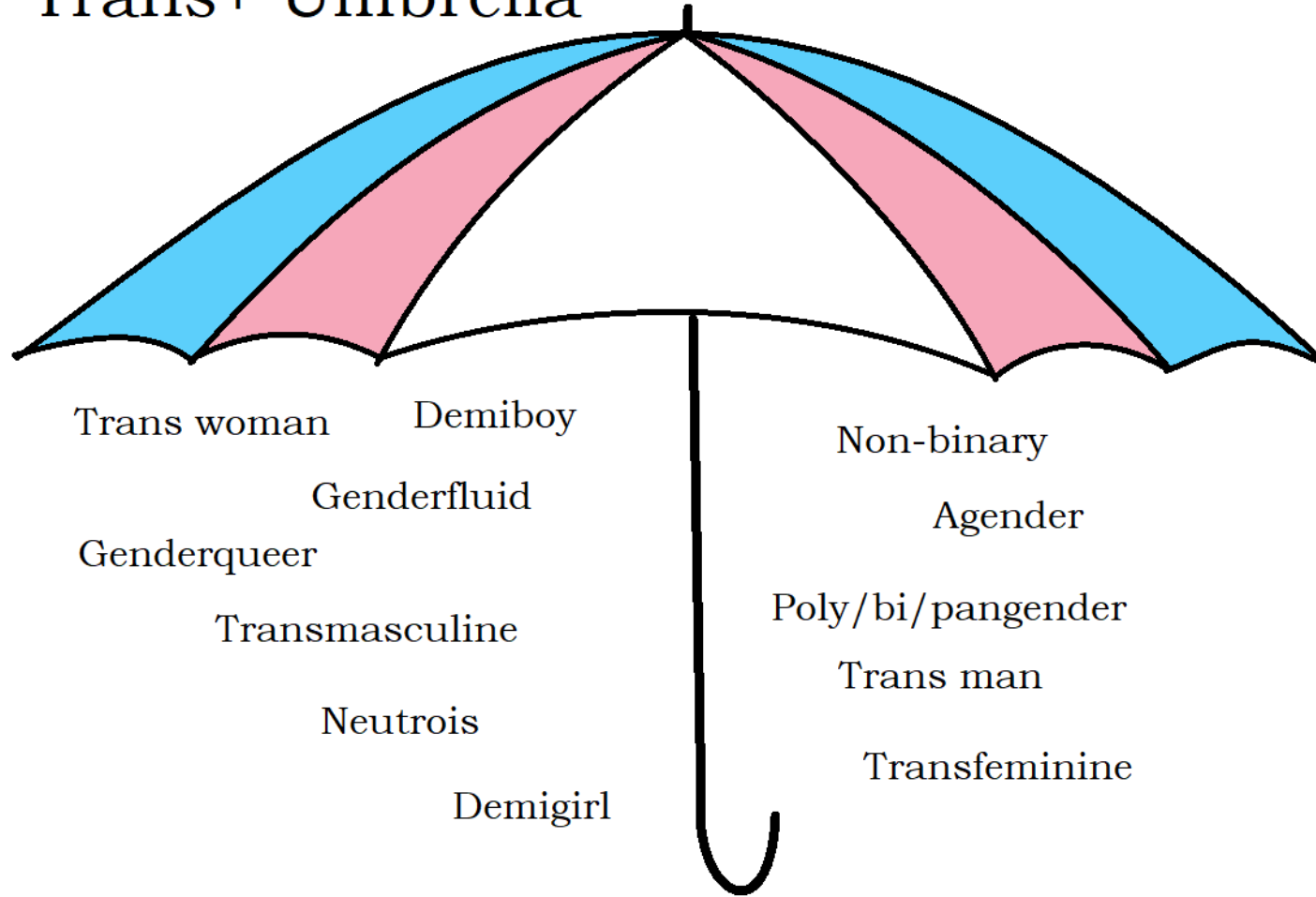


Trans+ Umbrella

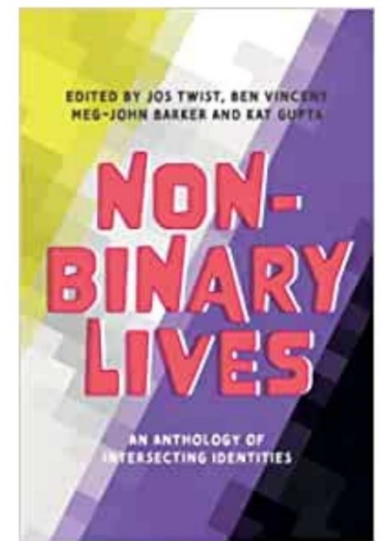
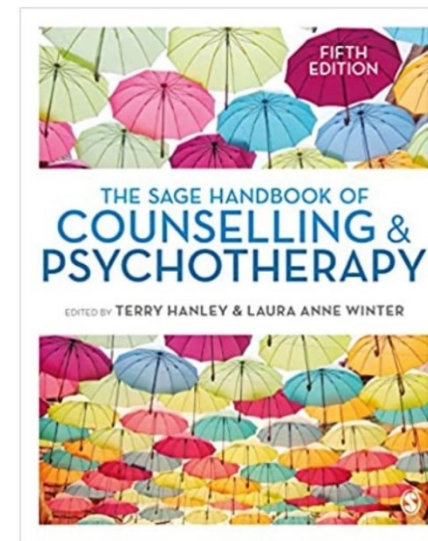
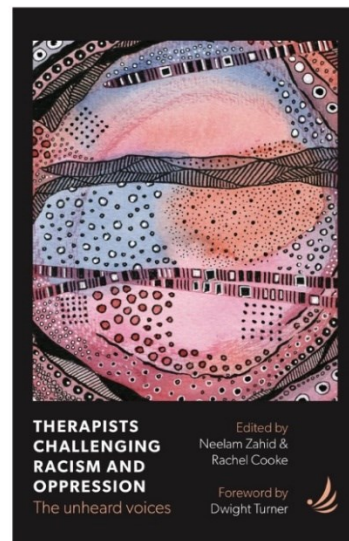
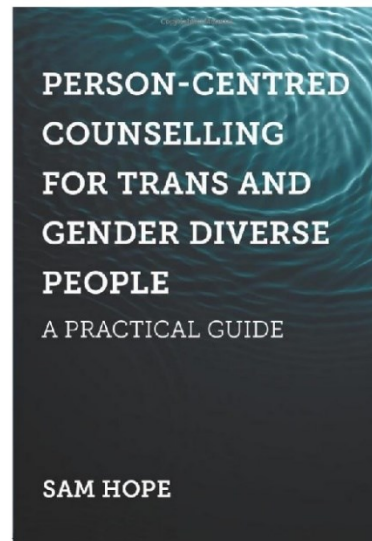


Understanding Gender Diversity

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Sam Hope

- Accredited therapist, supervisor and EDI trainer, MA Trauma Studies
- Disabled, neurodivergent (autistic/ADHD), bi, ace, trans, non-binary (they/them)
- Author of *Person-Centred Counselling for Trans and Gender Diverse People*
- Consultancy work within healthcare and education



Learning Outcomes

- Culturally competent language and approaches to gender diversity
- Debunking myths and stereotypes
- Mental health, trans people and the minority stress model
- Understanding the diversity of trans experiences

Go to sam-hope.co.uk for....

- CPD on GSRD/Neurodivergence
- Contact me for mailing list/copy of slides
- Free resources:
 - Research and information
 - Handouts and factsheets:

Terminology

Affirmative
therapy

Sex or
gender?

Inclusive
toilets

Top tips

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Observed	Assigned	Assumed
Genital shape	Legal sex, pronouns, gendered labels, gender, gendered name, social role	Gametes, chromosomes, reproduction, gender identity

