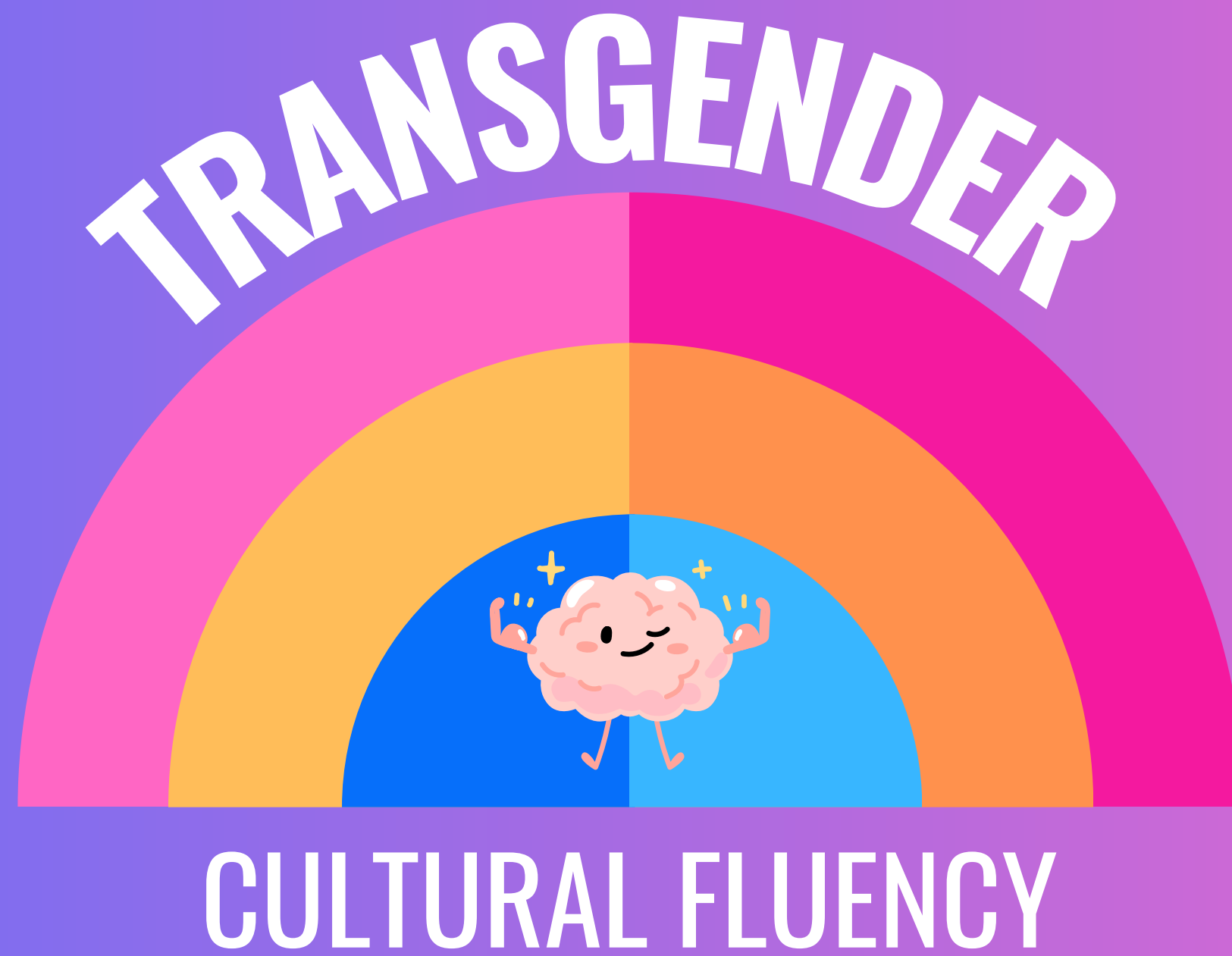


**Please do not use our
slides to educated others!
If you have a group that needs
training reach out to
education@tgrenm.org**







ADRIEN LAWYER (HE/HIM)
Co-Director
Director of Education

ERIK WOLF (HE/HIM)
Co-Director
Director of Operations



TRANSGENDER RESOURCE CENTER OF NEW MEXICO

Founded in 2007 to support, assist, educate, and advocate for the transgender & gender non-conforming people of New Mexico, and their families and loved ones.

WHAT WE DO

ON SITE SERVICES FOR EVERYBODY

HIV Testing
Syphilis Testing
Needle Exchange
Harm Reduction
Narcan
Clothing
Food

STATEWIDE TRANS SERVICES IN PERSON OR VIRTUALLY

Support Groups
(x1 In Person & x1 Virtual Monthly)
Name Change & Identity Documents
Emergency Financial Assistance
Case Navigation & Referrals
Jail & Prison Support
Trans Specific Items
Provider Directory
Counseling

ON SITE TRANS SERVICES

Food Pantry & Clothing Closet
Computer Lab & Library
Laundry & Shower Facilities
Transitional Housing
Mailing Address
Outside Orgs. Collaboration

ADVOCACY

INDIVIDUAL AND COMMUNITY

Local Policy
Albuquerque Public Schools, Bernalillo County YSC

Legislative
2019 Vital Records Modernization Act
2023 Name Change Modernization Act

4,000+ trainings since 2008

EDUCATION

TCF, TRANS 201, PRONOUNS & GENDER NEUTRAL LANGUAGE, ADVOCACY

- First responders
- Law enforcement
- Detention facilities
- FBI Albuquerque
- Public & private schools
- Businesses & faith communities
- Private & public hospitals/health facilities
-and YOU!

TRAININGS WE OFFER

TRANSGENDER CULTURAL FLUENCY

Our Transgender Cultural Fluency Training lays the foundation for participants to gain a better understanding of what it means to be transgender, clarify common misconceptions about transgender people, become familiar with the challenges transgender communities face, and learn ways to be a strong and engaged advocate for transgender people.

TRANS 201

Have you attended Transgender 101 with TGRCNM and want to learn more? Come join us for Transgender 201! We will do a very brief review of assigned sex, gender and sexual orientation. Then we will take a deeper dive into nonbinary people, intersectionality and how to be a good ally. We will even touch on folks who detransition, what it means, and why people make that choice.

PRONOUNS & GENDER NEUTRAL LANGUAGE

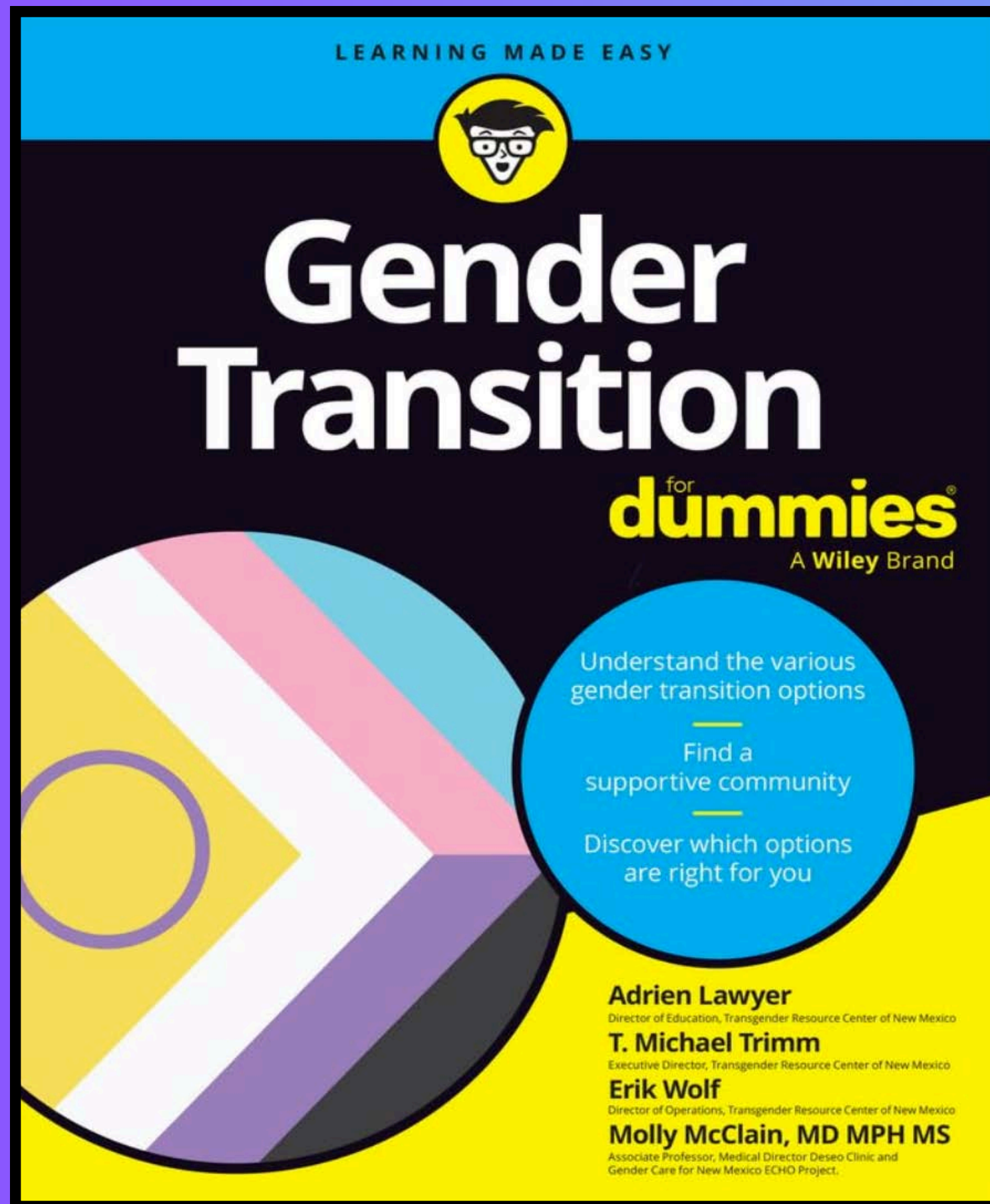
You have learned with us through our Transgender Cultural Fluency and Trans 201 training, now join us as we dive into pronouns and gender neutral language. We know that correct names and pronouns are actual suicide prevention with trans and non-binary people but we also know that this is a huge shift for most of us. We will talk about how to change our language and we'll even have time to practice together!

PANELS

Our volunteer presenters bureau will share their knowledge in a curated 90 minute Q&A format from their varied perspectives as transgender, non-binary, as parents of gender variant folks, or as partners. Particular topics of interest can be additionally specified to explore such as anti-bullying, instructional healthcare/interaction 'need to know' information, child rearing, parenting, employment, relationships, etc.

ADVOCACY TRAINING

'Train the People' will give participants an overview of various target demographics, their familiarity and support for trans people in New Mexico, instruction on how to most effectively relate with people and communicate message via storytelling and other frameworks as well as advice on how to deal with the media, what to do and what not to do, to be an advocate for trans rights.



WE'VE WRITTEN A BOOK!

- For ongoing questions
- Logistical help
- Advice
- History
- ...and more!

DISCLOSURE
NO RELEVANT FINANCIAL
INFORMATION OR CONFLICT
OF INTEREST.



LEARNING OBJECTIVES



AS A RESULT OF ATTENDING THIS TRAINING, LEARNERS WILL BE ABLE TO:

- **IDENTIFY TERMINOLOGY** USED BY THE TRANSGENDER COMMUNITY TO RESPECTFULLY DISCUSS BOTH TRANSGENDER AND NON-TRANSGENDER INDIVIDUALS.
- **DIFFERENTIATE BETWEEN** AN INDIVIDUAL'S **GENDER, SEX, AND THEIR SEXUAL ORIENTATION.**
- DESCRIBE APPROPRIATE WAYS TO DISCUSS **HEALTHCARE-RELATED TOPICS** WITH **TRANSGENDER INDIVIDUALS.**
- SUMMARIZE THE MEASURABLE IMPERATIVE OF PROVIDING **CULTURALLY-INFORMED CARE** TO TRANSGENDER INDIVIDUALS.
- EXPLAIN THE **COMMON BARRIERS** TO CARE FOR TRANSGENDER PATIENTS.

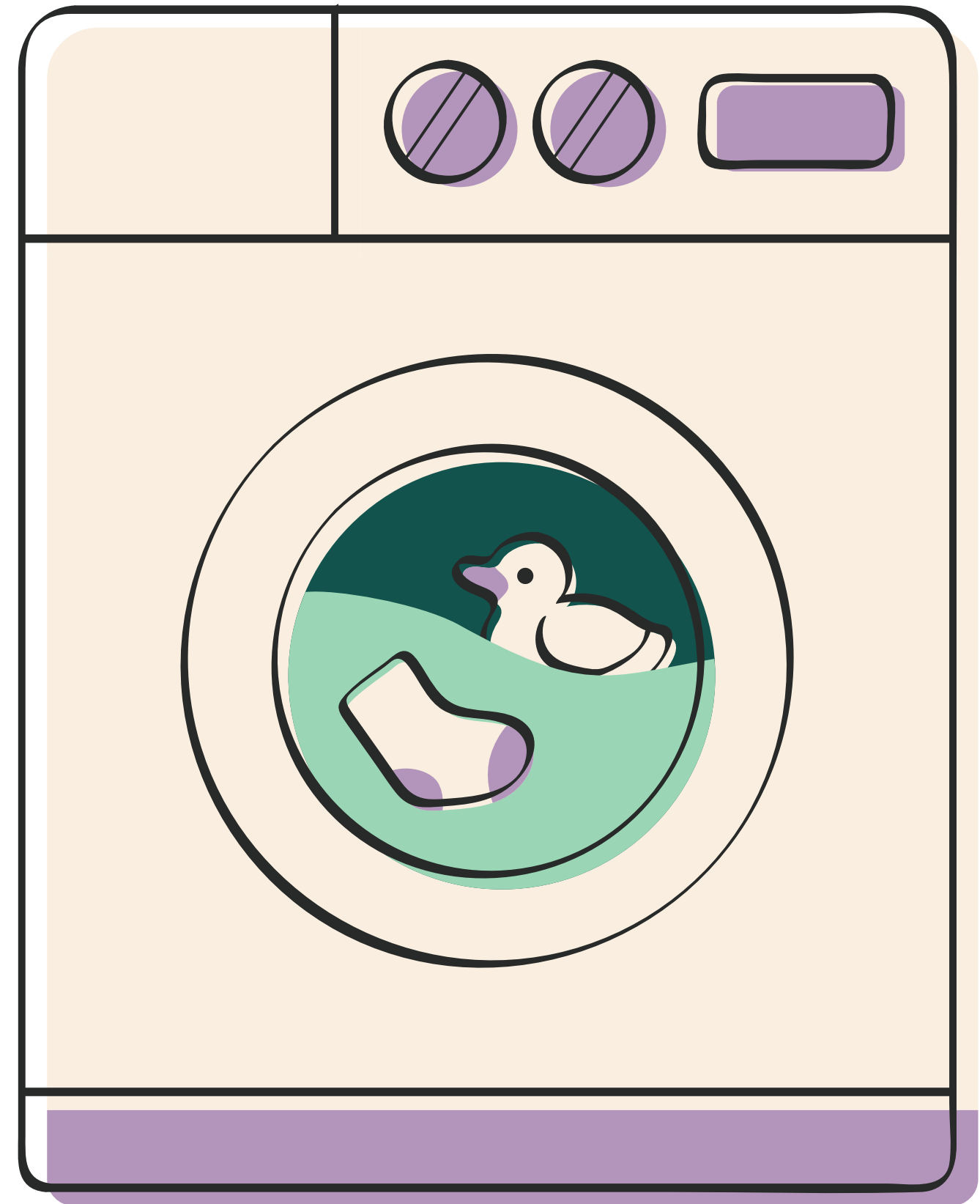
HOUSEKEEPING

There are no bad questions - This is about learning and doing better!

This training comes from real events in the trainers life or the lives of people they know.

There will be Genital Talk.

No scheduled break; please take care of your needs!

