



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



GOOD ENOUGH NOW



Jessica Pettitt

@jesspettitt

Jess@GoodEnoughNow.com

(202) 670-4262 text

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

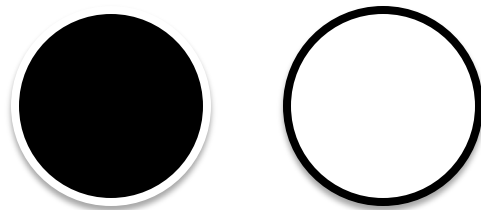
Whose responsibility?

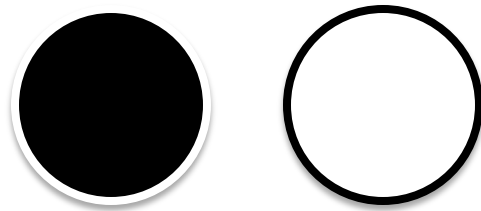
This is a story about four people: **Everybody**, **Somebody**, **Anybody**, and **Nobody**. There was an important job to be done and **Everybody** was asked to do it. **Everybody** was sure **Somebody** would do it. **Anybody** could have done it, but **Nobody** did it. **Somebody** got angry about 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**.

Author Unknown



EDUCATION

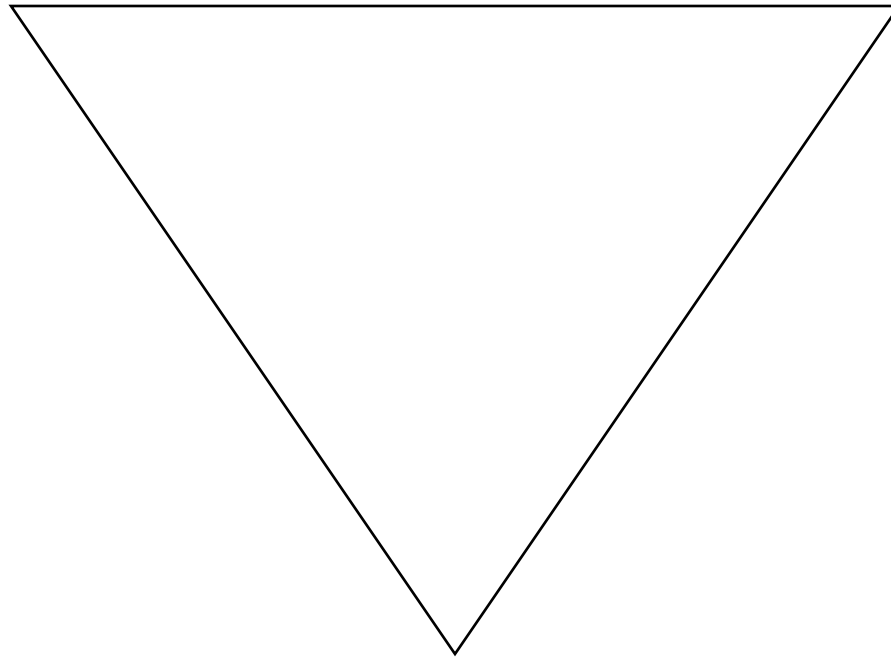




BINARY



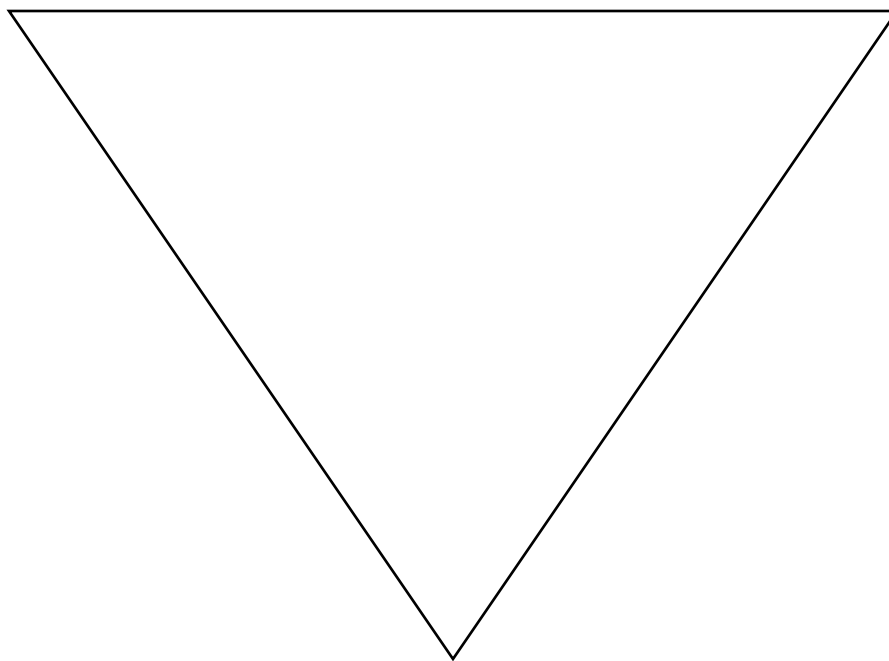
Now what...



Developed by Owen Marciano and Jessica Pettitt
In conjunction with NYU's OUTspoken Peer Educators through the
LGBT Office of Student Services.



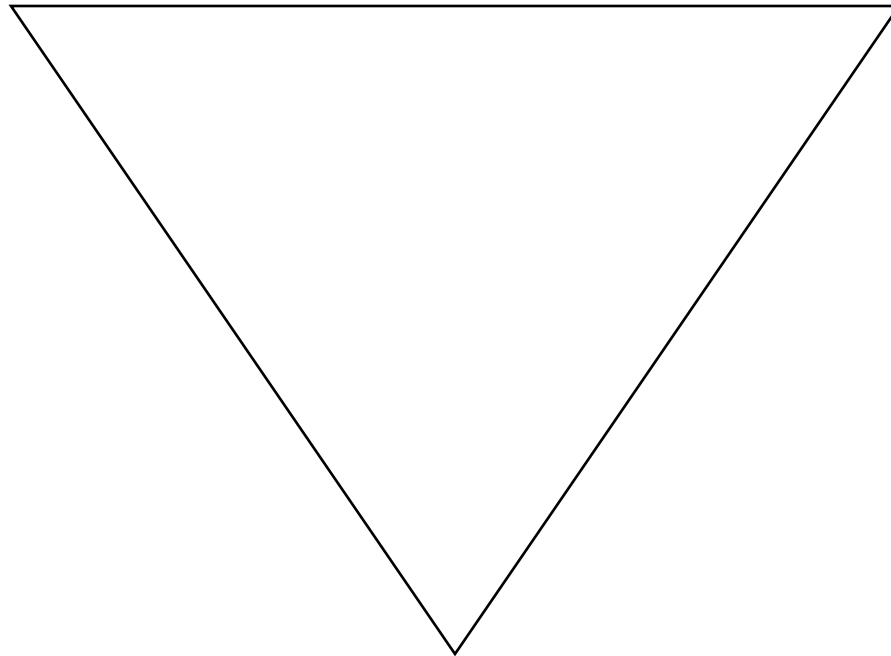
SEX



Developed by Owen Marciano and Jessica Pettitt
In conjunction with NYU's OUTspoken Peer Educators through the
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SEX