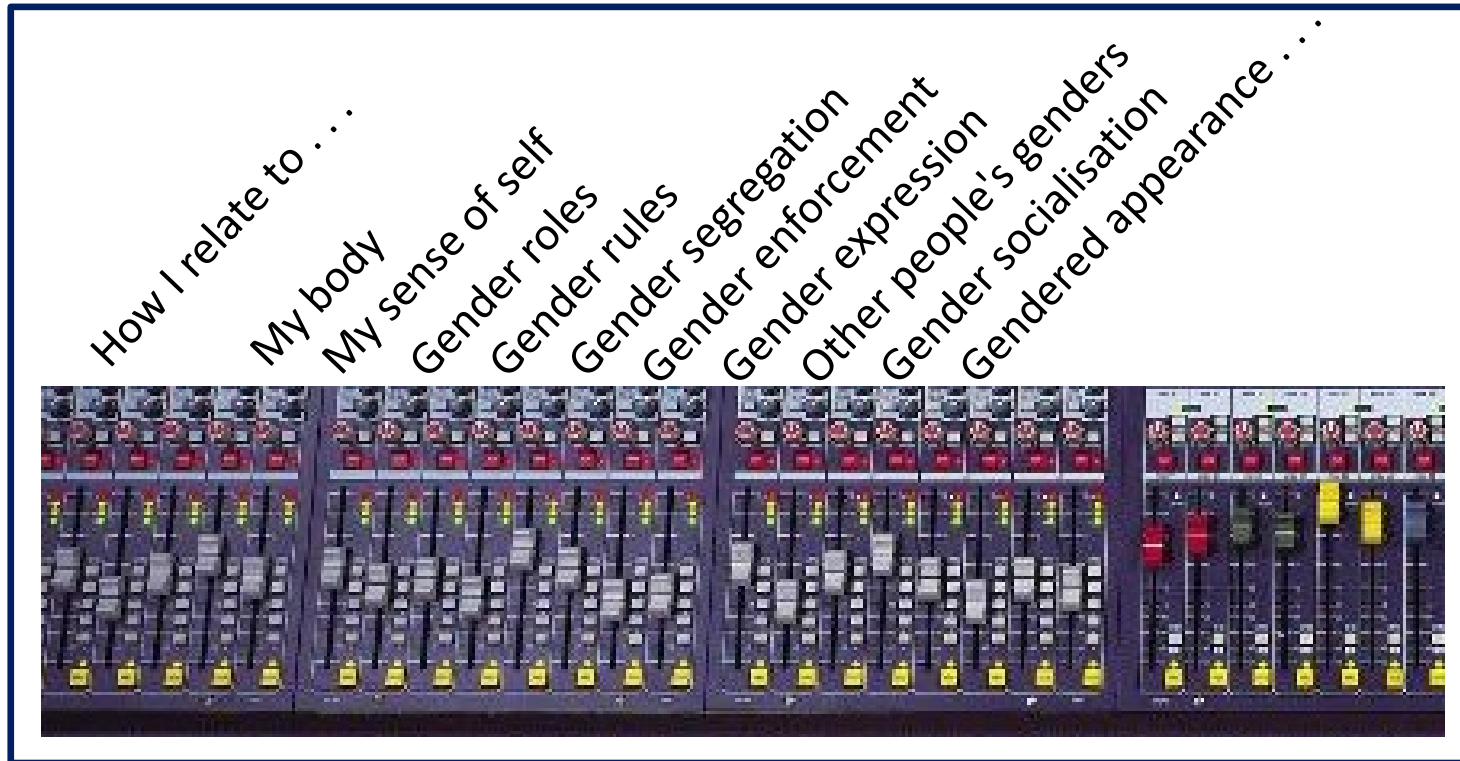
Biology	Construct
Genitals, gametes*, chromosomes*, gender identity* (proven to have a clear biological component) <i>*All usually unknown at birth</i>	Birth cert, pronouns, name, legal sex, gender roles, labels (man/woman, masculine/feminine, male/female, sex/gender)

“Gender identity”

- Strong evidence that gender identity has a “durable biological element¹”
- Many-layered experience:
 - Our internal sense of who we are
 - How our brains map onto our bodies
 - Which genders we do and do not emulate (unconsciously or otherwise)
 - How others experience our gender and interact with us
 - Varies in intensity from person to person

“Trans”

Any person who experiences incongruence with the gender they were assigned into at birth



A Little Trans History . . .