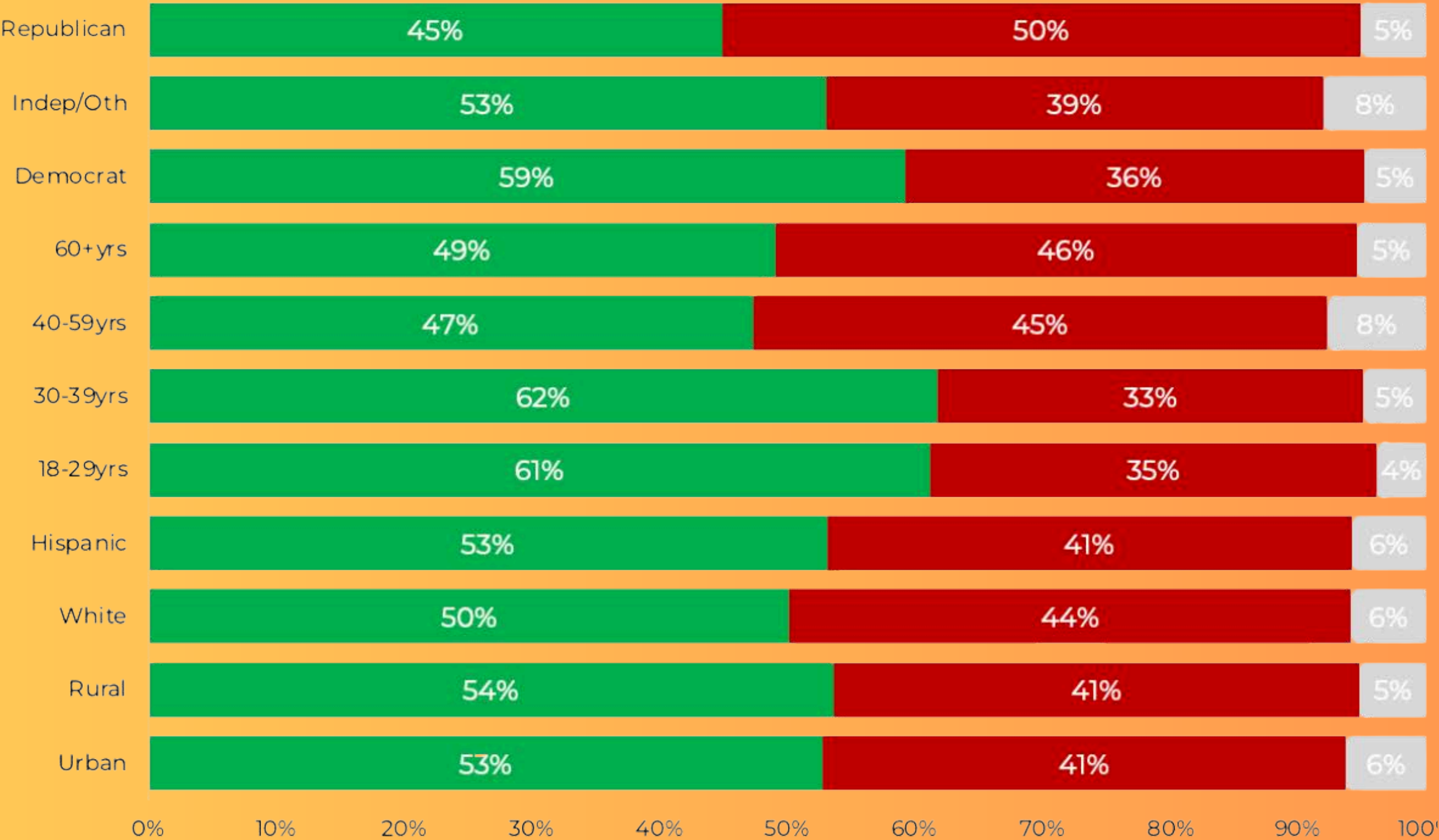
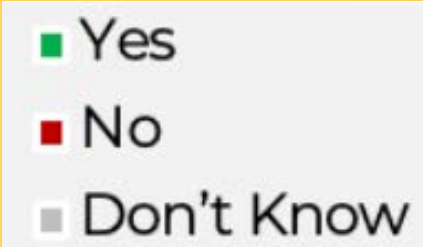
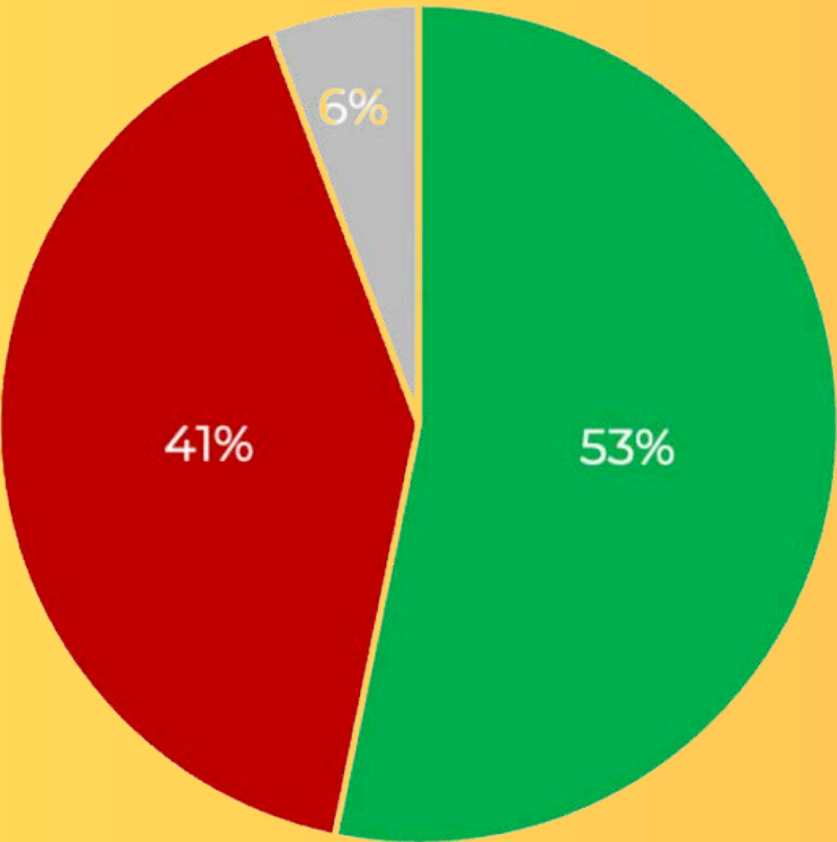


OVER HALF of New Mexicans know someone who is Transgender



Do you personally know anyone that identifies as transgender? This doesn't have to be a friend or family member; it could be someone that you know lives in or near your community.

All Respondents

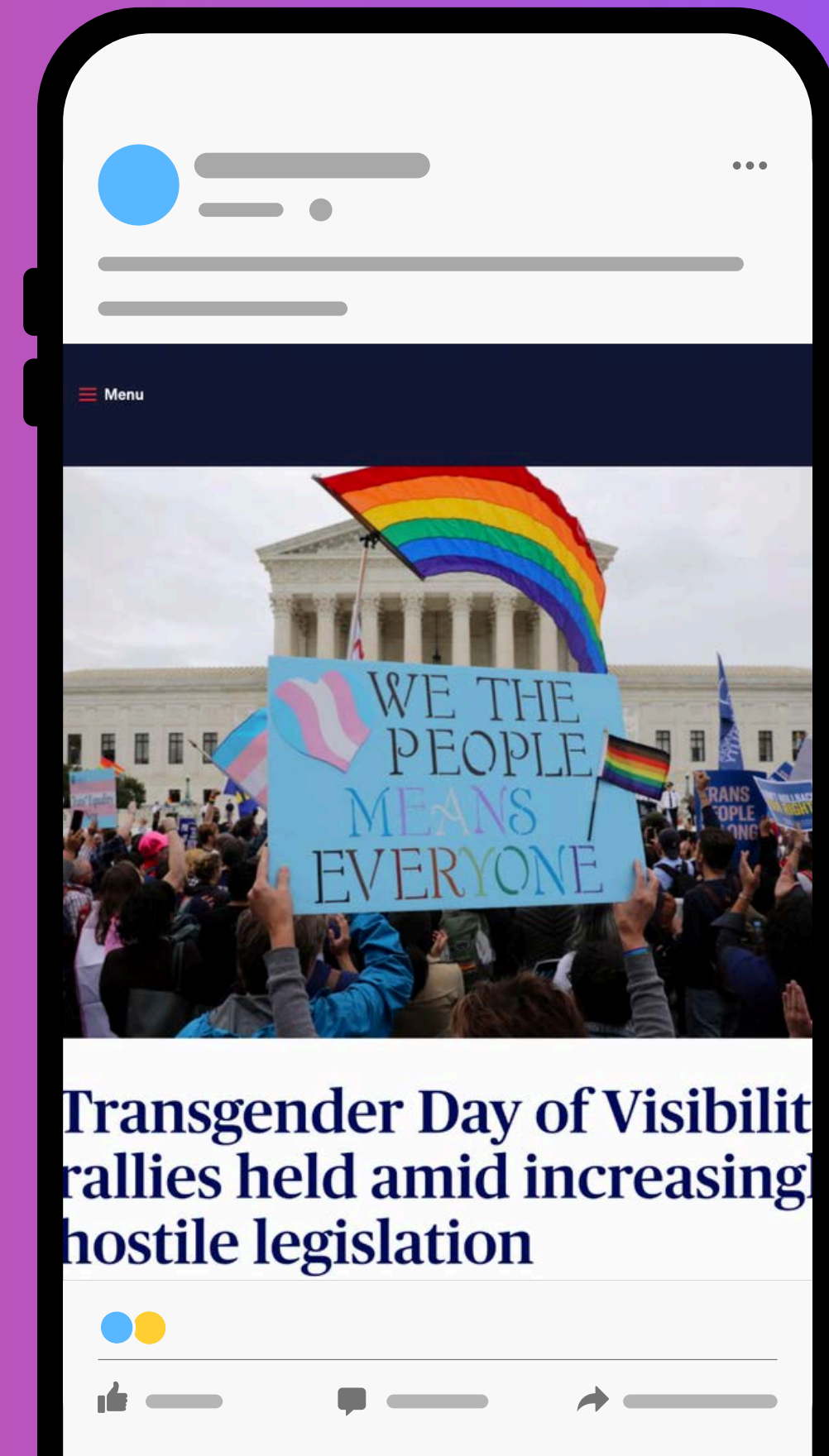


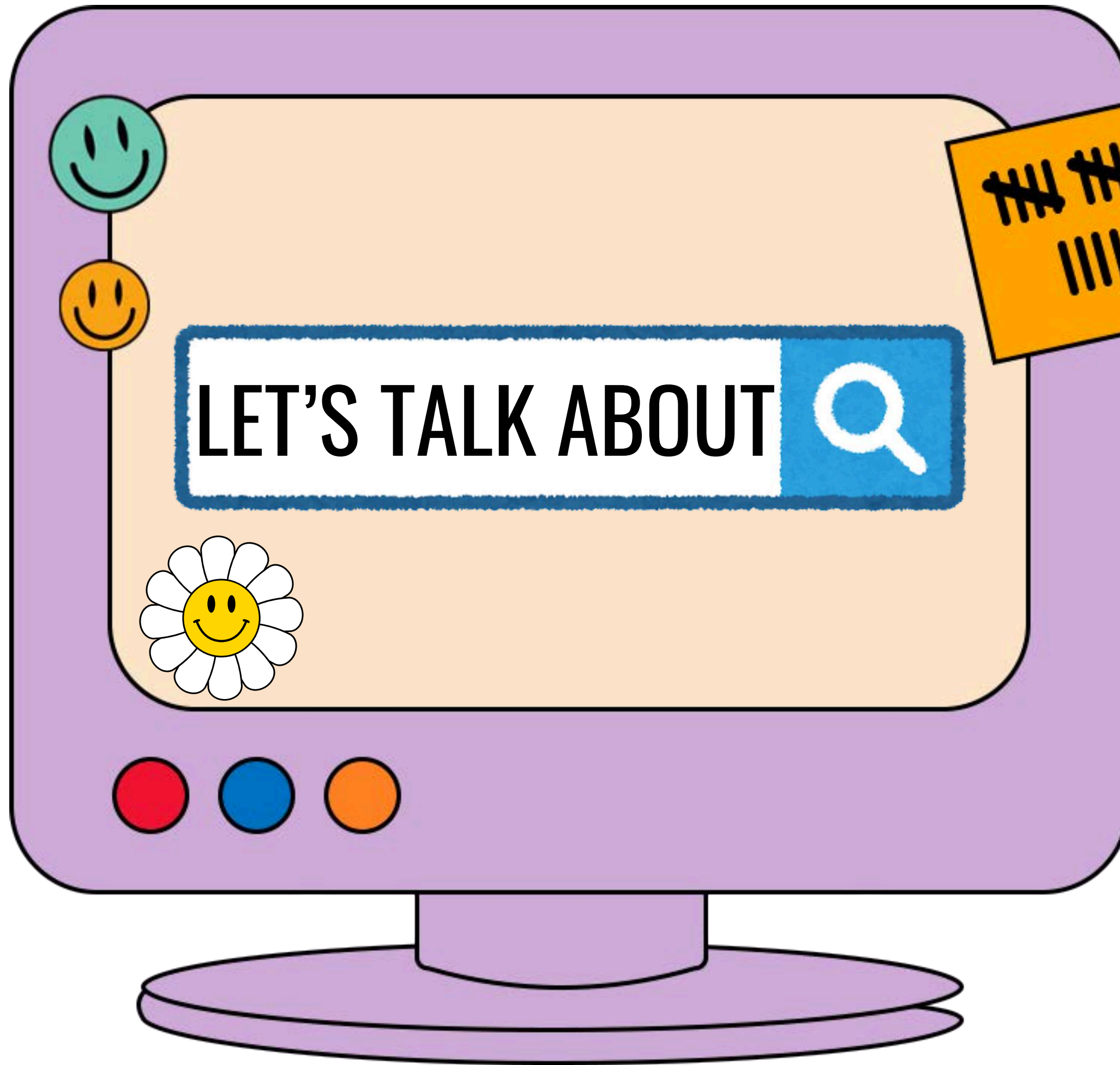
CONTINUING ISSUES IN THE FACE OF TRANS PROGRESS

- As of December 2022 Transgender people are 22.2% more likely to suffer a loss of employment compared to their cis peers at 11.5%.
- Homelessness among transgender youth increased by 28% from 2022 to 2023.
- Transgender people routinely suffer hate crimes, with 320 trans people killed in 2023.
- More anti-trans bills were introduced in 2024 than in any other year (648).



Most recently the banning of gender corrections to Federal IDs, repeated attempts to ban gender affirming bathroom usage, trans youth from accessing gender affirming healthcare and engaging in sports.



