
Documents sent by PIPP

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From: PiPP_HMPPS <PiPP_HMPPS@justice.gov.uk>

Subject: Trans Awareness Week | Job Vacancies

Date: 7 November 2022 at 10:55:07 GMT

To: Undisclosed recipients;

Hey PiPPer's,

I hope that you're all well!

Trans Awareness Week

Trans Awareness Week starts on 13th November and ends on 20th November with Trans Day of Remembrance.

The main purpose of Trans Awareness Week (TAW) is to educate around trans topics and to celebrate trans people. Trans visibility is incredibly important and unfortunately the visibility isn't always positive. This leads to a lack of education and misunderstandings amongst people, so it's vital that we keep scaremongering and misinformation at bay. So in TAW we bring this information to the forefront to show the world what it means to be trans, and to show fellow trans and non-binary people that they are ***not*** alone.

Information for Trans Day of Remembrance is also becoming available in preparation for the week, a list for remembrance events can be found here: [Remembering Our Dead - Reports \(translivesmatter.info\)](https://translivesmatter.info) and within the next week or so statistics and infographic posters will be available from [TGEU - working for the rights and wellbeing of trans people](#) & [Transrespect vs Transphobia](#)

Being an active ally

Hate crimes targeting transgender people have rocketed by 56 per cent in a year, as the number of overall offences hit a record high in England and Wales in 2022. We need allies to be active in their allyship. People might find it hard as they don't feel confident due to a lack of information or, aren't able to fully recognise discrimination and malicious misinformation. Along with the other resources provided is a guide on the language surrounding harmful debates and statements.

TAW Events

Attached are our TAW events with instructions how to join the events. More will be announced at a later date.

Job Vacancies:

...

Kind regards,

[My pronouns are: He/They]

National Lead - Pride In Prisons and Probation (P.I.P.P) LGBTI+ staff support network

HMPPS Diversity & Inclusion Team

Southern House, Wellesley Grove, Croydon, CR0 1XG

PiPP_HMPPS@justice.gov.uk / [REDACTED]

Twitter: @HMPPS_PiPP

Facebook: PiPP (closed group)

[REDACTED]

Official sensitive-

Trans Awareness Week

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Annex B - Recognising transphobic coded language

Coded or suggestive language is used in messaging to garner support from a particular group without provoking opposition, through turning what would be considered overt discrimination into covert behaviour.

By its nature, coded language can be hard to recognise and difficult for those on the receiving end of the negative effects to prove or explain. When engaging with people about trans issues, especially online, transphobic coded language is commonplace.

Unfamiliarity with this language has been highlighted by staff and managers as presenting a barrier when handling complaints, due to not understanding the relevance of the context. The below table contains a glossary of commonly used coded language and the messages it is used to convey.

It is important to recognise these words and phrases, understand their context and educate those you hear using them about the reasons why their use can be deemed offensive or upsetting, as people may have unknowingly used a term without being familiar with its meaning.

Whilst passing uses of these phrases might not be considered misconduct, the importance of challenging their use cannot be overstated. Doing so reduces hostility, intimidation and degradation within the workplace, and encourages all whom we work with such as colleagues and service users, to treat others with decency and respect.

Coded language	What it conveys
Actual/Real woman	<p>What is being conveyed is that the person saying this believes that trans women are not really women and should be excluded from womanhood. It seeks to paint trans women as being 'other' to dehumanise them, invalidate their existence and justify harassment in the form of critiquing their appearance against unrealistic stereotypical expectations of beauty/performance of femininity, which is deeply upsetting, offensive and undermines self-esteem and confidence. This viewpoint is often supported with arguments about biological functions such as menstruation and pregnancy, these are deeply misogynistic through reducing women to reproductive worth and is also deeply distressing to those who are infertile. Further assumptions of physiological "norms" e.g. levels of testosterone have led to attempts to police women's bodies in sport through invasive medical testing and imposition of arbitrary measures in sport – the use of these at the 2021 Olympics disproportionately affected black female athletes who were banned from competing https://www.cbc.ca/sports/opinion-case-of-namibian-runners-further-exposes-half-baked-testosterone-regulation-1.6092033</p> <p>The main focus of this coding tends to be trans women, however, occasionally actual/real man is used to infer similar about trans men.</p>
Adult Human Female	<p>This one started as anti-trans groups replacement for the dictionary definition of the term "woman; an adult female human being" to signal exclusionary attitudes towards trans women, who these groups do not regard as women. It has been used on billboards, posters and social media profiles. To those unfamiliar with those groups, it looks like people criticising it are being extremely unreasonable by "calling the dictionary transphobic" which manipulates people into supporting bigotry while creating hostility towards trans people and their allies.</p>

