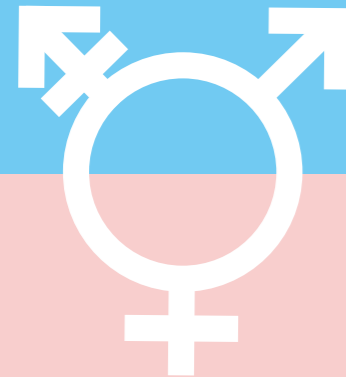




amnesty.org.uk/lgbti-rights



Appreciate gender diversity

All gender identities are valid and should be supported equally. If someone's gender is outside of the gender binary or they don't have a gender identity at all, it simply reflects the diversity of people's identities.

Support everyone

Recognise and respect the lives and experiences of all trans and non-binary people, and understand the oppression they face. This includes supporting trans people of colour, sex workers, and people with disabilities.

Help your friends

Going to a gendered bathroom or changing room can be difficult for trans people,

especially when they are made to feel like they don't belong. One practical thing you can do to help your trans friends – if they want you to – is to go inside with them. This ensures they don't have to face any potential transphobia alone.

Call out transphobia

Challenge friends and family members who make transphobic comments. Dealing with toxic, dehumanising attitudes can be extremely draining and distressing for trans people. Support from others can really help.

Listen and learn

Learning the appropriate terminology and language can be daunting. If you make a mistake, apologise and learn from the

experience. Honest mistakes – as opposed to intentional attempts to invalidate someone's identity – don't make you transphobic.

Don't out anyone

It can be dangerous for trans people to be open about their gender identity. Don't tell anyone about someone's gender identity without their consent, even if they have come out to their friends, family or wider society.

Educate yourself

It's important to learn more about trans experiences but remember that trans people are not walking encyclopedias. Organisations like Stonewall, Mermaids, Gendered Intelligence and GLAAD have lots

of resources online:

- ▶ www.stonewall.org.uk/truth-about-trans
- ▶ www.mermaidsuk.org.uk
- ▶ www.genderedintelligence.co.uk
- ▶ www.glaad.org/transgender/allies

Answering questions

'Should trans women be allowed in women's refuges?'

'What about public toilets and changing rooms?'

'Should children and young people be taught about trans issues?'

Stonewall has lots of useful information about these and other frequently asked questions:

- ▶ www.stonewall.org.uk/truth-about-trans

LGBT 017

GENDER IDENTITY FOR BEGINNERS



A pocket guide for trans allies

This booklet provides an introduction to gender and offers advice on how to support trans people.

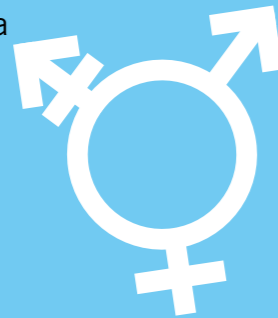


THE BASICS

Your anatomy does not determine your gender identity.

Not everyone's gender identity falls within the gender binary – the idea that there are only two genders, male and female. The situation is much more like a spectrum.

Gender isn't set in stone – some people have fluid or fluctuating gender identities.



KEY TERMS

TRANS is a gender identity and an umbrella term for people whose gender differs from or does not sit comfortably with the gender they were assigned at birth. A trans woman is a woman who was assigned male at birth. A trans man is a man who was assigned female at birth.

CISGENDER is someone whose gender identity aligns with the gender they were assigned at birth.

NON-BINARY is a gender identity and an umbrella term for people whose identity falls outside of the gender binary. Some

people do not identify wholly or at all with the gender they were assigned at birth – some people have no gender at all (Agender). The term non-binary comes under the trans umbrella.

INTERSEX is not a gender identity and should not be lumped under the trans umbrella. It describes someone born with anatomical, hormonal and/or chromosomal variations in their sex characteristics. Some intersex people self-define as trans and/or non-binary, others with the gender they were assigned at birth.

LABELS

It's always up to an individual as to how they describe their gender identity. Some people use multiple terms or shift between different terms to better represent their gender identity. This should always be respected and supported.

HOW TO SUPPORT TRANS PEOPLE

Use the name and gender a trans person tells you to use. Don't ask what their 'real' name or gender is – this is disrespectful and distressing.

RESPECT PEOPLE'S NAMES

Gender identity and gender expression are different

Gender identity is someone's personal and intimate sense of their own gender. Gender expression is how they choose to reflect their gender identity in their physical appearance. Don't make assumptions about someone's gender based on the way they dress – it may not reflect their gender identity or the appearance usually associated with their gender identity.

Use the correct pronouns

Some people prefer gender-neutral pronouns such as they/their and ze/zir. If you are unsure which pronoun to use, wait for an appropriate moment and ask. Alternatively, indicate the pronouns you use first – this gives people an opportunity to say theirs, too.