

How to interact with Trans, Non-Binary & Gender Diverse People

Names and Pronouns

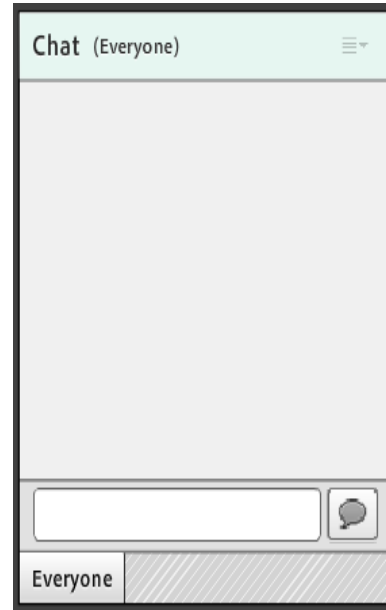
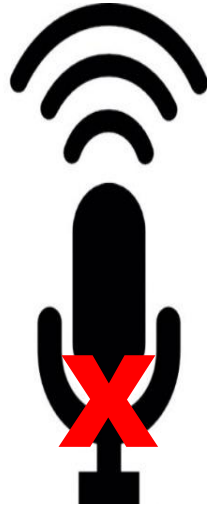
Jenny-Anne Bishop jennyannebuk@btinternet.com 07500-741955 01745-337144
(She / Her)

Jenny-Anne Bishop OBE B.Sc. (Hons)

TransGender Awareness Training

- **Trans Woman (prev. Transsexual Woman)**
- **Member of Parliamentary Forum on Gender Identity**
- **Outreach, Networking & Training Committee Member**
Unique TG Network North Wales & West Cheshire
- **Chair Person** **TransForum** Manchester
- **Member of the WHSSC “All Wales Gender Identity partnership group”**
Member Trans Advisory Board for Prisons & Probation

Logistics



**This webinar may be recorded.
Please mute yourself.**

For questions; please raise your hand or ask in the Chat box

**The presentation slides will be emailed as a .PDF after the
event to all those who registered.**

Group Agreement



CONFIDENTIALITY



PHONES



TAKE PART SAFELY



CHALLENGE OPINIONS
NOT PEOPLE



NO QUESTION IS A
SILLY QUESTION

In this Course

**In this course we will use
the umbrella term 'Trans'
to include:**

**Transgender, Non-Binary,
Gender Diverse and in some
cases Intersex People**

At the end of this Course you will have:

- **Learnt how to interact respectfully with Trans, Non-Binary and Gender Diverse People**
- **Understand the challenges Gender Diverse People experience in their everyday lives.**
- **Be briefed on The Legal Rights of Gender Diverse People and how to fulfil your equality duty.**
- **Increased your knowledge & understanding of how to support & work with Gender Diverse People**
- **To produce a change in understanding and behaviour.**

Verbal
Abuse

Physical
Violence

Gender variance is found
in thousands of species.

Discrimination

Transphobia in just one.

Bullying

Who is unnatural NOW?

Transphobia: dislike of; or prejudice against transgender people -
Verbal abuse, discrimination, violence, bullying

Homophobia: dislike of or prejudice against Gay/homosexual
people - Verbal abuse, discrimination, violence, bullying

When interacting with Trans, Non-Binary & Gender Diverse people, Service Providers have a tendency to:

- ▶ **Lack confidence in Interacting with them**
- ▶ **Not know how to address them**
- ▶ **Focus on the person's gender**
- ▶ **Ignore their needs, Assuming they know**
- ▶ **So Treat them less favorably**

**This may be due to lack of Knowledge
or the fear of Causing Offence**

It's rarely Discrimination or Transphobia

- **This places an effective barrier to proper community engagement & less Informed Service provision**
- **There is much need for awareness training and for gender diverse people to bust the myths by “Telling it like it is”**

Pronouns

- **Pronouns are words we use instead of names when referring to a person or persons**
- **Personal pronouns you are probably aware of are: She/Her. He/Him, They/Them**
- **Finding out & using a persons own Pronoun(s) and Name makes them more Comfortable, it's a mark of respect and acknowledges their Identity**
- **Checking everyone's Pronouns avoids “Outing” Trans people**
- **Sharing your own pronouns makes it easier for others to share theirs**

Video - 1

► **Trans 101 with Kate Adair**
“Genitals do not equal Gender”

<https://www.youtube.com/watch?v=N0gz6OLCPng>

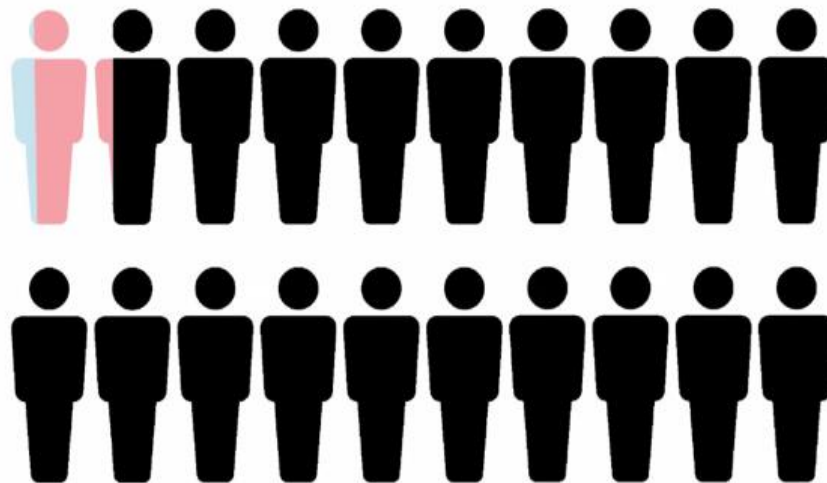
Prevalence

There are at least 2.7 million LGBT+ people in the UK

- **17% of women and 6% of men disclosed they have engaged in same-sex behavior.
However, only 7% of women and 4% of men *identify* as gay or bisexual (Copen et al. 2016).**
- **Approx. 1% of the UK population Identify as Gender Diverse (Trans) (GIRES 2012)**
- **Various different surveys suggest around 5% of young people (under 18) identify as Transgender or Non-binary (TNB)**

5.4%

OF 16-24 YOUNG PEOPLE
IDENTIFY AS LGBTQ+



4.4% IDENTIFY AS LGB



1% IDENTIFY AS TRANS

Defining Sex & Gender

- **SEX :** The Biological Sex Characteristics you're born with including:
Genitalia (Penis or Clitoris);
Secondary Sex Characteristics (Facial Hair, Breasts, Voice, Body Shape etc.);
Reproductive Organs (Testes, Ovaries, Cervix etc.);
Chromosomes (XX, XY, XO, XXY, XYY etc.);
Hormones (Oestrogen, Testosterone etc.) and
Brain Dimorphism
- **GENDER:** How someone sees themselves in their own head based on their own innate understanding of their Gender. This is based on societal norms and the cultural rules informing how Men & Women behave and present themselves

Some Sexual Orientations

Bisexual: attracted to more than one gender

Gay: man attracted to men
OR a woman attracted to women

Lesbian : woman attracted to other women

Androsexual: attracted to males and/or masculine features

Gynesexual / Gynosexual: attracted to females and/or feminine features

Skoliosexual: attracted to those whose gender does not align with their birth sex.