Autogynephilia / autogynephilic / AGP	Autogynephilia is sexual arousal at the thought of oneself as female. It's used primarily as a tool to negatively and falsely label trans women's reason for transitioning (to be able to live as their selves) as being motivated entirely by sexual reasons. This purposely misconstrues trans identity as being a fetish and fuels a fearmongering narrative to wrongly paint trans people as being sexual predators. This theory is frequently disputed and a number of studies discredit it entirely, including some studies which show that a significant number of cisgender women would also meet the criteria of being an autogynephilic. The theory is also completely debunked by the existence of trans men and non-binary individuals.
Cis/cisgender is a slur / Do not call me cis	The claim is that someone is being discriminated against by being called "cis" or "cisgender," as a label thrust upon them by others. The reality is that cis is derived from Latin meaning 'on the side of', while trans is from Latin for 'opposite of', both are used in prefixes before gender to denote that persons relationship with their gender, similar to how hetero, homo and bi are used as prefixes to sexual to denote attraction. These terms have been used in sex and gender studies for over 3 decades in previous incarnations as cis/trans-sexual.
Erasure of women and girls	This is a similar tactic to the "white genocide/extinction/replacement" theories purported by white nationalist groups to oppose equality through unfounded claims that minorities seeking equality and inclusion are forcing assimilation, which threatens the existence of majority groups. It's designed to stoke fear and attempt to justify calls against support for that minority group. The existence of trans/non-binary people doesn't erase anyone else's existence and using inclusive/neutral language also doesn't erase anyone because they are covered under inclusive terms e.g. parent covers; mothers, fathers, those who've adopted or fostered and are step-parents.
Gender Critical	This doesn't mean that the person is critical of oppressive gender binary stereotypes or is critical of sexism. It is a self-selected label to denote holding anti-trans views, it's a term used to make anti-trans discrimination sound palatable or a respectable opinion. On social media this is often accompanied by a red square or black and white racing flag in the username or bio. This indicates that the profile owner believes there are only 2 sexes/genders.
Gender / transgender ideology	The reason people use the phrase "ideology" is because it distances their hate from the people it impacts. It sounds more acceptable to aggressively campaign against "trans ideology" whereas it would be seen as abhorrent to campaign against "trans people". Next time you see "trans ideology" replace it with the words "trans people" as this reflects the truth of 'gender critical' intentions and unmask the reality of anti-trans rhetoric.
Hygienic	This is a more recent one which has started on social media with 'gender critical' people referring to themselves as 'hygienic' or as 'hygienic feminists' linking their particular ideals as being pure. While it looks innocent on the surface, it's not. This is derived from terminology around racial hygiene, which was the theoretical backbone of eugenics and Nazi policies of racial superiority, which led to genocide. There is a rapidly increasing overlap developing between Gender Critical and Far-Right Extremist figures/groups as detailed here: https://irr.org.uk/article/feminism-biological-fundamentalism-attack-on-trans-rights/ and this has seen recent events in America where gender critical targeting of trans-inclusive businesses has led to violent demonstrations including hate groups such as The Proud Boys Alleged Trans incident at upscale LA Spa may have been staged (losangelesblade.com)
I identify as (insert inanimate object)	Comparing non-binary identities to inanimate/random objects is designed to portray those who do identify as non-binary as deserving of ridicule, or to portray that identity as farcical.