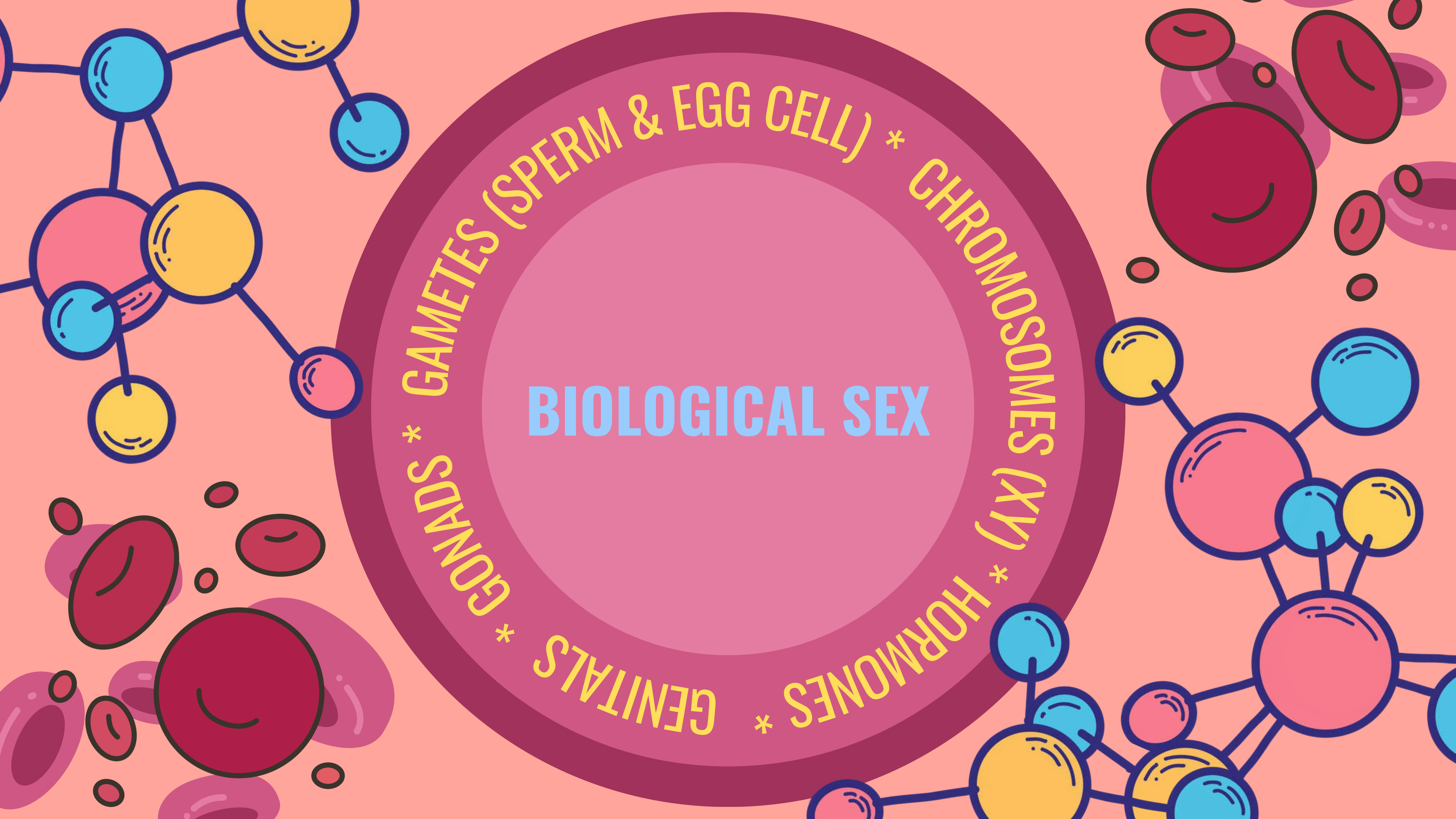


 **SEX**

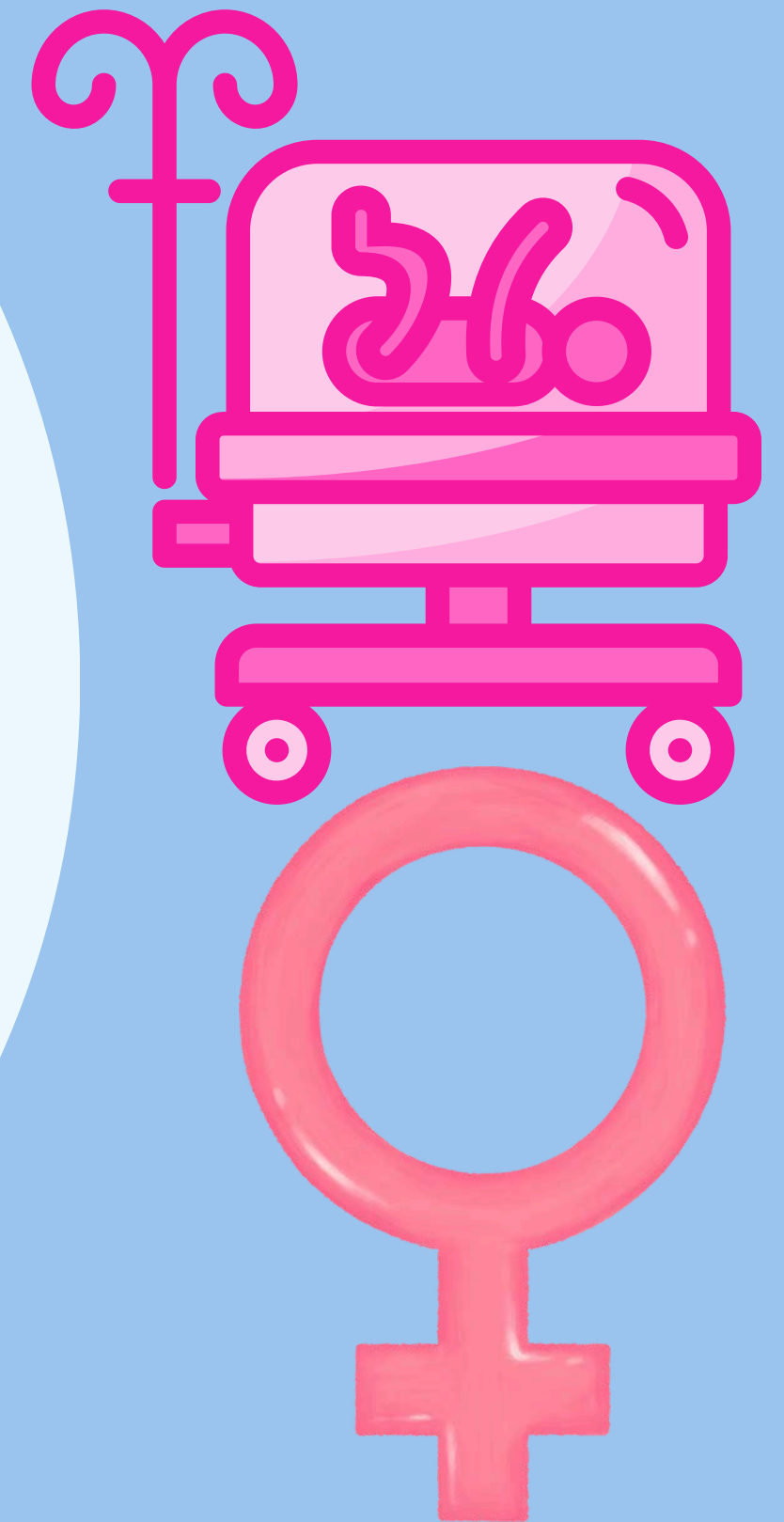
 **GENDER**

 **GENDER
EXPRESSION**

 **ORIENTATION**



DESIGNATED SEX



GENDER ROLES & EXPECTATIONS





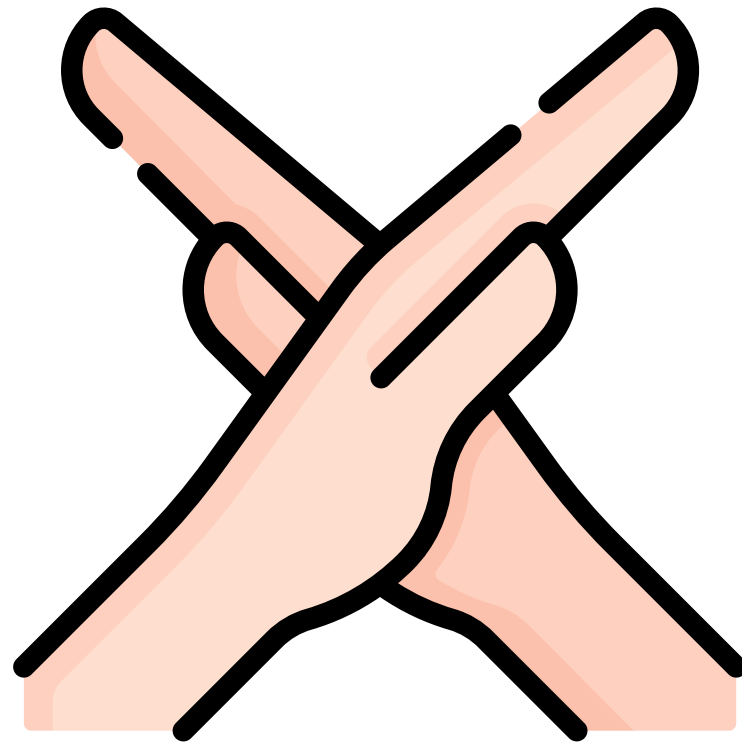
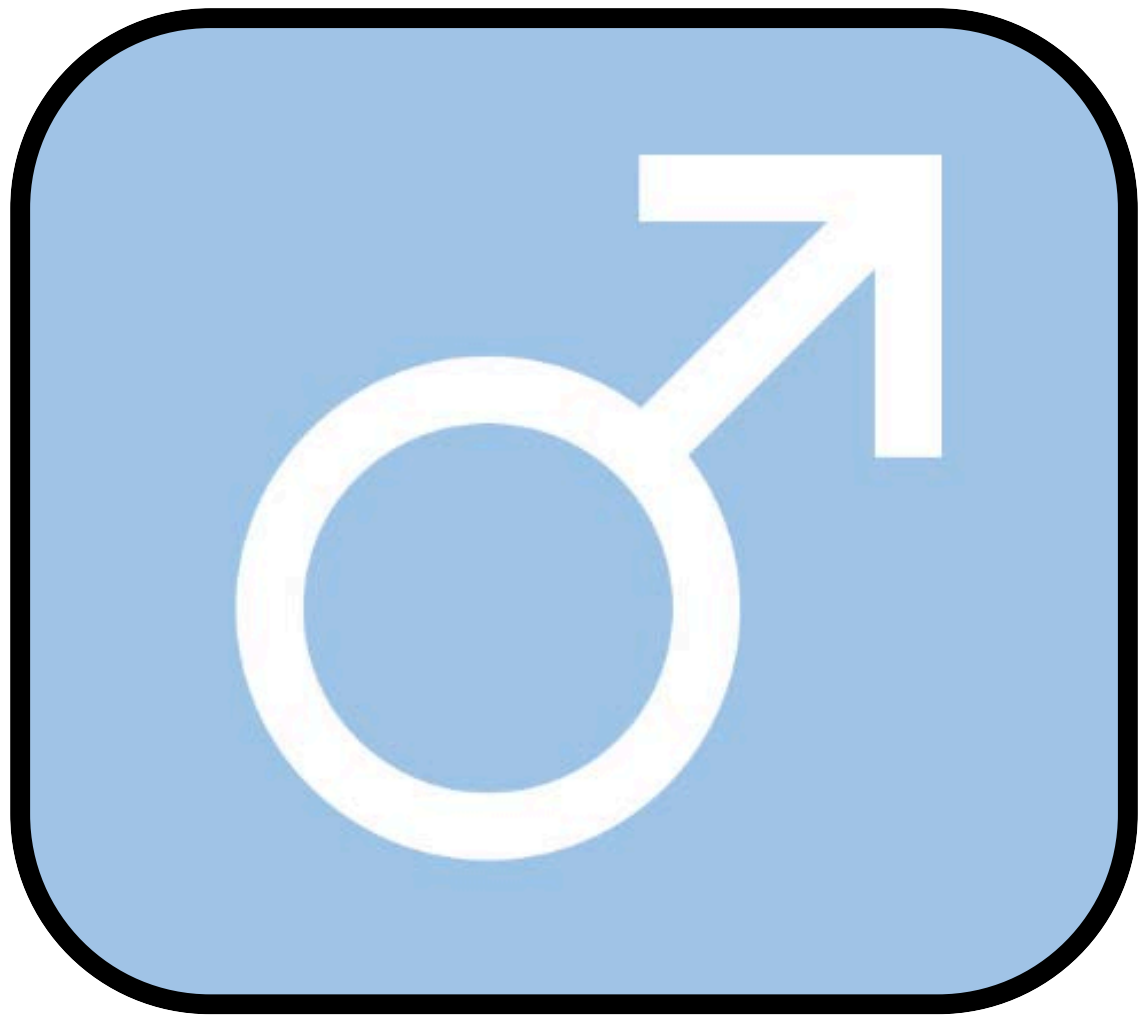
Gender roles and expectations are not always a bad thing but they also...

- Contribute to the mental health crisis among children and young people
- Cause body image problems and eating disorders among girls and some boys
 - Play a part in higher male suicide rates
 - Induce gender-based violence

UNNECESSARY/REGRESSIVE GENDERED ADVERTS



BINARY: A DIVISION INTO TWO GROUPS OR CLASSES THAT ARE CONSIDERED TO BE OPPOSITE.



SEX ISN'T BINARY

Intersex describes a variety of situations in which a person is born with reproductive or sexual anatomy that doesn't fit the boxes of "female" or "male."

- About 1.7% of people born are **intersex**.
- Being **intersex** is a naturally occurring variation, and it isn't a medical problem that needs "fixing."
- "Hermaphrodite" is an outdated, inaccurate, and possibly offensive term.
- There are many ways to be **intersex**.



vzzFeed
presents

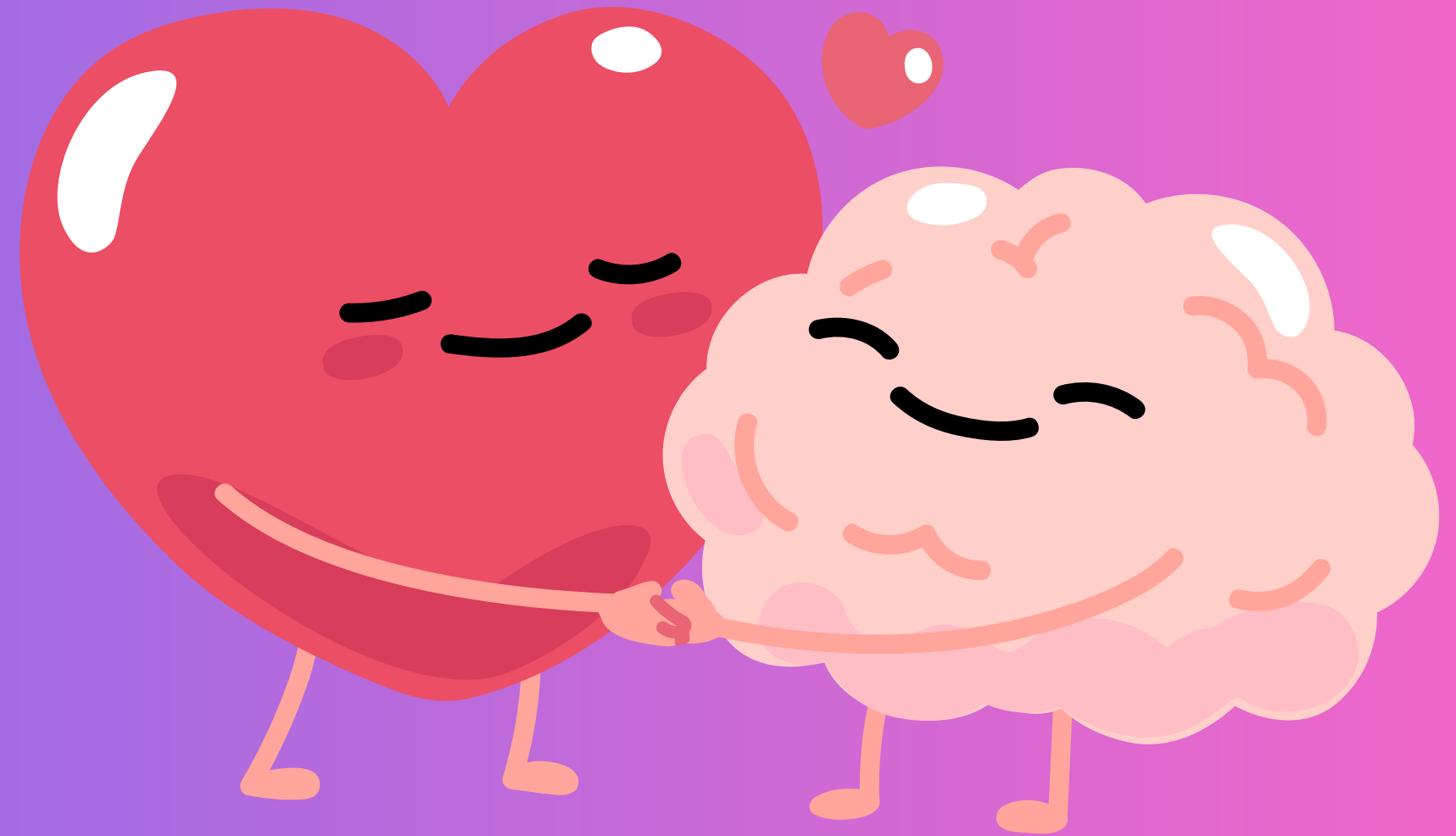
what it's like
to be intersex

I'm Pigeon.

GENDER

INTERNAL

Gender is about an **INTUATIVE/PERSONAL UNDERSTANDING** or **SENSE** of being a man, a woman, or a non-binary person.



SEX vs GENDER

EXTERNAL INTERNAL

- Sex is about you **PHYSICAL CHARACTERISTICS** (Your Body)
- Gender is about your **PERSONAL SENSE** (Your Understanding of Who You Are)



JUST LIKE HAIR AND EYE COLOR MATCH FOR MOST PEOPLE (BROWN & BROWN) BUT AREN'T CAUSED BY THE SAME TRAIT.

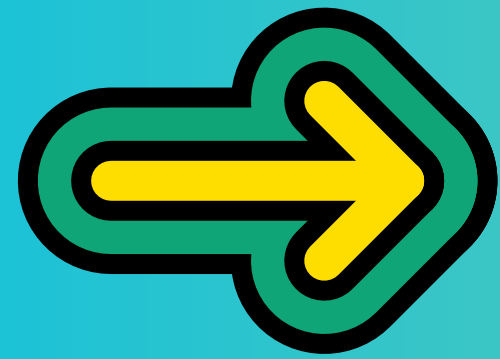
HINT: We know because people whose hair and eye color don't match exist!
So how do we know that sex and gender aren't the same thing?

TRANSGENDER

Describes people whose gender differs from the sex they were assigned at birth.

- “Transgender” is appropriate for non-transgender people to use.
- “Trans” is shorthand for “transgender.”





AMERICAN ACADEMY OF PEDIATRICS

Around age 2: Consciousness of physical differences between males and females develops.

Before age 3: Many children will label themselves as either a boy or a girl.

By age 4: Many children will express a stable sense of their gender identity.

Fantasy play with gender expression is common (e.g., exploring clothing or roles of other gender) and evidence of gender diversity can be seen as early as 2 years of age and may be identified at any age.