Pansexual / Omnisexual: attracted to all gender expressions

Polysexual: attracted to some but not all gender expressions

Heterosexual/straight: attracted to opposite gender

Autosexual: attracted to themselves

Asexual/Non-sexual: without sexual feelings, but may have romantic/emotional attraction

LGBTIQ+

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graph TD; LGTQIQL[\"LGBTIQ+\"] --> B[Bisexual: attracted to more than one gender]; LGTQIQL --> G[\"Gay: man attracted to men OR a woman attracted to women\"]; LGTQIQL --> L[\"Lesbian : woman attracted to other women\"]; LGTQIQL --> A[\"Androsexual: attracted to males and/or masculine features\"]; LGTQIQL --> GY[\"Gynesexual / Gynosexual: attracted to females and/or feminine features\"]; LGTQIQL --> S[\"Skoliosexual: attracted to those whose gender does not align with their birth sex.\"]; LGTQIQL --> PO[\"Pansexual / Omnisexual: attracted to all gender expressions\"]; LGTQIQL --> P[\"Polysexual: attracted to some but not all gender expressions\"]; LGTQIQL --> ANS[\"Asexual/Non-sexual: without sexual feelings, but may have romantic/emotional attraction\"]; LGTQIQL --> AU[\"Autosexual: attracted to themselves\"]; LGTQIQL --> HS[\"Heterosexual/straight: attracted to opposite gender\"];
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Intersex

Gender Queer / Questioning

can refer to a persons

Gender Identity or Sexuality



T **I** **Q**

+ Sexual Preferences

Polysexual

Auto sexual

Skoliosexual

Androsexual

Asexual/Non-sexual Grey A

Pansexual / Omnisexual

Gynesexual / Gynosexual

**Transgender/NonBinary/
Gender Fluid**

**Refers to Gender Identity
not Sexuality**

People can have any **Sexual
Preference / Gender Identity**

Agender: without a gender

“Intersex”

Is a general term used to describe a variety of people in which a person is born with a reproductive system, sexual anatomy, chromosomes, or hormones, that doesn't seem to fit the current definition of female or male.

An intersex person can have any gender, sexual orientation, or gender expression.

**Mx. Anunnaki Ray
www.anunnakiray.com**

~V~

1.7% of all live births in the UK have some form of Gender Anomaly

Inc. hypospadias which led to the John/ Joan case
Around 1-2% may be trans



Why “Sex “ and "Gender” often get confused

Sex - Biological & Physiological characteristics that define Male (men) and Female (women)

Male and Female are the Biological sex categories

Gender - Role(s) Socially constructed by society.

What the society/culture considers
appropriate for Men and Women

e.g. Roles, behaviours, activities, and attributes

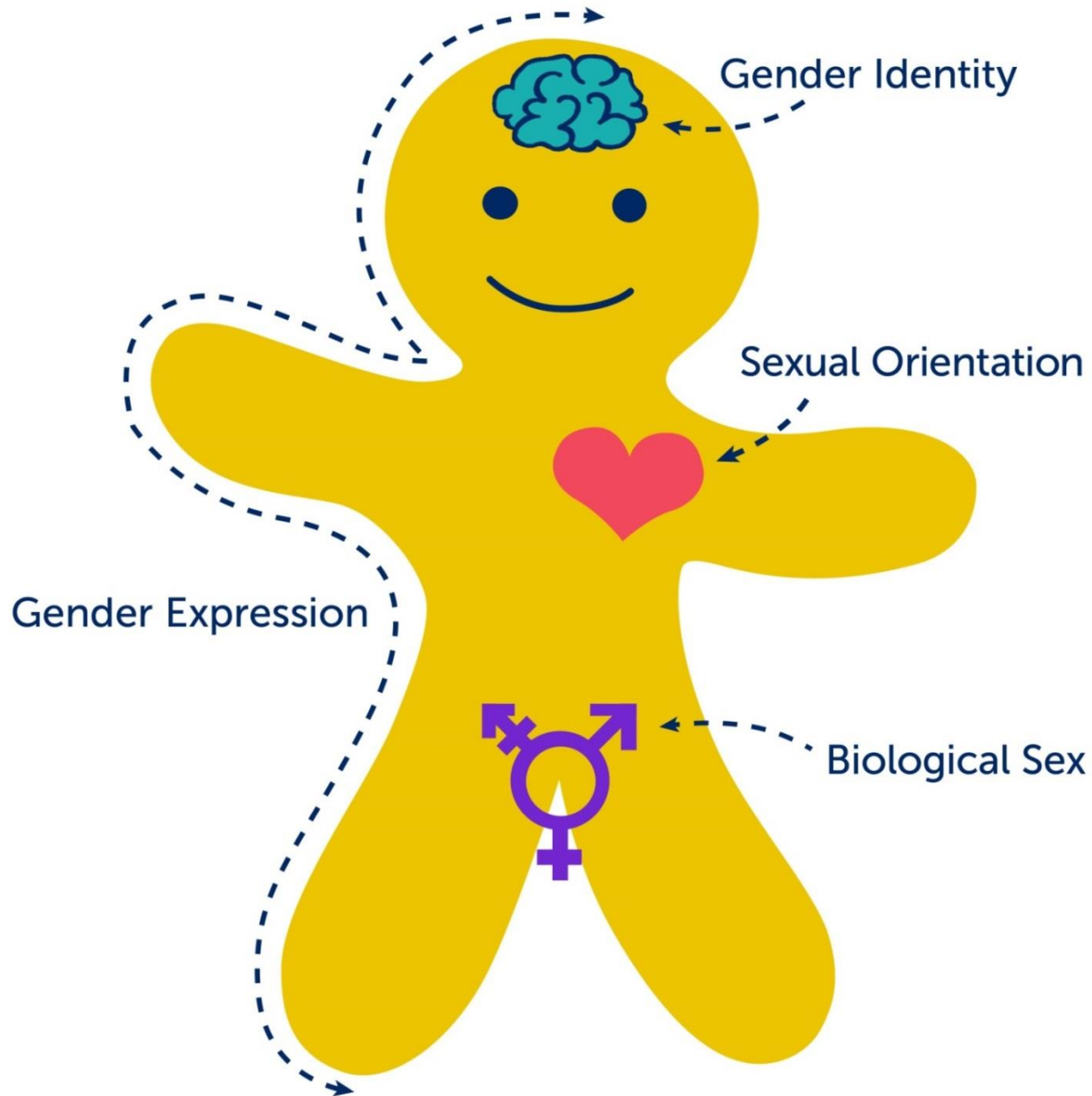
Gender Identity – Ones own personal sense of Gender

Masculine and Feminine are Gender categories

Gender NOT Sexuality

- **Trans is about Gender Identity, Gender Expression & Gender Role**
- **NOT Sex or Sexuality**
(Sexual Orientation)
- **Trans People also have Sexuality** (Sexual Orientation)