Intact / Male-Bodied	The use of intact is also dehumanising language as it is used to refer to un-neutered animals. What is being referred to when talking about being intact or male-bodied is the perception of whether or not someone has had bottom surgery and if they haven't, the assumption that the person can't possibly be trans and must be faking it to gain access to vulnerable people. Even if someone has had bottom surgery, people using this terminology still won't accept them as a man or a woman, claiming that their body hasn't changed. An important side note here: having surgery or not doesn't make a person any less trans or nonbinary.
I stand with (insert name)...	Pretty much what it says on the tin. It's a show of support for individuals, specifically in the context of their stance on trans people, which has been deemed transphobic. It's literally saying "I like this person on account of their anti-trans behaviour and do not think they should be subject to consequences for their actions"
"it's not transphobic to say xyz"	Just like we do not enable people with racist views to decide what is racist, or people with homophobic views to decide what is homophobic, we shouldn't enable people with anti-trans views to dictate what is transphobic – It's key to acknowledge the impact of their behaviour on others.
Judicial Capture	Over 2019 – 2021 anti-trans groups have crowd-funded and raised a number of judicial reviews seeking to overturn Equality Act protections for trans people, which have been rejected by the judiciary. Rather than accepting the judgments, anti-trans groups have taken to claiming that the Judiciary is wrong and inferring that the Judiciary have been "captured" by interest groups who they are rubber stamping the wishes of, rather than applying the law.
Natal/biological man or woman	This is used by gender critical individuals to refer to the gender they were assigned at birth and that they identify with. This often stems from refusal to use the term cis or cisgender because of their belief they are 'normal' and trans people are 'abnormal'.
Peak Trans	<p>"Peak Trans" is a term used by someone to denote thinking that trans people have 'gone too far' as justification for actively opposing/campaigning against trans inclusion and encouraging others to do the same – essentially shifting blame for their actions onto those they're targeting. It plays into an 'us vs them' mentality of labelling any trans inclusion measure as too much and an infringement on cis lives to stir up division and opposition. Examples of this includes;</p> <ul style="list-style-type: none"> • Opposing use of neutral language such as parents/guardian claiming it erases mothers/fathers (claim levelled at Manchester University) • Organising coordinated online attacks ("pile-on") of organisations seeking to reduce barriers faced by trans people (such as The Practicing Midwife Journal who did a feature on transmasculine maternity care and Mind mental health charity who mentioned supporting trans mental health) • Searching for and publishing private information about an individual ("doxxing") in order to intimidate and harass them (as demonstrated by a university Professor who published a complaint email from a student of theirs in the national press and online revealing their personal contact information).
Protect women's spaces/protecting women and girls	This is a frequently used coded term which means that a person believes trans women do not belong in women's spaces. It heavily relies on equating trans women with being predatory men, to play on unfounded fears and convince people that supporting trans inclusion threatens their safety - Often this dog-whistle is accompanied by citing a particular individual in a UK female prison in 2018 and the MoJ figures on assaults in prisons, showing 5 cases of sexual assault in female prisons perpetrated by trans prisoners over a decade. To those who are unaware it makes a convincing argument, despite the obvious that one individual isn't representative of an entire community and only selective information is being quoted, especially in relation to the MoJ figures which showed that over the same decade 11 cases of sexual assault a year were

