The Transgender Museum Experience: Creating a Safe Space for Everyone to Work, Learn, and Play

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Resources

Posted to the ASTC Diversity Community of Practice here:
http://community.astc.org/viewdocument/transgender-resources-the-transgen?CommunityKey=abd1e8e8-2185-419d-a78a-030143f7763e

Also poorly formatted in at the end of this document...
Safe Space

- Be open to learn
- Ask questions if you have them
- Assume respect
- Confidential - personal stuff stays here
- Be Yourself
Kaden Borseth
Director of Teen and Family Programs
Fernbank Museum of Natural History, Atlanta GA
Kaden.Borseth@fernbankmuseum.org
Pronouns: They, Them, He, Him
The Genderbread Person

Gender Identity
- Girl/Woman
- Boy/Man
- Trans/Gender nonconforming

Sexually Attracted to
Romantically Attracted to

Gender Expression
- Our Presentation
- Feminine
- Masculine
- Androgynous

Biological Sex
- Female
- Male
- Intersex

Cisgender
Binary/Traditional Gender Model

**Biological Sex:**
hormones, genitalia,
secondary sex characteristics

**Gender Identity:**
“I am…” self-concept

**Gender Expression:**
manners, role, social context

**Sexual Orientation:**
erotic, emotional attraction to others

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*Gender Line * DO NOT CROSS!*
Gender Continuum Model

- **Biological Sex**: hormones, genitalia, secondary sex characteristics
  - Male
  - Intersex
  - Female

- **Gender Identity**: "I am ..." self-concept
  - Man
  - Bigender
  - Nongender
  - Woman

- **Gender Expression**: mannerisms, role, social context
  - Masculine
  - Androgynous
  - Neutral
  - Feminine

- **Sexual Orientation**: erotic, emotional attraction to others
  - Women
  - Both
  - Neither
  - Other
  - Men
Transitioning

- There’s no right or wrong way
- It’s different for everyone
- Could include any or none of the following:
  - Hair Cut/Growth
  - Change in Clothing
  - Name Change
  - Body Hair Cut/Growth
  - Therapy
  - Hormones
  - Surgeries
  - Change in Mannerisms
  - Pronoun Change
Mac Buff

On-site & Outreach Educator
The Museum of Flight, Seattle WA
mbuff@museumofflight.org
Pronouns: They, Them, Theirs
Inclusion Initiatives

- Pronoun buttons
- All-gender restrooms
  - Public access (lobby)
  - Staff access (one office area)
- Reduce gendered language
  - “Ladies and gentlemen”/“boys and girls”
- Introductions with pronouns
Dana Mahoney
Volunteer Resources Manager
Thinkery, Austin TX
dmahoney@thinkeryaustin.org
Pronouns: She, Her, Hers

Adrienne Barnett
Associate Director of Programs
Thinkery, Austin TX
abarnett@thinkeryaustin.org
Pronouns: She, Her, Hers
Background

Dana Mahoney

● 15+ years in Volunteer Management
● Thinkery 4 years
● Work with Adult, Teen and corporate team volunteers
● Queer. Trans partner.
● ASTC first timer!
● Diversity & Leadership Fellow

Adrienne Barnett

● 16 years in science museum field
● Thinkery for 3 years
● LGBTQ Family
● Diversity & Leadership Fellow Alumni
Working with Adult & Teen Volunteers

- Applications:
  - Legal vs. Chosen Names
  - Offer non-binary pronoun options
- Respecting transition without parental support
- Educate funders on decentralizing gender for reporting impacts
Working with Staff & Leadership

● Initiate conversations about gender:
  http://www.baristamagazine.com/degendering-language-customer-service/