The Genderbread Person



GENDER IDENTITY

A person's sense of self in relation to gender



TRANSGENDER

Person is not the gender assigned at birth

CISGENDER

Person is the gender assigned at birth

METAGENDER

Person identifies as neither cisgender nor transgender

NON-BINARY

Person is neither exclusively a man nor exclusively a woman. Non-binary people may or may not identify as transgender

AGENDER

Person does not experience a gender

GENDERFLUID

Person whose identity varies over time (man, woman, and/or any other identity)

ASSIGNED GENDER/SEX AT BIRTH

The gender/sex assigned at birth based on a person's genitals



ASSIGNED MALE AT BIRTH (AMAB)/ ASSIGNED FEMALE AT BIRTH (AFAB)

Generally this assignment is made based on a visual assessment of the baby's genitalia

INTERSEX

A naturally occurring variation of sex characteristics, reproductive organs, and/or chromosomes that do not fit the typical definition of male or female (although many intersex people are assigned male or female at birth)

NOTE: Assigned gender/sex at birth is different than sex, which is based on many variable factors

GENDER EXPRESSION

How a person presents themselves (such as style, actions, demeanor, and more)



FEMININE

Expresses qualities and characteristics typically associated with femininity

MASCULINE

Expresses qualities and characteristics typically associated with masculinity

ANDROGYNOUS

Expresses both typically feminine and typically masculine qualities ambiguously, or expresses typically neither

NOTE: Gender expression may change over time or in different situations

SEXUAL ORIENTATION

Who a person is sexually attracted to



HETEROSEXUAL

Sexual attraction to people of a different gender than your own

HOMOSEXUAL

Sexual attraction to people of a similar gender to your own

BISEXUAL

Sexual attraction to people of more than one gender

PANSEXUAL

Sexual attraction regardless of gender

ASEXUAL

Experiences little to no sexual attraction

DEMISEXUAL

Experiences little to no sexual attraction until a close emotional bond is formed

ROMANTIC ORIENTATION

Who a person is romantically attracted to



HETEROROMANTIC

Romantic attraction to people of a different gender than your own

HOMOROMANTIC

Romantic attraction to people of a similar gender to your own

BIROMANTIC

Romantic attraction to people of more than one gender

PANROMANTIC

Romantic attraction regardless of gender

AROMANTIC

Experiences little to no romantic attraction

DEMIROMANTIC

Experiences little to no romantic attraction until a close emotional bond is formed

These definitions are commonly accepted but not absolute. Some of these terms have some overlap. That's okay! Just describe yourself with whatever terms you're comfortable with, and respect the terms other people use for themselves.

There are so many more identities, orientations, expressions, and definitions that aren't shown here. Ask your teacher for more resources or visit the link in the QR Code if you have questions!

WannaLearnMore.com



Do not assume by looking at someone that you will know what their gender identity and pronouns are



**If you need to know, wait for them to say
Or ask politely at the Right Time & Place**

Trans Women



Trans Men



Non-Binary People

Androgynous

Gender
queer

May feel they are male or female genders

Gender
fluid

May embody elements of both

Bi-gender

or no Gender or something different

They may describe themselves as

Genderless

Something else

Agender

They feel the Media ignore them or don't understand

Non-Binary People are then harassed in the street or online

They just want to lead ordinary lives and be respected

100%
Masculine



100%
Feminine

Being Nonbinary Has Nothing To Do With Looking Nonbinary !

**I've been on hormones for almost four years
My presentation is femme and I use she/her pronouns.
But consider myself nonbinary, neither a man or a woman**



[Rachel Anne Williams](#)

Just as there is no “right” way for men or women to present themselves, there is not a “right” way for nonbinary people or Trans people to present themselves.

There is a similar stereotype that all nonbinary people prefer “they” pronouns. But pronoun usage does not define whether someone is “really” nonbinary.

Some nonbinary people have strong gender dysphoria and go on HRT / have surgery and others don't.

**One simple thing you can do is
to Change the Language that Excludes
Non-Binary people without meaning to!**

Inclusive Language: A non-exhaustive list of examples

Binary Language

He / She

Open to Men & Women

Ladies & Gentleman

Dear Sir / Madam

Mothers & Fathers

Husband / Wife

Brother / Sister

Men and Women

Boys and Girls

Non-Binary Inclusive Language

They/Them

Open to all Genders

Honoured Guests / Folks

To whom it may concern

Parents / Carers / Guardians

Partner / Spouse

Sibling(s)

Everyone / People

Young people/Children/Students

Video - 2

Pronouns Matter



https://www.youtube.com/watch?v=QQIVjE_P5jA

Video - 3

Explaining Pronouns with Jake Edwards



Why are Gender Pronouns Important

https://youtu.be/gXLFdYNEI_I

First Meeting Interaction

- **Just speak to a Trans Person just as you would to anyone else.**
- **Introduce yourself with confidence**
- **“Hello I’m Jan I use She/Her pronouns, what are your name & pronouns please”**

*** Remember Kindness Overcomes Fear ***

Pronouns





***Appropriate Ways to Ask About Gender Identity**



- **Share your pronouns. (I'm John, I use He / Him pronouns)**
- **Make asking part of introductions or find an appropriate time & place to privately ask about pronoun preference**
- **If you are unsure, use gender neutral pronouns (like they, them, their) and their name or no pronouns at all,**
- **If feasible, only ask about name & pronouns and use their appropriate ones !! Don't ask intrusive questions**

**Ask: Hi I'm Jan and use They / Them, what's your name ?
(Or Do you have a name you prefer to use?
(Name doesn't match paperwork))
and which pronoun do you use?**

MEETINGS AND INTRODUCTIONS

In meetings (Both Physical and On-line) it's good practice to introduce yourself with your name and pronoun(s) then Trans people don't feel awkward or "outed" by stating their pronouns

Examples:

Hello I'm Jenny Anne and my Pronouns are She and Her (Female)

Hi I'm Dereck and my pronouns are He and His (Male)

Greetings I'm Robyn and my pronouns are They and Them (Non-Binary)

Hi I'm Chris and my pronouns are He and They/Them (Masculine / Non-Binary)

Hello I'm Angel and my pronouns are She and They/Them (Feminine / Non Binary)

Similarly it's good practice and stops it identifying someone as trans to add your pronouns to your name on e-mails and letters whether you're Trans or not

Examples: Jenny-Anne Bishop

Pronouns She / Her

Robyn James

Pronouns They / Them

In phone conversations it's particularly important to ask about pronouns

“

AND WHAT IS
YOUR PREFERRED
GENDER
PRONOUN?