- Evidence of gender diversity in historic/ archaeological record
- Celebrated in many cultures –
pathologised by colonialism



Indian
[Hijras](#)



Indigenous American
[Two-spirit](#) people



- 3.5 times as many media articles about trans people in 2018-19 from 2012
- Much of this was negative

“A similar set of words which relate to conflict including *aggressive, demand, harassed, bullied, confronted, lunge, militant, outspoken, pressure* and *threat* saw a similar pattern – 5 cases of these kinds of words appearing near trans(gender) in 2012, but 334 cases in 2018-19. The result is that trans people are constructed as newsworthy because they are difficult, angry, easily offended”

"Another representation (also used on gay people) was to link trans people with crime, connecting them to words like killer, prisoner, lag, criminal, murderer, rapist, jail and kill. These words occurred with trans(gender) 3 times in 2012, but 608 times in 2018-19."

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Tabloids falsely claimed that child murderer Ian Huntley was transgender for years – that's how nasty the trans 'debate' is

There is a tabloid war against transgender people and their rights



Declassified as a mental illness

	Year WHO declassified
Homosexuality	1990
Gender Incongruence	2019

Minority Stress Model, Meyer

Prejudice, Social Stress, and Mental Health in
Lesbian, Gay, and Bisexual Populations

“LGBs have a higher prevalence of mental disorders than heterosexuals”



“Stigma, prejudice, and discrimination create a hostile and stressful social environment that causes mental health problems [due to]:

prejudice
events,

expectations
of rejection,

hiding and
concealing,

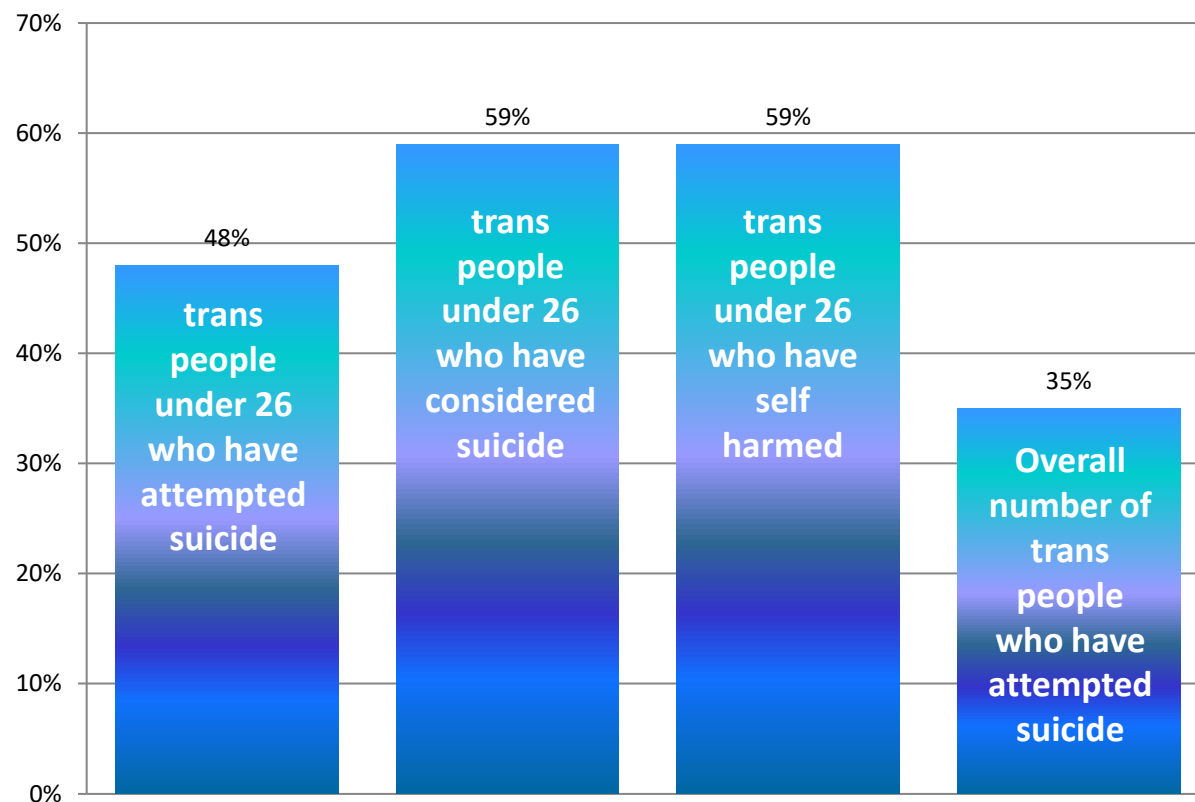
internalized
homophobia,

ameliorative
coping
processes”

Research on trans people tells us . . .