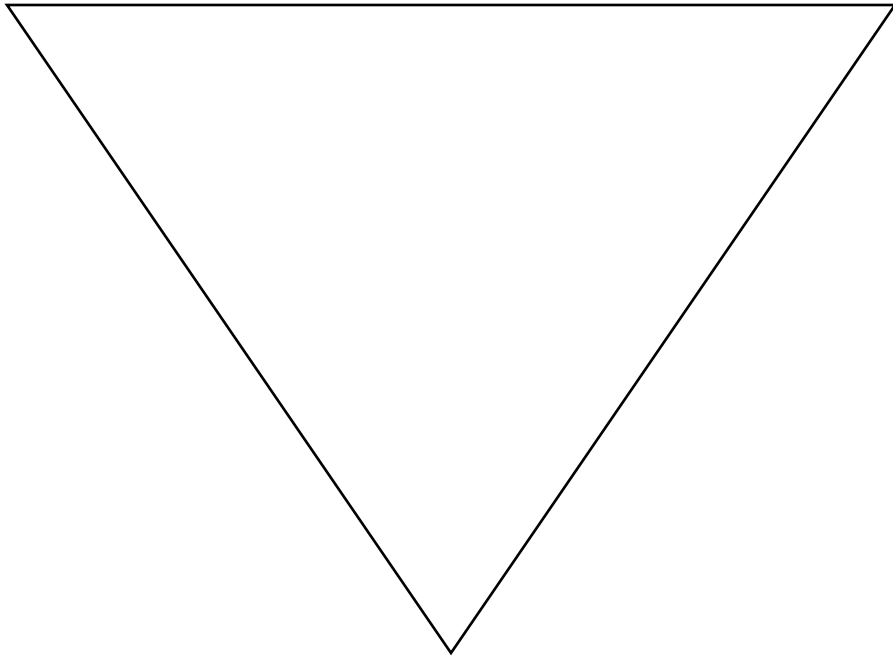
GENDER

Developed by Owen Marciano and Jessica Pettitt
In conjunction with NYU's OUTspoken Peer Educators through the
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SEX

GENDER



**SEXUAL
IDENTITY**

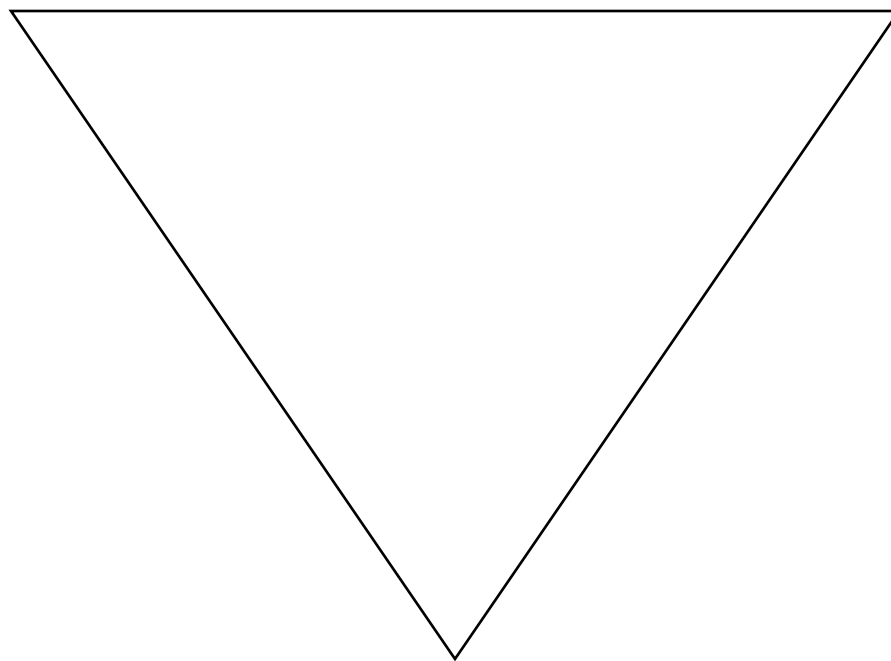
Developed by Owen Marciano and Jessica Pettitt
In conjunction with NYU's OUTspoken Peer Educators through the
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SEX



GENDER



**SEXUAL
IDENTITY**

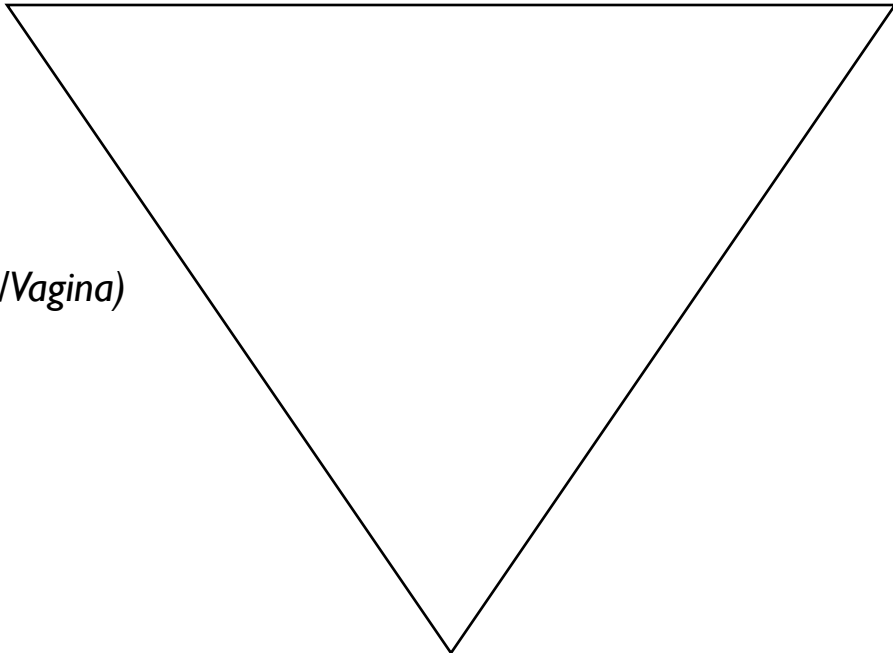


SEX



Genitalia (*Penis/Vagina*)

