Facing Trans: Education, Advocacy, and Inclusion of Transgender Needs
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Learning Objectives:

• Increase awareness of the existence of the trans/gender variant populations

• Create more advocates for trans needs

• Elevate your workplace as a leader in serving trans populations
Whose responsibility?

This is a story about four people: Everybody, Somebody, Anybody, and Nobody. There was an important job to be done and Everybody was asked to do it. Everybody was sure Somebody would do it. Anybody could have done it, but Nobody did it. Somebody got angry about that because it was Everybody’s job. Everybody thought Anybody could do it, but Nobody realized that Everybody wouldn’t do it. It ended up that Everybody blamed Somebody when actually Nobody asked Anybody.
EDUCATION
Now what...
Developed by Owen Marciano and Jessica Pettitt
In conjunction with NYU’s OUTspoken Peer Educators through the LGBT Office of Student Services.
SEX

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Genitalia (Penis/Vagina)

SEX

GENDER

SEXUAL IDENTITY
SEX

Genitalia (Penis/Vagina)
Chromosomes (XY/XX)

SEXUAL IDENTITY

GENDER
Genitalia (Penis/Vagina)
Chromosomes (XY/XX)
Hormones (Test/Estro)
SEX
- Genitalia (Penis/Vagina)
- Chromosomes (XY/XX)
- Hormones (Test/Estro)
- Innards

GENDER

SEXUAL IDENTITY
Sexual Identity

Sex
- Genitalia (Penis/Vagina)
- Chromosomes (XY/XX)
- Hormones (Test/Estro)
- Innards

Gender

2nd Sex Characteristics
Sexual Identity

Sex
- Genitalia (Penis/Vagina)
- Chromosomes (XY/XX)
- Hormones (Test/Estro)
- Innards

Gender

2nd Sex Characteristics
- Hair
SEX
- Genitalia (Penis/Vagina)
- Chromosomes (XY/XX)
- Hormones (Test/Estro)
- Innards

2nd Sex Characteristics
- Hair
- Voice

SEXUAL
IDENTITY

GENDER
Sexual identity is a complex interplay of various factors:

- **Genitalia** (Penis/Vagina)
- **Chromosomes** (XY/XX)
- **Hormones** (Test/Estro)
- **Innards**

These factors contribute to the development of sex and gender. The image illustrates these components as part of a larger diagram, highlighting the nuanced relationship between sex and gender identity.
SEX
○○

Genitalia (Penis/Vagina)
Chromosomes (XY/XX)
Hormones (Test/Estro)
Innards

2nd Sex Characteristics

GENDER

SEXUAL IDENTITY

Hair
Voice
Size
SEX

- Genitalia (Penis/Vagina)
- Chromosomes (XY/XX)
- Hormones (Test/Estro)
- Innards

2nd Sex Characteristics

- Hair
- Voice
- Size

GENDER

RIPE

SEXUAL IDENTITY
SEX

Genitalia (Penis/Vagina)
Chromosomes (XY/XX)
Hormones (Test/Estro)
Innards

2nd Sex Characteristics

Hair
Voice
Size

SEXUAL IDENTITY

GENDER

Roles
I
P
E
SEX
- Genitalia (Penis/Vagina)
- Chromosomes (XY/XX)
- Hormones (Test/Estro)
- Innards

2nd Sex Characteristics
- Hair
- Voice
- Size

SEXUAL IDENTITY

GENDER
- Roles
- Identity
- Perception

SEX

Characteristics

Perception
SEX

- Genitalia (Penis/Vagina)
- Chromosomes (XY/XX)
- Hormones (Test/Estro)
- Innards

2nd Sex Characteristics

- Hair
- Voice
- Size

SEXUAL IDENTITY

GENDER

- Roles
- Identity
- Perception
- Expression
SEX
- Genitalia: (Penis/Vagina)
- Chromosomes: (XY/XX)
- Hormones: (Test/Estro)
- Innards

2nd Sex Characteristics
- Hair
- Voice
- Size

SEXUAL IDENTITY

GENDER
- Roles
- Identity
- Perception
- Expression
SEX

Genitalia (Penis/Vagina)
Chromosomes (XY/XX)
Hormones (Test/Estro)
Innards

2nd Sex Characteristics

Hair
Voice
Size

SEXUAL IDENTITY

GENDER

Roles
Identity
Perception
Expression
SEX

Genitalia (Penis/Vagina)
Chromosomes (XY/XX)
Hormones (Test/Estro)
Innards

2nd Sex Characteristics

Hair
Voice
Size

SEXUAL IDENTITY

GENDER

Roles
Identity
Perception
Expression
QUESTIONS & COMMENTS
SEX
- Genitalia (Penis/Vagina)
- Chromosomes (XY/XX)
- Hormones (Test/Estro)
- Innards

