



# Trans Oppression

## Presentation Outline

- Introduction—5 minutes
  - ◆ Names: Diné, Erin, Shawnetta
  - ◆ Topic: Transgender Oppression
  - ◆ Goals & Objectives:
    - Develop a deeper understanding of the linkages between sexism, heterosexism, and transgender oppression (176).
    - To practice critical analysis of gender experiences (183).
    - To offer a framework for understanding a broad range of gender experiences (235).
  - ◆ Benchmarks in Transgender History Timeline
- Glossary of Terms—5 minutes
  - ◆ Goals:
    - Develop shared understand of key terms and ideas, including but not limited to biological sex, gender identity, gender expression, and binary (235).
    - To establish common vocabulary with which to discuss transgender identities, experiences, and oppression (235).
- Identity Continuum—10 minutes
  - ◆ Goals:
    - To explore the diversity of gender and sexual identities and expressions (200, 228).
    - To establish a conceptual separation among birth sex, gender identity, gender expression, and sexual orientation (235).
- Early Learning About Gender Conformity—20 minutes
  - ◆ Goals:
    - Critically explore personal experiences of gender socialization, and increase understanding of the ways gender messages are communicated and reinforced (177, 229).
    - To understand socialization into sexuality and gender expectations (200).
- Some Privileges of Being Gender Conforming—15 minutes
  - ◆ Manifestations of Transphobia Handout
  - ◆ Goals:
    - To explore how gender conforming individuals identify and acknowledge their privilege (240).
    - To identify costs and benefits of gender conformity (182).
- Closing—5 minutes

10/22/99 J. M. H.

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## Benchmarks in Transgender History

**1953 Christine Jorgensen** makes international news as one of the first people to undergo sex-reassignment surgery

**1960** Transgender pioneer **Virginia Prince** publishes first issue of *Transvestia*, one of the first transgender magazines

**1966** Drag queens fight back against police harassment at **Compton's Cafeteria** in the Tenderloin District of San Francisco

**1966** Dr. Harry Benjamin publishes the **Transsexual Phenomenon**, one of the first medical texts to recognize the existence of transsexual people

**1969** Drag queens, butch lesbians, and gay and bisexual people fight back against police harassment at the **Stonewall Inn** in New York City

**1975** Minneapolis passes **first local anti-discrimination law** protecting transgender people

**1984** The **International Foundation for Gender Education** is founded and begins publishing *Tapestry* (now *Transgender Tapestry Journal*)

**1986 FTM International**, an organization for the female-to-male community, is founded

**1991** Transgender attorney **Phyllis Randolph Frye** founds the International Conference on Transgender Law & Employment Policy (ICTLEP), one of the first legal organizations for transgender people in the world

**1991** ICTLEP adopts the **International Bill of Gender Rights**

**1991 Minnesota** passes the first statewide law prohibiting discrimination against transgender people

**1991 Brandon Teena**, a female-bodied person living as a man, is raped and murdered by two men in Falls City, Nebraska

**1993** Cheryl Chase founds **Intersex Society of North America**

**1994** The **San Francisco Human Rights Commission** conducts historic public hearing on discrimination against transgender people in employment, housing, health care, education and public accommodations

**1999** Brandon's life and death are depicted in the Academy-award winning film **Boys Don't Cry**

**2000** The **Transgender Law and Policy Institute** is formed.

**2001** San Francisco become first municipality to provide **equal health benefits** to transgender city employees

**2002** The brutal murder of transgender teenager **Gwen Araujo** in California galvanizes national attention on the problem of hate violence against transgender people

**2002** The **Transgender Law Center**, the first statewide legal organization for transgender people, opens its doors in San Francisco

**2002** The **Sylvia Rivera Law Project**, another legal organization for transgender people, is founded in New York City.

**2003** The **National Center for Transgender Equality** is founded in Washington, D.C.

**2005** California enacts first statewide law prohibiting discrimination against transgender people by insurance companies and health care service plans.

## Sources

Q and A with Paisley Currah, Richard M. Juang, and Shannon Price Minter. 4 May 2007.

University of Minnesota Press. 21 May 2007

<<http://www.upress.umn.edu/excerpts/currahqanda.html>>.

Minneapolis passed the first anti-segregation and anti-discrimination law in 1975. Today, 39 states, cities and counties have similar laws banning gender, sexual orientation or employment, housing or the use of public accommodations. The laws cover 31 percent of the nation's population, or 86 million people.