GENDER



**SEXUAL
IDENTITY**



SEX



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

GENDER

**SEXUAL
IDENTITY**



SEX



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

GENDER

**SEXUAL
IDENTITY**



SEX



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

GENDER

**SEXUAL
IDENTITY**



SEX

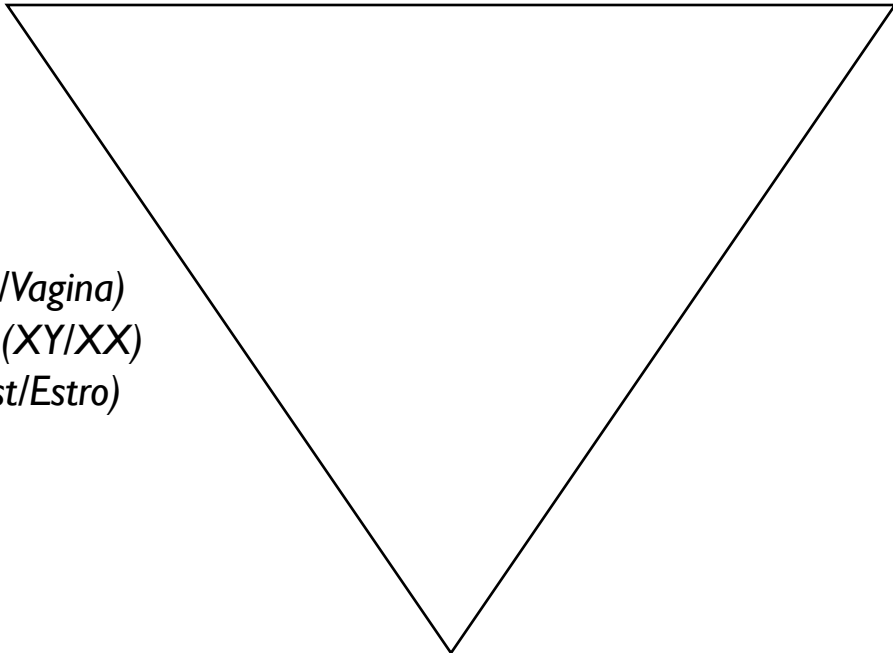


Genitalia (*Penis/Vagina*)
Chromosomes (*XY/XX*)
Hormones (*Test/Estro*)
Innards

2nd Sex
Characteristics



GENDER



**SEXUAL
IDENTITY**



SEX



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

2nd Sex
Characteristics

Hair

GENDER

**SEXUAL
IDENTITY**



SEX



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

2nd Sex
Characteristics

Hair
Voice

GENDER

**SEXUAL
IDENTITY**



SEX



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

2nd Sex
Characteristics

Hair
Voice
Size

GENDER

**SEXUAL
IDENTITY**



SEX



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

2nd Sex
Characteristics

Hair
Voice
Size

**SEXUAL
IDENTITY**

GENDER





SEX



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

2nd Sex
Characteristics

Hair
Voice
Size

GENDER

**R
I
P
E**

**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
Identit**y**
P
E



SEX



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

2nd Sex
Characteristics

Hair
Voice
Size

SEXUAL IDENTITY

GENDER

Roles
Intity
Perception
E



SEX



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

2nd Sex
Characteristics

Hair
Voice
Size

SEXUAL IDENTITY

GENDER

Roles
Intity
Perception
Expression



SEX



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

2nd Sex
Characteristics

Hair
Voice
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SEXUAL IDENTITY

GENDER

Roles
Intity
Perception
Expression



SEX



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

2nd Sex
Characteristics