Inappropriate Ways to Ask About Gender Identity or Transition

Do not ask

- Are you a boy or a girl? (If adult: Man or Woman))
- Do you pee standing up?
- How do you have sex? Have you had the 'Op'?
- Questions about genitalia or operations
(Unless there is a real clinical need to know)
- Were you "Born as a boy or a girl"
- What is your "Birth or REAL name"
- Don't label anyone who hasn't first labeled themselves
- Don't be nosey or ask questions you wouldn't ask anyone who is not trans
- Don't out people • Don't Assume anything



Never say



‘Had a sex change’

**‘Has transed’ or gendered or
transgendered or transgendering’**

Has had ‘the op’

Never **out anyone, without asking their permission
it can put them in **danger** and can be very upsetting**

Correct Language



**‘Has undergone Gender Reassignment’
or has “Transitioned”**



Do

- ★ **DO use a trans person's chosen name.**
If they introduces themselves as “Kathy” but their documentation says “Daniel,” they are always Kathy to you
- ★ **DO ask people what pronouns they prefer.**
When in doubt, a simple, “Which pronoun do you prefer?” is greatly appreciated by trans folks.
If you're not yet sure of someone's pronoun, and they're not around to ask, you can also use a gender neutral pronoun like “they” for the time being.
- ★ **DO use words like “folks,” “people,” “students” or “everyone,” when addressing a group, rather than “Ladies & Gentlemen” in order to be more inclusive.**

Do

★ **DO** use statements like “before he transitioned,” or “prior to his transition,” when referring to a trans masculine person in the past. Avoid things like “when he was a she,” or “when he was still Sarah,” or switching between pronouns in general. Stick with “he.” (or “She” for a Trans Woman)

Think about it like this: if you’re talking about a trans man, he was always a man (or for a trans woman, she was always a woman) – it just wasn’t always expressed externally.

Additionally, don’t say that a trans man was “born a woman,” say that he was “assigned female at birth(AFAB)” or a Trans Woman was born a man, say they were assigned male at birth (AMAB)



Don't



- ★ **DON'T use the word "transgendered." No one gets transgendered it's not a verb!
The correct term is trans(gender), without the -ed**
- ★ **DON'T use the term "sex change," when discussing physical transition. Instead of "sex change" or "sex reassignment surgery," please use "gender confirmation surgery" is better because it focuses on "confirming" a trans person's gender identity rather than on "changing" their physical sex.**
- ★ **DON'T out a trans person: if they haven't disclosed their trans identity publicly, it's not your place to do so. And can be dangerous**



Don't

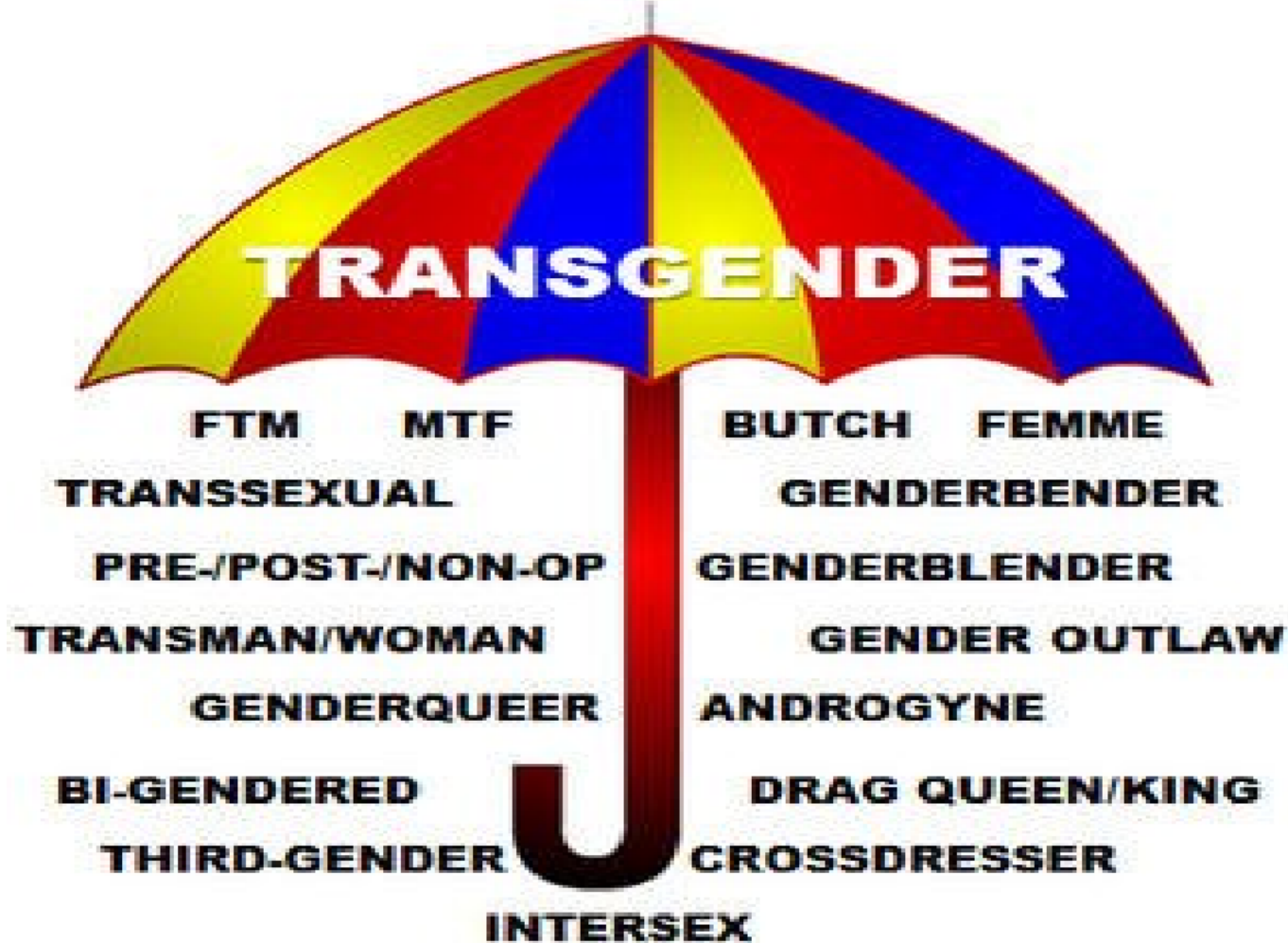


- ★ **DON'T use hate speech or derogatory language (i.e. “tranny,” “ladyboy,” “shemale,” “heshe” “It” etc.)**
- ★ **DON'T ask a trans person what their birth or “real name” is. (That's Deadnaming)**
- ★ **DON'T ask a trans person about their genitals or surgery.**
- ★ **Don't ask anything you wouldn't ask a Cis- (Not Trans) Person !!**

Transgender Terms

TV	TRANS V ESTITE
CD	C CROSS D DRESSER
TS	TRANS S EXUAL
TG	TRANS G ENDER (Trans)
IS	I nter S ex (DSD)
NB	N on- B inary
CG	C is - G ender (Not Trans!)

Androgyne / Dual Gendered / Intergendered / Inbetweenie
Gender Bender / Gender Queer / Gender Variant Gender Outlaw
Gender Discordant / Gender Non-Conforming / Non-Binary
OFFENSIVE WORDS: Hermaphrodite /Trannie /SheMale/HeShe



(Many Intersex people don't want to be identified as Trans)

Gender Diverse people may relate to one of these, or have a completely different name for their gender expression.

Some don't consider their Identity to be Transgender and don't want to be included as Trans.

