

CREATING TRANS  
INCLUSIVE SPACES &  
PRACTICES

**NOLAN PIKE**

**[WWW.EQUITYEDUCATE.COM](http://WWW.EQUITYEDUCATE.COM)**

Every time there is a **barrier**  
for someone there is also an  
**opportunity** for meaningful  
change.

“

The limits of my language are  
the limits of my world

“

—Wittgenstein

**LGBT**

2SLGBTQQIP A+

2SLGBTQQQIPAA+

Sexual orientation and  
Gender Identity are separate  
and distinct components of  
our identity.

# GENDER IDENTITY

is a person's DEEPLY FELT sense of being male, female, something else, or something in between.

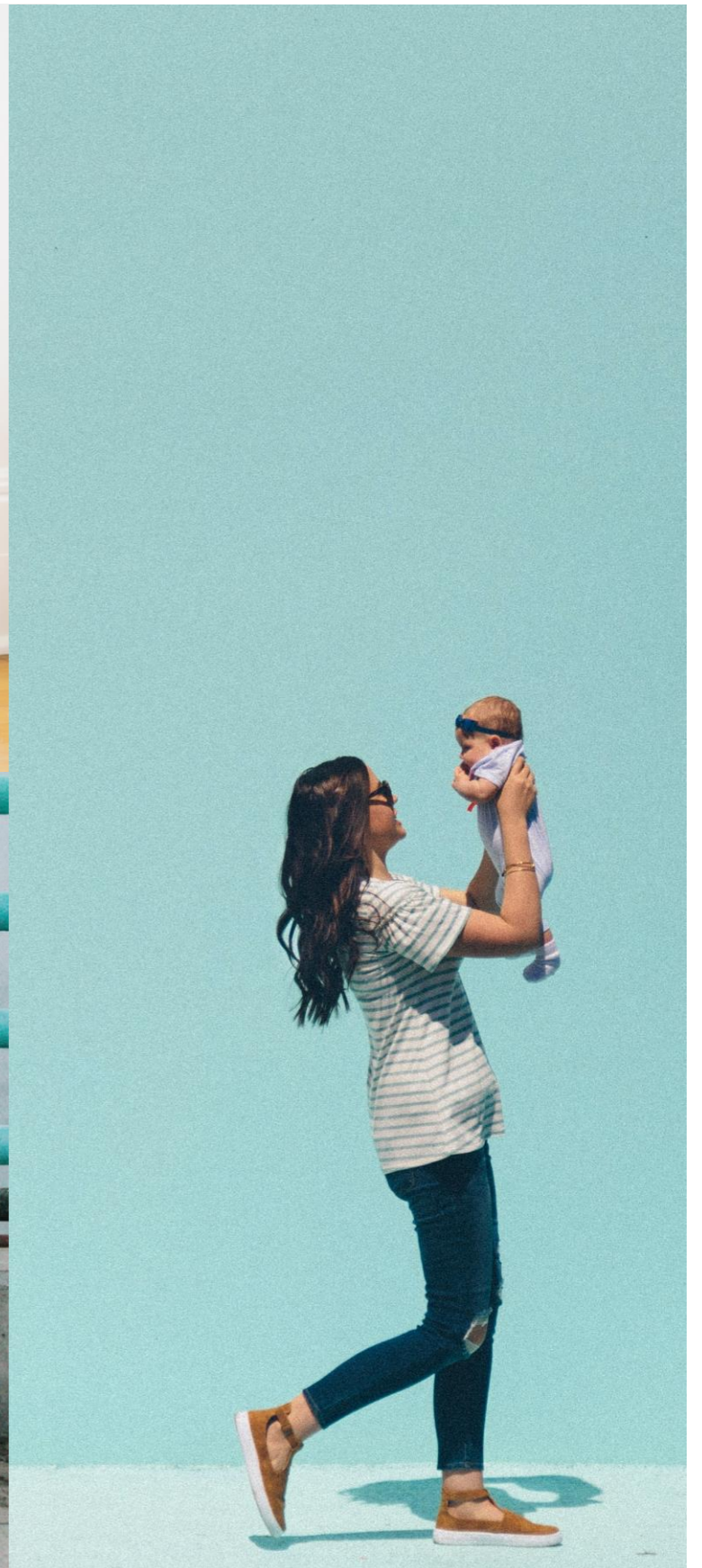


# GENDER IDENTITY

is a person's DEEPLY FELT sense of being male, female, something else, or something in between.