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SEXUAL IDENTITY

GENDER

Roles
Intity
Perception
Expression

SEX



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

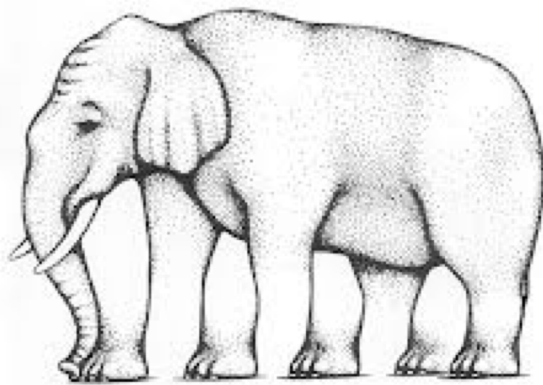
2nd Sex
Characteristics

Hair
Voice
Size

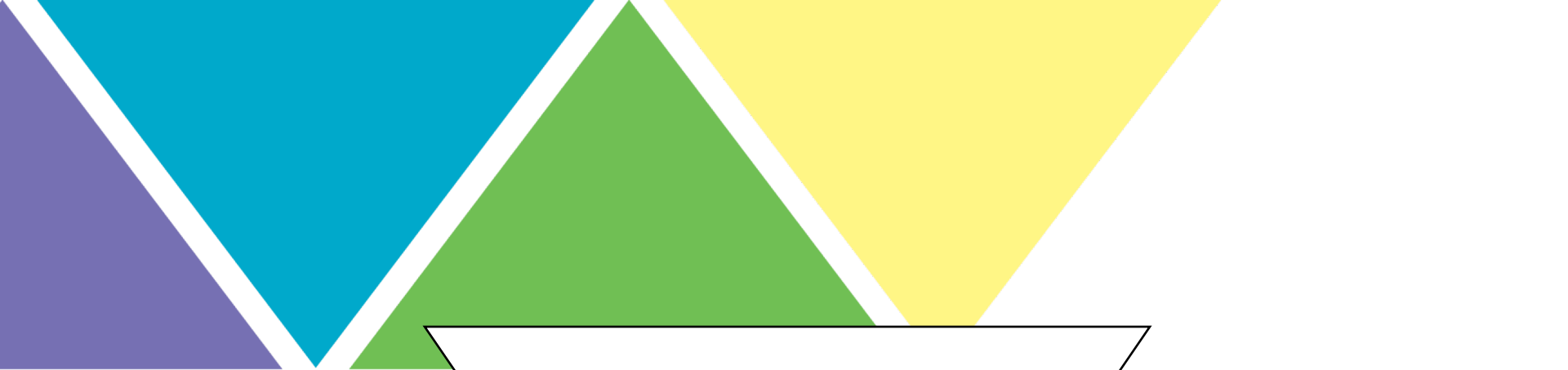
GENDER

Roles
Intity
Perception
Expression

SEXUAL IDENTITY



**QUESTIONS &
COMMENTS**



SEX

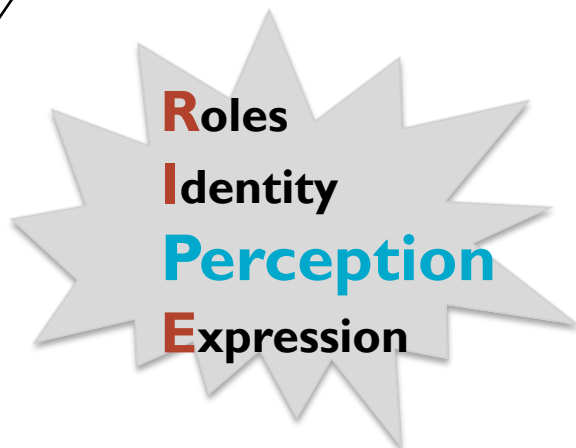


Genitalia (*Penis/Vagina*)
Chromosomes (*XY/XX*)
Hormones (*Test/Estro*)
Innards

2nd Sex
Characteristics

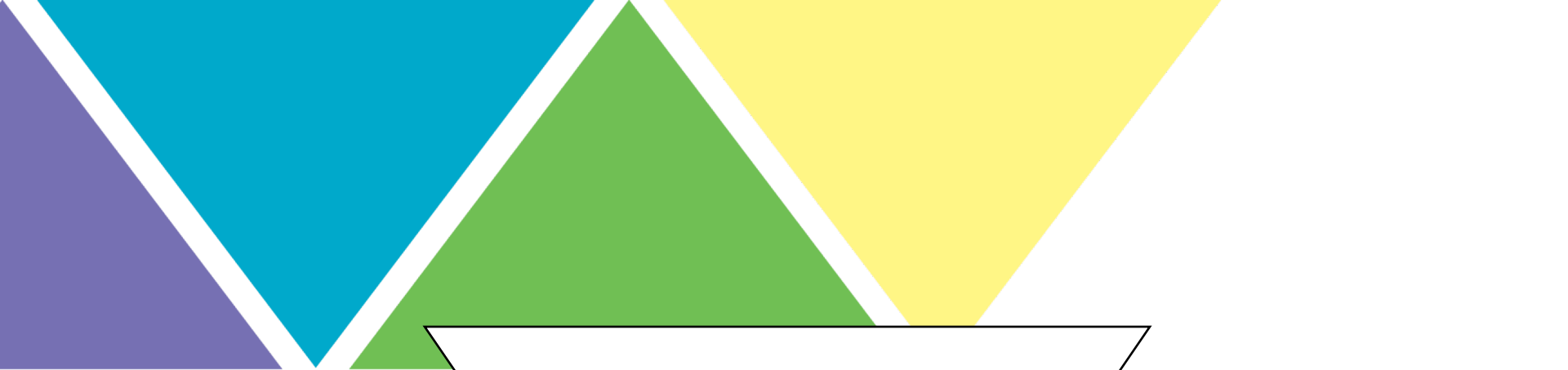
Hair
Voice
Size

GENDER



Roles
Intity
Perception
Expression

SEXUAL IDENTITY



SEX



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

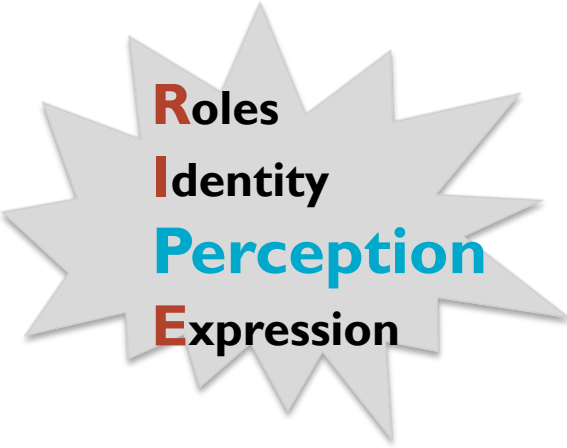
2nd Sex
Characteristics

Hair
Voice
Size



SEXUAL IDENTITY

GENDER



Roles
Intity
Perception
Expression

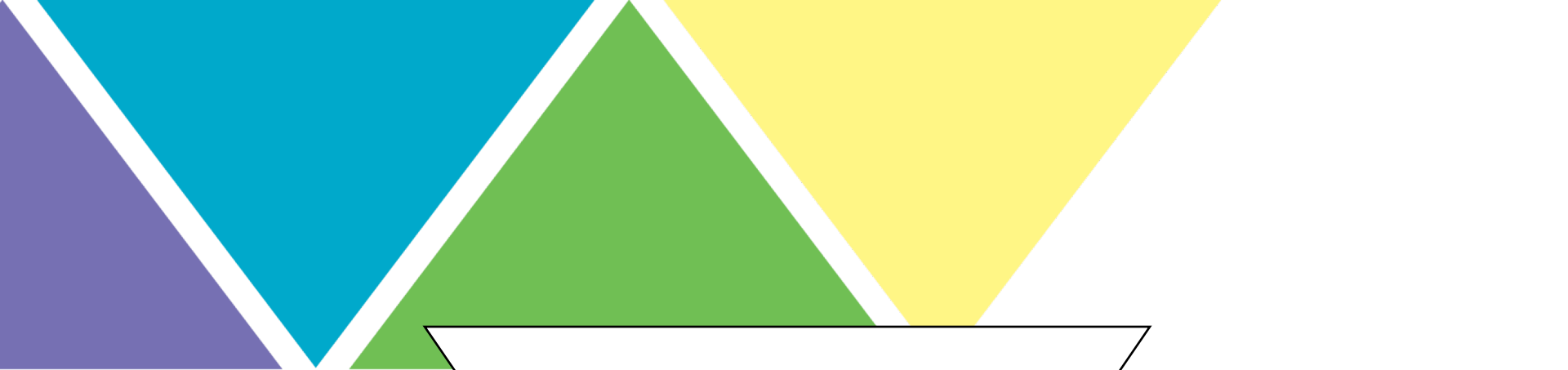
INTERSEXED

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



SEX

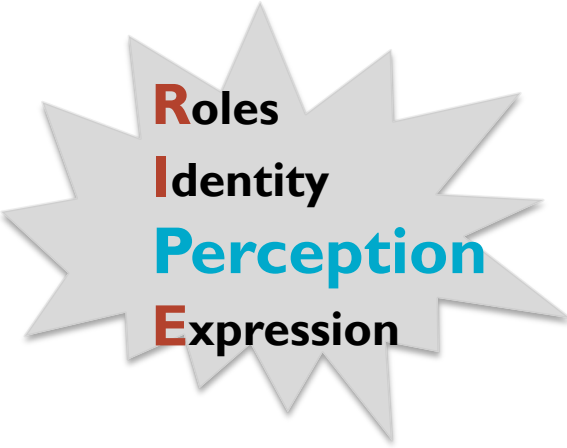


Genitalia (*Penis/Vagina*)
Chromosomes (*XY/XX*)
Hormones (*Test/Estro*)
Innards

2nd Sex
Characteristics

Hair
Voice
Size

GENDER



Roles
Intity
Perception
Expression



SEXUAL IDENTITY

TRANSEXUAL
TRANSGENDER
TRANS
TRANS*





CROSS DRESSER

DRAG KING

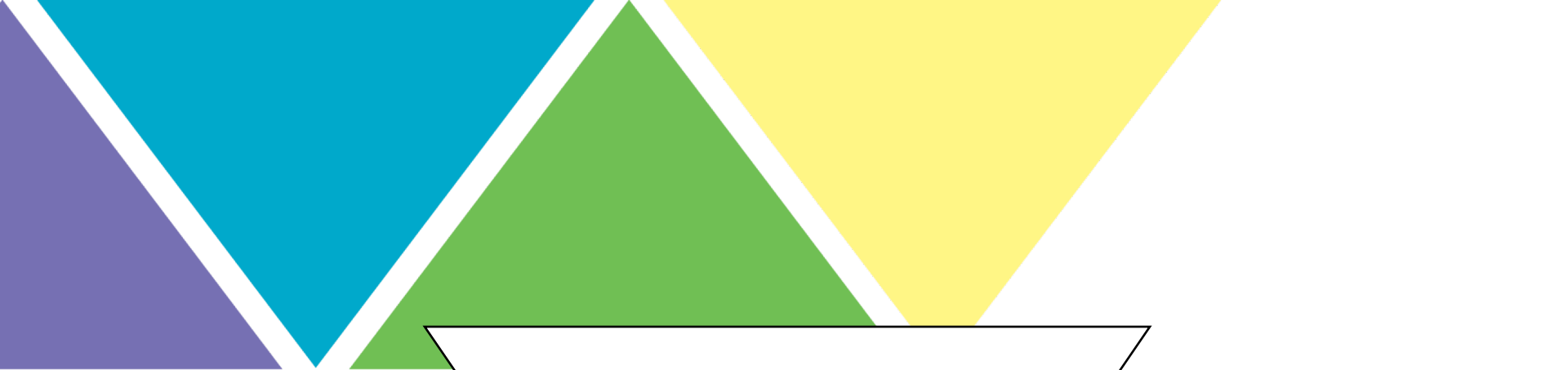
DRAG QUEEN

GENDER VARIANT

**GENDER NON-
CONFORMING**

GENDER BENDER





SEX

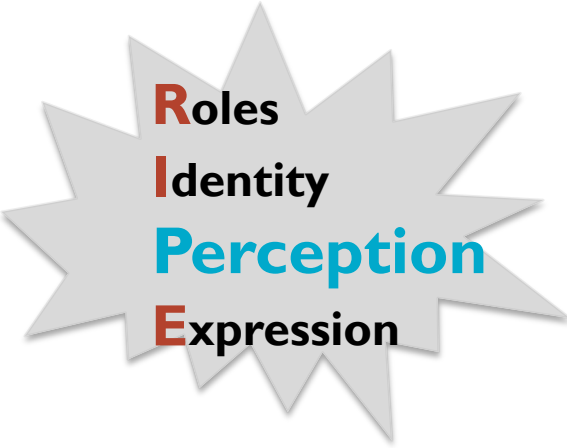


Genitalia (*Penis/Vagina*)
Chromosomes (*XY/XX*)
Hormones (*Test/Estro*)
Innards

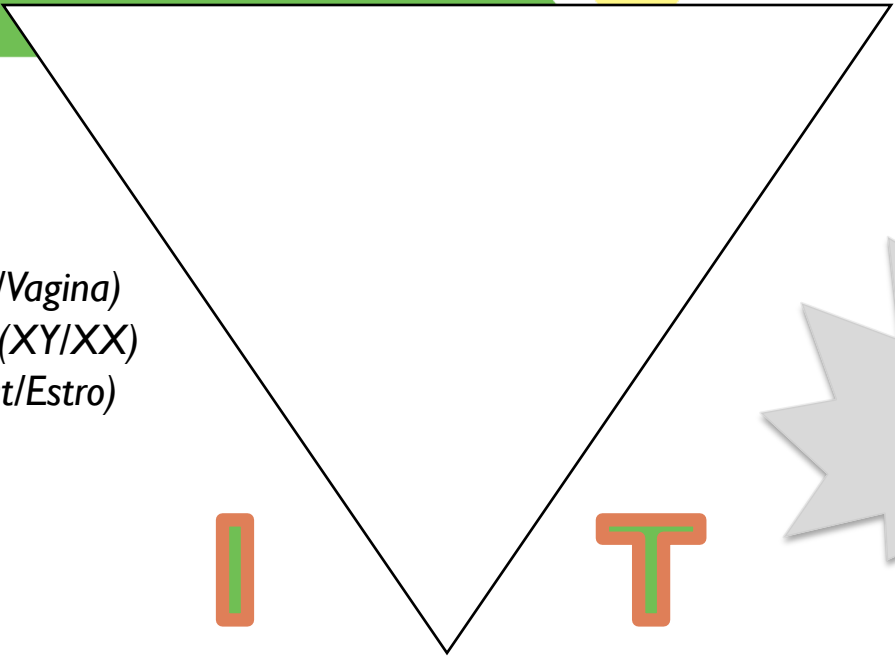
2nd Sex
Characteristics

Hair
Voice
Size

GENDER



Roles
Intity
Perception
Expression



SEXUAL IDENTITY



**CISGENDER
PRIVILEGE**

**CIS MAN
CIS WOMAN**

CIS

SEX



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

2nd Sex
Characteristics

Hair
Voice
Size

GENDER

Roles
Intity
Perception
Expression

SEXUAL IDENTITY



SEX



