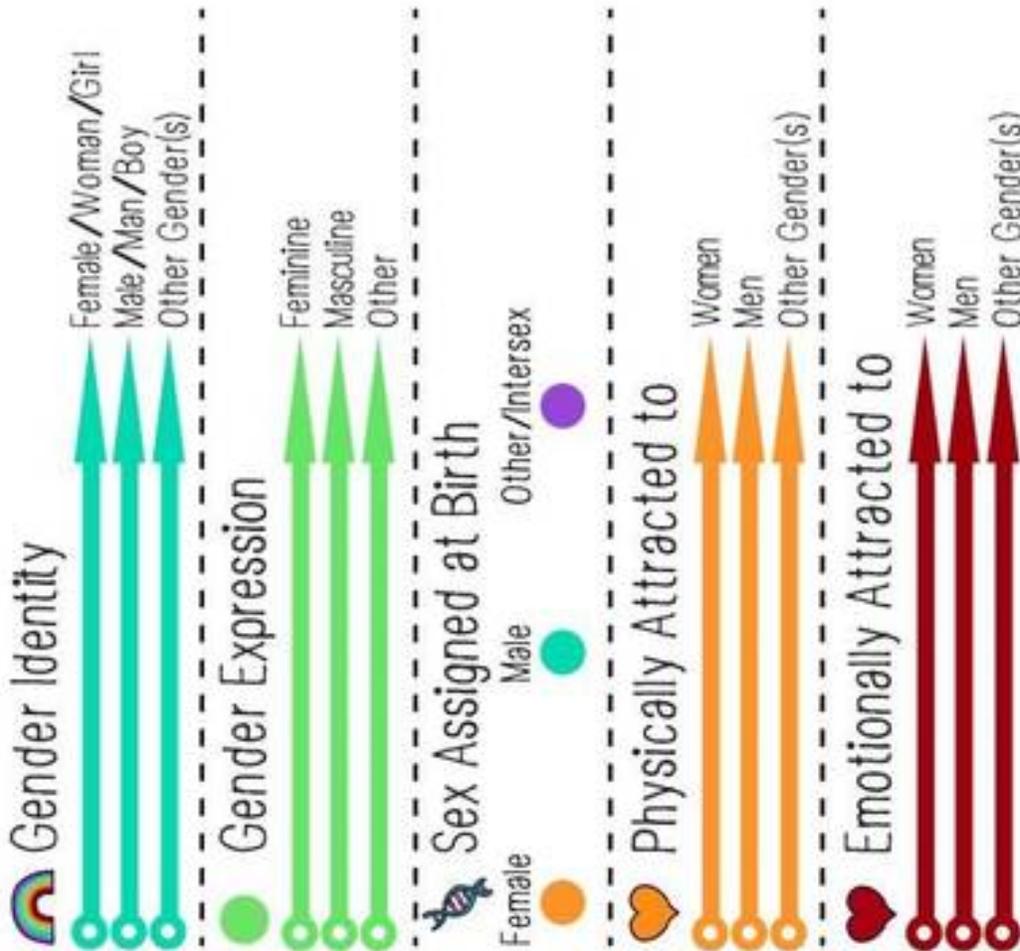
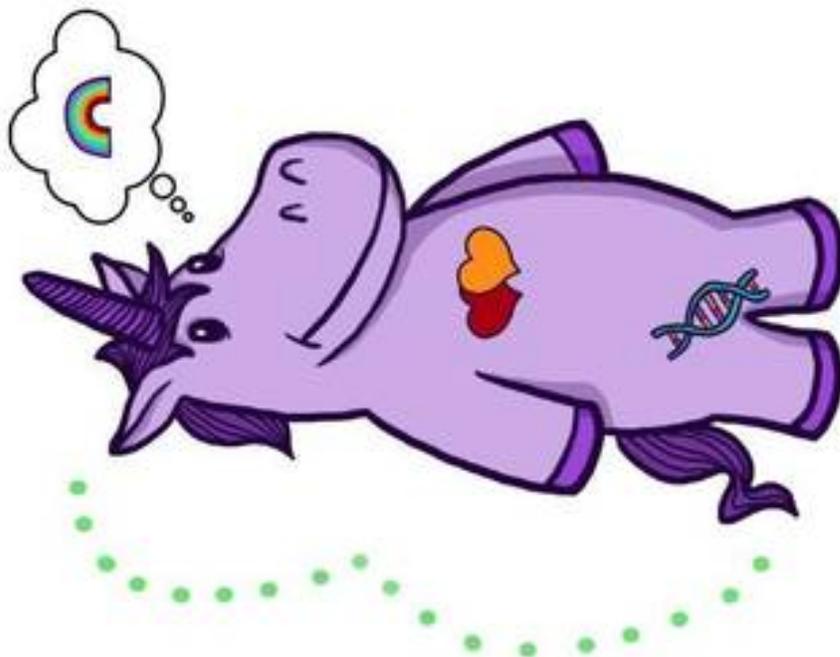
She went to her bedroom.  
 He went to his bedroom.  
 They went to their bedroom.  
 Ze went to hir bedroom.  
 E went to eir bedroom.