- Mental health issues correlate to transphobia¹
- Misgendering negatively impacts mental health²
- Legally and social recognition improves mental health³
- Access to medical transition improves mental health⁴
- Conversion therapy is harmful and ineffective⁵
- Suicide rates lower when nearer transition goals³
- Regrets are rare⁶

Suicide Statistics for Trans People¹



In Nottinghamshire, UK, a 2017 survey showed that 60 per cent of trans respondents had self-harmed and 48 per cent had attempted suicide²

Student's Experiences

- Fear of violence and harassment
- Computer systems keep throwing old name up no matter how many times it gets changed
- Getting “outed” by people or systems
- Lack of gender neutral toilets/facilities
- Lack of trans representation within LGBT+ groups
- Lack of protocols and policy e.g. to change name, reissue certs, tackle transphobia

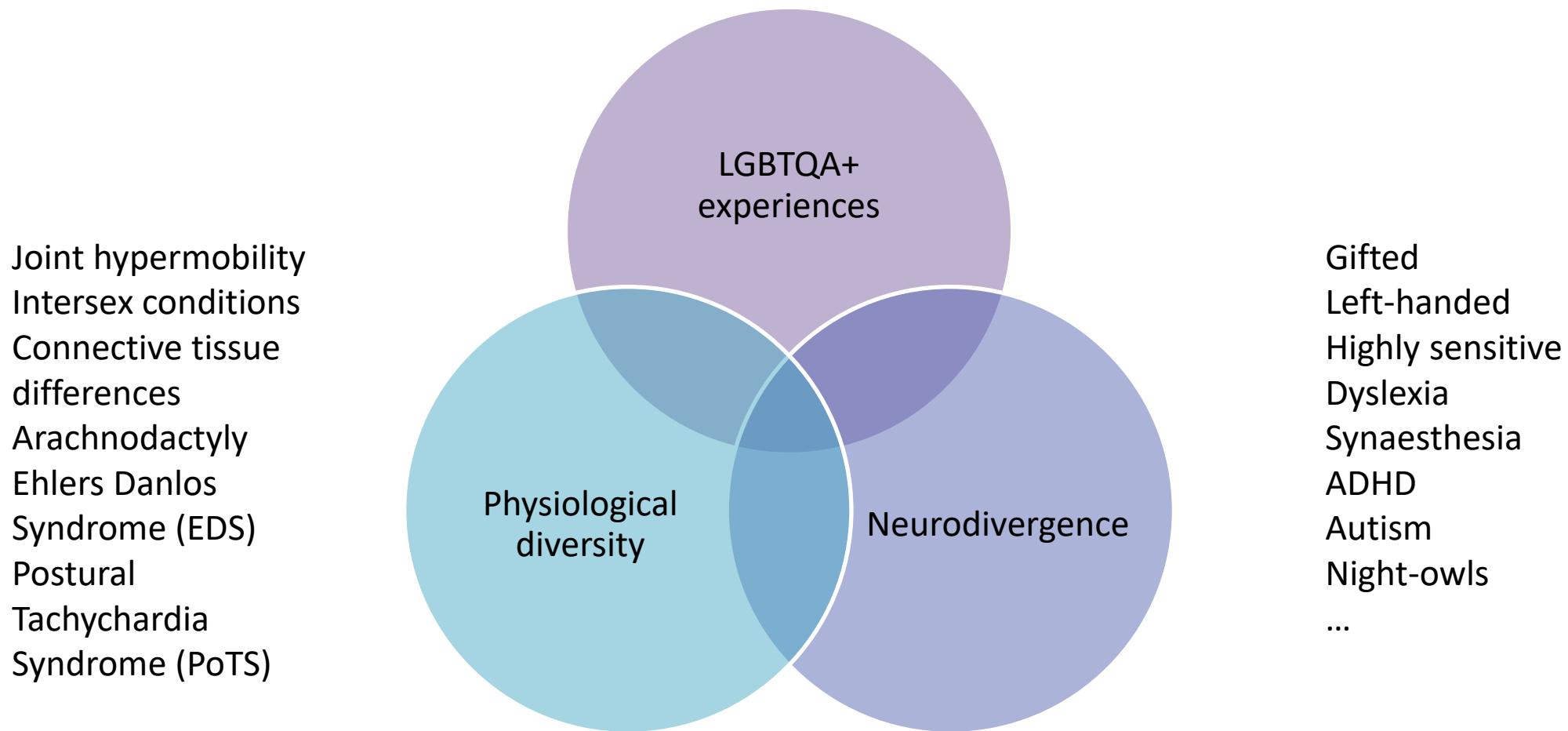
Student Experiences

- May be facing difficulty with family/peers
- May experience housing or financial issues as a result of estrangement
- May have long wait for treatment
- May be struggling with mental health and trauma
- May have physical healthcare issues
- May be isolated
- You may not know they are trans

Myths

- The “delusion” myth
- The “detransition” or “regrets” myth
- The “social contagion” myth
- The “risk to cis women” myth
- The “symptom of autism” myth
- The “confused gay” myth
- The “sexual fetish” myth

Differences (like being trans and autistic) often cluster together.....



.....this does not imply causality

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Gender Recognition Act

- Gender Recognition Act 2004
 - Allows a trans person to change birth certificate
 - Many people don't have one
 - Trans people can use single sex facilities without one
 - Complex administrative process
 - Ireland, Malta, Argentina introduced a statutory declaration ("self-ID") process without problems



Gender Recognition Act 2004

CHAPTER 7

CONTENTS

Applications for gender recognition certificate

- 1 Applications
- 2 Determination of applications

Equality Act 2010

- Gender reassignment is a protected characteristic
 - “You can be at any stage in the transition process – from proposing to reassign your gender, to undergoing a process to reassign your gender, or having completed it”
- Includes:
 - Harassment – making someone feel humiliated, offended or degraded (e.g deliberate misgendering)