	<p>committed against trans women in male prisons. In June 2021, Gender Critical groups raised a judicial review attempting to change Prison Service Policy to exclude trans women from female prisons, which was based on the above arguments: FDJ, R (On the Application Of) v Secretary of State for Justice (Rev 1) [2021]. The judge specifically referred to the <i>“misuse of the statistics, which in any event are so low in number, and so lacking in detail, that they are an unsafe basis for general conclusion”</i> and concluded that the Prison Services trans-inclusive policies are <i>“capable of being operated lawfully, and in a manner which does not involve unjustified or disproportionate interference with the Convention rights of women prisoners”</i>. Furthermore, gender critical groups and individuals have targeted trans-inclusive Women’s and Children’s services with transphobic harassment on twitter including; Edinburgh Rape Crisis Centre, Women’s Aid, Liverpool Women’s Hospital and NSPCC – which has had a detrimental impact on ability to deliver services.</p>
Rapid Onset Gender Dysphoria / ROGD	<p>This is a method to delegitimise the very notion of being trans, by claiming it is something people suddenly decide to become as a coping mechanism for other social disorders. The term originated from an American academic paper which has been widely discredited and was withdrawn by Brown university for failing to meet academic standards in research design and methods – It coined the term ROGD from the outset of the research proposal, featured no trans subjects or medical professionals working in the field and only surveyed parents recruited from 3 websites where they’d made posts about their adolescents ‘suddenly’ wanting to transition.</p>
Real Lesbian / Gay	<p>This is specifically aimed at trying to cause division among the LGBT+ community through implying that lesbian/gay people who recognise trans women as women and trans men as men aren’t actually lesbian or gay.</p>
Same-Sex attracted	<p>This is another coded term refusing to recognise trans women as women and trans men as men and aiming to trying to cause division among the LGBT+ community, by claiming attraction is solely based on genitalia. It is also coded language used by US based anti-LGBT+ organisations who claim same-sex attraction can be cured and support the use of conversion therapy aiming to do so – mapping of funding has revealed that these organisations finance gender critical groups worldwide Global Philanthropy Project - Response to the anti-gender movement</p>
Self-ID is dangerous / a threat	<p>This plays on a lack of general knowledge about the Gender Recognition Act (2004) and Equality Act (2010) and is used to claim that proposed reforms to the GRA to enable trans people to update their birth certificates more easily (which has no effect on Equality Act protections and spaces) present a danger to women and threaten their rights and safety in spaces by ‘opening the floodgates for men to claim they’re women to enter spaces’. No-one has to show government approved ID to enter toilets etc, and trans people have been using these facilities with no issues for years, they have also been able to obtain government ID and update records to reflect their gender via legal statutory declaration for decades (just not their birth certificate). The Equality Act (2010) created anti-discrimination legislation outlawing the exclusion of trans women from Women’s facilities and has operated with no issue since its implementation. In addition, other countries such as Ireland (2015) have had Gender Recognition on self-ID models to change birth certificates via a legal statutory declaration, with no reported issues or abuses of the system.</p> <p>This assertion directly mirrors tactics that have been used by anti-LGBT+ groups in the USA to oppose non-discrimination policies Christian Right tips to fight transgender rights: separate the T from the LGB Southern Poverty Law Center (splcenter.org)</p>
Sex is real / immutable	<p>People say this to claim that trans women want to erase the realities of biological sex, when it is trans men and non-binary people (assigned female at birth- AFAB) who are fighting for gynaecological care. Trans and non-binary people are generally acutely aware of the reality of the sex characteristics of the human body; no-one is claiming that sex isn’t real, it is. However, it isn’t rigidly binary (it is probably closer to a bimodal distribution) as</p>

	there are many variations. This binary view of sex is also harmful to Intersex individuals by denying their existence and variations outside the sex binary model.
Sex not gender	The use of this term expresses a person's intention to only view people as the sex they were assigned at birth rather than as their gender identity. It is rooted in biological essentialism which purports that 'human nature', an individual's personality, or some specific quality (such as masculinity, femininity, or a propensity to aggression) is an innate and natural 'essence' rather than a product of circumstances, upbringing, and culture. The concept is used to invoke a focus on difference, framing females as essentially different from males
"Show me where x said something transphobic"	This is a common tactic to reinforce the success of coded language and afford plausible deniability to the person repeating the transphobic statement. It relies upon claiming not to be aware of why a statement has caused offence, knowing that a person unfamiliar with the issues may not understand what has been conveyed.
Stonewall Law / Captured by Stonewall	Stonewall Law/Captured by Stonewall is a coded term aiming to defame organisations who support trans and non-binary staff by falsely claiming best practice advice shared by Stonewall was based on a misinterpretation of the law and organisations using it are acting unlawfully. The advice given by Stonewall is in line with the EHRC's code of practice in applying the Equality Act 2010. Gender critical figures attempted to force a judicial review of the EHRC code of practice to try change these to enforce mandatory exclusion of trans women from being able to access appropriate single-sex facilities – the application for a judicial review Authentic Equity Alliance C.I.C., R (On the Application Of) v Commission for Equality And Human Rights [2021] was heard on 6 th May 2021 and dismissed by the judge within on the grounds claims were "absurd" , "unarguable" and that its interpretation of the Equality Act 2010 was "wrong in law" .
Super Straight	The concept of "super straight" originated on 16 year old boys TikTok video, where it was promptly removed by the platform for transphobia. After this it was swiftly picked up by alt-right forums where it was spread as a label and spin-offs: "super gay/lesbian/bisexual" were added to the mix to denote individuals who claim they only find cisgender men and women attractive. On social media this view is signalled by the use of orange and black squares next to each other in bios.
Trans-identified Male/Female – TIM / TIF	These translate to: Trans Identified Male (to refer to trans women) and Trans Identified Female (to refer to trans men.) You can see the glaring anti-trans sentiment in the names that the acronyms spell but also in the denial that trans people are who they are.
Transing children / forcing children to transition	This is assertion aims to demonise the trans community, supportive parents and services supporting trans youth. Medical transition is not available to children, hormone treatment and surgery is only available on adult pathways. Another word sometimes used in this context is, "transing" alongside claims that supporting children in social transition (e.g. using their name and pronouns) is child abuse. You can't make someone trans, just as you can't make someone gay. This is similar to the efforts of homophobic people to portray gays and lesbians trying to "turn children gay".
Trans Agenda / Cabal / Cult / Lobby	The aim of using these is to purport a conspiracy theory that trans people are some all-powerful lobby group, brainwash people and have an agenda funded by big pharma to trans the world. The term Cabal is one which is rooted in antisemitism, and there is growing evidence linking

