

SUPPORTING OUR TRANSGENDER COMMUNITY AT FRESNO STATE

Do's

- Validate people's gender expression by using the pronouns they have given you.
- Validate a person's identity by using the name they have given to you.
- Use non-gendered language to avoid making gender assumptions.
- Refer to someone by their name instead of Miss/Ma'am/Sir/Mr/Ms

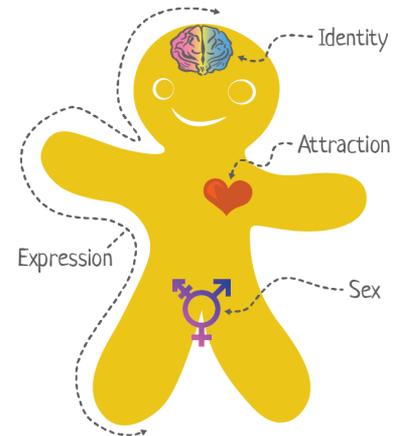
& Dont's

- Ask for transgender people's "Real" name or "Birth" name.
- Ask transgender people about their transitioning or their medical history. If they want to share they will...otherwise it is private (none of your business).
- Ask transgender people how they have sex or what their genitals look like.
- Ask transgender people if they are taking hormones or are having surgeries.

Gender 101

- **Gender:** Refers to the different characteristics that define a person as masculine, feminine, a combination of both, neither
- **Gender Identity:** Refers to a person's internal sense of self and one's own gender
- **Gender expression:** Refers to how a person chooses to show their gender (hair, make-up, clothing)
- **Cisgender:** A term for someone whose gender identity matches the gender they were assigned at birth
- **Transgender:** An umbrella term for someone whose gender identity and/or expression is different from the gender they were assigned at birth; can also be used as a personal identifier
- **Non-binary:** An umbrella term that refers to any gender identities that do not fall into the binary categories of "male" and "female"; can also be used as a personal identifier

The Genderbread Person v4 by its pronounced METROsexual.com



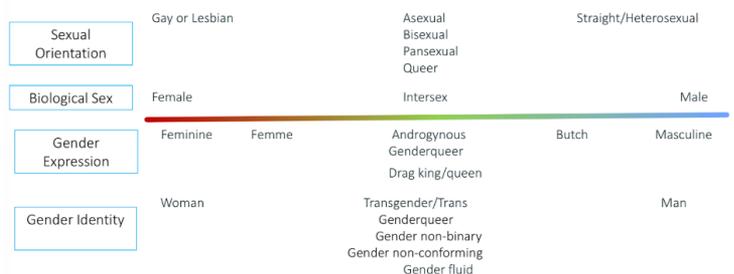
⊖ means a lack of what's on the right side



Identity ≠ Expression ≠ Sex
Gender ≠ Sexual Orientation



Genderbread Person Version 4 created and uncopyrighted 2017 by Sam Killermann [For a bigger bite, read more at: www.genderbread.org](http://www.genderbread.org)



Active Allyship

- **Educate and keep educating**
 - Ourselves; Our peers; Our students
- **Organize**
 - Create opportunities for enhanced student support
- **Advocate**
 - Employ trans inclusive practices/pedagogies
 - Challenge cissexism and toxic binary attitudes
 - For inclusive spaces and policies within and outside of your control