WE ALL HAVE A GENDER IDENTITY

# Gender Identity



The term **TRANSGENDER** refers to individuals whose **GENDER IDENTITY** is different from their assigned sex at birth.

# NARROW LENS



STIGMA

Gender Identity Disorder

# STIGMA

## Gender Identity Disorder

24% of Canadians and 32% of Americans believe transgender people had some form of mental illness.

# STIGMA

## Gender Identity Disorder

28% of Canadians and 41% of Americans  
had concerns about exposing children  
to transgender people

# STIGMA

~~Gender Identity Disorder~~  
was removed from the  
D.S.M. in 2012



# Gender Dysphoria

is an acute form of stress that is commonly experienced by transgender people -- often when they encounter people and spaces that fail to recognize and respect their gender identity.

Trans inclusive practices and  
spaces **reduce** dysphoria

Less dysphoria = **Better Health**

The only measure of a person's identity is how they self-identify.

There are no criteria.

There is no standard.

All trans people have their own unique experience.

Being **TRANSGENDER** is not...

- about your likes and dislikes

Being **TRANSGENDER** is not...

- about your likes and dislikes
- about what clothes you wear

Being **TRANSGENDER** is not...

- about your likes and dislikes
- about what clothes you wear
- about your sexual orientation

# Being **TRANSGENDER** is not...

- about your likes and dislikes
- about what clothes you wear
- about your sexual orientation
- wishing you were another gender

Being **TRANS** can be better understood as a **disconnect** between who someone *IS* (already) and what people are able to **see**.



**TRANSITION** is a **process** of **ALIGNMENT**. Between who someone **already** is and what people (including themselves) are able to see.

The idea that gender is a simple **binary** (male & female) is **incredibly common**. It is possible to encounter evidence of this conception of gender **hundreds** of times in a single day.

For a non-binary person this can create feelings of erasure and dysphoria.

It is important to remember that **non-binary** conceptions of gender have been present throughout history and continue to be present in **multiple cultures.**

The way we design our spaces  
and practices sends many  
messages. For trans and  
non-binary folks part of that  
messaging is so often  
**“we weren’t thinking about you”**

# Identify and address barriers

- Gendered washroom access
- Gendered language
- Lack of awareness
- Gender stereotypes and assumptions
- Visibility
- Language and practice that erases non-binary experience.
- Gendered programming/space.

Something that seems small  
can have an enormous **impact.**

## IMPACT

“when transgender youth are allowed to use their chosen name in places such as work, school and at home, their risk of depression and suicide drops.”



# IMPACT

Compared with peers who could not use their chosen name in any context, young people who could use their name in all four areas (work, home, school, and with peers) experienced **71 percent fewer symptoms of severe depression**, a **34 percent decrease in reported thoughts of suicide** and a **65 percent decrease in suicidal attempts**.

# PRONOUNS

**He** just stepped out, but I can  
leave a message for **him**.

**She** just stepped out, but I can  
leave a message for **her**.

**They** just stepped out, but I  
can leave a message for **them**.

PRACTICE

Rather than seeing neutral pronouns as a challenge, it can be useful to recognize what a **valuable tool** they can be when we want to speak in an open and inclusive way.

Every time there is a **barrier**  
for someone there is also an  
**opportunity** for meaningful  
change.

What can we do immediately  
that will improve accessibility  
for trans people?

# THANK YOU!



## NOLAN PIKE

EQUITY EDUCATE

EDUCATION THAT INSPIRES ACTION

PROFESSIONAL DEVELOPMENT, STUDENT PRESENTATIONS, KEYNOTE SPEECHES, CONSULTATION

[WWW.EQUITYEDUCATE.COM](http://WWW.EQUITYEDUCATE.COM)

NOLAN.WORKSHOPS@GMAIL.COM