Source: Transcending Drinking Policy Institute



## Glossary of Terms

- Biological Sex/Assigned Sex:** The physiological and anatomical characteristics of maleness and femaleness with which a person is born or that develop with physical maturity. These markers including internal and external reproductive organs, chromosomes, hormones, and body shape. Infants are usually assigned to a sex category (usually male or female) at birth on the basis of such characteristics (primarily the appearance of the external genitals) (Bornstein, 1994, 1998). We therefore use assigned sex to refer to the sex designation that appears on birth certificates and other legal documents. See also *intersex*.
- Harry Benjamin Standards of Care:** In 1966, Harry Benjamin created the Standards of Care as ethical guidelines for the care and treatment of transsexuals. Benjamin's guiding principles dictated the requirements necessary for a person to be considered transsexual and to qualify for medical transition, as well as the scope of therapies, treatments and surgeries that a transition would include. Although many therapists and medical providers still rely on the Standards of Care, the guidelines are often adhered to less rigidly than in the past.
- Butch:** A lesbian or gay man whose gender presentation includes attributes more commonly associated with masculinity than femininity; most often seeks femmes as partners and is oriented to a queer gender continuum of butch/femme.
- Cross-dressing:** A person who enjoys dressing in clothes typically associated with another gender. This may be the extent of the gender-bending behavior, or it may be one step on a path of changing sex or gender. The words transvestite and transvestism have been used in the past to describe this activity or interest.
- Femininity/Masculinity:** Ideological constructions whose human manifestations (women and men, girls and boys) are recreated in each generation according to the intermeshing requirements of social, cultural, economic, and biological necessities. People rely on cultural constructions of these to indicate their membership in their sex or gender category.
- Femme:** Someone whose gender presentation includes attributes commonly associated with femininity but sees herself outside the confines of heterosexual female gender presentation; is often used to refer to lesbian-identified women who seek butch lesbians as partners and is oriented to a queer gender continuum of butch/femme.
- FtM:** Female-to-Male (or Female-toward-Male) transgender person, cross-dresser, or transsexual.
- Gender:** A social identity usually conflated with biological sex in a binary system that presumes one has either male and masculine characteristics and behavior, or female and feminine characteristics and behavior. In addition to being a major social status experienced by individuals, this is also "a social institution" that helps humans organize their lives.
- Gender Expression:** People's behaviors that convey something about their gender identity, or that others interpret as meaning something about their gender identity. How we walk, talk, dress, and the language we use for ourselves (e.g. names and pronouns) are all aspects of gender expression. Socially we quantify gender expression with terms like masculine, feminine, androgynous, butch, femme.
- Gender Identity:** A person's own understanding of themselves in terms of gendered categories like man and woman, boy and girl, transgender, genderqueer, and many others. How they feel inside or what they believe themselves to be.

**Gender Identity Disorder/Gender Dysphoria:** A psychiatric/medical diagnosis included in the *Diagnostic and Statistical Manual of Mental Disorders (DSM-IV)* to describe when a person assigned one gender based on their birth sex identifies as a different gender, or does not conform with the gender roles associated with their birth sex. This can manifest in many ways, including varying levels of body dysphoria, and general discomfort living as the assigned sex and/or gender.

**Genderqueer:** Captures a variety of identities and the identity has permeable boundaries; characterized by the desire or tendency to challenge gender roles and presentation, to "play" with gender, and to make the categories of gender irrelevant. It may be but is not always a political identity; changing society's attitudes toward gender is often the goal. This is an identity that must be claimed as one's own; it should not be imposed upon people.

**Intersex:** A group of medical diagnoses describing a person whose anatomy or physiology differs from cultural ideals of male and female, in terms of external genitalia, internal genitalia, and/or hormone production levels. Intersex individuals are typically assigned as "male" or "female" at birth, and often undergo surgery on their genitals in infancy to force a more culturally acceptable gendered appearance. The intersex movement has challenged the ethics of infant genital surgeries that are not medically necessary, pointing out that many intersex people who undergo such surgery in infancy later report feeling a sense of loss of an essential aspect of themselves. About 2-4% of all births are intersex to some degree. This is sometimes not evident until puberty. For more information regarding intersexuality, contact the Intersex Society of North America (ISNA), via their Web site [www.isna.org](http://www.isna.org).

**Medical Model:** A clinical view of gender variance, rooted in biological and psychological orientations, with an understanding that transsexuality and transgender identity are medical and mental health conditions, in need of diagnosis, treatment, and cure.

**MtF:** Male-To-Female (or Male-toward-Female) transgender person, cross-dresser, or transsexual.

**Passing:** Successfully (convincingly) presenting one's preferred gender image. May be intentional or unintentional. Passing is a contentious term in transgender communities, and has different meanings for different people. For example, many trans people do not feel that they are presenting as anything but themselves, whereas "passing" seems to imply that they are fooling people or hiding something. In addition some trans people do not desire to "pass" as non-trans, but rather to be respected for their identity and expression, even though people know that their gender identity or expression is different from the one typically associated with their sex.

**Queer:** An umbrella identity term taken by people who do not conform to heterosexual and/or gender binary norms; a reclaimed derogatory slur taken as a political term to unite people who are marginalized because of their non-conformity to dominant gender identities and/or heterosexuality.

**Sexual Orientation:** Determines the focus of our sexual/erotic drives, desires, and fantasies, and the inclination or capacity to develop intimate, emotional and sexual relationships with other people. Sexual orientation is usually quantified in terms of gender — both an individual's own gender and the gender(s) of the people to whom that person is attracted and/or with whom they engage in intimate relationships and/or sexual behavior.



**Transgender:** An umbrella term that may include transsexuals, cross dressers, drag queens, drag kings, butch lesbians, and any other people transgressing the socially constructed confines of gender. This is an identity that must be claimed as one's own; it should not be imposed upon people.

**Transphobia:** The fear, intolerance, or hatred of atypical gender expression or identity, or of people embodying or expressing an atypical gender identity.

**Transsexual:** Someone who wants to, intends to, or has begun to pursue some physical change to his/her/hir body, in an effort to align the physical body with one's gender identity, and identifies with this term. This is an identity that must be claimed as one's own; it should not be imposed upon people.

## Other Useful Terms

**Androgynous/androgyny** adj., n. [Gr. andros(man) + gyne(woman)] 1. Exhibiting approximately equal proportions of masculine and feminine characteristics simultaneously. 2. Independence from the gender roles specified by society.

**(An)other sex/gender** n., adj. Another gender or sex than the reference person's own. [Are you currently in a relationship with a member of another gender (than your own)?] [She has an other sex partner.]

**Asexual** n. adj. 1. One who has no significant (to oneself) interest in sexual activity, or who identifies as asexual. 2. Sometimes used to mean autosexual.