REMEMBER

**Not everyone knows by age 5!
For some people this realization
is later in life for many reasons.**





TRANSGENDER MAN
FEMALE = DESIGNATED SEX
MAN = GENDER

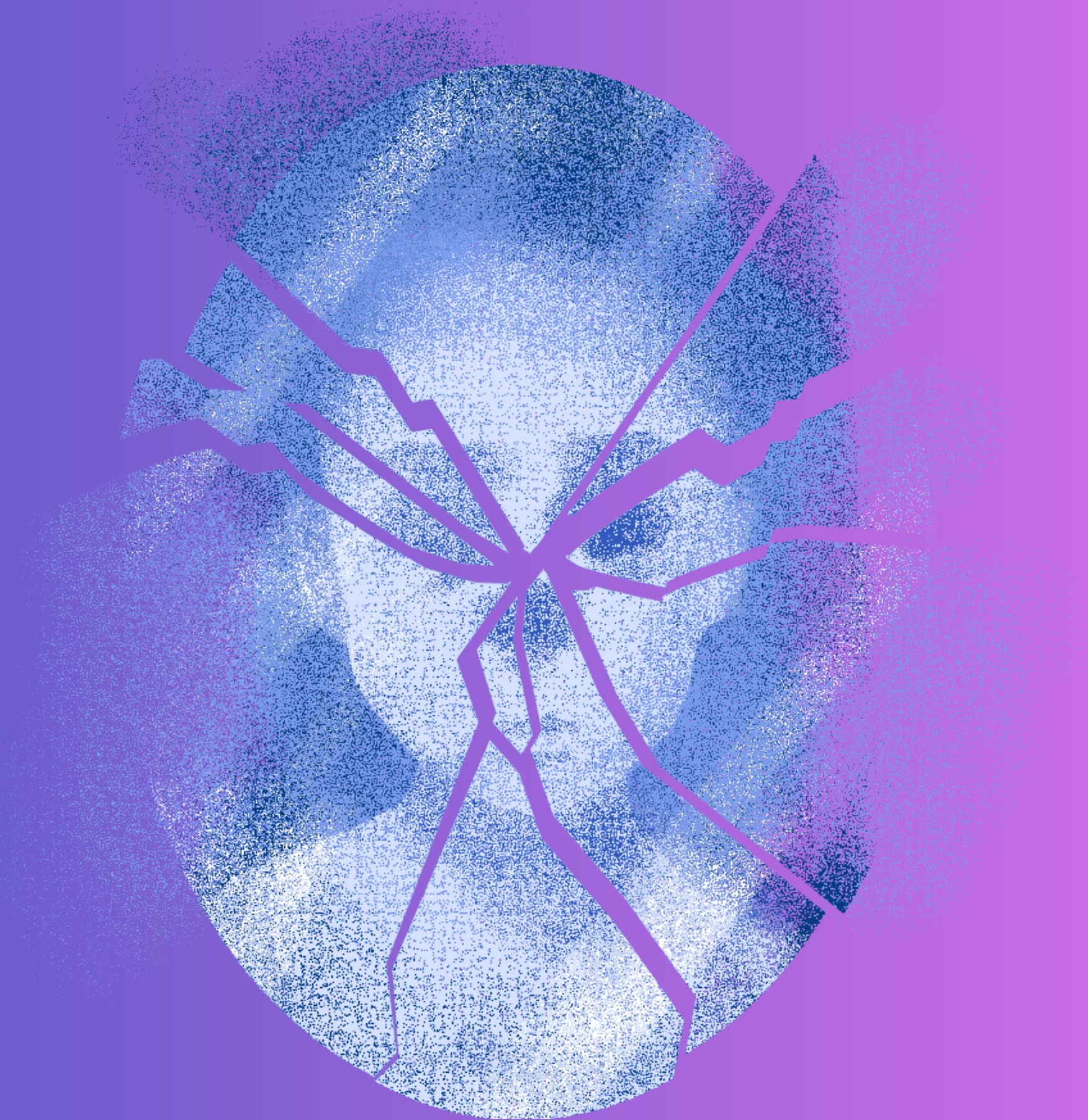


TRANSGENDER WOMAN
DESIGNATED SEX = MALE
GENDER = WOMAN

GENDER DYSPHORIA

Feelings of distress and discomfort that a person experiences when their designated sex or physical characteristics do not match their gender.

- There are different ways a person can experience dysphoria
- Not all transgender people experience dysphoria

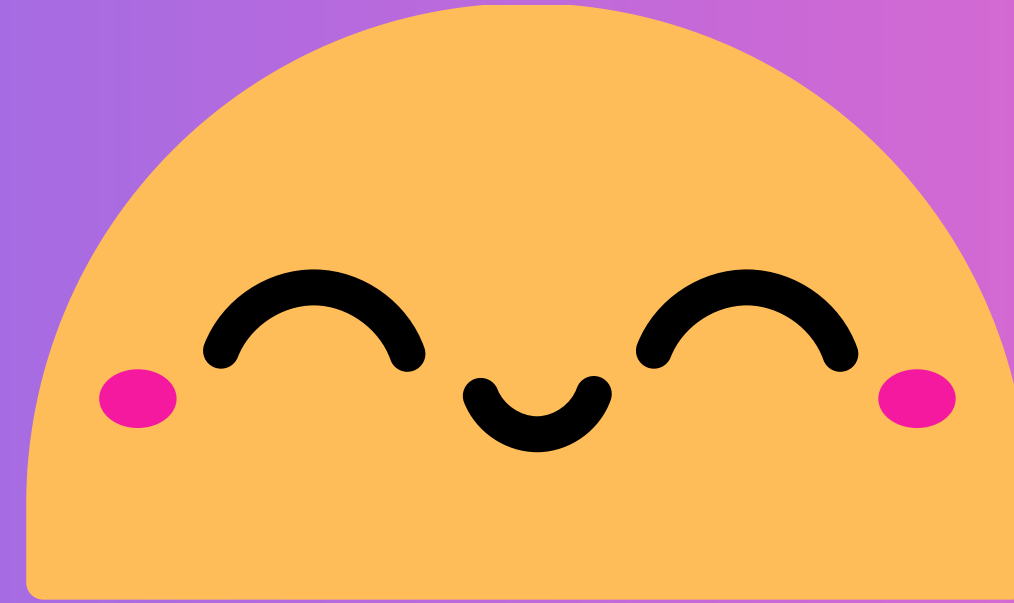
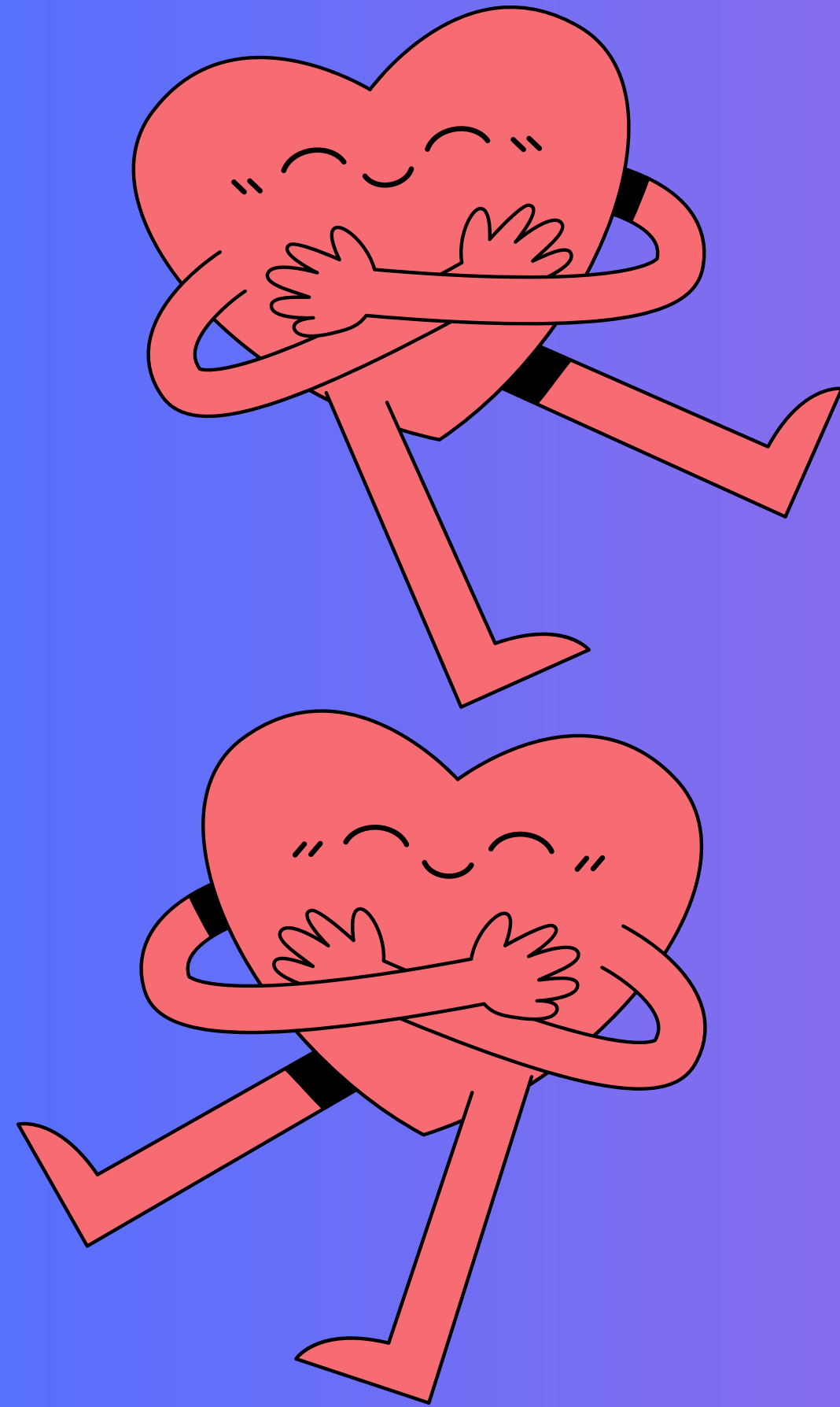


GENDER-AFFIRMING TREATMENT

Many people who experience gender dysphoria find it critically life-transforming to undergo gender-affirming medical treatment, which can include:

- Hormone therapy
- Surgeries
- Hair removal
- Speech therapy





GENDER TRANSITION

SOCIAL: Coming out to friends and family, new name/pronouns, different clothing or other aspects of presentation (speaking, walking, mannerisms, etc.)

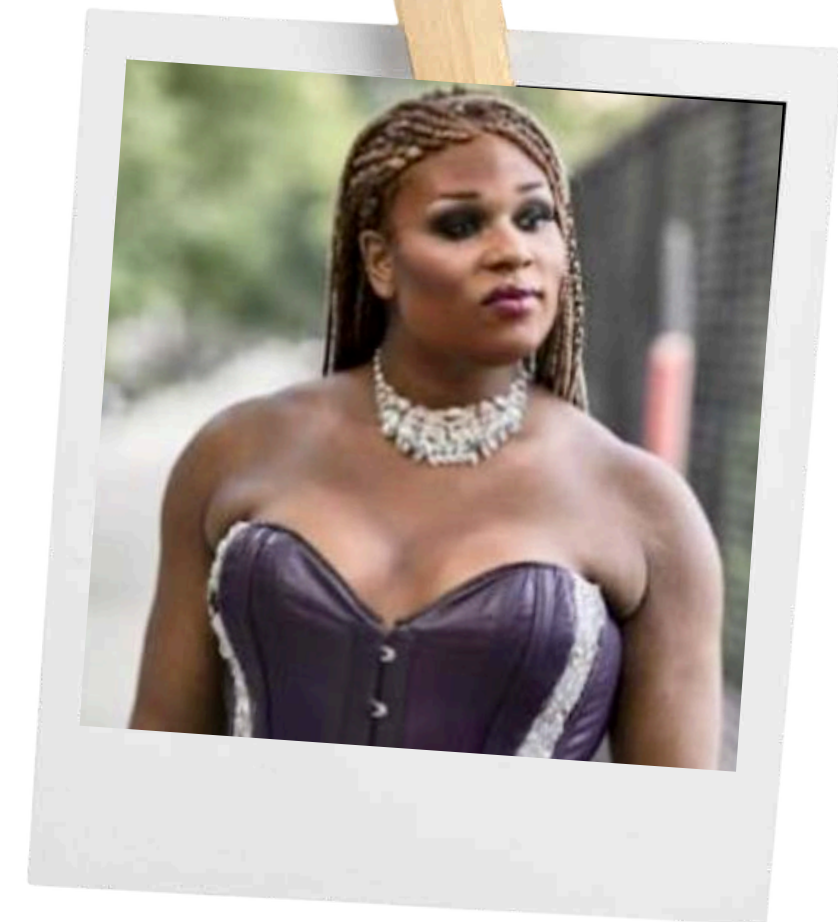
MEDICAL: Hormones, surgeries, hair removal

LEGAL: Name and/or gender change, identity documents



BEHAVIOR * CLOTHING * HAIRSTYLE * VOICE * MAKEUP * JEWELRY * SPEECH * NAME

GENDER EXPRESSION



GENDER VS. GENDER EXPRESSION



WHO DOES NOT DRESS THE WAY THEY FEEL?



GENDER EXPRESSION is what is seen on the outside.
GENDER is about what you know internally.

NON-BINARY

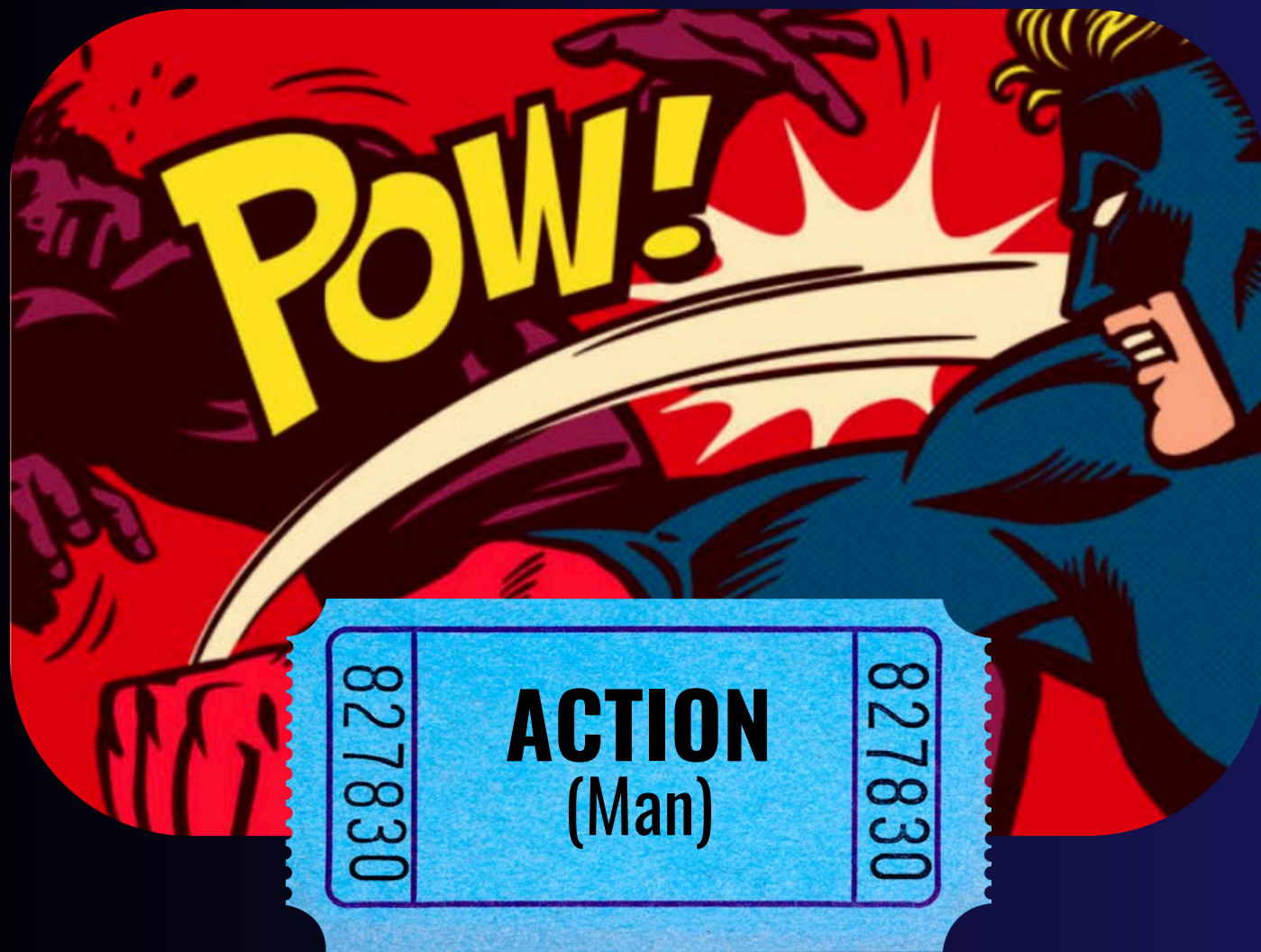


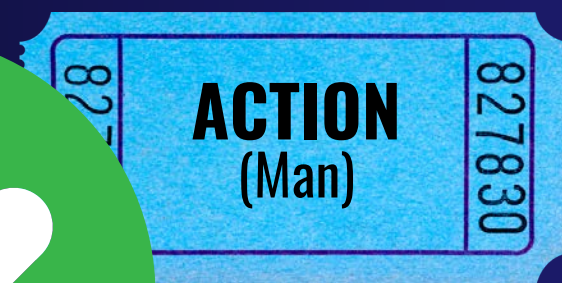
People who do not feel like a man or a woman. Any gender that is not always/only/at all man or woman.

