

Working well with
transgender and
nonbinary people

Transgender

Someone whose understanding of their gender differs from the sex they were assigned at birth. Trans comes from the Latin meaning “across”

Cisgender

Someone who's understanding of their gender matches the sex they were assigned at birth. Cis comes from the Latin meaning "on the same side as".

Gender Identity

Your intrinsic understanding of your gender.

Who you know yourself to be.

Gender Expression

The way that you present your gender identity to the world. This could be with your clothing, mannerism, language, etc.

Gender Diversity

A broad term for anyone who identifies or lives outside of the gender norms prescribed by society.

Nonbinary

Nonbinary refers to any gender that is not exclusively male or female.

It is usually considered to be under the transgender umbrella, and some nonbinary people will also identify as trans.

Agender

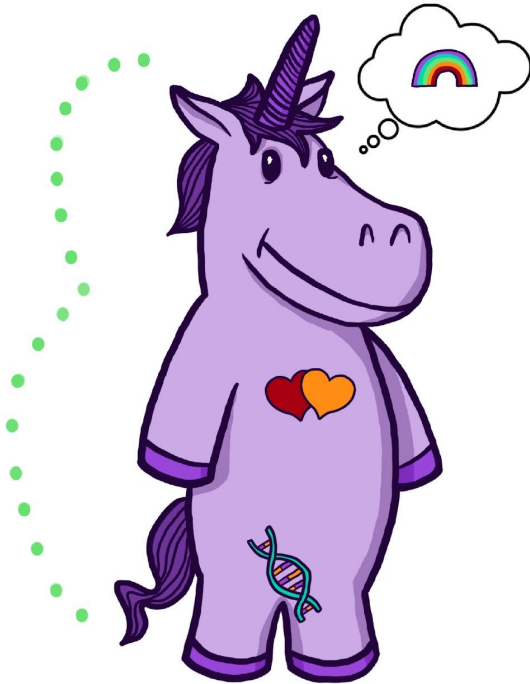
Without gender. Often used as an identification for people who do not identify with, experience, or conform to any gender.

We all have a
gender identity.

We all have a
sexual orientation.

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



Gender Identity

-  Female/Woman/Girl
-  Male/Man/Boy
-  Other Gender(s)

Gender Expression

-  Feminine
-  Masculine
-  Other

Sex Assigned at Birth

-  Female
-  Male
-  Other/Intersex

Physically Attracted to

-  Women
-  Men
-  Other Gender(s)

Emotionally Attracted to

-  Women
-  Men
-  Other Gender(s)

To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore

Pronouns!

He/Him/His

She/Her/Hers

They/Them/Theirs

zie/zim/zir

sie/sie/hir

Use the correct
names and
pronouns!

Let's talk about questions:

- Do I really need to know?
 - Can I find out on my own?
- Is this the appropriate time/place to ask?

Questions?

Working with the Trans community



Living a full life means
coming out.

Coming out can mean
losing family of blood.

39%

Number of LGBTQ adults who have experienced rejection from a family member or friends.

Pew Research, A Survey of
LGBT Americans, 2013

29%

Have been made to feel unwelcome at a place of worship

Pew Research, A Survey of
LGBT Americans, 2013

40%

of homeless youth in America are LGBTQ.

Williams Institute study,
UCLA, 2012

How do we care for our trans family?

- Listen
- Affirm

Avoid:

- Deadnaming: Using the birth/legal name of someone who has chosen another name.
- Misgendering: Using pronouns for someone based on how they look.

Coming out can mean
building a family of
choice.

- Build community of support
- Legal resources (name change, advanced directive, power of attorney)
- Financial resources

Questions?

How does this impact
deathcare?



What's Next?

Generally

- Use correct names, pronouns, & identities, even if you don't understand or agree
- Apologize briefly for mistakes and move on
- Learn more
- Respect our "no"

Within Deathcare Community

- Non-gendered language
- *People* doing this work
- Gender-inclusive/culturally sensitive history

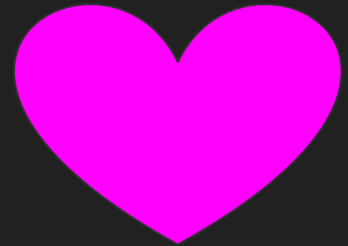
With Clients & Families

- Mindful of tensions
- Pre-planning documents
- Know whose interests you represent

Things that Happen

- Dressed as assigned gender
- Misgendered in obituaries and at funerals
- Deadname on headstone/memorial plaque
- Memorial donations to trans-hostile organizations
- Family of choice cut out of death process/not informed that loved one has died

Honoring our loved ones who have died
as they truly were in life is essentially to
grieving and healing.



At a Broader Level

- Intake forms
- Death certificates
- Advance directives
- State law

Other suggestions/
Resources

Questions