 - Direct discrimination (e.g “you have to change jobs now you’ve come out”)
 - Indirect discrimination (e.g. “we won’t give you paid time off for treatment despite giving this for other health conditions)
 - Exceptions: “A proportionate means of achieving a legitimate aim”
 - Non-binary people are covered by the law

LANGUAGE

“When people are dying, you can't let any slur go unremarked” – Roz Kaveney





Practice makes perfect

- Say the names/terms/pronouns a lot – get comfy with them!
- Challenge people when they get it wrong (if trans person wants that)
- Don't be avoidant, be prepared to make mistakes and gently apologise, quickly move on

Challenging Bullying

What are the best approaches to tackling bullying/harassment?

- Top-down, positive environment where trans people are visible and gender diversity talked about
- Out LGBTQA+ teachers and allies, phobic staff challenged
- Zero tolerance policy that describes what constitutes bullying
- Always take it seriously and record it – no bystanders
- Don't victim blame/minimise/deny
- Develop confidence and awareness (ongoing)
- Challenge poor practice
- Don't agree with it? Keep it to yourself.

What helps

- Listen
 - Every trans person has a unique story – take time to listen/don't assume
 - Trans people are the experts on their own lives
- Educate yourself
 - don't expect trans person to educate you on general principles (But if you have a them-specific question, do ask!)
- Trust, accept and reflect person's language and story
 - Treat their words, labels, pronouns with respect
- No gatekeeping/ pathologising/fixing
 - All trans people are getting this enough already!

Action Plan

List 3 things you can do to change things for the better

- How will I do it?
- Who can help?
- Deadline?

Any Questions?



Further reading mentioned in this training

- [Non-binary in higher education report](#)
- Cass report analysis:
- <https://novaramedia.com/2024/04/15/spare-a-thought-for-hilary-cass/>
- <https://transactual.org.uk/blog/2024/04/11/press-release-the-cass-review-is-bad-science-and-should-not-be-taken-seriously-by-policymakers/>
- <https://therapistsagainsttransphobia.org/2024/04/12/our-interim-response-to-the-cass-report/>

- Further resources can be found on my website: sam-hope.co.uk
- Email me – sam@sam-hope.co.uk

Sources of support:

- [Mindline Trans helpline](#)
- [Gendered Intelligence](#)
- [Mermaids](#)
- TransUnite: [list of support groups](#)