I am her sister.  
 I am his sister.  
 I am their sister.  
 I am hir sister.  
 I am eir sister.

She shaves herself.  
 He shaves himself.  
 They shave themselves.  
 Ze shaves hirself.  
 E shaves emself.

# The Gender Unicorn

Graphic by:  
**TSER**  
Trans Student Educational Resources



To learn more, go to:  
[www.transstudent.org/gender](http://www.transstudent.org/gender)

Design by Landyn Pan and Anna Moore

### **Ted Talk Discussion Questions**

1. Discuss with a partner the following questions about the Ted Talk Video:

- What difficulties did Decker face as he transitioned?
- How could you have been an ally to Decker during his transition?
- How could you be an ally to him now and in the future?
- What did you learn from the video that you did not know? What surprised you?
- What emotional reactions did you have while watching the video?

## Abbreviated Cisgender Privilege Checklist

### *Casual Offenses*

1. Strangers do not assume they can ask me what my genitals look like and how I have sex.
2. My validity as a man/woman/human is not based upon how much surgery I have had or how accurately other people view my gender.
3. Strangers do not ask me what my “real name” is and then assume that they have a right to call me by that name.
4. People do not disrespect me by purposefully using incorrect pronouns even after they have been corrected.
5. If I tell people about my gender, I do not have to hear “so have you had THE surgery?” or “oh, so you’re REALLY a [incorrect sex or gender]?”
6. I am not expected to explain to friends, family, or strangers what it means to be my gender, how I knew what my gender was, or whether my gender is just a “phase.”

### *Medical Issues*

7. I expect that I will be able to access necessary medical care without lying.
8. If I need hormone injections due to an inability to produce them on my own, it will be considered an “obvious” need.
9. If I have them, my desires for various cosmetic surgeries are considered normal.
10. I do not need to prove how long I have identified as my gender in order to have my health needs taken seriously.
11. The medical establishment does not serve as a “gatekeeper” denying my self-determination of what happens to my body, nor requiring me to undergo extensive psychological evaluation in order to receive basic medical care.
12. I expect that if I am treated inappropriately by a doctor, my concerns will be taken seriously, and I will be able to find another doctor who will treat me appropriately.
13. Treatments which are medically necessary for me are generally covered by insurance.
14. I expect that medical professionals competent to treat my conditions exist outside of major cities, and in proportion to the demand for them. I expect no undue delay in access to routine medical services, and for such services to be available throughout the work day/week.
15. I do not have to worry that life-saving treatment will be withheld from me due to my gender, nor will all of my medical issues be seen as a product of my gender.

### *Other’s Perceptions*

16. I do not have to worry whether my gender will be questioned by others seeing pictures from my childhood, seeing my identification or official documents, hearing others’ language used to refer to me, hearing my speaking and singing voice, or seeing any of my body parts.
17. I can expect to be appropriately gendered by others without having to worry about my clothing, whether I like certain colors or styles, whether I am passive or aggressive, wearing specially designed clothing, or if I am willing to lose sensation in my genitals and/or chest.
18. I have never had someone tell me what my gender is, regardless of what I say my gender is.