New Gender Diverse Inclusive Terms

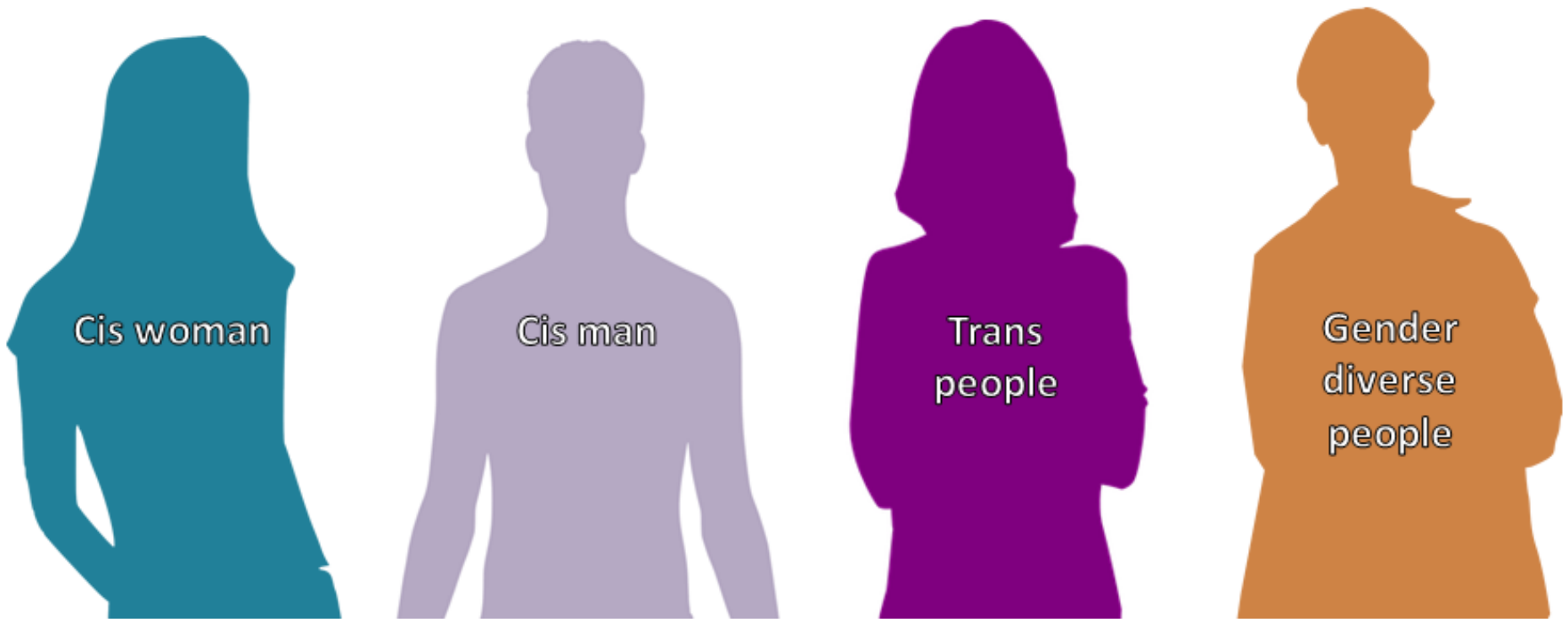
- **TNBI** – Trans, Non-Binary & Intersex
 - Usually used to describe younger Gender Diverse populations
- New Diagnosis Term: **Gender Incongruence** (ICD-11) to replace Gender Dysphoria (DSM-5) and Transsexualism (ICD-10)
- **ENBY** – Non Binary term - a phonetic pronunciation of NB, short for nonbinary, or people who do not identify their gender as male or female

What does Cis-Gender Mean ?

The Opposite of Transgender

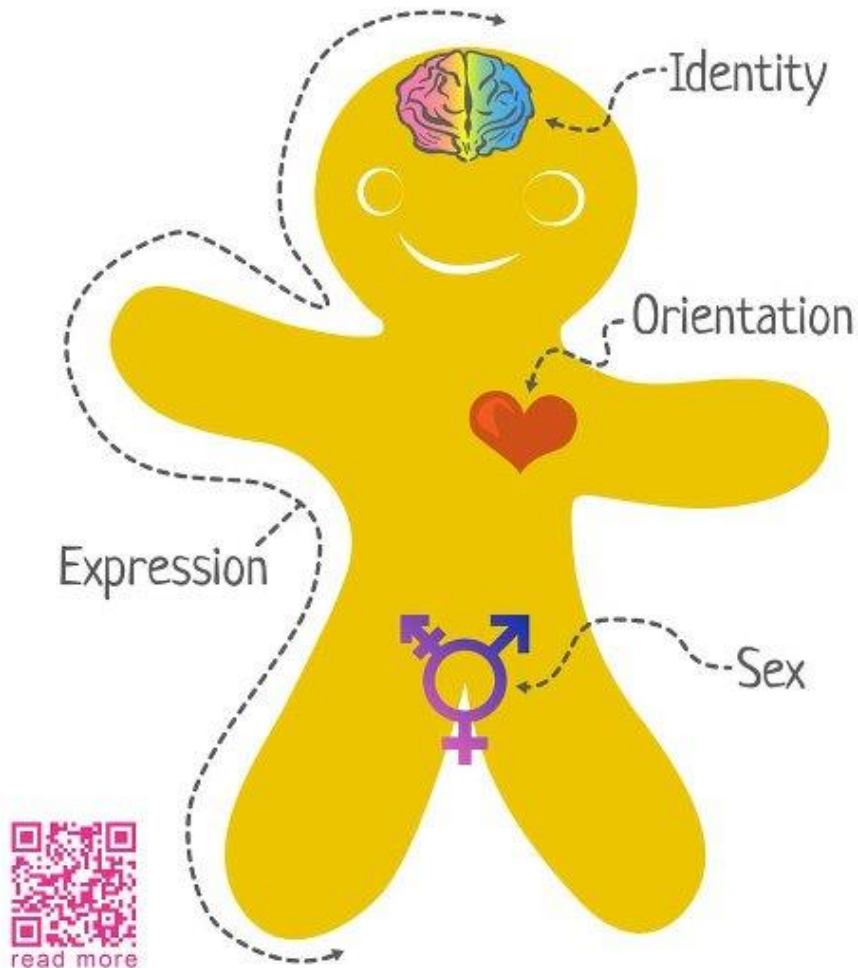
- **Term for people whose gender identity matches the sex they were assigned at birth**
- **A person who is not Trans / Non-Binary**
- **Non-pejorative term (in most usage)**
- **Allows for discussion of gender and difference without using problematic language e.g. normal, usual...**
- **Latin prefix meaning 'on this side of'**
Compare to trans which means 'on the other side of'

Cis- and Trans- Gender



The Genderbread Person

by www.ItsPronouncedMetrosexual.com



Gender identity is how you, in your head, think about yourself. It's the chemistry that composes you (e.g., hormonal levels) and how you interpret what that means.



Gender expression is how you demonstrate your gender (based on traditional gender roles) through the ways you act, dress, behave, and interact.