	anti-trans activism to and evidence linking anti-trans feminism to anti-Semitism: ALERT: Transphobic Feminism and Far Right Activism Rapidly Converging (transsafety.network)
Transgenderism	Adding “-ism” to the term “transgender” paints it as a philosophical or political point of view, something which is up for debate and discussion, rather than a valid state of being. It plays into a common tactic deployed to dehumanise people.
Transmedical / truscum	A “transmedicalist” (aka “truscum”) is someone who has a pretty strict idea of what it is to be trans — ascribing to the idea that it requires explicit, ongoing dysphoria that is disruptive in the person’s life, and that one must follow a prescribed path for transition of; social transition, hormone therapy and seek surgical transition in order to be “really trans”. Not everyone who is trans follows the same transition path, they may not be able to for reasons such as medical complications, costs and the poor state of trans healthcare leading to long waiting lists or unavailability of surgeons (as was recently the case for phalloplasty in the UK). This doesn’t make anyone more or less trans.
TRA	TRA an abbreviation which is used as a riff on MRA’s aka Men’s Rights Activist/Incels to denigrate Trans Rights Activists and Allies by inferring they’re misogynists and it is also used as another dig at trans women by calling them men.
Transtrender / social contagion	These terms are used to claim that people find being trans “trendy” and thus decide that they are trans themselves, or that someone’s only decided to be trans because of what they’ve seen on social media or who’s in their social circle. We’ve heard this all before about lesbian, gay and bi people and know it to be false.
Transwoman / transman	This is a really subtle code which is easy to miss the significance of. The point of using trans with a space before woman/man e.g. trans woman is to signify trans as an adjective describing the kind of noun (woman/man) that a trans person is. The removal of the space is an attempt to other trans people by placing them in a separate category as a whole separate noun.
“You can identify as anything you like”	This sounds like tolerance but at the core of this statement is the belief that trans/non-binary people are living a fantasy that should not be indulged.
#Womenwontwheesht	Originating from Scottish groups this translates as ‘women won’t shut up’. It is frequently accompanied by claims of being silenced or discriminated against on the basis of sex, if anti-trans behaviours or actions have been criticised. Similar to “adult human female” it is included in social media profiles/posts and used on materials to signal exclusionary attitudes.

**TRANS
AWARENESS
WEEK**
NOVEMBER 13 - 19



Transgender Awareness Week runs annually from the 13th to the 19th November and ends with Transgender Day of Remembrance on the 20th November.

Transgender Day of Remembrance (TDoR) was founded in by trans advocate Gwendolyn Ann Smith as a vigil to honour the memory of Rita Hester who was a trans woman murdered in 1998. The event turned into an annual observance which honours the member of trans people whose lives have been lost in acts of anti-trans violence each year. In 2009, Transgender Awareness Week began to be held the week before TDoR to raise the visibility of transgender and gender non-conforming people and address the issues the community faces.

