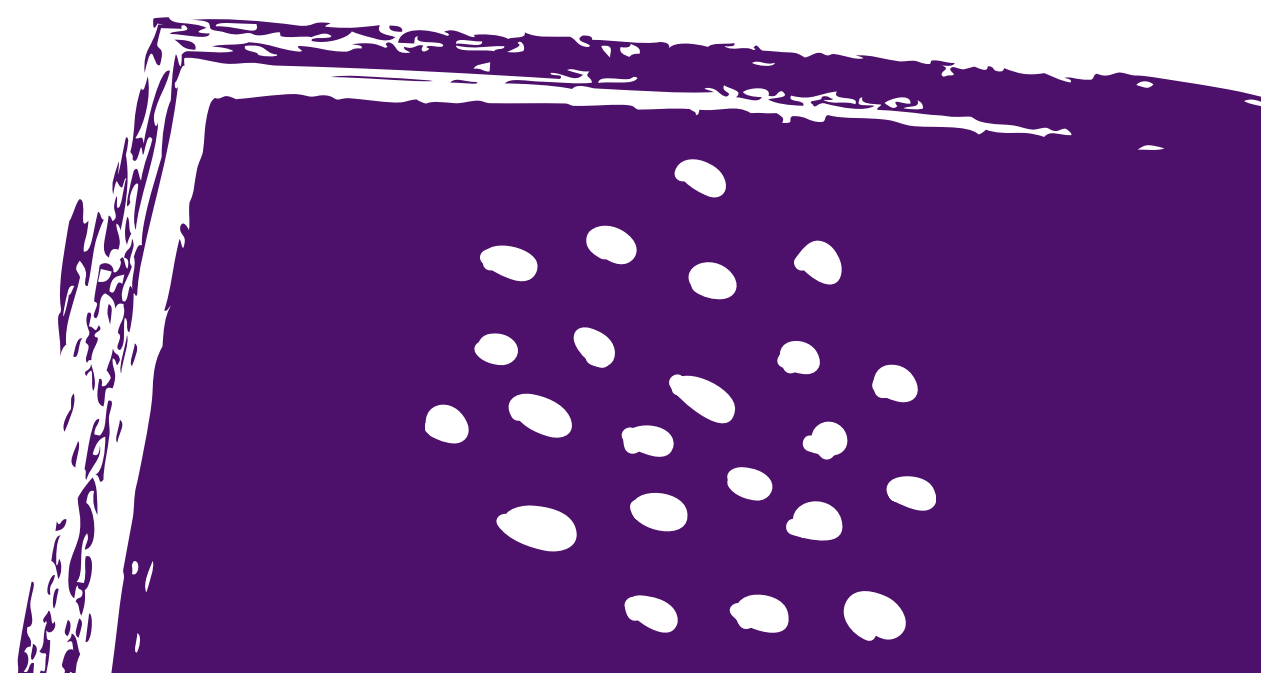
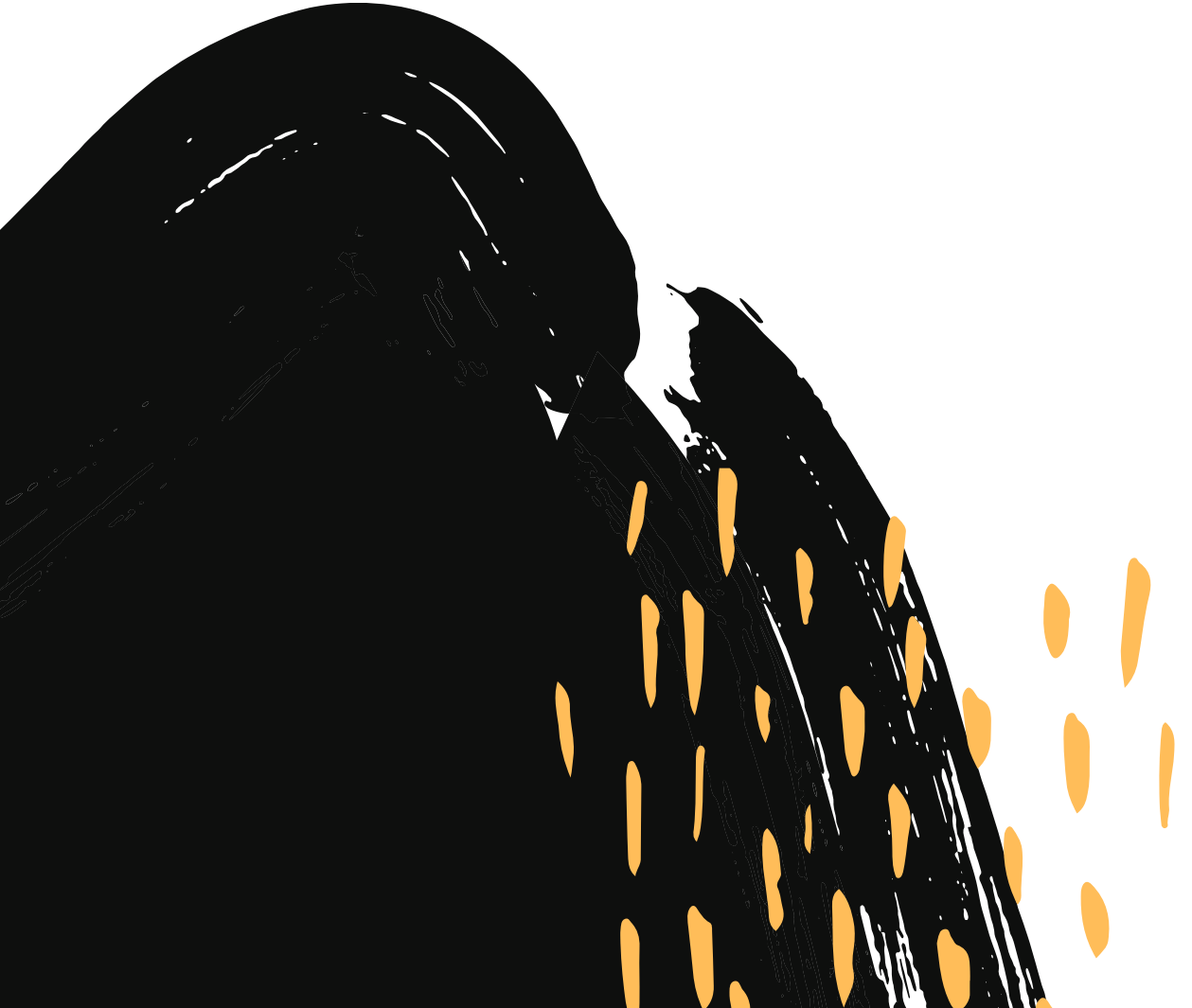


