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### Transgender Allyship in Libraries

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UNIVERSITY OF SAN FRANCISCO  
CHANGE THE WORLD FROM HERE

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# Transgender Allyship in Libraries

California Academic & Research Libraries Virtual  
Conference  
June 5, 2020

# CARL Code of Conduct

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We expect all participants in CARL-related spaces, including guests and vendors, to behave in ways that support the dignity and well-being of everyone present. This includes formal and informal CARL-related spaces, including digital communication, social media, and in-person interactions. We acknowledge that mistakes will be made, but we also expect all participants in CARL-related spaces to be humble, be comfortable with being uncomfortable, acknowledge the mistake, and commit to continuous learning and improvement.

For the full code of conduct and to report violations, please visit [the carlcode2020](https://carlcode2020)



# Land Acknowledgement

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I am speaking to you from Yelamu, part of the unceded territory of the Ramaytush Ohlone. I honor the struggles of the Ohlone people for sovereignty and federal recognition on their sacred, ancestral lands. As a visitor and a member of an institution on occupied land, I invite other visitors in Ohlone territory to join me in supporting the [Ramaytush Ohlone campaign to remove racist statutes](#) and the [rematriation work of the Sogorea Te' Land Trust in Huchiun](#). I offer this acknowledgement in the spirit of accountability, repair and healing.

# Facilitator Introduction

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Amy Gilgan

They, Them, Theirs / She, Her, Hers

School of Education Librarian

Bias Education & Resource Team Facilitator

University of San Francisco

[akgilgan@usfca.edu](mailto:akgilgan@usfca.edu)

# Say Their Names

George Floyd

Breonna Taylor

Tony McDade

# Honoring Black Trans\* Leadership

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[TGI Justice Project \(TGIJP\)](#)

[Black Visions Collective](#)

[Solutions Not Punishment Collaborative \(SNaPCo\)](#)

# Agenda

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1. Grounding
2. Basic Terminology
3. Framing Beyond Civility
4. Tips
5. Questions



# Black Trans\* Resistance at Stonewall

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Miss Major Griffin-Gacy

Marsha P. Johnson

Miss Major's Fundraising Care Circle

<https://fundly.com/missmajor>

# Community Values

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Think of a community that you belong to

What do you value about that community?

# Terminology

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## Gender Identity:

One's internal sense of being male, female, neither of these, both, or other gender(s).

Trans Student Educational Resources (TSER). (n.d.). *Definitions*. <http://www.transstudent.org/>

# Terminology

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Transgender/Trans\*:

Encompassing term of many gender identities of those who do not identify or exclusively identify with their sex assigned at birth.

Trans Student Educational Resources (TSER). (n.d.). *Definitions*. <http://www.transstudent.org/>

# Terminology

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Cisgender/Cis:

Used to describe an individual whose gender identity and gender expression align with the sex assigned at birth.

American Psychological Association. (2018). *A glossary: Defining transgender terms*. <https://www.apa.org/monitor/2018/09/ce-corner-glossary>

# Terminology

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Non-binary:

Gender identities that are outside of or beyond two traditional concepts of male or female.

County of San Mateo LGBTQ Commission. (n.d.). *LGBTQ Glossary* |  
*LGBTQ Commission*. <https://lgbtq.smcgov.org/lgbtq-glossary#N>

# Systemic Oppression

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- 30% experienced homelessness
- 58% experienced police mistreatment
- 40% have attempted suicide
- 24% physically assaulted at school

Herman, J. L., James, S. E., Rankin, S., Keisling, M., Mottet, L., & Anafi, M. (2016). *The Report of the 2015 U.S. Transgender Survey*. Washington, DC: National Center for Transgender Equality.

# Impact of Respecting Chosen Names

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“Transgender youth who were able to use their chosen names in multiple contexts reported fewer depressive symptoms and less suicidal ideation and behavior.”