The following websites have a range of information about issues the trans community are experiencing:

[Trans lives survey 2021 — TransActual](#)

[TGEU - working for the rights and wellbeing of trans people](#)

[Transrespect vs Transphobia](#)

In addition resources for TDoR including the list of people who've been lost can be found here:

<https://tdor.translivesmatter.info/reports>

Discrimination in the workplace

One such issue is discrimination in the workplace as outlined in this study: "[Trans employee experiences survey: Understanding the trans community in the workplace](#)" (2021) - research conducted by Totaljobs | Totaljobs. Sadly this discrimination is something we see within HMPPS workplaces too and it is increasing. Our 2022 PiPP members survey saw increases in respondents reporting witnessing and experiencing:

- Negative comments & jokes about trans & non-binary people (53.33%)
- Misgendering & Deadnaming [using the wrong pronouns & name to refer to someone] (46.66%)
- Non-consensual disclosure (outing) of trans & non-binary people's gender history (20.93%)

Trans inclusion work within HMPPS

As a LGBTI+ network we offer support, advice and signposting to; trans colleagues, parents of trans children, managers of trans staff and colleagues working with trans people in our care. In addition to delivering trans awareness training and producing resources to empower colleagues to become allies. Together we can create an inclusive culture which enables trans colleagues to belong within our workplaces. We have always been and always will be an inclusive network which offers a safe space to all colleagues.



Another aspect of our work includes working with policy teams such as the HMPPS Transgender Team regarding the policy framework for people in our care: [Transgender and Gender Identity - HMPPS Intranet \(gsi.gov.uk\)](https://gsi.gov.uk), HR regarding staff policy: [Transgender, Intersex and Non-Binary Staff - HMPPS Intranet \(gsi.gov.uk\)](https://gsi.gov.uk) and we are currently working with Security, Order & Counter-Terrorism (SOCT) regarding searching policy. Our involvement in this work is to ensure authentic experiences and insights are incorporated within the frameworks, which enables the organisation to provide appropriate support for trans individuals.

The organisation is also supported in this work by the Transgender Advisory Board, which has some experienced and very knowledgeable trans groups and representatives feeding back on work ongoing in this area. The groups who sit on the board are:

[Bent Bars Project](#)

[Home | Gendered Intelligence](#)

[Gender Identity Research & Education Society – Improving the Lives of Trans People \(gires.org.uk\)](https://gires.org.uk)

[Home \(uniquetg.org.uk\)](https://uniquetg.org.uk)

Collectively this work combines to enable HMPPS meet their commitment to Diversity and Inclusion for all, which is: *“We treat our staff with respect and ensure equality of opportunity. We deliver our services fairly and respond to individual needs. We insist on respectful and decent behaviour from staff, prisoners, children, people on probation, and others with whom we work. We do not tolerate discrimination, harassment or bullying and we take prompt and appropriate action whenever we discover them. This is underpinned by our adherence to the Public Sector Equalities Duties as outlined in the Equality Act 2010.”*

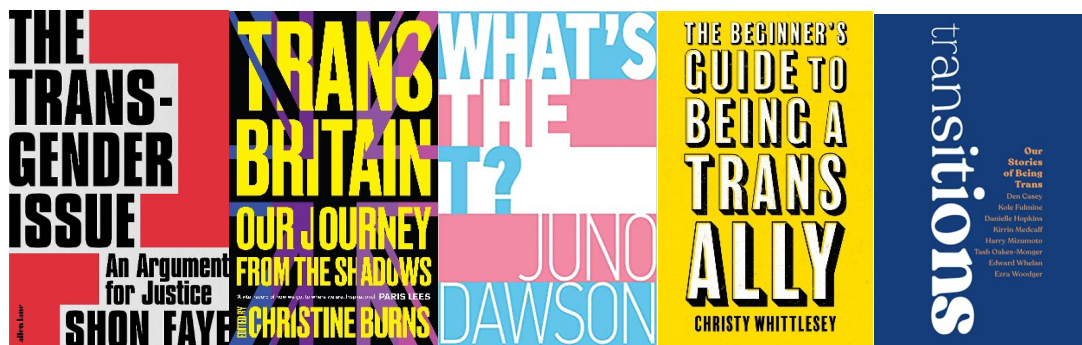
Transgender Employee Support Team (TrEST)

In April was the launch of a Trans Employee Support Team pilot, which is being led by [REDACTED] We will be working closely with [REDACTED] support this work and more information about TrEST can be found here: [Transgender employee support officer appointed - HMPPS Intranet \(gsi.gov.uk\)](#) TrEST contact details are: TrEST@justice.gov.uk and [REDACTED] justice.gov.uk

Learn more about trans issues

If you'd like to learn more about trans issues, we recommend the following books:

- The Transgender Issue; An argument for justice by Shon Faye
- Trans in Britain; Our journey from the shadows by Christine Burns
- What's the T? by Juno Dawson
- The Beginner's Guide to Being a Trans Ally by Christy Whittlesey
- Transitions; Our stories of being trans by Juno Roche, Meg-John Barker & Sabah Choudrey



Identities and pronouns

Trans man
is someone who was assigned female at birth and identifies as a man.