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

2nd Sex
Characteristics

Hair
Voice
Size

GENDER

Roles
Intity
Perception
Expression

SEXUAL IDENTITY

H/S,

SEX



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

2nd Sex
Characteristics

Hair
Voice
Size

GENDER

Roles
Intity
Perception
Expression

**SEXUAL
IDENTITY**

H/S, G,

SEX



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

2nd Sex
Characteristics

Hair
Voice
Size

GENDER

Roles
Identify
Perception
Expression



SEXUAL IDENTITY

H/S, G, L,

SEX



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

2nd Sex
Characteristics

Hair
Voice
Size

GENDER

Roles
Identify
Perception
Expression

**SEXUAL
IDENTITY**

H/S, G, L, B,

SEX



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

2nd Sex
Characteristics

Hair
Voice
Size

GENDER

Roles
Intity
Perception
Expression

SEXUAL IDENTITY

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

SEX



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

2nd Sex
Characteristics

Hair
Voice
Size

GENDER

Roles
Intity
Perception
Expression

SEXUAL IDENTITY

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

The diagram features a large white inverted triangle in the center. To its left, under the heading 'SEX', are icons for male and female, a list of biological factors (Genitalia, Chromosomes, Hormones, Innards), and a dashed box for '2nd Sex Characteristics' (Hair, Voice, Size). To the right, under 'GENDER', is a starburst containing 'Roles', 'Identity', 'Perception', and 'Expression'. Below the triangle, 'SEXUAL IDENTITY' is written in green, with stylized 'I' and 'T' icons. At the bottom, a list of letters 'H/S, G, L, B, P, O, Q,' is shown in green with orange outlines. The background is composed of four overlapping triangles: purple (bottom-left), blue (top-left), green (top-center), yellow (top-right), and orange (bottom-right).