Russell, S. T., Pollitt, A. M., Li, G., & Grossman, A. H. (2018). Chosen name use is linked to reduced depressive symptoms, suicidal Ideation, and suicidal behavior among transgender youth. *Journal of Adolescent Health*, (4).



# Come Home to Your Values

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Getting called on a mistake is an invitation to bring your behavior in line with your values

**“Sometimes the most uncomfortable learning is the most powerful.”**

- Brene Brown (Anglo American, she/her)



[Image description: Wrestlers Macho Man and Hulk Hogan exchange awkward facial expressions]

# Take on the Labor of Your Learning

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“A large majority of people that are still adjusting can also be very abusive . . . and struggle with their resistance and make it my problem. . . . As you are asking for grace, step up into your allyship.”

-- Minty LongEarth  
(Santee/Creek/Choctaw, she/her/they/them)

# Journal Reflection

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Who are some potential learning accountability partners?

# Gender Inclusive Tips

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Accept correction & change behavior if you misgender someone

Use gender inclusive language

Model sharing pronouns

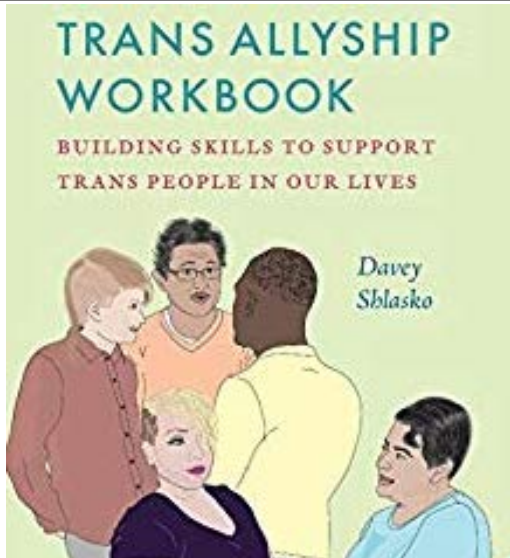
Provide information about gender inclusive & binary bathrooms in access statements & directions

# Pronoun Go-Rounds

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1. Explain why you are doing it
2. Invite, don't mandate
3. Use name when no is pronoun shared
4. Start the session by sharing your pronouns

# Resources to Start With



## A Place in the Middle

A Strength-based Approach to Gender Diversity & Inclusion



# Journal Reflection

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What is your next step in taking on the labor of your own learning?



# Closing

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What is something that gives you hope?

# Questions

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[Image description: Large question mark]

# References

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American Psychological Association. (2018). *A glossary: Defining transgender terms*. <https://www.apa.org/monitor/2018/09/ce-corner-glossary>

Baron, D. (n.d.). *Brief history of singular “they.”* <https://blogs.illinois.edu/view/25/677177>

Center of Excellence for Transgender Health. (n.d.). *Guidelines for the primary and gender-affirming care of transgender and gender nonbinary people: Terminology and definitions*. <http://transhealth.ucsf.edu/trans?page=guidelines-terminology>

County of San Mateo LGBTQ Commission. (n.d.). *LGBTQ Glossary | LGBTQ Commission*. <https://lgbtq.smcgov.org/lgbtq-glossary#N>

Herman, J. L., James, S. E., Rankin, S., Keisling, M., Mottet, L., & Anafi, M. (2016). *The Report of the 2015 U.S. Transgender Survey*. Washington, DC: National Center for Transgender Equality.

# References

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*Place in the middle: A strengths-based approach to gender diversity & inclusion.* (n.d.). <https://aplaceinthemiddle.org/>

Russell, S. T., Pollitt, A. M., Li, G., & Grossman, A. H. (2018). Chosen name use is linked to reduced depressive symptoms, suicidal Ideation, and suicidal behavior among transgender youth. *Journal of Adolescent Health*, (4).

Shlasko, D. (2017). *Trans allyship workbook: Building skills to support trans people in our lives* (2<sup>nd</sup> ed.). Think Again Training.

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