TRANSGENDER IDENTITY & INCLUSION

A WEBINAR PRESENTED BY

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WEBINAR ROAD MAP

I. Introduction
II. Identity 101
III. Creating Trans-Inclusive Congregations
IV. Question & Answer

love@uua.org
An attitude of curiosity and wonder
GAME!
IDENTITY 101
THE GENDER BINARY MODEL
SEX

Male

Female
SEX: KEY TERMS

Sex
Intersex
Female
Male
GENDER IDENTITY

Man

Woman

Identity
GENDER IDENTITY: KEY TERMS

Gender identity

Genderqueer
(also third gender, gender fluid, co-gender, bi-gender, pan-gender)

Two spirit
GENDER EXPRESSION

Masculine  Feminine
GENDER EXPRESSION: KEY TERMS

Gender expression

Gender non-conforming

Gender variant

Androgynous
EXTERNALLY PERCEIVED GENDER

Man

Woman
GENDER SCALES

Sex
- Male
- Female

Gender Identity
- Man
- Woman

Gender Expression
- Masculine
- Feminine

Externally Perceived Gender
- Man
- Woman
GENDER SCALES: KEY TERMS

Transgender
Crossdresser
Gender non-conforming
Trans man
“of trans experience”

Transsexual
Cisgender
Transition
Trans woman
SEXUAL ORIENTATION

Attracted to women

Attracted to men
AFFECTIONAL ORIENTATION

Attracted to women

Attracted to men
SEXUAL/AFFECTIONAL ORIENTATION: KEY TERMS

Asexual
Bisexual
Gay
Lesbian
Pansexual
Queer
Straight

Sexual orientation
Affectional orientation
SEXUALITY SCALES

Sexual Orientation

- Attracted to women
- Attracted to men

Affectional Orientation

- Attracted to women
- Attracted to men
Cisgender Straight Man

Sex
- Male
- Female

Gender Identity
- Man
- Woman

Gender Expression
- Masculine
- Feminine

Externally Perceived Gender
- Man
- Woman

Sexual Orientation
- Attracted to women
- Attracted to men

Affectional Orientation
- Attracted to women
- Attracted to men
Gay Man (of the burly sort)

Sex
- Male
- Female

Gender Identity
- Man
- Woman

Gender Expression
- Masculine
- Feminine

Externally Perceived Gender
- Man
- Woman

Sexual Orientation
- Attracted to women
- Attracted to men

Affectional Orientation
- Attracted to women
- Attracted to men
Gay Man (of the stereotyped effeminate sort)

**Sex**
- Male
- Female

**Gender Identity**
- Man
- Woman

**Gender Expression**
- Masculine
- Feminine

**Externally Perceived Gender**
- Man
- Woman

**Sexual Orientation**
- Attracted to women
- Attracted to men

**Affectional Orientation**
- Attracted to women
- Attracted to men
Transgender Straight Man

- **Sex**
  - Male
  - Female

- **Gender Identity**
  - Man
  - Woman

- **Gender Expression**
  - Masculine
  - Feminine

- **Externally Perceived Gender**
  - Man
  - Woman

- **Sexual Orientation**
  - Attracted to women
  - Attracted to men

- **Affectional Orientation**
  - Attracted to women
  - Attracted to men
Transgender Gay Man

Sex
- Male
- Female

Gender Identity
- Man
- Woman

Gender Expression
- Masculine
- Feminine

Externally Perceived Gender
- Man
- Woman

Sexual Orientation
- Attracted to women
- Attracted to men

Affectional Orientation
- Attracted to women
- Attracted to men
Genderqueer Individual

Sex
- Male
- Female

Gender Identity
- Man
- Woman

Gender Expression
- Masculine
- Feminine

Externally Perceived Gender
- Man
- Woman

Sexual Orientation
- Attracted to women
- Attracted to men

Affectional Orientation
- Attracted to women
- Attracted to men
TRANS-INCLUSIVE CONGREGATIONS
BEING TRANS IN
UNITARIAN UNIVERSALISM
BEING TRANS IN WIDER SOCIETY

- **63%** have experienced a **serious act** of discrimination
- **23%** have experienced a **catastrophic level** of discrimination
DISCRIMINATION & HARASSMENT

Public accommodations
Health care
Education
Law + Voting
Family

Housing
Social Services
Employment
Religion
INTERSECTING OPPRESSIONS

People of color:

- 44% of LGBTQ hate violence victims
- 70% of LGBTQ hate murder victims
INTERSECTING OPPRESSIONS

Gender
Sexuality
Race/ethnicity
Citizenship
Economic class
Ability/disability
Age
Education level
TRANSGENDER SPIRITUALITY

Consider the gifts transgender folks can bring to faith communities:

- How faith and the struggle to be one’s true authentic self inform each other
- The ways gender plays into congregational life, worship, and more
WHAT DOES “WELCOMING” REALLY MEAN?

Being committed to ongoing, transformational, work
CONGREGATIONAL LIFE & CULTURE

Access
- Bathrooms
- Gender-exclusive groups / events
- Physical building access

Microaggressions
- Assumptions
- Language

Protocols and practices
- Safe congregation policies
- Nondiscrimination policies
- Hiring practices
- Forms
CONGREGATIONAL LIFE & CULTURE

Ongoing education
- *Our Whole Lives* for all ages
- Regular Welcoming Congregation programming

Clear and intentional welcome, inclusion, affirmation
- During Sunday service
- In publications and online
- Visible cues, information, news in congregational space

Community engagement & social justice
VISION

A community where all people are empowered to deepen and grow into their full selves, and where those selves are honored, affirmed, and reflected throughout congregational life.
RESOURCES

Transgender Identity, Welcome, & Resources
www.uua.org/lgbtq/identity

UUA LGBTQ Ministries / Multicultural Ministries office staff
www.uua.org/mgw

lgbtq@uua.org
MORE RESOURCES

The Institute for Welcoming Resources
www.welcomingresources.org

Transgender Day of Remembrance Resources

Transgender Religious Professional
UUs Together (TRUUsT)
BOOKS & WRITINGS

Omnigender: A Trans-Religious Approach
by Virginia Mollenkott

Trans-Gendered: Theology, Ministry, and Communities of Faith
by Justin Tanis

Crossing Paths: Where Transgender and Religion Meet
(www.uua.org/documents/lgbtq/crossingpaths.pdf)

Gender Identity & Our Faith Communities Part 2:
Essays
(www.hrc.org/files/assets/resources/Gender-Identity-and-our-Faith-Communities_2008-12.pdf)

Queer (In)Justice: The Criminalization of LGBT People in the United States
by Joey Mogul, Andrea Ritchie, & Kay Whitlock
Injustice at Every Turn: A Report of the National Transgender Discrimination Survey (www.thetaskforce.org/reports_and_research/ntds)


LGBT Youth: An Epidemic of Homelessness (http://thetaskforce.org/reports_and_research/homeless_youth)

Report on Hate Violence Against LGBTQH Communities (Media Release) (www.avp.org/documents/HVReportMEDIARELEASE.FINAL_000.pdf)

The Genderbread Person (http://itspronouncedmetrosexual.com/2012/01/the-genderbread-person)