**Autosexual** n., adj. One whose significant (to oneself) sexual activity is masturbation.

**Berdache** n. See Two Spirit.

**Biphobia** n. The oppression or mistreatment of bisexuals, either by heterosexuals (often called homophobia if it does not target bisexuals separately from lesbians and gay men), or by lesbians or gay men. (See monosexual.)

**Bi(sexual)** adj., n. One who has significant (to oneself) sexual or romantic attractions to members of both the same gender and/or sex and another gender and/or sex, or who identifies as a member of the bisexual community. Contrary to popular myths, people who are attracted to members of both genders or sexes (just like people who are attracted only to members of the same or other gender or sex) may be monogamous, polyfidelitous or nonmonogamous. Derogatory terms from homophobes are the same as those for lesbians and gay men, plus AC/DC, double-ga[i]ted, confused. Derogatory terms used by lesbians, gay men, and some heterosexuals include: traitor, fraternizing with the enemy, confused.

**Bi(sexual) community** n. The group of people who identify as members of the bisexual community. One may identify as bisexual without identifying with the bisexual community or vice versa.

**Born (wo)man** n. See genetic (wo)man. May be derogatory.

**Boy** n. 1. A young human male. 2. Colloquial term for masculine. Often used to specify the gender of clothes. [I changed into my boy clothes.] Boy has often been used as a condescending term for a man (especially a man of color), and is therefore distasteful to many people. (See girl.)

**Butch** adj., n. 1. Masculine or macho dress and behavior, regardless of sex or gender identity. 2. A sub-identity of lesbian, gay male, or bisexual, based on masculine or macho dress and behavior. (See femme.) 3. (butch it up) To exaggerate masculine behaviors, usually for others' entertainment. (See camp it up.)

**Camp** n., adj., vi. A form of humor, in which one makes fun of one's oppression by taking on and exaggerating stereotypes which the oppressor projects onto the oppressed. Camp makes fun of the stereotype and laughs at the sting of the oppression. Also, to camp it up. (See butch it up.)

**Celibate** n., adj. One who is not sexually active with anyone else. May abstain from all sexual activity, or may be autosexual.

**Come/be out (of the closet)** vi. 1. To disclose one's own sexual identity to another person. [I came out to my mother over Thanksgiving vacation.] 2. (come out to oneself) To discover that one's own sexual identity is different than one previously assumed. [I came out to myself three months ago.] 3. To be open about and deal with one's own and others' reactions to the discovery or disclosure of one's sexual identity. [I am out to my mother.] [I am out at work.] 4. (come out for) To disclose another person's sexual identity to a third person with the second person's permission or at their request. [I asked my mother to come out to my grandparents for me.] (See out.) 5. May be generalized to disclosure of any information about oneself, not just one's sexual identity.

**Cross Dress(er) (CD)** vi., n. To wear clothes makeup, etc., regardless of the motivation, which are appropriate for another gender role than the gender assigned one at birth.

**Drag** adj., n. 1. Clothes, often unusual or dramatic, especially those considered appropriate to another gender. 2. (In drag) Wearing clothes considered appropriate to another gender. [I went to the Halloween party in drag.] [She was wearing butch drag.] 4. May be generalized to refer to any recognizable clothes "look" (e.g. corporate drag, military drag.)

**Drag Queen(M2F) / Drag King(F2M)** n. A transvestite who employs dramatic clothes, makeup, and mannerisms, often for other people's appreciation or for its shock value.

**Dyke** n. Reclaimed derogatory slang. Refers to lesbians, or to lesbians and bisexual women.

**Electrolysis** n. Process of killing hair follicles, especially facial and neck hair, usually with an electric needle. (See secondary sex characteristics.)

**F2M/F'M/FTM** adj. Female to male. Used to specify the direction of a change in gender or sex.

**Female** n., adj. One who has (only) female primary sex characteristics. **Female Impersonator (FI)** n. A male who on specific occasions, cross dresses and employs stereotypical feminine dialog, voice, and mannerisms for the entertainment of other people. (See camp, drag queen.)

**Feminine** adj. The gender role assigned to females. Generally includes: nurturing, emotional, timid/quiet, wears dresses and makeup. **Femme** adj., n. 1. Feminine or effeminate dress and behavior, regardless of sex or gender identity. 2. A sub-identity of lesbian, gay, or bisexual, based on feminine or effeminate dress and behavior. (See butch.)

**Fetishistic Transvestite** n. A transvestite who consistently eroticizes cross dressing. May also eroticize fantasies of changing gender or sex.

**Gay** n., adj. 1. One who has significant (to oneself) sexual or romantic attractions primarily to members of the same gender or sex, or who identifies as a member of the gay community. May be of any gender identity. 2. Sometimes used as a synonym for gay male, lesgay, or LesBiGay. Lesbians and Bisexuals often do not feel included by this term.

**Gay community** n. 1. The group of people who identify as members of the gay community. One may identify as gay without identifying as a member of the gay community and vice versa. 2. Sometimes used as a synonym for gay male, lesgay, or LesBiGay community. Lesbians and bisexuals often do not feel included by this term.

**Gay man/male** n. A boy or man who has significant (to oneself) sexual or romantic attractions primarily to members of the same gender or sex. One may identify as a gay man without identifying with the gay community. Derogatory slang includes: queer, faggot, swish. (Note: In personal ads, GM often means gay man. Not to be confused with genetic male.)

**Gay male/men's community** n. The group of people who identify as members of the gay male community. One

may identify as a gay male without identifying as a member of the gay male community and vice versa.

**Gender (identity) n.** How one thinks of oneself in terms of one's gender role. Masculine feminine, androgynous. (See butch, femme.)

**Gender (identity) community n.** See transgender community.

**Gender dysphoria (GD) n.** Medical term for the unhappiness or discomfort which may be experienced by one whose primary sex characteristics do not match one's gender identity.