19. When initiating sex with someone, I do not have to worry that they will not be able to deal with my parts or that having sex with me will cause my partner to question zir own sexual orientation.
20. Bodies like mine are represented in the media and the arts. It is easily possible for representations of my naked body to pass obscenity restrictions.
21. My gender is acknowledged universally, immediately, and without hesitation.

### *Safety*

22. If I am attacked by a lover, no one will excuse my attacker because ze was “deceived” by my gender.
23. I do not have to worry about whether I will be able to find a bathroom to use or whether I will be safe changing in a locker room. I can use public showers without fear of being attacked for my genitalia.
24. I do not need to be constantly aware of how others perceive my gender.

### *Government/Bureaucratic Issues*

25. When there are boxes to check on various forms, my gender will definitely be included.
26. I can expect my government-issued identification to accurately represent who I am.
27. My gender will not make me immediately suspect to those with government sanctioned power (lawyers, judges, police, bureaucrats, etc.)
28. My gender does not make me necessarily unfit to be a parent in the eyes of the law, regardless of what state I am in.
29. I expect access to, and fair treatment within sex segregated facilities such as homeless shelters, domestic violence shelters, drug rehab program, prisons, hostels, and dorms.
30. In no country in the world is it illegal to be my gender.

### *Emotional Issues*

31. When I express my internal identities in my daily life, I am not considered “mentally ill” by the medical establishment.
32. I can attend “women-only” or “male-only” events or group (if I identify as the gender listed) without fear of being seen as an interloper.
33. I was never forced to wear gender inappropriate clothing in order to “fix” my gender, nor was I refused permission to engage in hobbies or behaviors I was interested in because others did not approve of my gender.
34. Those who tell jokes about my gender are assumed to be sexist.

## Transgender Case Studies

What to do if...Suggestion Solutions to Campus Transgender Scenarios  
(Suggestions made by attendees of the LGBT Institute at the 2004 NASPA Conference)

- 1) Seymour, a male transgender student who lives on a female floor in one of your university's residence halls, is planning to begin taking testosterone the following semester. He has heard others in his building make negative comments about "that dyke" and, at one point, anti-lesbian epithets were scrawled on the dry erase board of his door. His female roommate has also been antagonistic, especially after he began binding his breasts. Seymour would like to continue to live on campus, but cannot afford a single room. Assuming the role of a trans ally, how do you serve his needs?
- 2) Sally, a female transgender student, approaches you as a trans ally. She complains that a faculty member in the department continues to call her by her male given name and to refer to her as "he," even though she has asked the professor several times to use her correct name and gender. How do you address Sally's complaint?
- 3) You are walking with a group of acquaintances in the student center and pass by an individual. One of your acquaintances says, "Whoa, that was a strange-looking he-she" audibly enough for that person to overhear. How do you address this comment?

## Community Resources

### Ball State University

- Student Groups: Spectrum and Call to Action
- Ball State Counseling Center (confidential services) 765-285-1736 [counselctr@bsu.edu](mailto:counselctr@bsu.edu)
- Ball State Victim Services (confidential services) 765-285-7844 [ovs@bsu.edu](mailto:ovs@bsu.edu)
- Ball State Office of Student Rights and Community Standards 765-285-5036,  
[mrgillilan@bsu.edu](mailto:mrgillilan@bsu.edu)

### Muncie

- Muncie OUTreach [www.muncieoutreach.org](http://www.muncieoutreach.org)
  - Finding Spirit support group for transgender/nonbinary individuals and allies at  
Muncie Unitarian Church, [findingspiritmuncie@gmail.com](mailto:findingspiritmuncie@gmail.com)

### Indianapolis/Greater Indiana

- Indy Boyz and Indy Girlz support groups for transgender individuals and their families at  
Life Journey Church
- Iota Sigma Chi Support Group meets monthly (ages 21+)
- Indiana Youth Group for trans individuals ages 12-20 [indianayouthgroup.org](http://indianayouthgroup.org)
- Indiana Transgender Network [indianatransgendernetwork.com](http://indianatransgendernetwork.com)
- Trans Youth Family Allies [imatyfa.org](http://imatyfa.org)
- Indiana Transgender Wellness Alliance