- NB / Enby
- Genderqueer
- Genderfluid
- Two-Spirit
- Pangender
- Agender
- Etc

GENDER AS GENRE

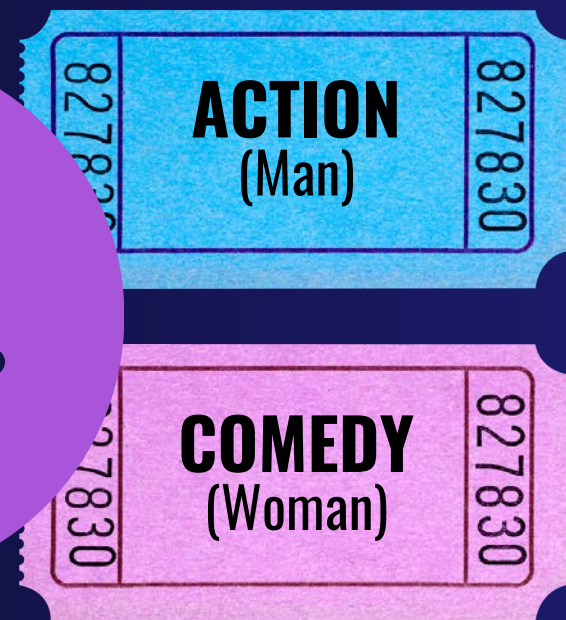
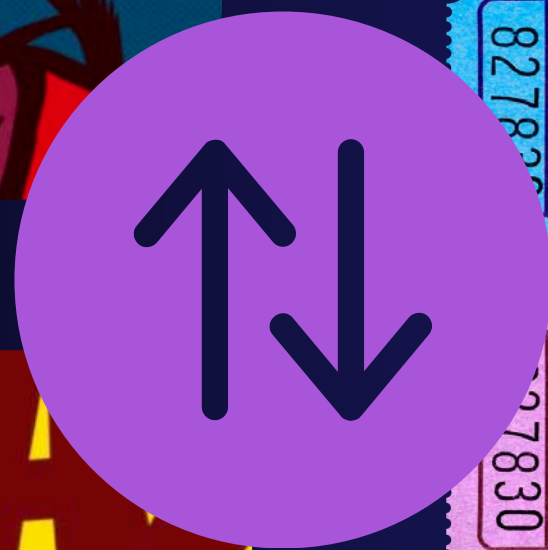
ACTION & COMEDY = The two binary gender options we are most familiar with:
Man and Woman





CISGENDER

The assumptions people make about their favorite genre based on how they were born turns out to be true for them.



BINARY TRANSGENDER

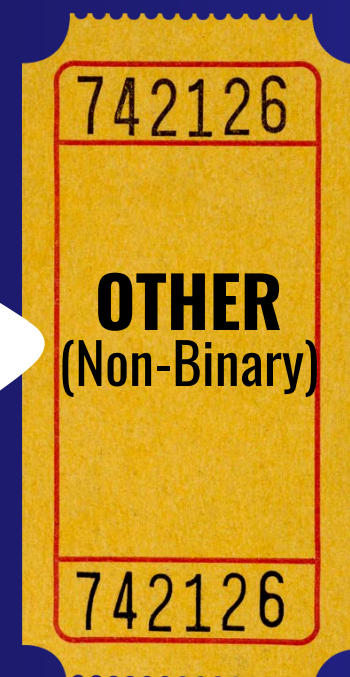
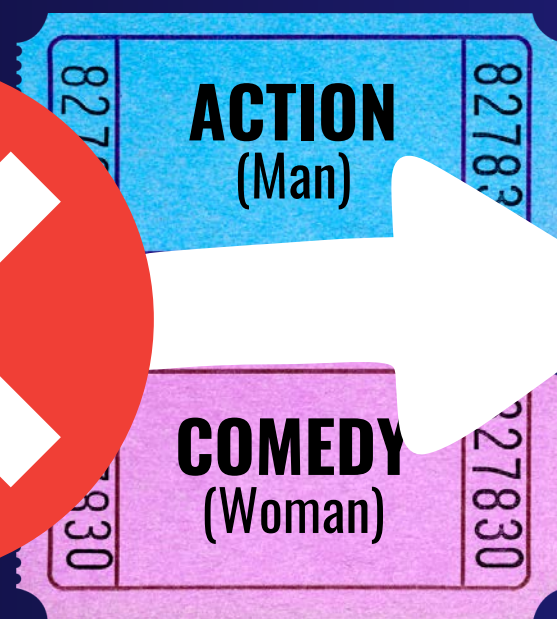
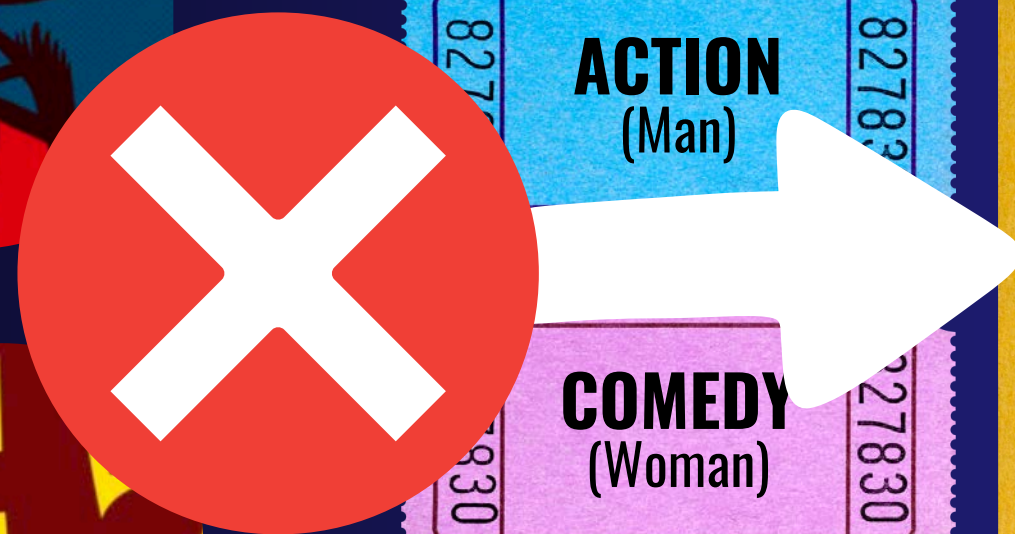
The assumptions people make about their favorite genre based on how they were born turns out to be opposite of what is true for them and so they switch.

NON-BINARY = COMBINATION?

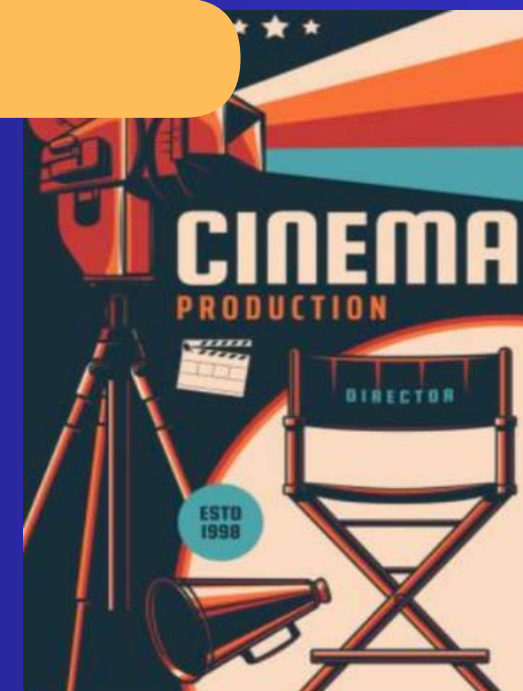
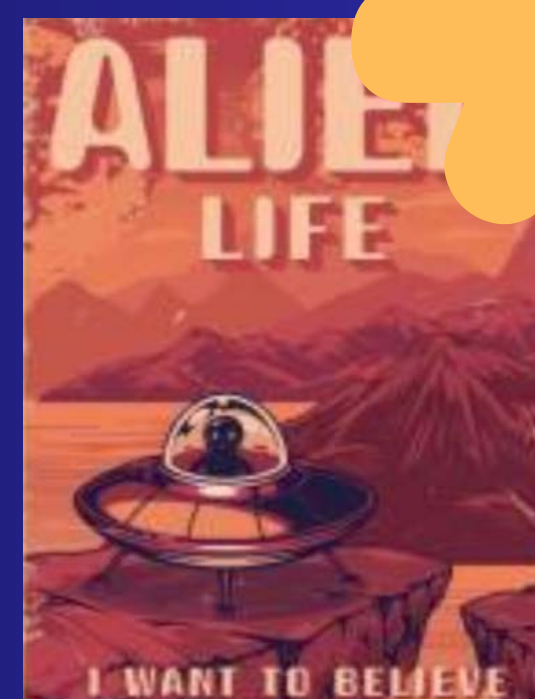
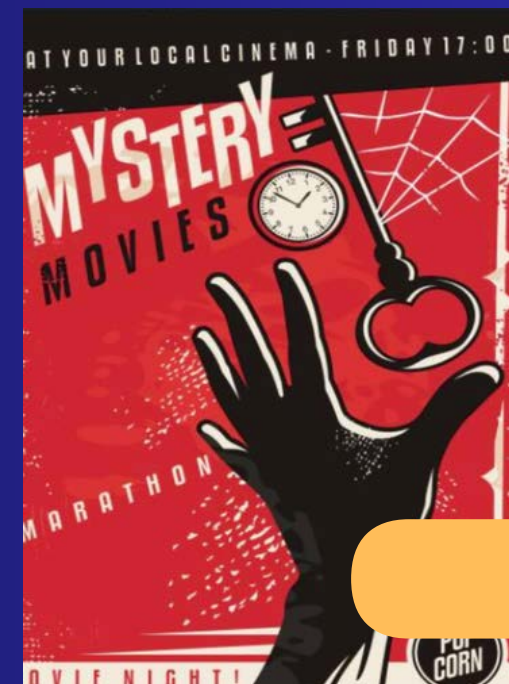


Not really!

While a combination still qualifies as Non-binary because this is a feeling of **BOTH** rather than a feeling of either **OR** most Non-binary people actually have a gender entirely sperate from any man/woman feeling.



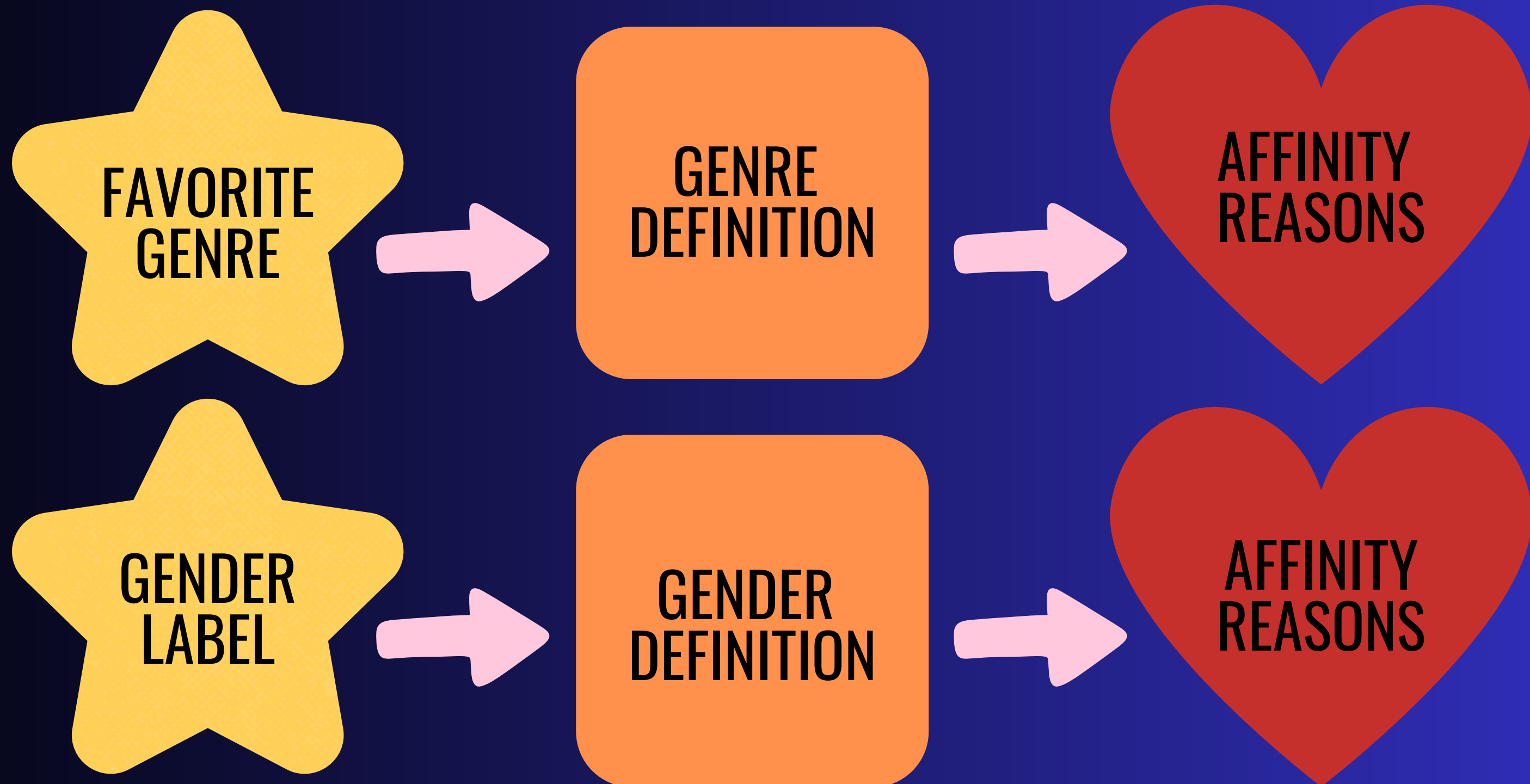
NON-BINARY



The assumptions people make about their favorite genre based on how they were born turns out to be wrong. Instead they may favor one of the hundred other genres out there, may change their favorite genre depending on their mood/other factors, or they may not be interested in movies at all.

GENDER vs. GENRE

GENDER is personal and different for everyone just like a persons favorite movie GENRE!
This is true regardless of if your cis, trans or non-binary.

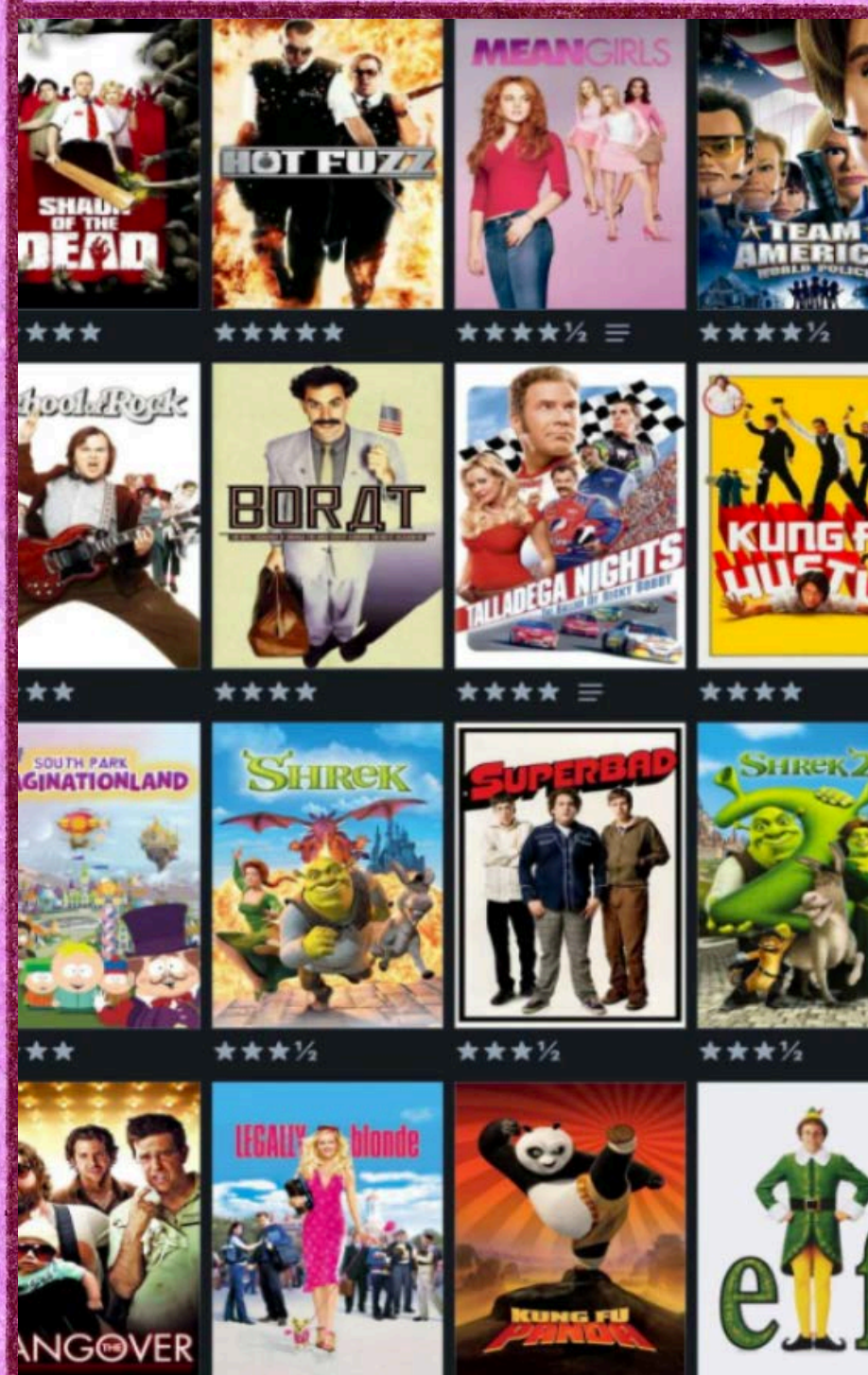


827830



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742126



742126

GENDER IS EXPANSIVE AND EVOLVING

Gender norms are different from culture to culture, and they change over time.

Many indigenous cultures around the globe hold more fluid and dynamic understandings of gender.