MISGENDERING

101



TERMINOLOGY

Transgender people do not identify with the gender or sex they were assigned at birth.

Transgender people can be binary or non-binary.

Cisgender people identify with the gender or sex they were assigned at birth.

Gender is vast, complex, and personal.

Many younger trans people dislike the term transsexual; trans or transgender are considered more universal.

TRANSPHOBIA

Transphobia describes the systemic bigotry and bias against trans people.

Transphobia can be:

- interpersonal
- cultural
- institutional

Cissexism describes assumptions and narratives that normalize or center cisgender identities.

IMPLICIT BIAS

Implicit bias describes the small subconscious beliefs that we ALL hold that shape our:

- behavior
- assumptions
- instincts

Implicit bias is no one's fault, but it's all of our responsibility to address.

We can work to unpack and unlearn implicit bias through awareness and education.

MICROAGGRESSIONS

Implicit bias can lead to microaggressions.

Microaggressions are small + everyday words and actions that "other" marginalized people.

Microaggressions are often:

- Unintentional
- Commonplace
- Difficult to spot

Microaggressions can seem small, but can have a large impact over time.



MISGENDERING

MISGENDERING

Misgendering occurs when someone is incorrectly gendered by others.

Examples may include:

- **Pronouns**

she/her, they/them, xe/xem

- **Honorifics**

miss, mister, mx, ma'am, sir

- **Phrases**

ladies and gentlemen, dude

Misgendering can be deliberate or inadvertent.

PROJECTION

Misgendering often stems from gender projection.

Gender projection is a form of implicit bias where we assume someone's gender based on:

- Hair + clothing
- Body + movement
- Name + voice

You cannot intuit what someone's gender is.

Gender projection can make it challenging to gender non-binary people correctly.

UNLEARNING

Practicing **gender neutrality** with others can help train your brain out of gender projection.

When you see someone, assess yourself:

- What am I assuming?
- Why do I think this?
- What do I actually know?

Practicing gender neutrality makes it easier to correctly gender non-binary people.