**Gender fuck n., vi.** To mix stereotypical aspects of gender roles (e.g. wearing a beard and a dress together.)

**Gender neutral language n.** Language which does not use one gender to represent all people (e.g., does not use "he" and "his" to represent people in general.) (See unisex.)

**Gender role n.** Rules assigned by society that define what clothing, behaviors, thoughts, feelings, relationships, etc. are considered appropriate and inappropriate for members of a given gender. Which things are considered masculine, feminine, or unisex varies according to location, class, occasion, and numerous other factors.

**Genetic adj.** Having to do with the genes in DNA, which determine heredity. With respect to sex, the genes on the X and Y chromosomes, which most heavily influence primary and secondary sex characteristics. However, terms like genetic male/female actually refer to the gender role assigned at birth, as much as to genes.

**Genetic male/man/boy (GM/GB) n.** One classed as male from birth, regardless of one's present sex or gender identity. (See born (wo)man, boy.) (Note: In personal ads, GM usually means gay man, not genetic male.)

**Genetic female/woman/girl (GF/GW/GG) n.** One classed as female from birth, regardless of one's present sex or gender identity. (See girl.)

**Girl n.** 1. A young human female. 2. Colloquial term for feminine. Often used for gender of people or clothes. [I changed into my girl clothes.] Girl has often been used as a condescending term for a woman, and is therefore distasteful to many people. (See boy.)

**Hermaphrodite n.** 1. Medically, one who has partially expressed primary or secondary sex characteristics. Pseudo-male hermaphrodites are born with a penis, but do not develop most other male secondary sex characteristics such as facial hair, greater muscle density, or sperm with the potential to procreate. Pseudo-female hermaphrodites are born with a vagina, but are often infertile, have more facial hair than most women, and have much lower breast development. 2. Mythically (almost never happens in reality), one who has both female and male primary and secondary sex characteristics. Also intersex.

**Heterosexism/ist n.** The oppression of LesBiGay people. The assumptions that identifying as heterosexual and having sexual and romantic attractions only to members of another gender or sex is good and desirable, that other sexual identities and attractions are bad and unacceptable, and that anyone whose sexual identity is not known is heterosexual. Usually coupled with both unconscious and willful "blindness" to the existence and concerns of LesBiGay people. (See homophobia, biphobia.) A heterosexist is one who practices heterosexism.

**Heterosexual (het) n., adj.** 1. Sexual or romantic behavior between a member of one sex and a member of another gender or sex. 2. One whose significant (to oneself) sexual or romantic attractions are primarily to members of another gender or sex. Derogatory terms used by homophobes toward heterosexuals who (are perceived to) associate with lesbians: queer lover, queer bait, and (woman who associates with gay men) fag hag. Derogatory terms used by LesBiGays toward heterosexuals: breeder. (See straight.)

**Homophile (community) n., adj.** Obsolete term for gay male (community).

**Homophobia n.** [Gr. homo(man) + phobia(fear).] 1. An irrational fear of sexual attraction to the same gender or sex. 2. A term for all aspects of the oppression of LesBiGays. (See heterosexism, biphobia.)

**Homophobe/homophobic** n., adj. One who fears, hates, and oppresses people because one perceives them to have sexual or romantic attractions to members of the same gender or sex.

**Homosexual(ity)** n., adj. 1. Sexual or romantic behavior between members of the same gender or sex. 2. Formal or clinical term for gay. Homosexual and homosexuality are often associated with the proposition that same gender attractions are a mental disorder (medical term: homophilia), and are therefore distasteful to some people.

**Hormone therapy** n. Used, especially by transsexuals, to change secondary sex characteristics, including breast size, weight distribution, and hair growth. (See electrolysis.)

**Identify/ied (as)** vi. To hold a particular identity, whether it is a sexual identity, gender identity, national heritage identity (e.g., Italian), class heritage (e.g., working class), etc. [I identify as a transvestite.] [I am bi identified.]

**Identity** n. How one thinks of oneself, as opposed to what others observe or think about one. (See self-identify, label.)

**In the Life** adj. In the African American community, someone who does not fit the traditional gender role assigned to people of their physical sex, either in appearance, behavior, or gender of sexual partner. [He is In the Life.]

**Internalized homophobia/biphobia** n. The internalized oppression of LesBiGays people. This includes the often-conflicting feelings that we are bad at the core; that the entire world is unsafe, that we can only trust other members of our own group; that members of our group are untrustworthy; that for safety we must stay in hiding; that for safety we must come out everywhere, all the time, that our love is bad, or is not the same as other people's love.

**Internalized oppression** n. The turning inward and acceptance as true of negative messages and feelings about oneself and one's group, and misinformation about how members of the group (including oneself) deserve to be treated. Internalized oppression often includes messages which contradict one another, as well as messages which reinforce one another.

**Intersex** adj. One whose external genitalia at birth do not match the standards for male or female (e.g. large clitoris, tiny penis), or one whose sex glands do not totally match the sex assigned at birth (e.g. male with ovarian tissue or female with testicular tissue), or one whose sexual development does not match the sex assigned at birth (e.g. development of penis or extensive facial hair in one assigned as female or the development of breasts in one assigned as male). See also hermaphrodite.

**Label** 1. n. Term for oneself or one's own community. 2. n., vt. How someone else thinks of one, as opposed to how one thinks of oneself. (See identity.)

**Lesbian** n., adj. A girl or woman who has significant (to oneself) sexual or romantic attractions primarily to members of the same gender or sex, or who identifies as a member of the lesbian community. Bisexual women often do not feel included by this term. Derogatory slang: dyke, lezzy.