Muxe — Oaxaca, Mexico

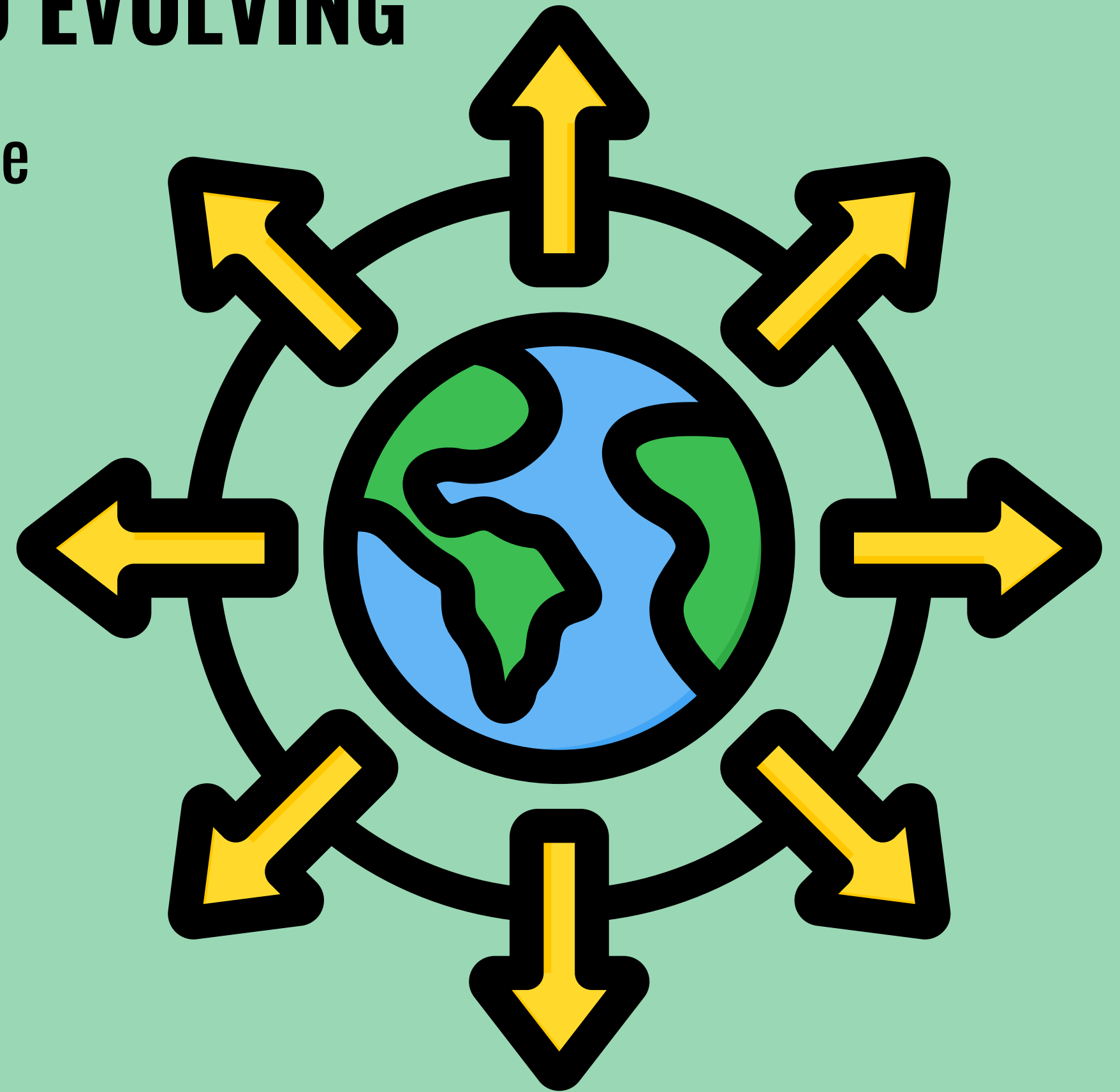
Māhū — Native Hawaiians & Tahitians

Lhamana — Zuni Tribe, New Mexico

Nádleehi — Diné (Navajo)

Kinnar/Hijra — South Asia/India

Fa'afafine — Polynesia



WE HAVE ALWAYS EXISTED



Lucy Hicks Anderson



Lili Elbe



Billy Tipton

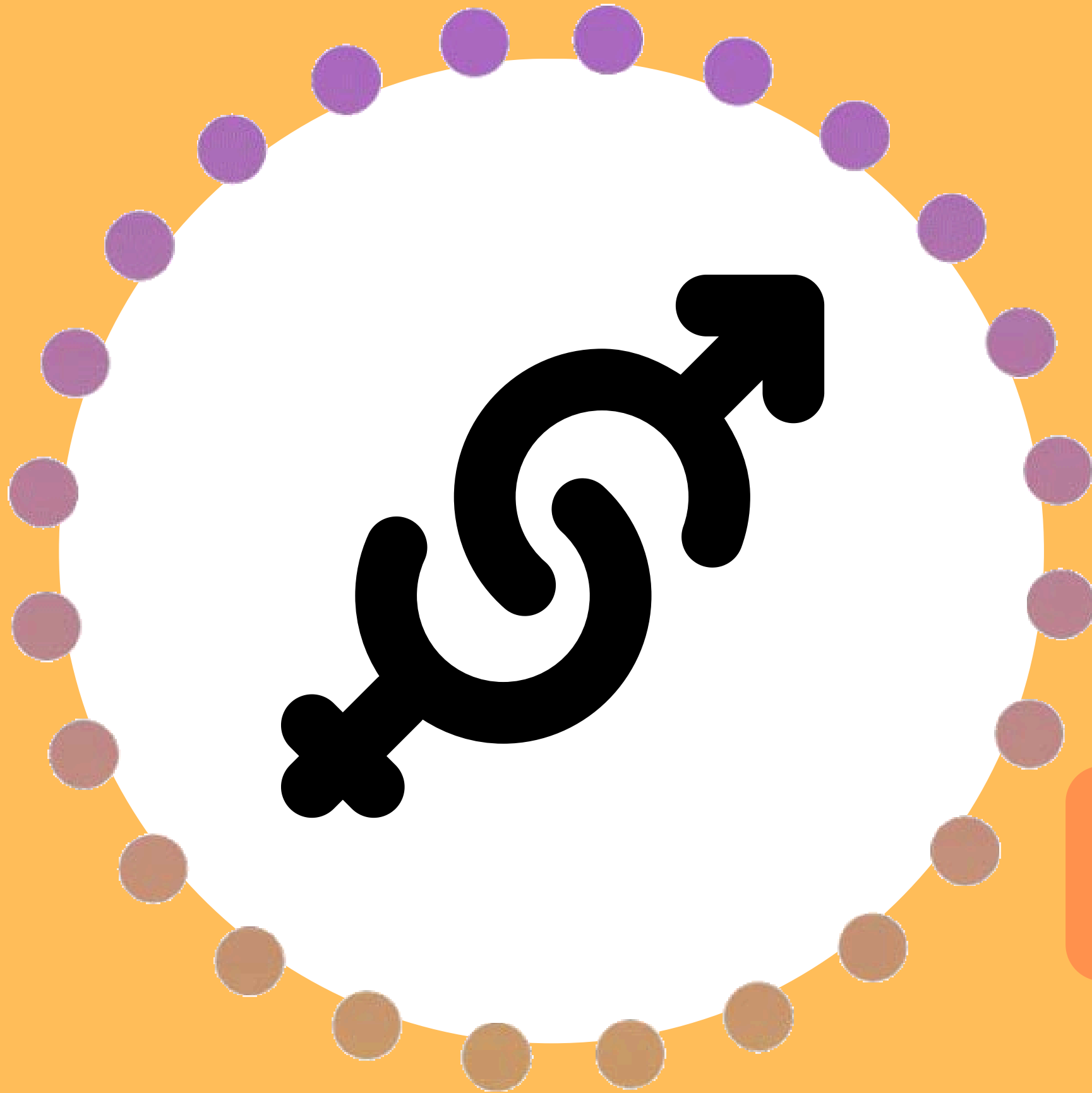


Coronela Amelia Robles, valiente revolucionaria del Sur, que se levantó en armas en 1944 contra el gobierno de la época en el Ejército en

Amelio Robles Ávila



We'wha



CISGENDER

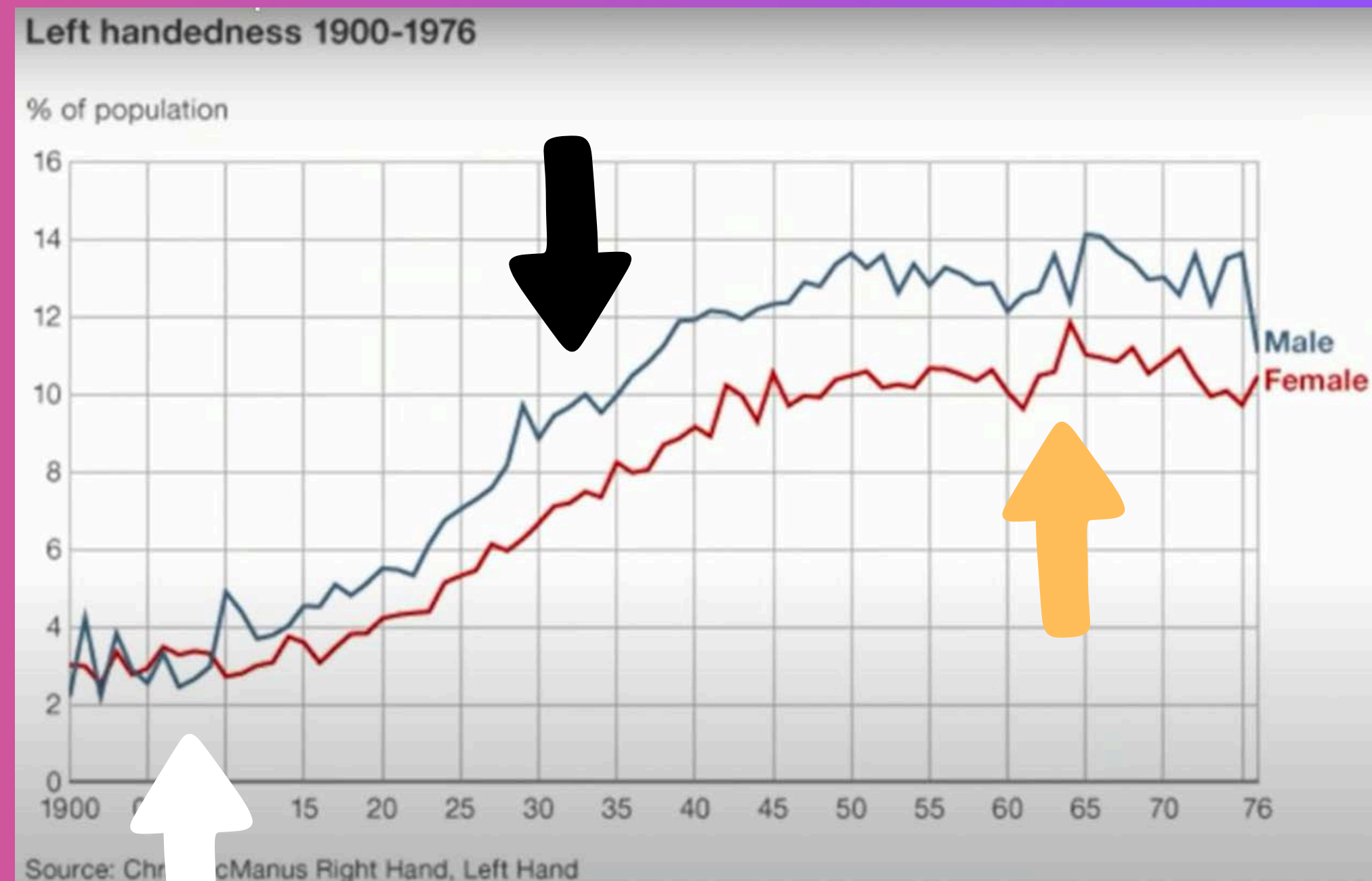
Describes people whose gender matches the sex they were designated at birth.

“Cisgender” can also be shortened to “cis,” e.g., cis man, cis woman.

**If we have a word for transgender,
we need a word for not being transgender**

Population of “OUT” left-handed people 1900-1976

As persecution of left-handed people decreased, the number of people who were “out” about being left-handed increased.



ORIENTATION

Physical, romantic, and/or
emotional attraction
to another person.

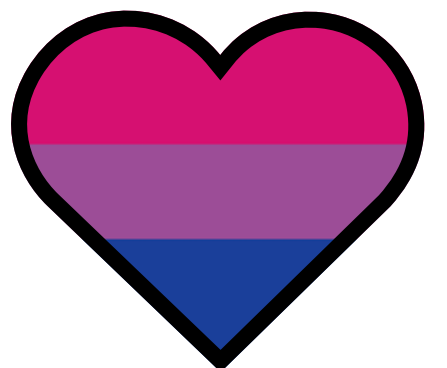
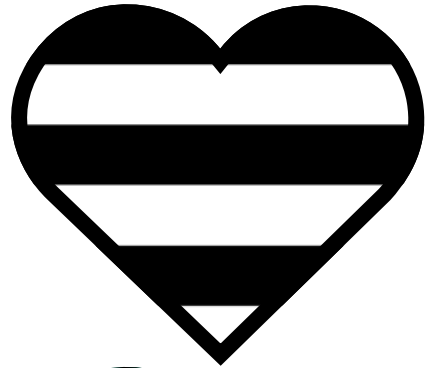
STRAIGHT

GAY

QUEER

BISEXUAL

LESBIAN



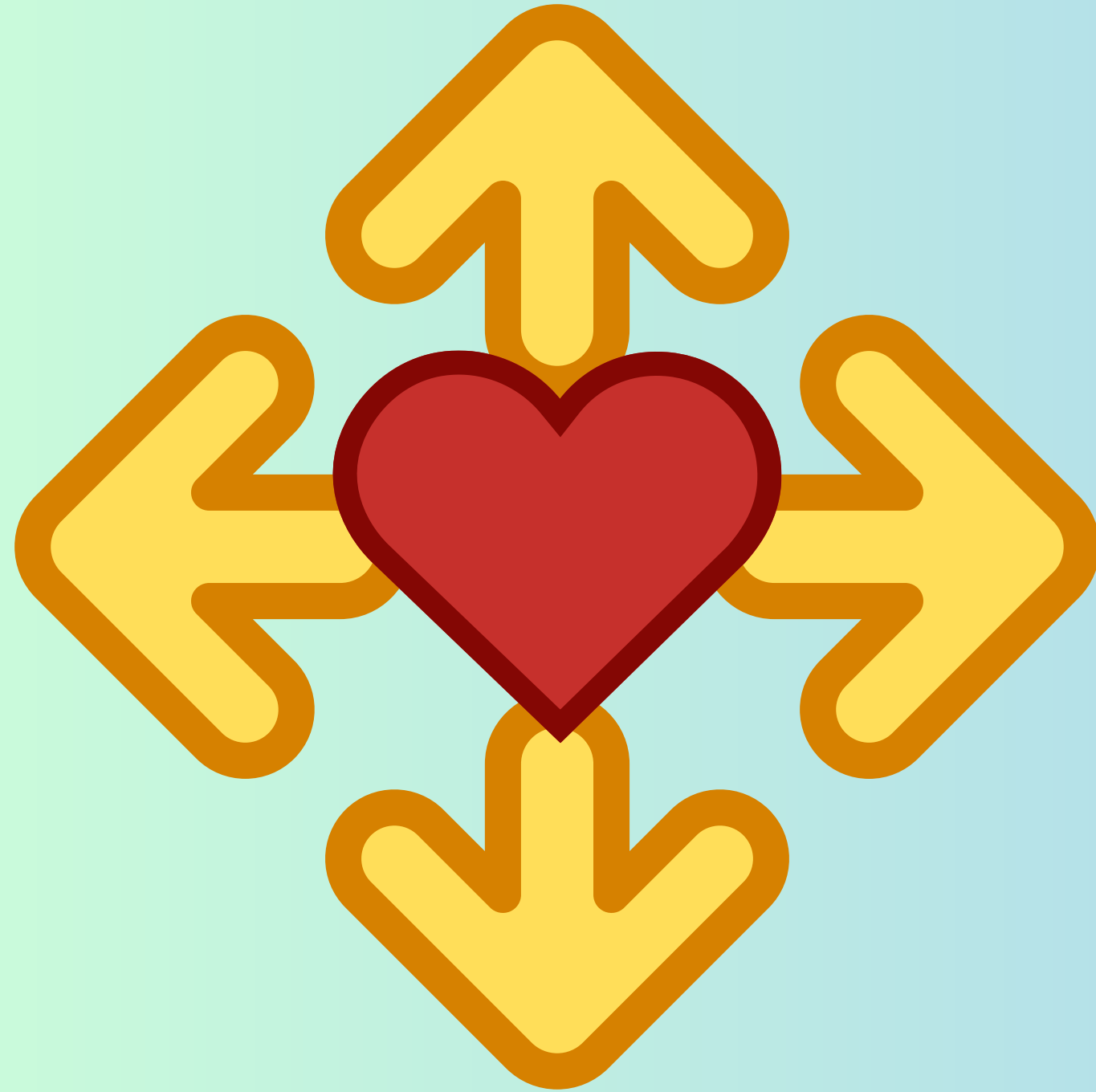
ASEXUAL

PANSEXUAL

...AND MANY MORE

AROMANTIC

DEMI



REMEMBER

Orientation is not tied to a person's gender and can be non-fixed and impermanent.

Just like cisgender people, trans people can be straight, gay, asexual, bisexual...



SEX is a label assigned at birth based on the appearance of your external genitalia.