Try to use gender-neutral pronouns for strangers!

TIPS + TRICKS

Practice Up

Take the time to practice the pronouns of your friends (particularly if you misgender them).

That is Kenya. She is my friend. I admire her. That coat is hers.

Make It Personal

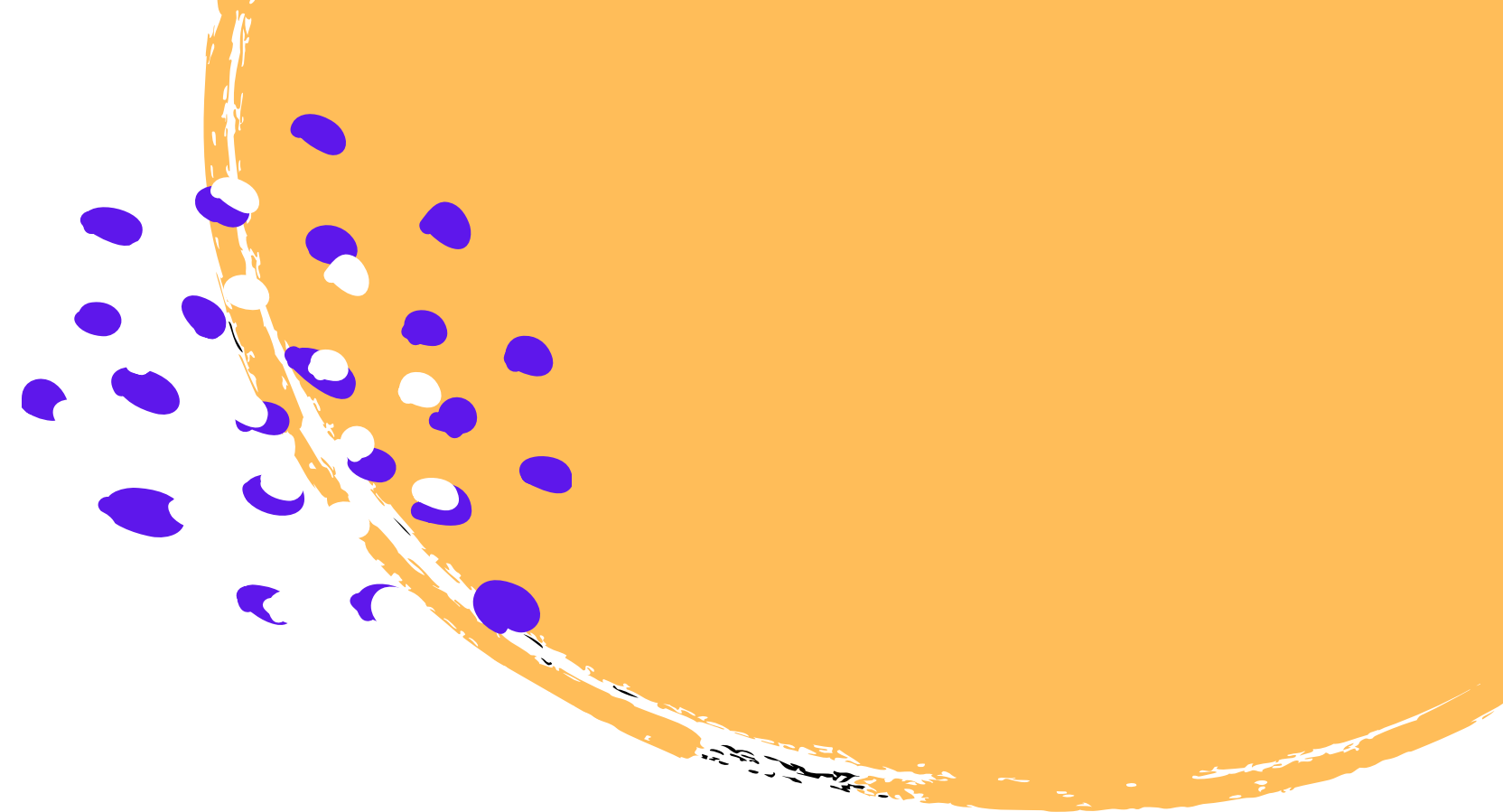
State your own pronouns: it helps your brain unlearn gender projection and raises awareness.

Hello, my name is Juan and my pronouns are he/him/his.