**LesBiGay** n., adj. Contraction of "lesbian, bisexual, and gay." Colloquial term for members of sexual identity minorities. One may identify as LesBiGay without identifying as a member of the LesBiGay community. Usually spelled with capital L, B, G and pronounced with a long "i" to prevent misinterpretation as "only lesbian and gay." Does not include the gender community.

**LesGay** n., adj. Contraction of "lesbian and gay." Sometimes used to mean LesBiGay, but bisexuals often do not feel included by this term.

**M2F/M'F/MTF** adj. Male to female. Used to specify the direction of a change in sex or gender.

**Male** n., adj. One who has (only) male primary sex characteristics. **Male Impersonator** n. A female who, on specific occasions, cross dresses and employs stereotypical masculine dialog, voice, and mannerisms for the entertainment of other people. (See drag king.)

**Man** n. 1. A male, usually an adult. 2. One who identifies with the masculine gender role regardless of present sex or sexual identity. Plural: men.

**Masculine** adj. The gender role assigned to males. Generally includes: strong, stoic, good at sports, wears pants, does not wear makeup.

**Monosexual** n., adj. One who has significant sexual or romantic attractions only to members of one gender or sex. Straight, gay, lesbian. Not bisexual or asexual. Regarded as derogatory and offensive by some, especially gay men and lesbians.

**Monosexism/ist** n. A particular subset of the oppression of bisexuals. The assumption that one can (or should) be attracted to members of only one gender or sex, and that having sexual or romantic attractions to members of both genders/sexes is bad and unacceptable. A monosexist is one who believes that everyone should be attracted to members of only one gender or sex. (See heterosexist.)

**Neuter** adj. 1. One who has neither female nor male primary sex characteristics. 2. Occasionally used to mean androgynous. **Non-op/non-surgical transsexual** n. One who thinks of oneself as transsexual and lives as a member of their gender identity but does not (for whatever reasons) plan to undergo SRS. Usually cross dresses and undergoes hormone therapy and (if M2F) electrolysis to modify secondary sex characteristics. Some people already in a relationship choose to remain in the relationship and retain the sex organs from their birth. Also, many F2M people would not be satisfied with the results that phalloplasty surgery (construction of a penis) would produce, and choose not to exchange the genitals they were born with for an unsatisfactory version of the others.

**Opposite sex/gender** n. Another gender. The word "opposite" suggests that women and men are diametrically opposed to one another, and could never understand or support one another well. The word "sex" actually refers mostly to gender (how one lives in the world) rather than to primary sex characteristics. For these reasons, many people find this term offensive.

**Oppress** vt. To participate in or collude with the oppression of a group.

**Oppression** n. Systematic, supported by society, mistreatment of and misinformation about people who are (perceived to be) members of a particular group. Mistreatment includes economic and social marginalization, which ranges from not including members of the group in one's circle of friends and media reports on and representations of society; the cold shoulder; not consulting with or accepting input from them on decisions which concern them; snide comments, verbal harassment, assault, rape, and murder, all based on the perception that the target person is a member of that group.

**Oppressive** adj. (See oppression.)

**Out** adv. (See come out.)

**Out** vt. 1. To disclose a second person's sexual identity to a third person, especially without the second person's permission. 2. To disclose one's own sexual identity, often without intending or choosing to do so. [I outed myself by leaving a political letter on my desk, which my boss saw when he was looking for me.] (See come out.)

**Pass** vi. To be perceived by others as a member of the group one chooses, instead of as a member of another group, especially of the gender one was assigned at birth. (See read.)

**Pre-operative transsexual (Pre-op TS)** n. One who is actively planning to relieve gender dysphoria by aligning one's sex with one's gender identity through Sexual Reassignment Surgery. Usually cross dresses and uses hormone therapy and (if M2F) electrolysis to modify secondary sex characteristics.

**Primary sex characteristics** n. Inclusive term for the male penis, prostate and testicles; and for the female clitoris, vagina, uterus and ovaries. (See female, male, hermaphrodite, neuter.)

**Queer** n., adj. 1. Reclaimed derogatory slang for the sexual minority community (e.g., Queer Nation.) Not accepted by all the sexual minority community, especially older members. 2. Sometimes used for an even wider spectrum of marginalized or radicalized groups and individuals. 3. Weird, different, not normal, apart from the mainstream.

**Read** 1. vt. To perceive that someone else is attempting to pass as a member of a particular group, especially as a member of a different gender than that which was assigned to them at birth. 2. (to be read) vi. To have someone else read one as trying to pass.

**Same gender/sex** n., adj. 1. The same gender or sex as the reference person's own. [Are you currently in a relationship with a member of the same gender (as yourself)?] [I have a same sex partner (as my own sex).] 2. Two or more people of the same gender. [I met another same gender couple at church today.]

**Secondary sex characteristics** n. General term including facial and body hair, vocal timbre and range, breast size, weight distribution. (Self-)identify/identity (as) vi. Emphasizes one's internal reality (identity), as opposed to external factors and others' interpretations of them (labels.)

**Sex** 1. n., adj. Male, female, hermaphrodite, or neuter, depending on one's primary sex characteristics. 2. vi., n. Having to do with sexual behavior and behavior or feelings associated with sexual behavior.

**Sex role** n. Gender role.

**Sexism/sexist** n., adj. 1. Oppression of women as women. 2. Sometimes used for oppression based on (perceived) gender role, whether female or male. **Sexual identity** n. How one thinks of oneself, in terms of having significant sexual and romantic attractions to members of the same gender or sex or to another gender or sex. Based on one's internal experience, as opposed to the gender of one's actual sexual partners. (See sexual orientation/preference.)