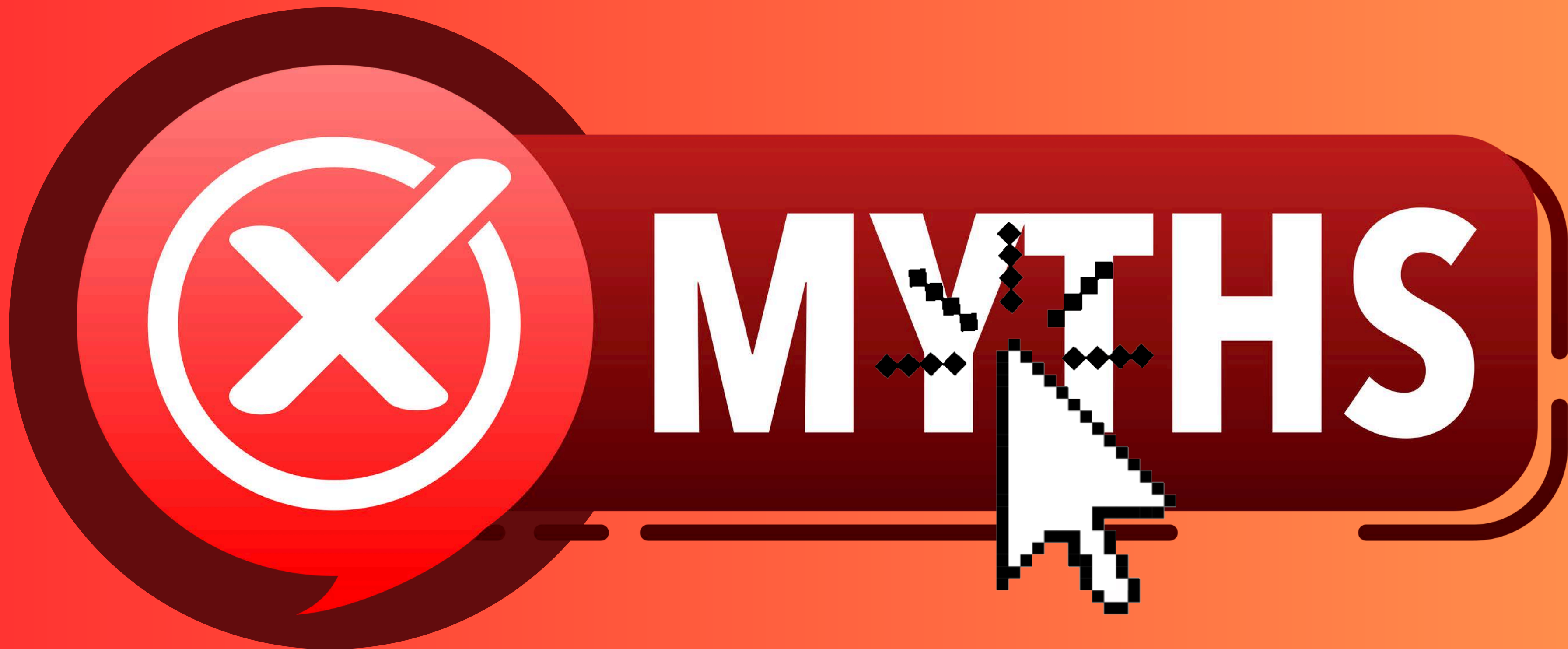
GENDER is your internal concept of self as a man, woman, or non-binary person.



GENDER EXPRESSION is how you express your gender through clothing, behavior, and personal appearance.



ORIENTATION refers to who you are attracted to sexually, emotionally, and/or romantically.



MYTH

**“TRANSGENDER
PEOPLE ARE
CONFUSED OR
MENTALLY ILL.”**

FACT

- Being transgender is **NOT** a mental disorder or condition.
- Trans people who are not able to be fully and authentically themselves can experience severe mental health issues.

MYTH

**“IT’S OK TO USE
‘TRANSGENDER’
AS A NOUN OR
VERB.”**

FACT

- Transgender is an **ADJECTIVE**.
- Otherwise, it turns the person into something distant and foreign, and denies their humanity.

MYTH

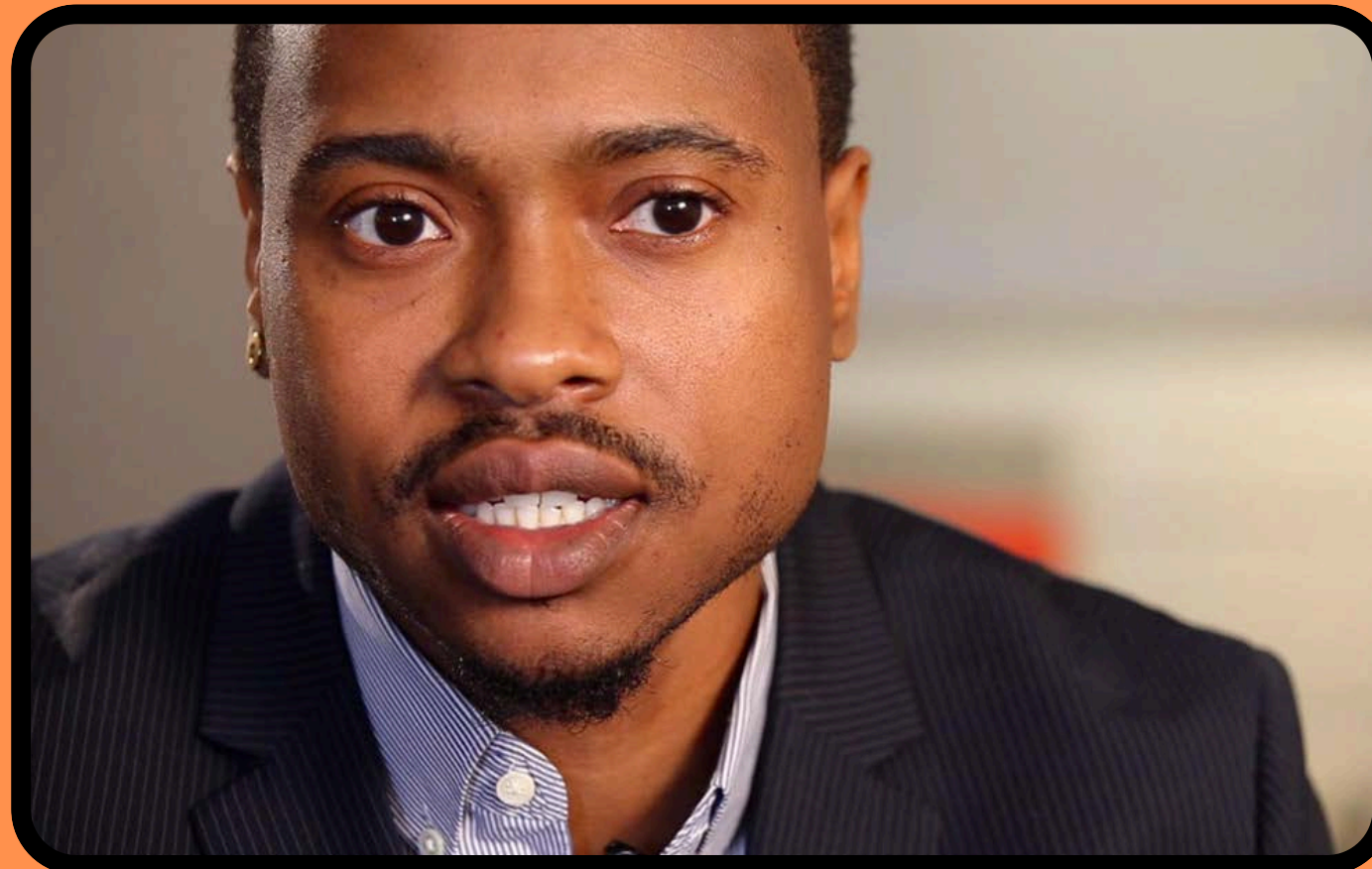
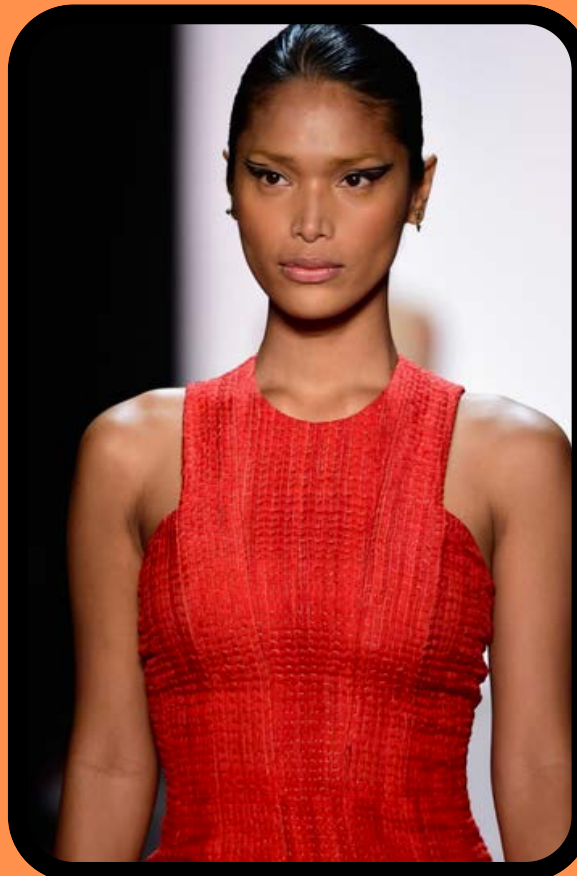
**“YOU CAN TELL
SOMEONE IS
TRANS JUST BY
LOOKING AT
THEM.”**

FACT

- Since there is no singular trans **OR cis** experience, there is no singular way for transgender or cisgender people to look.
- Secondary sex characteristics do not always tell us about a persons sex.



CAN YOU TELL WHO IS TRANS?



MYTH

**“TRANS PEOPLE
JUST WANT TO BE
A ‘REAL MAN/
WOMAN’.”**

FACT

- ‘Real’ is difficult to define but people usually point to a functioning penis or the ability to give birth.
- There are many cisgender people who also do not fit this criteria but are just as valid.
- Trans people are already real, we are just trying to live authentically as ourselves.

MYTH

**“ALL TRANS
PEOPLE ARE/
WANT THE
SAME.”**

FACT

- Not all trans people share the same experiences or world views.
- No single person is one-dimension.
- Trans lives are **INTERSECTIONAL.**



ADRIEN LAWYER

- WHITE
- MAN
- TRANSGENDER
- U.S. CITIZEN
- PARENT
- MUSICIAN
- COLLEGE
- DISABLED
- SOUTHERNER?
- ENGLISH
- MIXED CLASS
- SAINTS FAN

INTERSECTIONAL DISCRIMINATION

WHO IS MOST IMPACTED BY DISCRIMINATION AND VIOLENCE IN TRANS COMMUNITIES?

- People of color
- Indigenous people
- Undocumented people
- Poor people
- Unhoused people
- Disabled people
- Trans women
- Visibly trans people
- Visibly (non-christian) religious people



NM YOUTH RISK & RESILIENCY SURVEY

2023

6.5% OF ALL STUDENTS POSITIVELY IDENTIFIED AS TRANSGENDER, GENDER FLUID, OR GENDERQUEER

19.8% of trans students attempted suicide vs. **7.0%** of cisgender students
50.6% of trans students engaged in non-suicidal self injury vs. **17.2%** of cisgender students
20.3% of trans students experienced sexual violence in the past 12 months vs. **8.7%** of cisgender students

2021

5.8% OF ALL STUDENTS POSITIVELY IDENTIFIED AS TRANSGENDER, GENDER FLUID, OR GENDERQUEER - AN 81% INCREASE OVER 2019

An additional **4%** were unsure or questioning - a **43%** increase over **2019**

2019

3.2% OF ALL STUDENTS POSITIVELY IDENTIFIED AS TRANSGENDER, GENDER FLUID, OR GENDERQUEER

An additional **2.8%** were unsure or questioning

2017

3.4% OF ALL STUDENTS POSITIVELY IDENTIFIED AS TRANSGENDER, GENDER FLUID, OR GENDERQUEER

An additional **2.9%** were unsure or questioning

2022 U.S. TRANS SURVEY: EARLY INSIGHTS

92,329 RESPONDENTS FROM ALL 50 STATES

D.C., AMERICAN SAMOA, GUAM, PUERTO RICO, NORTHERN MARIANA ISLANDS, VIRGIN ISLANDS, AND U.S. MILITARY BASES OVERSEAS



47%

RESPONDENTS WHO THOUGHT ABOUT MOVING TO ANOTHER STATE BECAUSE OF CONSIDERED OR PASSED LAWS THAT TARGET TRANS PEOPLE FOR UNEQUAL TREATMENT; 5% ACTUALLY MOVED OUT OF STATE.

94%

RESPONDENTS WHO LIVED AT LEAST SOME OF THE TIME IN A DIFFERENT GENDER THAN THE ONE THEY WERE ASSIGNED AT BIRTH REPORTING THEY WERE “A LOT MORE SATISFIED” (79%) OR “A LITTLE MORE SATISFIED” (15%) WITH THEIR LIFE.

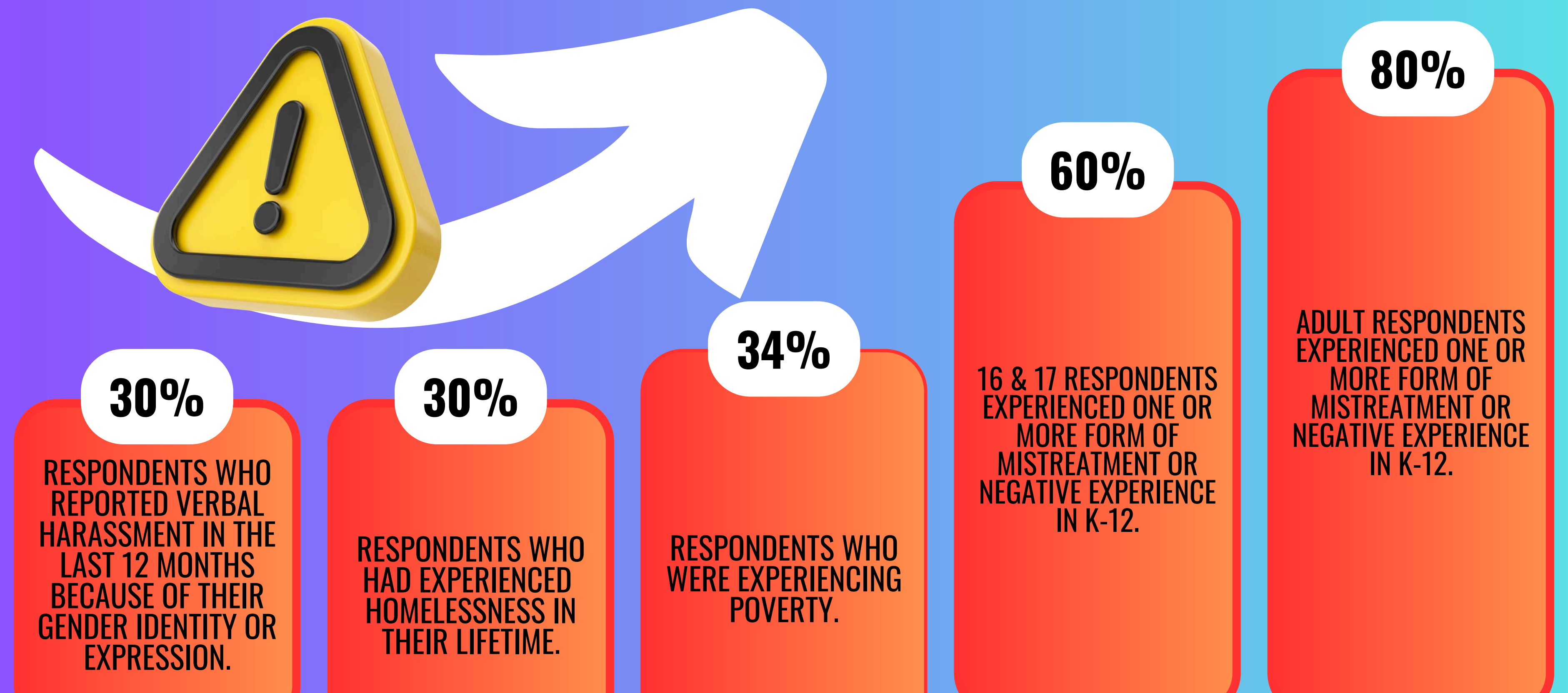
98%

RESPONDENTS CURRENTLY RECEIVING HORMONE TREATMENT REPORTING THAT RECEIVING HORMONES FOR THEIR GENDER IDENTITY/ TRANSITION MADE THEM EITHER “A LOT MORE SATISFIED” (84%) OR “A LITTLE MORE SATISFIED” (14%) WITH THEIR LIFE.