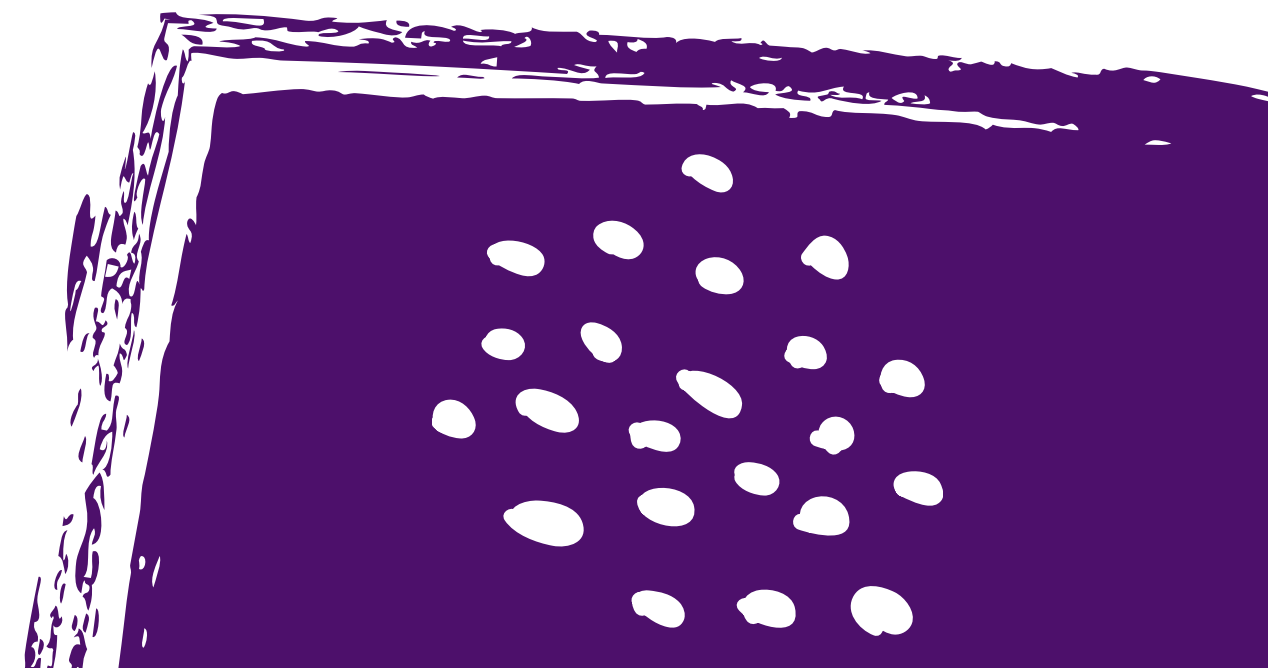
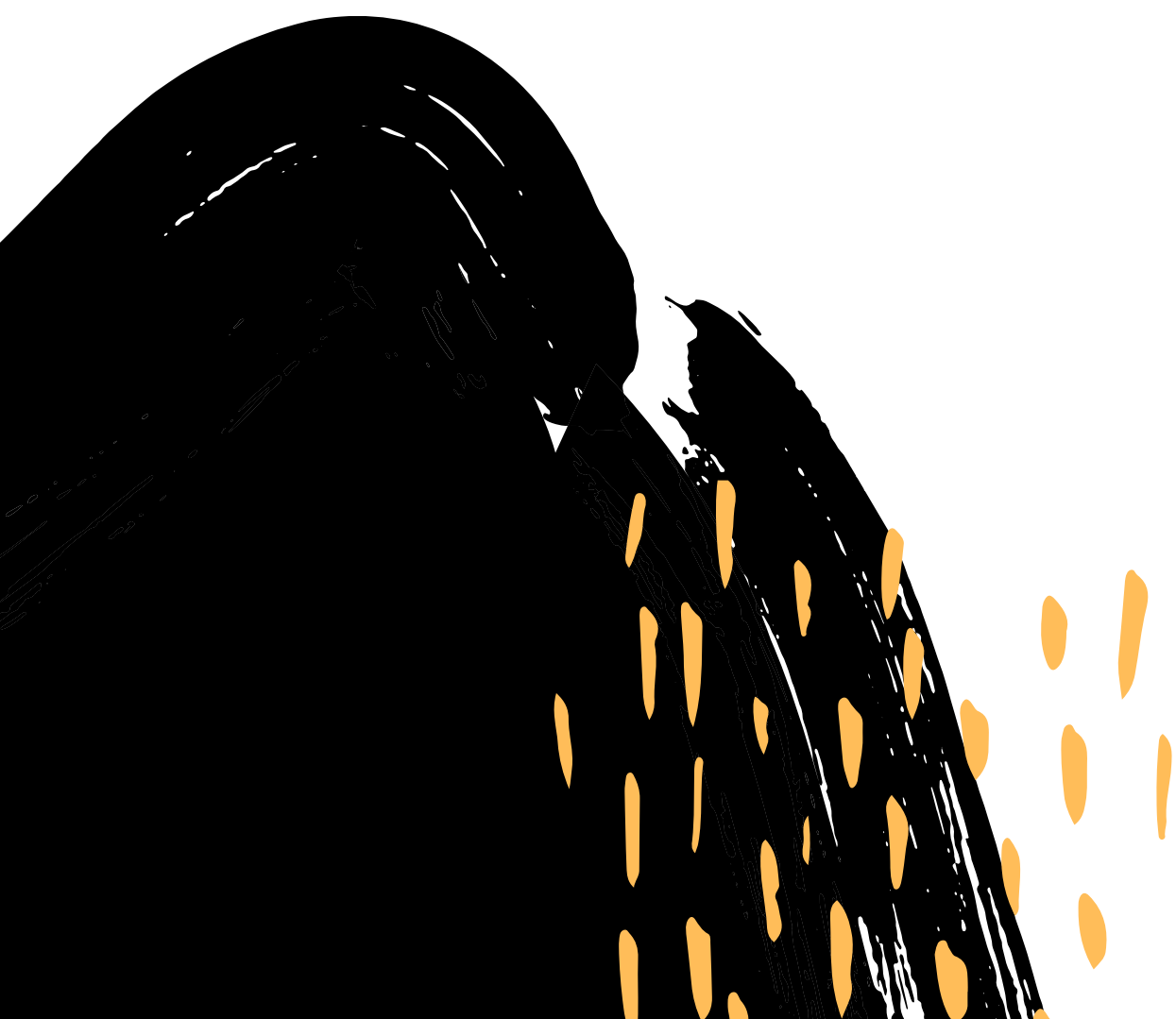
Watch + Learn