SEX



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

2nd Sex
Characteristics

Hair
Voice
Size

GENDER

Roles
Intity
Perception
Expression

**SEXUAL
IDENTITY**



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
Intity
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

Hair
Voice
Size

GENDER

Roles
Intity
Perception
Expression

**SEXUAL
IDENTITY**

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

SEX



GENDER

**SEXUAL
IDENTITY**

SEX



GENDER



**SEXUAL
IDENTITY**

SEX



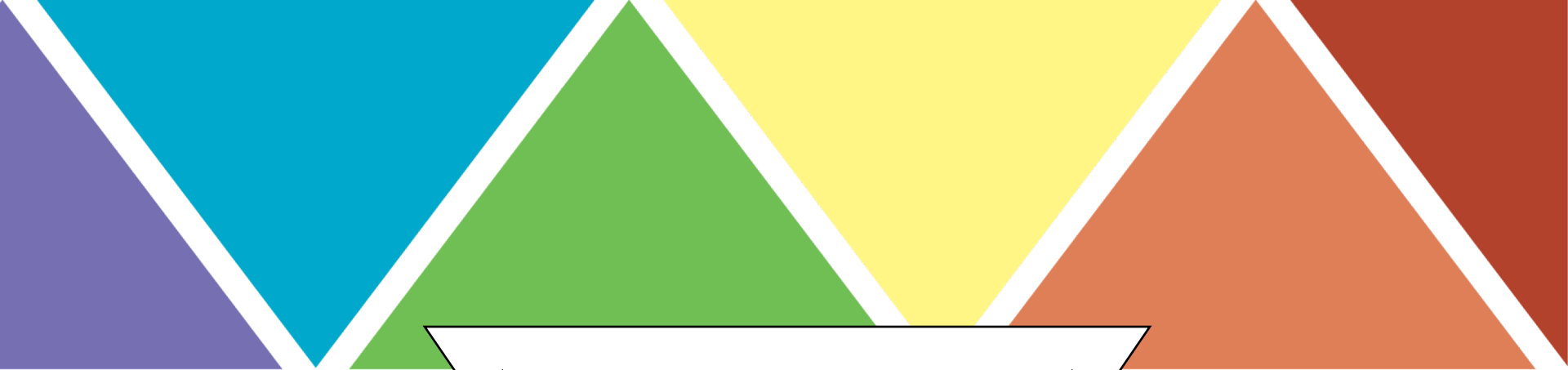
GENDER

**SEXUAL
IDENTITY**





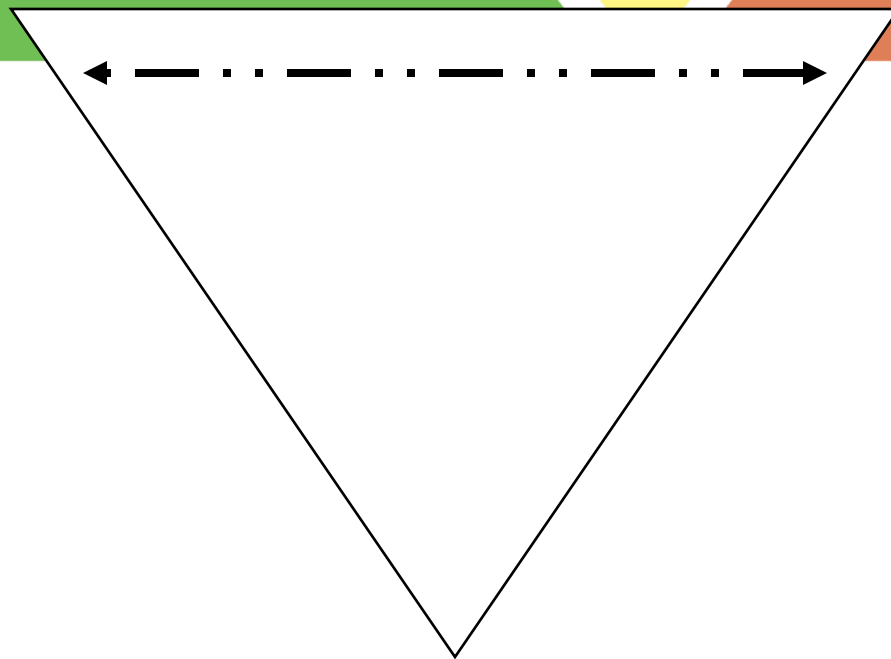
ADVOCACY



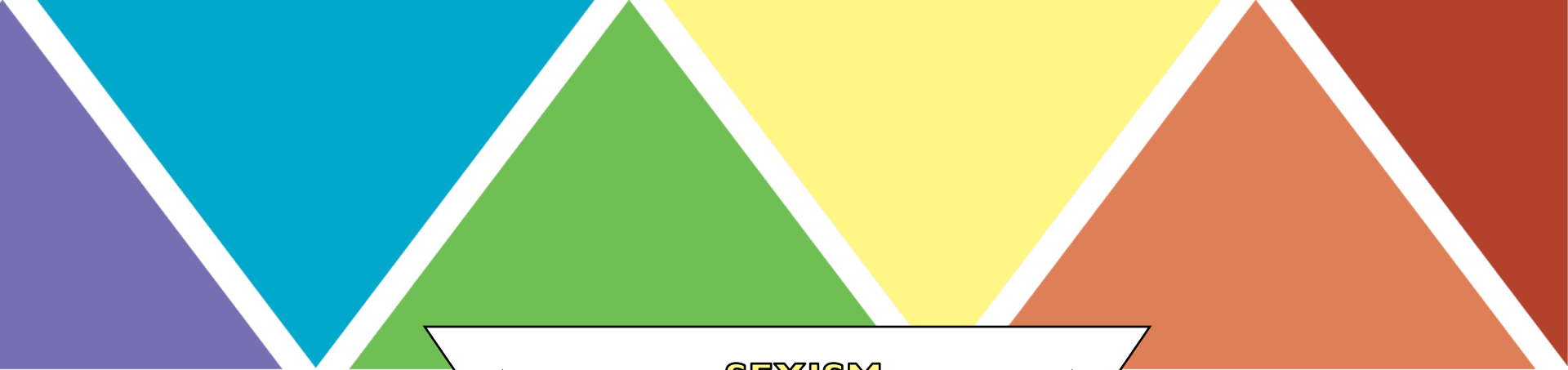