Trans woman
is someone who was assigned male at birth and identifies as a woman.

Non-Binary
is someone who doesn't identify as their assigned gender at birth or any gender. It is a spectrum and differs from person to person, meaning someone can identify as both male and female or neither at all.

When someone shares their pronouns, it is an indication of how they would like to be referred to in the third person.

People can identify as Non-Binary & Trans. For example someone who's non binary trans masculine can identify as non-binary; present more masculine, take hormones & have gender affirming surgery to develop male physical features.

They/them/theirs pronouns are commonly used amongst non-binary people, but you can't assume this so ask!

You can't determine someone's identity by the way they look, so instead of possibly misgendering someone it's always best to ask someone their pronouns. This can go for anyone, even if you're not trans, stating your pronouns and asking others normalises it and creates a more inviting and inclusive space.

	Nominative (subject)	Objective (object)	Possessive Determiner	Possessive Pronoun	Reflexive
He	He laughed	I called him	His eyes twinkle	That is his	He likes himself
She	She laughed	I called her	Her eyes twinkle	That is hers	She likes herself
They	They laughed	I called them	Their eyes twinkle	That is theirs	They like themselves

Trans People have always existed

Around 5000 to 3000 B.C., Gala, described as androgynous or trans priests of the Sumerian goddess Inanna, spoke their own dialect and took on feminine names.

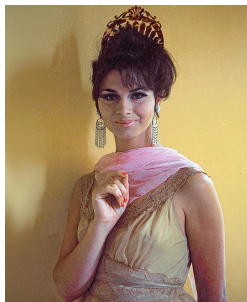
Sometime from 200 to 300 B.C., in ancient Greece, some gods were worshiped by galli priests who wore feminine attire, identified as women and have therefore been identified by scholars as early transgender figures.

The oldest Western institute studying LGBTQ+ identities was started in Germany in 1919. *Institut für Sexualwissenschaft* (Institute for Sex Research) performed some of the earliest contemporary affirming medical services. It was eventually destroyed in the rise of German fascism under the Nazi party.

In South Asia, at least eight-known gender-expansive identities have historically been present in the subcontinent, the most well-known being hijra - third gender people of historical, spiritual, and cultural significance in South Asian society. Hijra and individuals of diverse gender identities have been well-documented in religious and cultural texts and legends. These individuals often form intentional communities for community as well as survival.

Around the 18th century, the Itelmens of Siberia recognized a "third gender" called "koekchuch" to describe individuals who were assigned male at birth, but expressed themselves as women.

1



April Ashley MBE
29th April 1935 – 27th Dec
2021

April Ashley MBE was an English model. She was outed as a transgender woman by The Sunday People newspaper in 1961 and is one of the earliest British people known to have had sex reassignment surgery.

It was while performing at the Le Carrousel night club in Paris in the 50's, which was renowned for its drag acts, that April saved the money that she needed for her gender reassignment operation. As this procedure was illegal in Britain at the time she had to go to Casablanca, Morocco. However, despite the obvious physical pain, April stated that becoming a woman in 1960 had been the happiest day of her life.



The pioneer was awarded an MBE for her services to the cause of transgender equality in 2012, and she was named a citizen of honour at a ceremony in Liverpool Town Hall on her 80th birthday in 2015. In 2016 she received an Honorary Doctorate from the University of Liverpool.

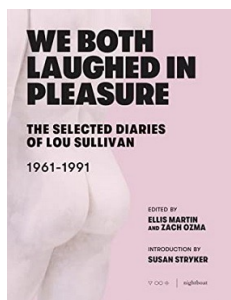
Among many other awards, April also won a Lifetime Achievement Award at the European Diversity Awards in 2014, in 2017 she was given a Lifetime Achievement Award from Gay Times, in 2018 she received The Oldie Woman Award and in 2019 she was awarded an Honorary Doctorate in Literature from University of London.