**Sexual identity/orientation/preference community** n. LesBiGay people.

**Sexual minority** n. adj. Used variously to refer to LesBiGay and Transgender people or LesBiGay people or LesGay people or LesBiGay, Transgender and other groups associated with sex and sexuality (such as S/M people, polyamorists). The term is currently in flux and may vary considerably by region and specific community.

**Sexual minority community** n. People who identify as members of the sexual minority community. One may identify as a member of a sexual minority without identifying as a member of the sexual minority community. **Sexual orientation/preference** n. 1. A constellation of personal factors, including sexual identity. (See the pamphlet "Using the Klein Scale to Teach about Sexual Orientation," available from BRC.) 2. Sexual identity. Sexual orientation emphasizes that some people feel that one has no control or influence over the development of one's sexual identity. Sexual preference emphasizes that some people feel that one does or should have some control or influence over the development of one's sexual identity.

**Sexual Reassignment Surgery (SRS)** n. A surgical procedure which changes one's primary sexual characteristics from those of one sex to those of another sex, to align them with one's gender identity.

**She-Male** n. Used by the pornography industry to refer to women with penises, who are generally non-op or pre-op transsexuals, emphasizing the fact that while appearing to be women in other regards, they most definitely do have a penis. Derogatory term, reclaimed by some people.

**Straight** n., adj. Colloquial for heterosexual. Straight has connotations of "unadulterated," "pure," and "honest," and some members of the sexual identity community find distasteful the implication that one who is not straight is "bent," "adulterated," "impure," or "dishonest." Straight also has connotations of "narrow," "straight-laced" or "conservative," and some heterosexual people find that distasteful. Alternate spellings: strait, strayt.

**(Trans)gender community** n. Inclusive term for the community of transsexuals and transvestites. One who identifies as transsexual or transvestite may not identify with the Transgender community. Members of the Transgender community may be of any sexual identity, and often do not identify as members of the LesBiGay community.

**Transgendered/Transgenderist (TG)** adj. 1. One who changes gender roles, whether just once or many times at will. Inclusive term for transsexuals and transvestites. 2. Non-op transsexual. May be of any gender identity.

**Transsexual (TS)** n., adj. One who changes one's sex to align with one's gender identity. Change of primary sex characteristics is accomplished by Sexual Reassignment Surgery. Hormone therapy, electrolysis, additional surgery, and other treatments can change secondary sex characteristics. People who live as a member of a different gender than they were assigned at birth prefer to be called man or woman, as appropriate for their chosen gender. May be of any gender identity. Sometimes spelled transexual. (See pre-op TS, non-op TS, she-male.)

**Transvestite (TV)** n. One who mainly cross dresses for pleasure in the appearance and sensation. The pleasure may be erotic (see fetishistic transvestite), empowering, rebellious or something else. May feel comfortable in the corresponding gender role while cross dressed. May occasionally experience gender dysphoria. May be of any gender identity.

**Two Spirit** adj. In some Native American/American Indian tribes, people who did not fit the traditional gender role (activities or gender of sexual partner) usually assigned to their physical sex. Depending on the tribe, they might fit a different gender role, sometimes as religious leaders, or they might simply choose to live in the gender role usually assigned to another physical sex. The French term *berdache*, meaning mattress, has widely used by anthropologists, but is now considered a derogatory cultural imposition.

**Unisex** adj. Clothing, behaviors, thoughts, feelings, relationships, etc. which are considered appropriate for members of both genders/sexes. (See gender neutral language.)

**Woman/womyn/womin** n. 1. A female, usually an adult. 2. One who identifies with the feminine gender role, regardless of present sex or sexual identity. Plural: women, wymyn, wimmin.

## Sources

Adams, Maurianne, Lee Anne Bell, and Pat Griffin, eds. *Teaching for Diversity and Social Justice*. New York: Routledge, 2007.

LesBiGay and Transgender Glossary. 16 Dec. 2000. Bisexual Resource Center. 22 May 2007

<<http://www.biresource.org/pamphlets/glossary.html>>.

1. The first part of the document is a letter from the President of the United States to the Congress, dated January 3, 1862. It is a very important document, as it contains the President's annual message to Congress.

2. The second part of the document is a report from the Secretary of the Interior, dated January 10, 1862. It contains information about the land and resources of the United States.

3. The third part of the document is a report from the Secretary of the Treasury, dated January 15, 1862. It contains information about the financial state of the United States.

4. The fourth part of the document is a report from the Secretary of the War, dated January 20, 1862. It contains information about the military forces of the United States.

5. The fifth part of the document is a report from the Secretary of the Navy, dated January 25, 1862. It contains information about the naval forces of the United States.

6. The sixth part of the document is a report from the Secretary of the Department of the Interior, dated February 1, 1862. It contains information about the land and resources of the United States.

7. The seventh part of the document is a report from the Secretary of the Department of the Treasury, dated February 5, 1862. It contains information about the financial state of the United States.

8. The eighth part of the document is a report from the Secretary of the Department of the War, dated February 10, 1862. It contains information about the military forces of the United States.

9. The ninth part of the document is a report from the Secretary of the Department of the Navy, dated February 15, 1862. It contains information about the naval forces of the United States.

10. The tenth part of the document is a report from the Secretary of the Department of the Interior, dated February 20, 1862. It contains information about the land and resources of the United States.