SEX



GENDER



**SEXUAL
IDENTITY**

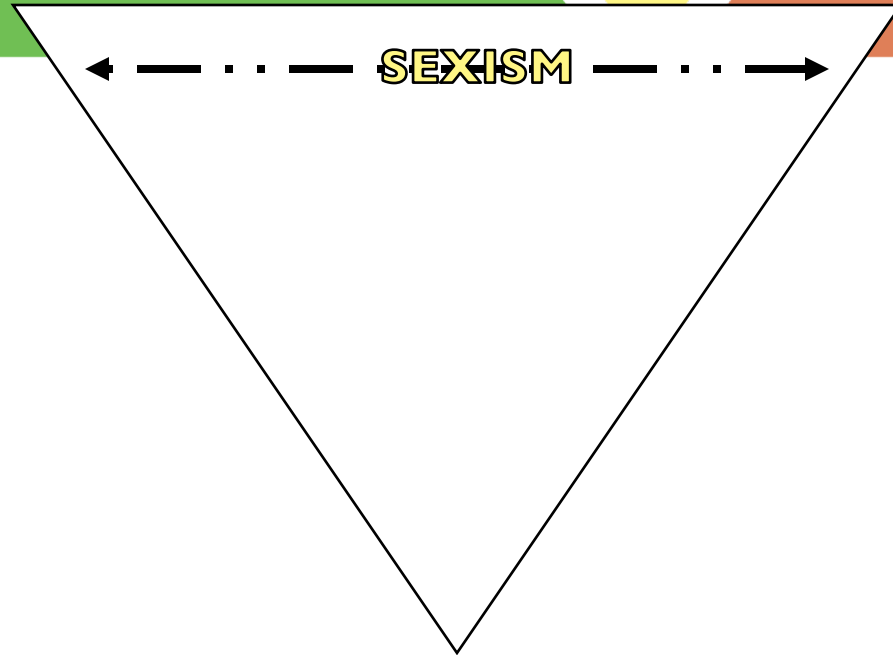


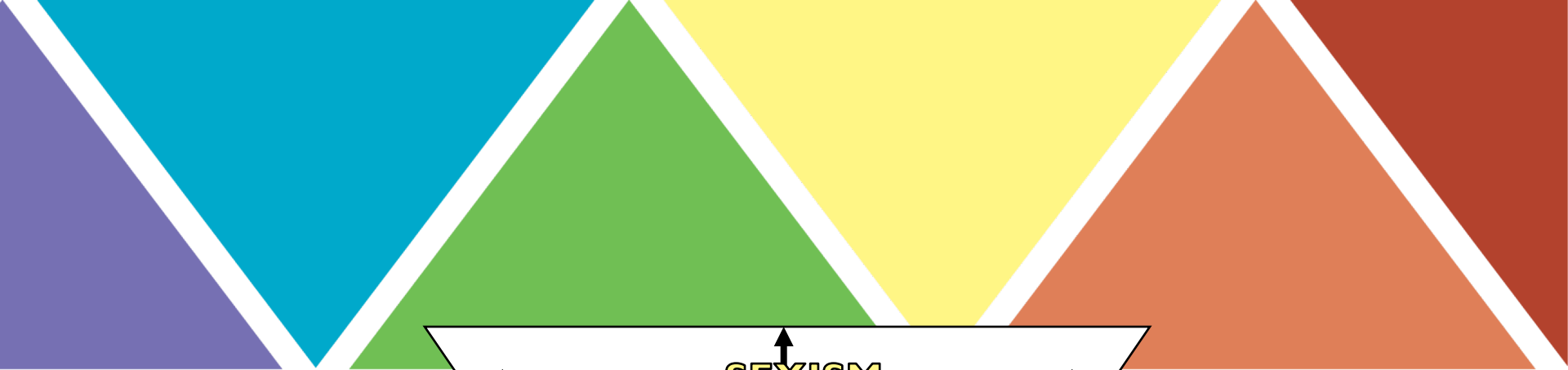
SEX

GENDER

SEXISM

**SEXUAL
IDENTITY**



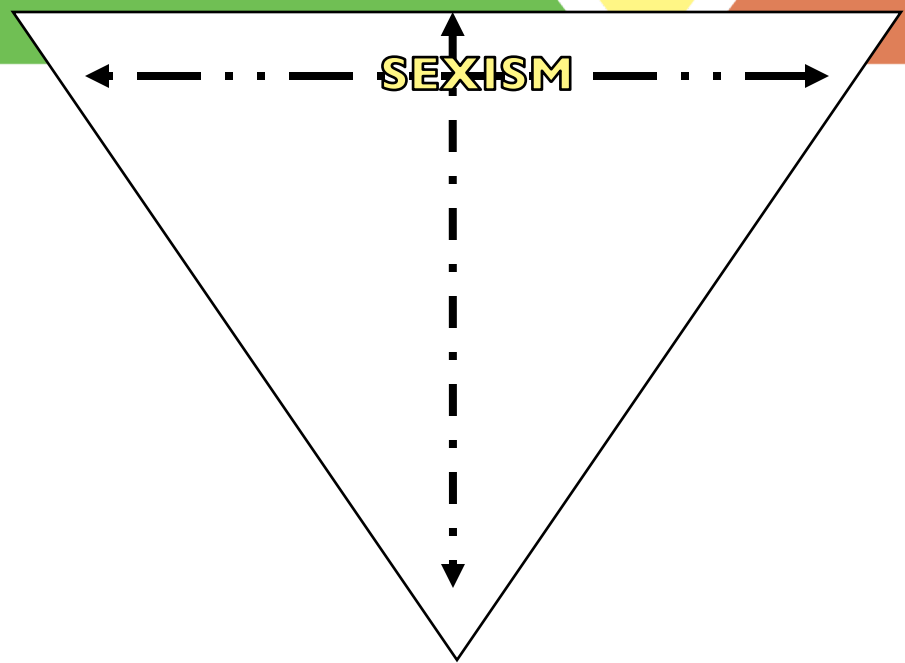


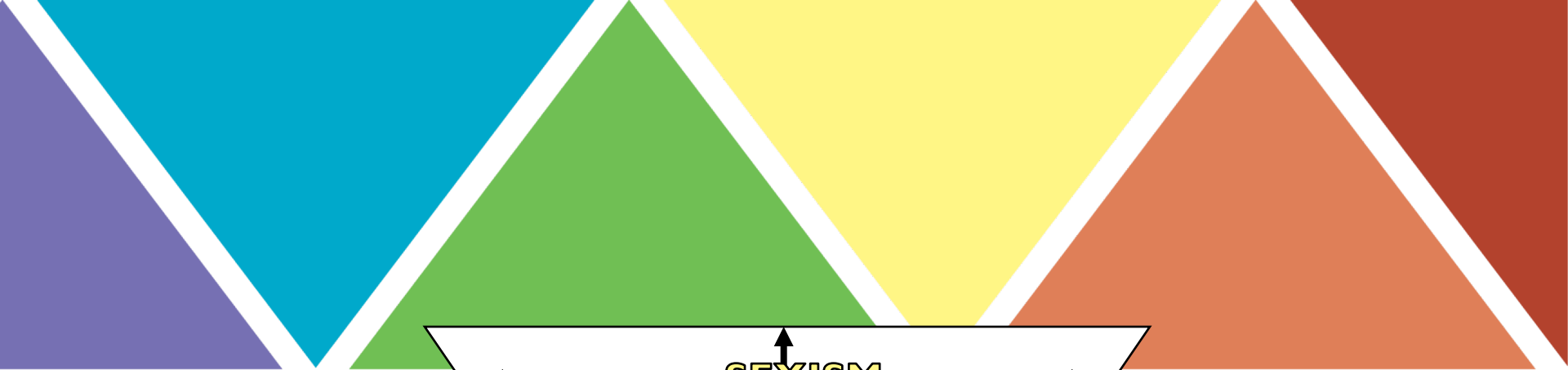
SEX

GENDER

SEXISM

**SEXUAL
IDENTITY**





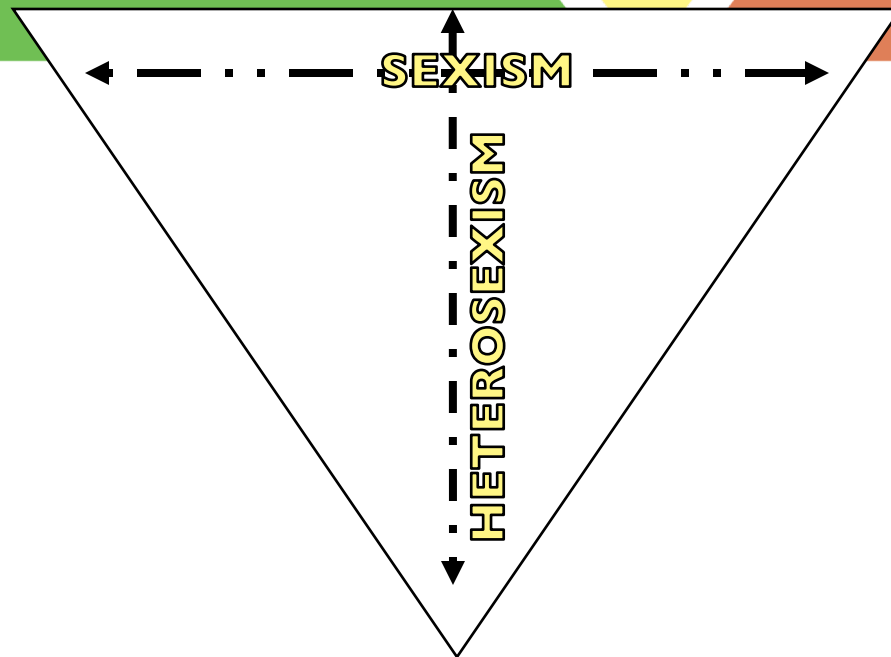
SEX

GENDER

SEXISM

HETEROSEXISM

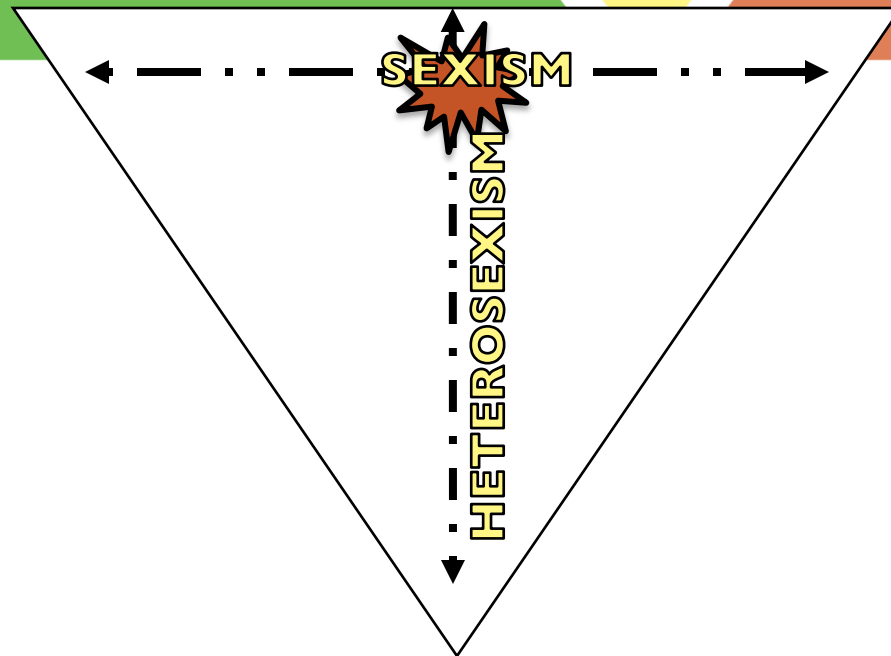
**SEXUAL
IDENTITY**





SEX

GENDER



**SEXUAL
IDENTITY**



INCLUSION



FAMILY & IDENTITY



DOCUMENTS & MEMBERSHIP



SPEAKERS & PERFORMERS



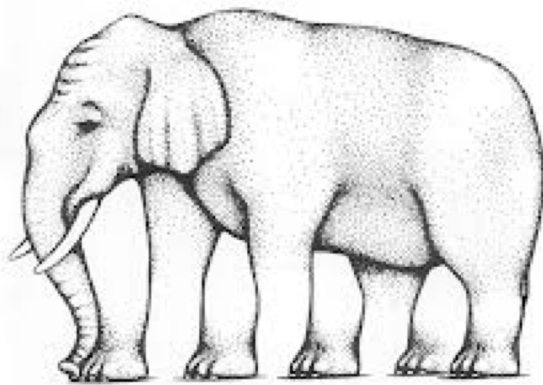
SIGNAGE & MARKETING



FACILITIES & HOUSING



PROTOCOLS & GUIDELINES



QUESTIONS & COMMENTS



EMPOWERMENT

A decorative border at the top and bottom of the page consists of a series of triangles pointing towards each other, creating a zigzag pattern. The colors of the triangles, from left to right, are purple, blue, green, yellow, orange, and red.

The background of the slide is decorated with a pattern of large, colorful triangles. The colors include blue, green, yellow, orange, and red, arranged in a repeating geometric pattern. The text is centered within a white rectangular area.

**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!



Jessica Pettitt
@jesspettitt
Jess@GoodEnoughNow.com

(202) 670-4262 text



GOOD ENOUGH NOW