Biological sex refers to the objectively measurable organs, hormones, and chromosomes. Female = vagina, ovaries, XX chromosomes; male = penis, testes, XY chromosomes; intersex = a combination of the two.



Sexual orientation is who you are physically, spiritually, and emotionally attracted to, based on their sex/gender in relation to your own.

The Gender Person



The Gender Person



The Gender Person



The Gender Person



Video - 4

Things not to say to a Trans Person

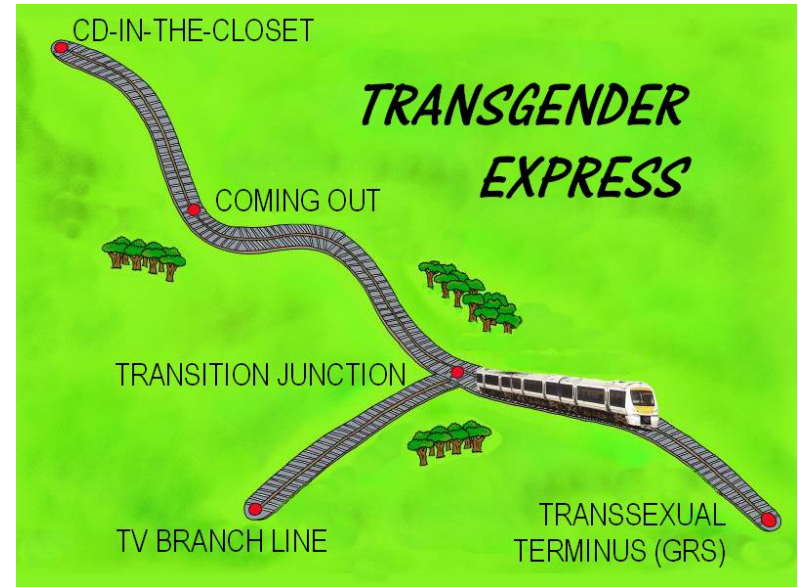


<https://youtu.be/pvBwWeG4Rpc>

Q+A Session ???

Everyone's journey is Individual & different

- Questioning / confusion
- Knowing
- Hiding
- Cross Dressing / exploring
- Realisation
- Fear – (Internalised Transphobia?)



**No specific order
It's your own decision**

Transition – None, some, all of:

- Telling someone
- Coming out to friends & family
- Coming out publically
- Going to a Support group
- Seeing your GP
- Referral to Gender Identity Clinic
- Change name

Wait for 1st appointment GIC (2-5 Yrs)
Diagnosis – Gender Incongruence
Wait for 2nd Appointment GIC (3-18 Mnths)
Hormones
Wait for 3 or 4th appointment GIC
Referral and wait for Surgery
More surgery, more waiting

Brief Lives: Elen and Jenny-Anne



**Jenny-Anne -Early Life and 1st
Marriage 1940's-1970 's**





1st Time as Jenny-Anne 1971



Early Trans Group in 1973

J-A The Early years



**1st Sparkle in
Manchester
2005**



On Holiday 1979



At home 2000



Photo-Shoot 2005



My Hobby in South Africa (1992), China (2004), North Wales (2008) and USA (2012)





Forming a Relationship 2004-2010





Community working together



Cheshire Police Training



Manchester Pride 2006



This Morning 2009



©Picture: Richard Blake
07973-373-917 rickblake@btinternet.com
'Real Life... anywhere in the North.'

Just Us!



**Our Wedding Chorlton URC
October 2011**

Our Trans Family









A well deserved Chiefs citizens commendation to [@jennyannebuk](#) [@dawn_sims12](#) [@TransForumMcr](#) for their continued support to GMP



LGBTQ+ Events



Promoting our LGBT+ Church and April Ashley Exhibition Liverpool



TSMU Cardiff Founded Jan & Feb 2015



T*SMU
TRANS* SOCIAL
MEET-UP CARDIFF





Nº 10 Garden Party 2016



The Prime Minister

requests the pleasure of the company of

Ms Jenny-Anne Bishop OBE

at a reception for the LGBT community

at 10 Downing Street

on Monday 16th May 2016, from 4.45 pm – 6.30 pm

Lounge suit

Please RSVP to: rsvp8@no10.x.gsi.gov.uk



Still Campaigning July 2018

Health and Social Care for Older Trans People (TrAC)

via @pwillis5

Paul B Willis @pwillis5 · 9h

Magnificent day's filming for the trans ageing and care project @TransAgeing in sunny Cardiff with the fabulous @theFoxFisher and @UglaStefania it's a wrap!



Practitioner workshop

Developing Inclusive Health and Social Care Services for Older Trans People in Wales: *The TrAC Project*

Cardiff | 08.02.2019 |
9:30-12:30pm |
Haydn Ellis Building |

Twitter: #meaningfulExchange

Tickets available on Eventbrite

ExChange
Swansea University
Haydn Ellis Building
Cardiff

Cardiff
University
Haydn Ellis Building
Cardiff

“The TrAC (Trans Ageing and Care) project, based at Swansea University, is a mixed-methods study that aims to examine the extent to which current health and social care provision for older trans people in Wales is inclusive and anti-discriminatory, in order to identify good practice and make wider recommendations for change.”

25th Anniversary of North Wales Police LGBT+ Community Engagement Group 26th July 2022

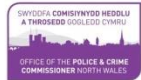


“Hear my Voice” Conference – Prestatyn 21st Oct 2022



Hate Crime week Oct 2022

**OUR COMMUNITY
SAYS NO TO
HATE CRIME
REPORT IT
BY CALLING
101/999**



CANGEN HEDDLU GOGLEDD CYMRU
NORTH WALES POLICE BRANCH



HEDDLU GOGLEDD CYMRU
NORTH WALES POLICE

#HATEHURTS

making North Wales the **safest** place in the UK

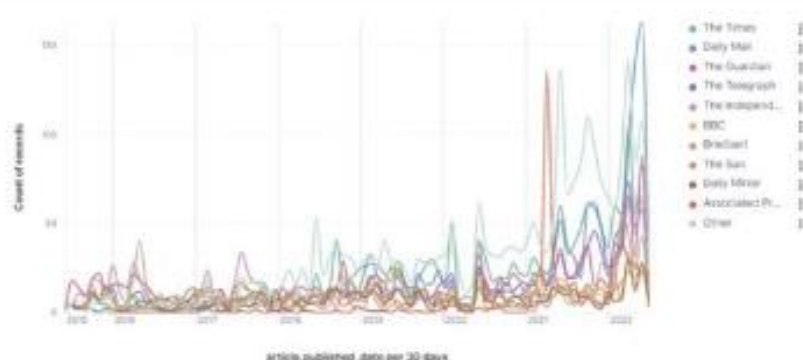


North Wales Police

14 October at 16:03

As part of [#HateCrimeAwarenessWeek](#) a second electronic board has been unveiled in Rhyl promoting the [#HateHurts](#) campaign which aims to spread the message that any type of hate crime is not acceptable, and North Wales Police as well as local communities are taking a stand against it

If you're wondering why anti-lgbt and especially anti-trans hate crimes have increased so sharply, you only need look at the transphobic UK mainstream media! 🙄



Articles about or referencing trans topics in the UK media from 1/7/2015–30/6/2022

13,015 (13,015) The number of articles published in the UK news media (excl. LGBT media) on trans topics between 1/7/2015–30/6/2022

154 The average number of articles published **EVERY MONTH** by the UK media (excl. LGBT media) on trans topics over the last 7 years.