# Sex and Gender Continuum

## BIRTH SEX

(anatomy, chromosomes, hormones)

male ----- intersex ----- female

## GENDER IDENTITY

(psychological sense of self)

man ----- two spirit/third gender ----- woman

## GENDER EXPRESSION

(communication of gender)

masculine ----- androgynous ----- feminine

## SEXUAL ORIENTATION

(romantic/erotic response)

attracted to women ----- bisexual/asexual ----- attracted to men

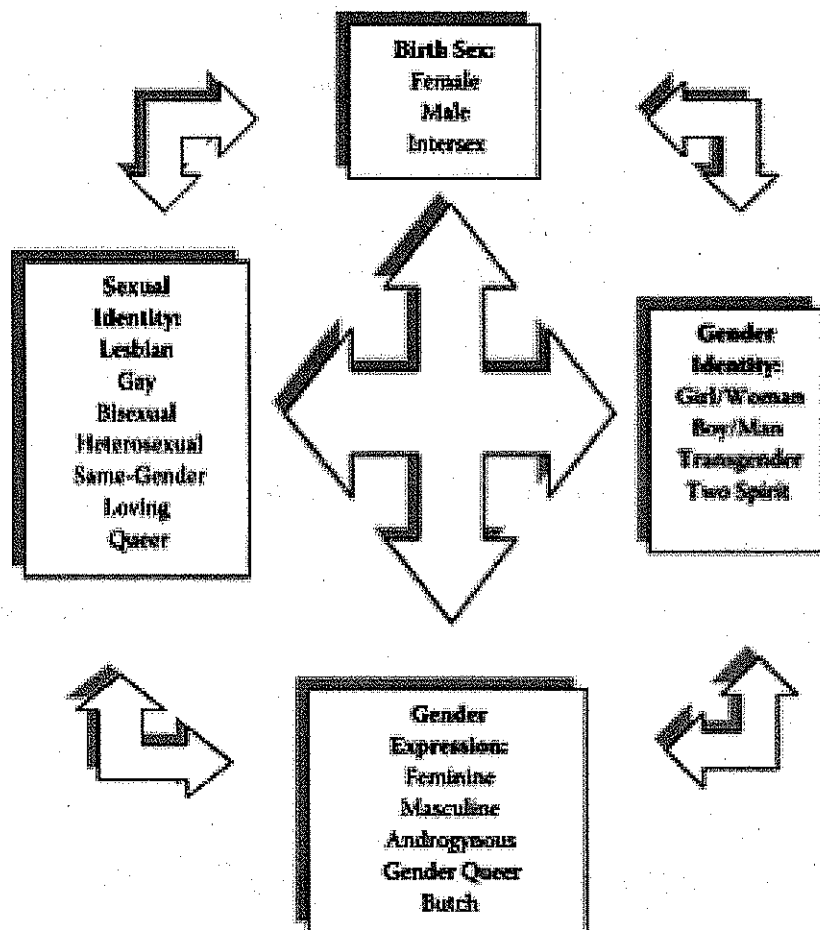
## Confusion and Conflation of Terms

Birth Sex → Gender Identity → Gender Expression → Sexual Orientation

Male → Boy/Man → Masculine → Attracted to Women

Female → Girl/Woman → Feminine → Attracted to Men

# Interrelationships Among Sex, Gender, and Sexuality



# Manifestations of Transphobia

**Transphobia** refers to various kinds of aversions towards transsexuality and transsexual or transgendered people, often taking the form of refusal to accept a person's expression of their internal gender identity (see Phobia - terms indicating prejudice or class discrimination). Whether intentional or not, transphobia can have severe consequences for the object of the negative attitude. Many transpeople also experience homophobia from people who incorrectly associate the medically recognised condition of gender identity disorder as a form of homosexuality (see Homosexuality and Transgender)[1].

Like other forms of discrimination such as homophobia, the discriminatory or intolerant behaviour can be direct (such as harassment, assault, or murder) or indirect (such as refusing to take steps to ensure that transgender people are treated in the same way as non-transgendered people.) However, direct forms of transphobia can manifest themselves in ways that are not related to violence.

## Examples

There are many recorded examples of transphobia in many of its different forms and manifestations throughout society. Some instances clearly involve violence and extreme malice, while others involve little more than a lack of understanding or experience of the condition sometimes involving unconscious predisposition based upon various religious edicts or social conventions.

## Transphobia in society

Sometimes homeless shelters have been guilty of discriminating against transwomen, refusing, for example, admission to women's areas and forcing them to sleep and bathe in the presence of men[citation needed]. This situation has been improving in some areas, however. For example, on February 8, 2006, New York City's Department of Homeless Services announced an overhaul of its housing policy with the goal of specifically ending discrimination against transgendered people in its shelters[2]

Some noted victims of transphobia related violent crime include Brandon Teena, Gwen Araujo, Nizah Morris and Lauren Harries.

## Transphobia in healthcare

One example of this is the case of Tyra Hunter. Ms. Hunter was involved in an automobile accident, and when rescue workers discovered she was transgender, they backed away and stopped administering treatment. She later died in hospital.[citation needed]

Transgender people depend largely on the medical profession to receive not only hormone replacement therapy and sex reassignment surgery, but also other vital care. Often it can be difficult for gender patients to receive proper health care and treatment, because medical gatekeepers who are transphobic (or who misunderstand the nature of gender identity disorder) will refuse to administer necessary treatment; in at least one case that included the refusal to treat

Transphobia  
"Transphobia"

Robert Eads, a transman, for ovarian cancer, of which he subsequently died.[*citation needed*]

### **Transphobia in employment**

Transphobia can also manifest itself in the workplace. Sometimes transexuals lose their jobs when they begin the transition. Some say discrimination is so rife it's virtually impossible to find a job at all to begin with.[3].