2022 U.S. TRANS SURVEY: EARLY INSIGHTS

92,329 RESPONDENTS FROM ALL 50 STATES

D.C., AMERICAN SAMOA, GUAM, PUERTO RICO, NORTHERN MARIANA ISLANDS, VIRGIN ISLANDS, AND U.S. MILITARY BASES OVERSEAS



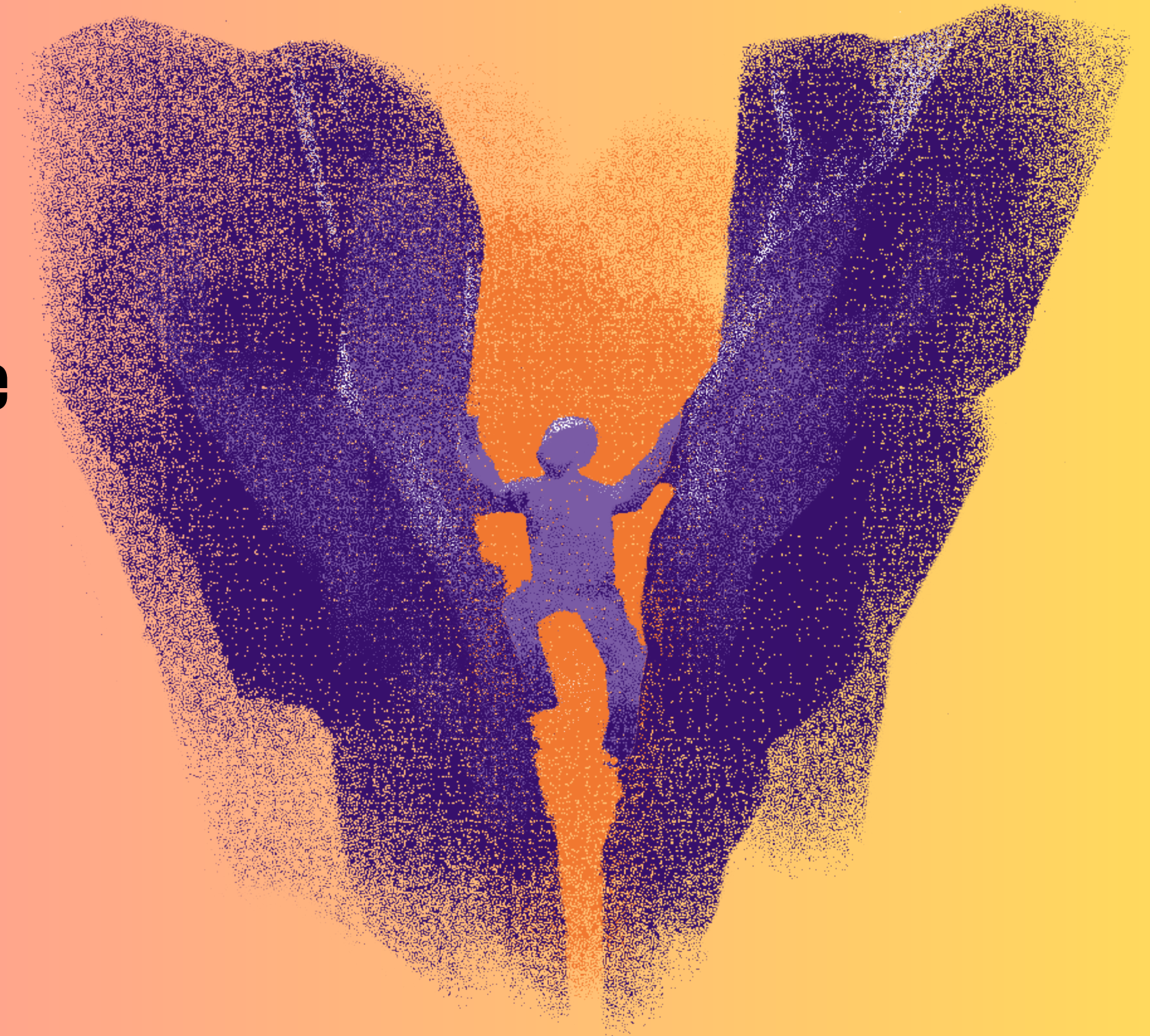
“RESPONDENTS REPORTED SUBSTANTIAL BARRIERS TO RECEIVING THE CARE THAT THEY NEED, SUCH AS FINANCIAL CONSTRAINTS, LACK OF HEALTH INSURANCE OR INSURANCE THAT DOES NOT ADEQUATELY ADDRESS THEIR HEALTH NEEDS, AND LACK OF ACCESS TO HEALTH CARE PROVIDERS WHO CAN ADMINISTER HEALTH CARE RESPECTFULLY AND WITH A SUFFICIENT KNOWLEDGE OF TRANSGENDER PATIENTS’ NEEDS.”



2015 U.S. TRANSGENDER SURVEY. WASHINGTON, DC: NATIONAL CENTER FOR TRANSGENDER EQUALITY, 2016.

STIGMA & DISCRIMINATION = MAJOR BARRIERS TO CARE

- 46% reported being **denied transition-related health** care by insurance companies in the past year.
- 34% had **insurance** companies **refuse** to change **the name or gender** reflected in their records.
- 51% reported **avoiding** necessary **medical care** due to **financial barriers**.



NEGATIVE EXPERIENCES IN HEALTH CARE

- 47% of trans adults and 68% of trans POC have experienced mistreatment from health care providers
- 28% of respondents (22% POC) reported postponing or not receiving necessary medical care for fear of discrimination



HOW YOU CAN BE A STRONGER ADVOCATE FOR TRANS PEOPLE



HEALTHCARE CONCERNS

- Reproductive health/Family planning
- Hormone replacement therapy
- Adolescent medicine
- Substance use
- Behavioral health
- Heart disease
- Violence
- Insurance
- Sexual health
- Preventive screenings



BIRTH & END OF LIFE CARE

DIFFERENCES IN BIRTH PLANS:

Pronoun usage

Anatomy descriptors

Attendant preferences

References to the birthing parent

Birth Certificate Identification (Name of Father/Mother)



END OF LIFE CARE:

Pronoun usage

Anatomy descriptors

Attendant preferences

Relationship labels

References to Spouse/Partner

Gender divides in nursing homes

HEALTHCARE ENVIRONMENTS

- Waiting room environments
- Restroom access
- Using chosen names & pronouns
- Record keeping
- Fluency of terminology
- Sexual identity vs sexual behavior
- Non-discrimination policy? Posted?
- Use gender-inclusive images to document areas of concern
- Offer choices/accommodations for disclosure, examination, procedures, treatment
- Avoid calling it sex reassignment surgery or sex change, and say gender-affirming surgery instead



welcome

ASKING THE RIGHT QUESTIONS

“I’d like to take an organ inventory to know what body parts we need to consider when evaluating your current symptoms.”

“I ask all of my patients for this information. Is that OK with you?”

“Please take a look at this list and let me know which of these body parts you have present.”

“What words do you use to refer to these body parts?”



DO REALIZE THAT YOU MAY ALREADY KNOW A TRANS OR NON-BINARY PERSON!

DON'T ASSUME ABOUT PEOPLE BASED ON THEIR APPEARANCE OR VOICE.

DO HELP DISRUPT MISGENDERING IF YOU SEE IT.

DON'T OUT SOMEONE IF THEY HAVE NOT COME OUT!

DO ENSURE/ADVOCATE FOR SAFE BATHROOMS FOR EVERYONE IF POSSIBLE!

DO CONTINUE TO SEEK OUT EDUCATION!



LANGUAGE MATTERS

- Some people might ask you to use gender-neutral pronouns like **they/them/theirs** or **ze/zir/zirs** (and there are many others).
- Gender-neutral language IS like learning any other new language.
- Deadnaming and misgendering happens. **Apologize, correct, move on, and do better next time.**





Avoid	Use
transgenders	transgender people
a transgender	a transgender person
transgendered	transgender
transgenderism	being transgender
sex change, pre/post op	gender affirming surgery
hermaphrodite	intersex





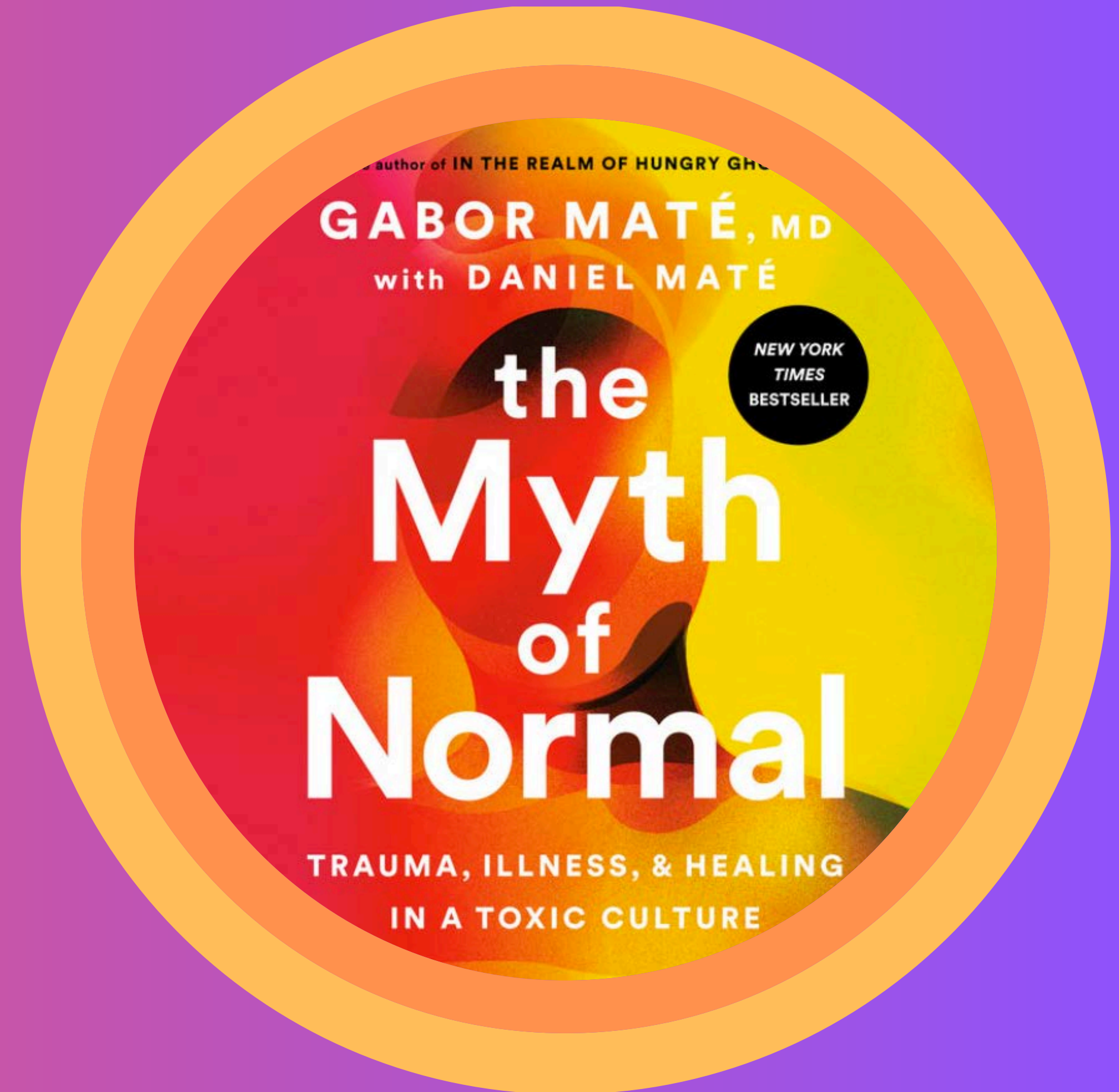
Avoid	Use
MTF	transgender woman
FTM	transgender man
biological male, biologically male, genetically male, born a man	designated male at birth
biological female, biologically female, genetically female, born a woman	designated female at birth
preferred pronouns	pronouns, personal pronouns
real name	legal name, name on birth certificate

BE TRAUMA-INFORMED

Trauma-informed care: practices that promote a culture of safety, empowerment, and healing.

Many TGNB people have a history of trauma.

Trauma may be not just from past events, but from daily discrimination and microaggressions.



BANISHING BIAS IS A PROCESS, NOT A PROJECT.



- Push for support, inclusivity, and belonging, not simply tolerance.
- Speak out in support of transgender people and transgender rights.
- Be a visible advocate – stickers, posters, pronouns in tags.
- Continue to educate yourself.

DO THE INTERNAL WORK

Address your internal bias

Be kind: Shame is not a tool of social justice and transformation

The Three Peaces:
Make peace with not understanding
Make peace with difference
Make peace with your body



WHAT DOES THIS MEAN FOR US?

How can you imagine this affecting
YOUR work and workplace?

LET'S DISCUSS!

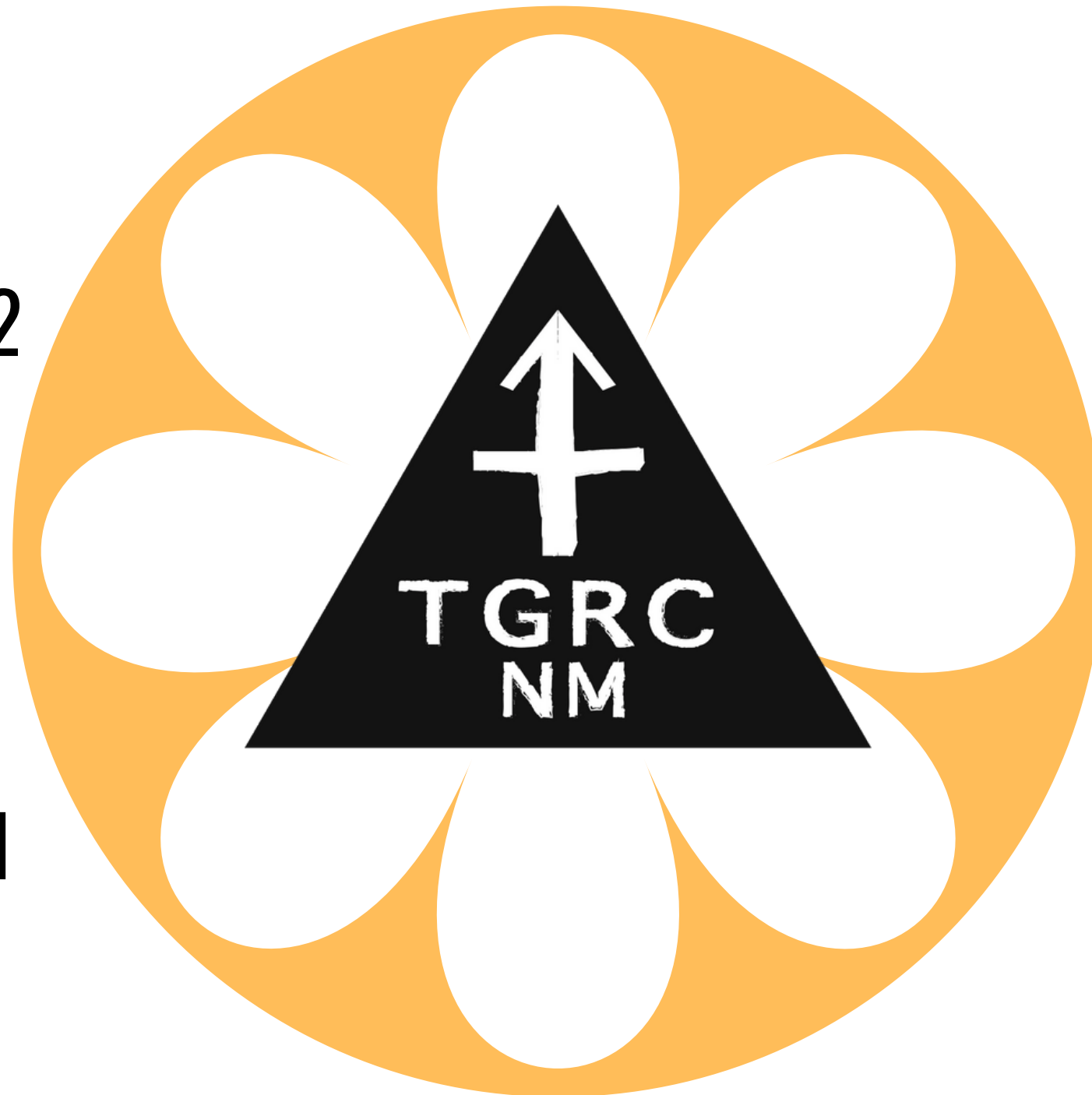


**GIVE A LITTLE.
HELP A LOT!**

TEXT TRANS101 TO 44321 AND MAKE A DIFFERENCE TODAY.

**TGRCNM
1515 4TH ST NW,
ALBUQUERQUE, NM 87102
TGRCNM.ORG**

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<https://linktr.ee/tgrced>

REFERENCES

[Anti-Violence & Trans Equality Information](#)

[Impact of Gender Stereotypes Report](#)

[Biological Sex \(Defined & Discussed\)_](#)

[Intersex \(Defined & Discussed\)_](#)

[Declassification - Transgenderism](#)

[Youth Risk & Resiliency_](#)

[2022 US Trans Survey.](#)

[Every Body: Intersex Documentary.](#)

[Trans Youth Homeless](#)

[Trans Unemployment](#)

[Anti-Trans Violence](#)

Book: The Body Is Not an Apology: The Power of Radical Self-Love by Sonya Renee Taylor

WHAT'S NEXT?

[Anti-Trans Legislation Tracker & Action Steps](#)

[Healthy Sexuality & Gender Development Policy.](#)

[Gender Affirming Care Reduces Youth Suicidality_](#)

[Protecting & Advancing Healthcare for Trans Adults](#)

[Anti-Trans Legislation Tracker](#)