501 The number of articles published in UK news media (excl. LGBT media) on trans topics in May 2022 — That's **over 16 articles a day**.

163 The number of articles published by the Daily Mail on trans topics in May 2022 — **That's more than FIVE per DAY**.



- **Relevant Legislation
affecting
Trans People**

Key Legislation

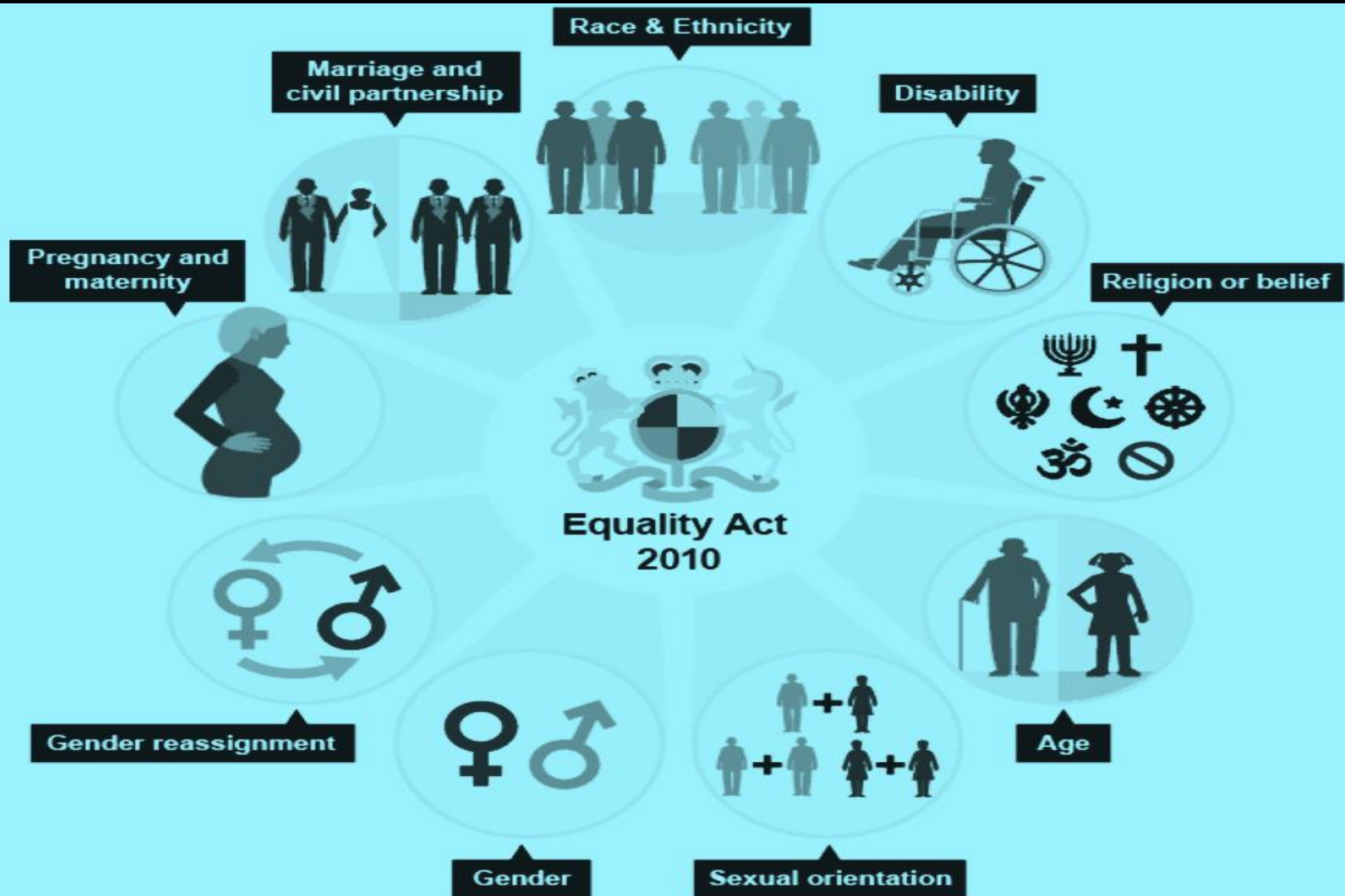
- **The Human Rights Act 1998**
- **The Sex Discrimination Act**
(Gender Reassignment) Regulations 1999
(made under The Sex Discrimination Act (SDA) 1975)
- **The Gender Recognition Act 2004**
- **Equality Act 2006** (Medical Gender Reassignment)
- **The Provision of Goods, Services, Facilities, Premises & Housing 2008**
- **Single Equality Act 2010**
- **Marriage (Same Sex Couples) Act 2014**

Relevant Legislation in Wales

- **Human Rights Act (1998)**
- **Gender Recognition Act (2004)**
- **Equality Act (2010)**
- **Equality Duty (2011)**
- **Standards for Health (2010)**
- **Together for Health (2012)**
- **Public Health Wales Strategic Equality Plan (2012)**
- **Prudent Health Care (2014)**
- **Wellbeing of Future Generations Act (2016)**
- **Socio Economic Duty (2021)**

Equality Act 2010

The Protected Characteristics are:



What is Equality

- **Equality is making sure a person or groups of people are not treated differently or less favourably, because of their specific protected characteristic(S), including areas of race, gender, gender identity, marital status, disability, religion or belief, sexual orientation or age.**
- **Promoting equality should remove discrimination in all of these areas**
- **Bullying, harassment or victimization are also considered as equality and diversity issues.**

Equality of opportunity



What is Diversity Inclusion

- Diversity aims to recognise, respect and value people's differences to contribute and realise their full potential by promoting an inclusive culture and equality of opportunity for all staff and students.
- **How boring life would be if everyone was the same!**

Equality, Diversity, Equity, Inclusion and a Sense of Belonging



Equality is everyone
getting a pair of shoes.



Diversity is everyone
getting a different type
of shoe.



Equity is everyone
getting a pair of shoes
that fits.



Acceptance is
understanding we all wear
different kinds of shoes.



Belonging is wearing the
shoes you want without
fear of judgment.

Equality Act 2010

Redefines Transsexual People

A person has the protected characteristic of gender reassignment if the person:

- is proposing to undergo**
- is undergoing**
- or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex**

This new definition does not require medical supervision or intervention !!