News stories from the San Francisco Chronicle and Associated Press have cited a 1999 study by the San Francisco Department of Public Health finding a 70 percent unemployment rate amongst the city's transgendered. On February 18, 1999, the San Francisco Department of Public Health issued the results of a 1997 survey of 392 MTF (male-to-female) and 123 FTM (female-to-male) transgendered people, showing amongst other things that only 40 percent of those MTF transgendered people surveyed had earned money from full or part-time employment over the preceding six months' period. For FTMs, the equivalent statistic was 81 percent. The survey also found that 46 percent of MTFs and 57 percent of FTMs reported employment discrimination.[4]

In the hiring process, discrimination may be either open or covert, with employers finding other ostensible reasons not to hire a candidate or just not informing prospective employees at all as to why they are not being hired. Additionally, when an employer fires or otherwise discriminates against a transgendered employee, it may be a "mixed motive" case, with the employer openly citing obvious wrongdoing, job performance issues or the like (such as excessive tardiness, for example) while keeping silent in regards to transphobia (which nevertheless may be all too real). [5]

Employment discrimination on the basis of gender identity and expression, or the like, is illegal in a growing number of U.S. cities, towns and states. Such discrimination might be outlawed by specific legislation (as it is in the states of California, Illinois, Maine, Minnesota, New Mexico and Washington state) or city ordinances; additionally, it is covered by case law in some other states. (For example, Massachusetts is covered by cases such as *Lie vs. Sky Publishing Co.* and *Jette vs. Honey Farms.*) Several other states and cities prohibit such discrimination in public employment. The United Kingdom has also legislated against employment discrimination on the grounds of gender identity. Sometimes, however, employers discriminate against the transgendered in spite of such legal protections[5].

There is at least one high-profile employment-related court case unfavorable to the transgendered. In 2000, the Southern U.S. grocery chain Winn-Dixie fired longtime employee Peter Oiler, despite a history of repeatedly earning raises and promotions, after management learned that the married, heterosexual truck driver occasionally cross-dressed off-the-job. Management argued that this hurt Winn-Dixie's corporate image. The American Civil Liberties Union filed a lawsuit against Winn-Dixie on behalf of Oiler but a judge dismissed it. The case, however, led to a picket of the company's Jacksonville, Fla., headquarters and a boycott against the company. One now-defunct website, [www.shameonwinndixie.org](http://www.shameonwinndixie.org), claimed it was "the largest-ever public demonstration against gender-based bigotry." [6]

Sometimes transgendered people facing employment discrimination turn to sex work to survive,

arguably placing them at additional risk of such things as contracting sexually transmitted-diseases such as HIV; enduring workplace violence; and encountering troubles with the law, including arrest and criminal prosecution[4]

### **Transphobia in the gay and lesbian community**

Some in the gay community are uncomfortable with transgender individuals. For example, transwomen (male-to-female transgender and transsexual people) are sometimes denied entry to women's spaces, and the explanations given for such denials betray a degree of transphobia. (The Michigan Womyn's Music Festival, for instance, has caused much debate for limiting its attendance to "womyn-born womyn".)[7] Kay Brown of Transhistory.org ("Transsexual, Transgender and Intersex History") has set forth a long chronology of the ejection of those whom we now know as "transgendered" from gay organizations starting in the 1970s[8].

While many gays and lesbians feel that "transgender" is simply a name for a part of their own community (i.e. the LGBT community), others actively reject the idea that transgenders are part of their community, seeing them as entirely separate and distinct. Some feel that bisexuality and transgenderism are detrimental to the social and political acceptance of gays and lesbians. This curious phenomenon has been called "internalized homophobia" by some, meaning an irrational fear and dislike of other homosexuals.[*citation needed*] See Fone, B.R.S. (2000). *Homophobia*. New York: Metropolitan Books; Sears, J.T., and Williams, W.L. (1997). *Overcoming Heterosexism and Homophobia*. New York: Columbia University Press) This presumes that transgender people are, in fact, "homosexuals," an equation which is often hotly debated, but with little real meaning due to the nature of the differences between gender and sexuality - for example, if a transwoman is attracted only to other women, then she is either lesbian by nature of being a woman, or is otherwise a heterosexual man.

The nature of the terms "Man" and "Woman" also become unclear in a similar way under this philosophy, and the only real recourse is to accept that the mind and feeling of a person is the only thing that gives that person identity, and so a person that has a female identity and mind is indeed a woman, as agreed by much legislation in Europe enabling transsexual people to have the sex recorded on their birth certificates amended accordingly[9]. In this light, it becomes clear that in at least a categorical sense, transgendered people should only be accepted in the Gay and Lesbian community if they themselves self-identify as gay or lesbian as any other homosexual person does, and the blanket assumption on the part of some gay and lesbian people on the nature of those transgendered people who are in their LGB community with a view to dis-inclusion constitutes an issue of transphobia[8]. The implacability of this question has been overcome by the rise in the 1990's of Queer Theory and the Queer community, which defines "queer" as embracing all variants of sexual identity, sexual desire, and sexual acts that fall outside normative definitions of heterosexuality; thus a heterosexual man or woman as well as a transgendered person of either sex can be included in the category of queer through their own choice.

### **Source**

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Q and A with Paisley Currah, Richard M. Juang, and Shannon Price Minter. 4 May 2007. University of Minnesota Press. 21 May 2007. <<http://www.upress.umn.edu/excerpts/currahqanda.html>>.

## Resources

National Center for Transgender Equality  
<http://www.nctequality.org/>

Gender Public Advocacy Coalition  
<http://www.gpac.org>

GID Reform Advocates  
<http://www.transgender.org/gidr/>

Human Rights Campaign Foundation  
<http://www.hrc.org/>

# Appendix

1. The first part of the appendix contains a list of the names of the persons who have been named in the report.

2. The second part of the appendix contains a list of the names of the persons who have been named in the report.

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