Seek out trans (particularly non-binary) voices so that no one is your sole point of reference.

Find trans-inclusive movies, tv shows, books, podcasts, essays.



ETIQUETTE



REACTING

When you misgender someone,
don't ignore it (or panic!)

Instead:

- 1) Stop + acknowledge
- 2) Correct the mistake
- 3) Move on

Ryan said he- (1) sorry, they (2) were coming (3).

Ezra said she- (1) thank you, he (2) is en route (3).

Ilya said they- (1) sorry, xe (2) is running late (3).

Avoid lengthy apologies or melting down.

RESPONDING

If you know they'd appreciate it,
correct misgendering when you see it.

Alex uses he/him, remember?

Oh, Rivka uses they/them.

I think you mean SHE is coming tomorrow.

If you don't know, **ask!**

Hey, if you ever get misgendered, how would you like me to respond?

I'm so sorry that happened. In future, would you like me to say something?

Bear in mind that trans people may prefer
you to react differently in different contexts.

QUESTIONS

We learn by asking questions, but it's important to not expect all trans folks to educate you.

Google is a great resource for basic information.

Make sure to ask before asking your questions:

*Hey, I wanted to ask if you'd be up for me asking a question about...
Would you be open to giving me your opinion on our new initiative?*

Asking first shows respect for boundaries
and can reduce inadvertent tokenism.

Avoid personal questions in professional spaces.

TIPS + TRICKS

Stay Present

Refer to trans people with the pronouns and name they currently use, even in past tense.
Never deadname or misgender someone without permission.

Stay Positive

Avoid describing your learning struggles to trans people: it can feel tokenizing + isolating.
Remember that many people see trans people as the problem.

Stay Mindful

Recognize that transphobia is real, current, and affects transgender people in PDX everyday.
Living in a progressive city doesn't mean that transphobia is over.

RESOURCES

[Glossary of Terms - GLAAD](#)

[Misgendering - Harvard Health](#)

[Inclusive Language - MyPronouns](#)

[About Pronouns - University of Oregon](#)

[United States Transgender Survey - 2015](#)

[What's Your Pronoun? - Out&Equal](#)