2



Lou Sullivan
16th June 1951 – 2nd March 1991

Lou kept a journal throughout his life since he was 10 years old: selected excerpts were released in 2019 as *We Both Laughed in Pleasure*.



Louis Graydon Sullivan was an American author and activist known for his work on behalf of trans men.

He was perhaps the first transgender man to publicly identify as gay, and is largely responsible for the modern understanding of sexual orientation and gender identity as distinct, unrelated concepts.

Lou wrote the *FTM Newsletter*, one of the first guidebooks for trans men, and also a biography of the San Francisco trans man Jack Bee Garland. Lou was instrumental in demonstrating the existence of trans men who were themselves attracted to men. Lou began peer counselling through the Janus Information Facility which was an organization that provided transgender issues.

Lou lobbied the American Psychiatric Association and the World Professional Association for Transgender Health for them to recognise his existence as a gay trans man.

He was determined to change people's attitudes towards trans homosexuals but also to change the medical process of transition by removing sexual orientation from the criteria of gender identity disorder so that trans men who are gay could also access hormones and surgery, essentially making the process "orientation blind".

3



Lucy Hicks Anderson
1886–1954

American socialite, chef, and prohibition-era entrepreneur. Growing up in Kentucky, she knew from a young age that she was a girl. At a time when the word transgender didn't exist, her parents sought advice from a local physician.

Doctors told Lucy's parents to let her live as a young woman, so they did, and she began wearing dresses to school and was known as Lucy.

At 15, Lucy left school and began doing domestic work. She met her first husband, Clarence Hicks, at 34, and together they moved to Oxnard, California where Anderson quickly proved herself vital to the local community. She worked as a nanny and chef, won awards for her cooking, and had a talent for preparing and hosting lavish dinner parties for the wealthy families of the town. She also threw welcome parties at the church for town visitors, going-away parties for enlisted soldiers, and gave generously to charity.

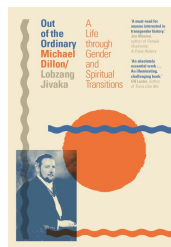
She had divorced her first husband in 1929, and in 1944 she married Reuben Anderson, a retired soldier. They had a happy life in Oxnard until the following year, when an outbreak of venereal disease in the Navy was traced back to Anderson's brothel. The local doctor examined all the women working there, then insisted on examining Lucy herself, then aged 59. He went public with what he discovered. This led to charges of perjury for "lying" on her marriage license, and fraud for receiving money as the wife of a soldier. Lucy became the first trans woman, let alone an African American trans woman, to defend her identity in court, saying "I defy any doctor in the world to prove that I am not a woman. I have lived, dressed, and acted just what I am—a woman."

4



Michael Dillon
1st May 1915 – 15th May 1962

More than 50 years after it was written the memoir of Michael Dillon was published in 2017 - Out of the Ordinary: A Life of Gender and Spiritual Transitions



Michael Dillon was the first person in the world to undergo phalloplasty. From an aristocratic family, Dillon led the women's rowing team to many victories while at Oxford University in the 1930s. Always identifying as masculine, Michael began using testosterone in 1940 and succeeded in getting his birth certificate changed to reflect his gender in 1944.

Nine years later, Michael underwent a genital reconstruction surgery in Basingstoke, carried out by the leading plastic surgeon Sir Harold Gillies, dubbed "the father of plastic surgery" for his incredible cosmetic work on veterans of combat.

Gillies performed at least thirteen surgeries on Dillon between 1946 and 1949. He officially diagnosed Michael with acute hypospadias in order to conceal that he was performing sex-reassignment surgery.

Michael later himself trained as a doctor, publishing his *Self: A Study in Ethics and Endocrinology* in 1946. This work laid out the argument that being trans was not a new phenomenon, and that trans individuals had a place in the natural order of things.

After qualifying as a physician, Michael worked as a ship surgeon for several years to lay low, but after many years of protecting his privacy, he was outed by the *Sunday Express* in 1958. The attention drove him to India, where he became the first western European to be ordained as a Buddhist monk, and wrote until his death in 1962.