Definition of Direct Discrimination

- Direct discrimination occurs when a service provider treats someone less favourably because they have a **Protected Characteristic** or are perceived to have a **Protected Characteristic**

Definition of Indirect Discrimination

- Indirect discrimination occurs when a policy or service designed to treat everyone equally, disadvantages or negatively impacts those with a **protected characteristic** but not those who do not have the protected characteristic

Definition of Harassment

“Unwanted behaviour related to someone’s **Protected Characteristic which has the purpose or effect of violating a person’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them, or unwanted behaviour of a sexual nature because of their protected characteristic”.**

Harassment at Work

If a person is harassed at work, **the new law** means that an employer will be held responsible if they know or are informed that a member of staff has been harassed repeatedly by a fellow worker, a customer, supplier, contractor or a client, and they do nothing reasonable / proportionate to stop it happening

Victimisation

This occurs when a person is deliberately disadvantaged, suffers a detriment, or is harassed because they have raised a complaint about unfair treatment under the Equality Act 2010 to themselves or about someone they observed being mistreated.

The General Equality Duty

Those subject to the Equality Duty must, in the exercise of their functions, have due regard to the need to:

- **Eliminate Unlawful Discrimination, Harassment and Victimisation and other conduct prohibited by the Act.**
- **Advance equality of opportunity between people who share a protected characteristic and those who do not.**
- **Foster good relations between people who share a protected characteristic and those who do not.**
- **Regularly report on how they are advancing Equality.**

Cont'd

- **Places a duty on public bodies to consider the needs of Trans people**
- **Protects everyone from dual or more discrimination**
- **Protects those who are or who are perceived as 'Protected Class' and those supporting a 'Protected' person**
- **Promotes Fostering Good Relations**

Cont'd

- **Permits positive action and prevents discrimination in Private Members Clubs**
- **Advances equality of opportunity for Trans people.**
- **Uses public procurement to advance equality in private companies**
- **Uses “a proportionate solution to achieve a legitimate aim” ☐**

DISCRIMINATORY LEGISLATION

(Genuine) Occupational Qualification:

- **Physiology** (*NOT physical strength /stamina*)
- **Privacy and decency**
- **Certain work in private homes**
- **Single sex accommodation**
- **Welfare** • **Refuge centres**

Where does the Act Apply?

- **Services and Public Functions**
- **Premises**
- **Work**
- **Education – Colleges and Schools**
- **Associations, including Political Parties**
- **Contractors**

Discrimination against often unprotected Trans People

An MtoF friend using buses was forced to use the male toilet, when a number of school children were using it, being refused both the ladies and the disabled toilet, even though she was disabled.

Most Trans people have not yet got a gender recognition certificate (GRC)

Indeed public toilets can be a major issue for us;

- Trans Woman risk assault in the gents and are too often banned from the ladies***
- Trans Men risk sexual assault in the male toilet & don't wish to use the ladies***
- We need unisex facilities as in many countries & on Trains, Aircraft, Clubs, etc.***

Discrimination against often unprotected Trans People

Another Trans Woman was deliberately put in a male ward, her female clothes confiscated & her shaving equipment taken away to ensure she looked male just because she was having a procedure usually for males

Discrimination against often unprotected Trans* People

A Trans Man needing NHS Gynecology Treatment was humiliated by being treated as a woman and staff insisting on using his old, no longer legal female (Dead) name when obviously presenting as male

**The Marriage
(Same Sex Couples)
Act 2013**

New exceptions for Transgender People Only

- **Marriage Annulment with no rights for the Trans person can be obtained if trans status is not declared prior to the marriage.**
- **Spousal consent is required for a full GRC.**
- **The Interim Certificate given when Spousal consent is withheld can be used to force divorce that the court cannot resist.**

“ The ‘spousal veto’ in the GRA (Gender Recognition Act) as amended by The Same Sex Marriage Act is unacceptable and was the cause of harassment by my spouse.

At first she withheld her approval so I could only be awarded an interim GRC (Gender Recognition Certificate).

Further negotiation resolved the issue and she made the required statutory declaration so I was able to convert the interim GRC into a full GRC.

I strongly believe that there are grounds for a time limited requirement for spousal consultation but NOT for the current veto.

My identity is just that. Mine. Nobody but me should be able to police my identity. ”

- **The Trans population is consistently shown as being hard working, 30% above average in terms of quality of educational ability (Has a first or higher level degree) and is generally very law abiding.**
- **Some cope by overeating, drink, drugs & fetishistic behaviour. A few become criminalised by the irreconcilable pressures on them.**
- **Depression is common (76%) and some suffer more serious mental health problems made worse by their Gender Incongruent nature.**
- **Not recognising their needs & allowing bullies to drive Trans children from school has serious consequences. At least half of all trans children / adolescents will self-harm or attempt suicide.**

The law and what you can expect from us

Wrexham County Borough Council Involvement Strategy 2022-2027

The law gives everyone the right to expect & requires all public service providers to consider how they get everyone involved and how to co-produce services with them.

- **Well-being of Future Generations (Wales) Act 2015**
 - identifies the involvement of people as key to the principles of sustainable development, and essential to future service delivery.
- **The Social Services and Well-being (Wales) Act 2014**
 - says that Local Authorities must put in place transparent arrangements where people are equal partners in designing and operating services .
- **The Local Government (Wales) Measure 2011 & Local Government and Elections (Wales) Act 2021**
 - place duties on councils to promote and encourage participation in council decision-making . It requires all principal councils to prepare & publish a public participation strategy.
- **Socio Economic Duty 2021-(under part 1 of the Equalities Act 2010)**

This means that our decisions must deliver better outcomes for people living in less favourable social and economic circumstances than others in the same society.

We need to understand the views and requirements of those with lived experience of socioeconomic disadvantage who may be impacted by our decisions.

Video - 5

Equality and Human Rights

“It’s My Right”

Young gender diverse people explain their Rights

<https://www.youtube.com/watch?v=IWu40Cd00rA>



Final Q+A Session ???

Video - 7

LGBT Instructional Video -

“The price of Exclusion” FREE & EQUAL ?

- **The Real Cost of
Individuality**

• <https://www.youtube.com/watch?v=DvSxLHpyFOk>

- **A UN Film**



The (Neuro-) Biological causes of people being Transgender



15. Dr. Sapolsky A trans person's brain is similar to that of the gender they identify with

<https://www.youtube.com/watch?v=A3C4ZJ7HyuE>

Local Contacts

- *Unique TG Network*

North Wales & West Cheshire.

Info Line: 01745-337144

e-mail elen@uniquetg.org.uk

_Web www.uniquetg.org.uk

- **TransForum** Manchester

**The LGBT Foundation, 2nd Floor, Fairburn House,
72 Sackville Street, MANCHESTER M1 3NJ**

Tel: 01745-337144

Mob:07500-741955

email: jennyannebuk@btinternet.com

_web: www.transforum.co.uk

National Contacts

- Gender Identity Research and Education Society (GIRES)
Web: www.gires.org.uk e-mail: bernardgi@aol.com
- Mermaids Young people & parents Web:
www.mermaids.freeuk.com
Tel: 07020 935066 Monday to Saturday - 3pm until 7pm only
- FTM Network www.ftm.org.uk
- Gender Trust, PO Box 3192, Brighton BN1 3WR
web: www.gendertrust.org.uk
email: info@gendertrust.org.uk
Tel: 0845 231 0505 (Mon-Fri 10am-10 pm, Sat-Sun 1pm to 10 pm)