2nd Sex Characteristics
- Hair
- Voice
- Size

SEXUAL IDENTITY

GENDER
- Roles
- Identity
- Perception
- Expression
INTERSEXED

INTERSEX

PERSON WITH AN INTERSEX CONDITION

Adapted from Arizona State University’s SafeZone Gender Identity 101 curriculum. Edited by J. Pettitt 2010. Edited by Hadley Smith, Co-founder, Trainer & Collective Member, TRANSLATE GENDER, 121 Fifth Avenue, PMB 131, Brooklyn, NY 11217 www.translategender.org hadley@translategender.org
2nd Sex Characteristics

Genitalia (Penis/Vagina)
Chromosomes (XY/XX)
Hormones (Test/Estro)
Innards

SEX

2nd Sex Characteristics

Hair
Voice
Size

SEXUAL IDENTITY

GENDER

Roles
Identity
Perception
Expression
CROSS DRESSER
DRAG KING
DRAG QUEEN
GENDER VARIANT

GENDER NON-CONFORMING

GENDER BENDER
SEX
- Genitalia (Penis/Vagina)
- Chromosomes (XY/XX)
- Hormones (Test/Estro)
- Innards

2nd Sex Characteristics
- Hair
- Voice
- Size

SEXUAL IDENTITY

GENDER
- Roles
- Identity
- Perception
- Expression
SEX
- Genitalia (Penis/Vagina)
- Chromosomes (XY/XX)
- Hormones (Test/Estro)
- Innards

2nd Sex Characteristics
- Hair
- Voice
- Size

SEXUAL IDENTITY

GENDER
- Roles
- Identity
- Perception
- Expression
SEX
- Genitalia (Penis/Vagina)
- Chromosomes (XY/XX)
- Hormones (Test/Estro)
- Innards

2nd Sex Characteristics
- Hair
- Voice
- Size

SEXUAL IDENTITY

GENDER
- Roles
- Identity
- Perception
- Expression

H/S,
Sex Characteristics

Sex
- Genitalia (Penis/Vagina)
- Chromosomes (XY/XX)
- Hormones (Test/Estro)
- Innards

2nd Sex Characteristics
- Hair
- Voice
- Size

Sexual Identity

Gender
- Roles
- Identity
- Perception
- Expression

H/S, G, L,
SEX

Genitalia (Penis/Vagina)
Chromosomes (XY/XX)
Hormones (Test/Estro)
Innards

2nd Sex Characteristics

Hair
Voice
Size

H/S, G, L, B, P,

GENDER

Roles
Identity
Perception
Expression

SEXUAL IDENTITY
SEX

- Genitalia (Penis/Vagina)
- Chromosomes (XY/XX)
- Hormones (Test/Estro)
- Innards

2nd Sex Characteristics

Hair
Voice
Size

GENDER

Roles
Identity
Perception
Expression

SEXUAL IDENTITY

H/S, G, L, B, P, O,
SEX
- Genitalia (Penis/Vagina)
- Chromosomes (XY/XX)
- Hormones (Test/Estro)
- Innards

2nd Sex Characteristics
- Hair
- Voice
- Size

SEXUAL IDENTITY

GENDER
- Roles
- Identity
- Perception
- Expression

H/S, G, L, B, P, O, Q,
SEX

- Genitalia (Penis/Vagina)
- Chromosomes (XY/XX)
- Hormones (Test/Estro)
- Innards

2nd Sex Characteristics

Hair
Voice
Size

GENDER

Roles
Identity
Perception
Expression

SEXUAL IDENTITY

H/S, G, L, B, P, O, Q, A,
SEX

- Genitalia (Penis/Vagina)
- Chromosomes (XY/XX)
- Hormones (Test/Estro)
- Innards

2nd Sex Characteristics

GENDER

- Roles
- Identity
- Perception
- Expression

SEXUAL IDENTITY

H/S, G, L, B, P, O, Q, A, ...
ADVOCACY
SEX

GENDER

SEXUAL IDENTITY
SEX
SEXUAL IDENTITY
GENDER

SEXISM
INCLUSION
FAMILY & IDENTITY
SIGNAGE & MARKETING
FACILITIES & HOUSING
PROTOCOLS & GUIDELINES
QUESTIONS & COMMENTS
EMPOWERMENT
Don’t forget to download the bonus handouts –
How to Be an Ally to Transgender and Intersex People
&
How Might the Needs of Transgender People Differ from the Needs of Non-Transgender or Cisgender LGB People?

To keep the conversations stirring!