Creating Access for Transgender and Gender Nonbinary People: Practical Tools and Best Practices

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What the data show about transgender and gender nonbinary people in the US

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Tools for Creating Access for Trans and Gender Nonconforming People

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Terminology and info

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Biological Sex/Sex Assigned at Birth

Male ← Intersex → Female

Gender Identity

Man ← Both or Neither → Woman

Gender Expression

Masculine ← Both or Neither → Feminine

Sexual Orientation

Attracted to men ← Attracted to both, neither, trans or other → Attracted to women

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- Lesbian
- Gay
- Bisexual
- Transgender/ Trans
- Cisgender
- Gender Nonbinary/Diverse
- Gender Nonconforming
- Queer
- Questioning

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SOME SINGULAR PRONOUNS

Common

- he/him/his
- she/her/her
- they/them/their

Less common

- ze/zir/zirs
- ey/em/eir
- she/they
- they/she
- he/they
- they/he

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Suggestions and tools

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What's the most common reason that transgender and gender nonbinary people go to the courthouse?

a. For a discrimination claim
b. For a name change
c. For jury duty
d. For a criminal case

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Discussion Scenario 1

You are presiding over a hearing with Lawrence Thompson listed as a participant. A self-represented person with a feminine hairstyle and wearing a dress, high heels, and lipstick appears before you and says that this is their matter.

a. What, if anything, do you do?
b. What if that person says their name is Laura Thompson?
c. What do you call that person when speaking to them?
d. Do you make a notation in the file?

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Follow up to Scenario 1

Assume you have decided and informed everyone that the person should be called Laura Thompson and referred to using female pronouns during the proceedings. However, the agency's representative calls this individual Lawrence and uses male pronouns.

Q: What, if anything, do you do?

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Discussion Scenario 2

You are writing a decision involving a post-transition transgender person. Some of the events you need to discuss took place before the transition and are under the name and gender assigned at birth. Other events in the matter took place after the transition and under the post-transition name and gender.

Q: How do you handle this situation as to names and pronouns in relevant time periods in your written decision?

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After transition, how many transgender people in the US change all their ID documents to match their gender identity?

a. 11%
b. 23%
c. 37%
d. 50%

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Discussion scenario 3

You have a witness, Denise Jones, in a matter involving an insurance policy purchased on December 1, 2019. However, the name on the policy presented by the agency covers "Dan Jones." You are trying to resolve this inconsistency.

How do you do this? Do you ask:

a. "Were you Denise Smith when you purchased this policy?"
b. "Is this your signature on this document?"
c. "What was your name on December 1, 2019?"
d. "Did you purchase this policy?"

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Consider being a bridge

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