● Inclusion Work Group:
  ○ Email signature blocks and nametags
  ○ Signage:
    ■ Family-use restroom to gender inclusive
    ■ Graphics for gendered restrooms to include a wider spectrum of gender expression
  ○ Accessibility Plan to funders to fund efforts
Robby Callahan Schreiber
Manager, Career & Community Connections
Science Museum of Minnesota, St. Paul MN
rschreiber@smm.org
“My experience being a trans person in a museum space has always been interesting. I started really having an experience with my identity in that space towards my last semester as a high school employee in my junior year. I had been out to my friends, but not in my work environment, which unfortunately was an attributing factor to me taking a year away from the YSC. I wasn’t ready to come out at work yet because everyone had known my since I was a 13 year old cisgender male, and to suddenly switch up things on people was a big pressure. I left for about a year and a half, and came back ready to be my full self. We’ve been making lots of strides to make our museum a more trans accessible place. Not long ago the KAYSC allowed me to teach workshops to our youth about gender & sexuality, which I was greatly honoured to do.” - Siren Lopez
Project ME - gender and sexuality as program themes
Project ME - gender and sexuality as program themes
Neal Ramus
Associate Director of Youth Engagement
California Academy of Sciences, San Francisco CA
nramus@calacademy.org
Pronouns: He, Him, His
Explore, Explain, Sustain Life on Earth
Careers in Science Interns
Culture of diversity and inclusion
Facilitated conversations and educational activities that promote and celebrate diversity and gender equity. For example...

Met directly with small group
Met and talked with the smaller group of youth that she had a relationship with. Told them her personal side of her story.

Communicated with larger group
Sent an email to the larger organization that included the youth. This normalized the transition and made youth feel included.

Hosted office hours
He hosted smaller, voluntary office hours to discuss and explain the program to those who were curious or interested. Hosted during the month.

Planned for follow up
Developed a plan with staff to address pronoun change. Staff agreed to address it firmly, address slips in private. After smooth conversation, corrected youth in conversations.
Efforts for inclusion and diversity at the CalAcademy

The Academy has been working toward addressing equity, inclusion, and access issues over the past few years.

DE&IC Committee and other resource groups

Formed Employee Resources Groups that include the Diversity, Equity, and Inclusion Committee and the LGBTQ Resource Group.

Human Resources

Verbiage, gender pay audit, ethnic diversity survey, etc.

Single use bathrooms

City mandated single use bathrooms to support non-gender specific restrooms.

Pronoun introductions

Youth programs have adopted introductions that include pronoun. Creates culture of inclusion.
Yvette Sandoval
Weekend & Front End Manager
Explora, Albuquerque NM
ysandoval@explora.us
Pronouns: She, Her, Hers

18 years experience in employee management
2 ½ years experience in the museum environment
ASTC Diversity & Leadership Fellow
Learning, Community, Generosity, & Sustainability

- Explora has had the privilege of working with 3 employees that have transitioned in the workspace - discussion about the experiences, how they differed and what we learned

- Providing a Safe space - accessibility, open door policy, logistical changes, providing support to the individual and to coworkers

- Creating a more inclusive environment - core values & mission of the organization, facilitation, training, team meetings, the hiring process, evaluations and check-ins, individual strengths and fairness across the board

YOU be YOU
Q & A - Safe Space

- Be open to learn
- Ask questions if you have them
- Assume respect
- Confidential - personal stuff stays here
- Be Yourself
Good Intentions

- We live and we learn
Group Breakouts

1. Managing trans and transitioning staff/volunteers
2. HR - Institutional policies and practices
3. Staff Development - Engaging and Supporting trans visitors/guests
4. Trans support/affinity group
5. Trans 101 - Basic knowledge about gender identity, Q&A

Questions, Sharing, Next Steps
Takeaways and Next Steps
Your Institution

What can your institution do to create a safe and welcoming place for trans employees?

- Bathrooms
- Non-Discrimination Policy: “Gender Identity & Expression”
- Diversity Group
- Trained Staff (HR/Management)
- Insurance Coverage
Your Institution

What can your institution do to create a safe and welcoming place for all of your LGBT guests/participants?

**Bathrooms**
- Not segregating by gender in camps/class

**Girls in Science**
- (accept all)

**Language**
- On Forms and in the Museum
  - Parents/Guardians
  - Preferred Pronouns Box (camp)
  - Gender: Girl/Boy (not female/male)

**Trained Staff**
The Incluseum

TheIncluseum.com

https://inclusion.files.wordpress.com
/2014/06/infographic.jpg
Your Institution

What are **YOU** going to do to make your institution more welcoming and safe for LGBT guests/participants?

Address the envelope to yourself at your institution/home...

- Takeaways
- Big ideas
- Things you’ll share
- Goals
Resources

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Also poorly formatted in the next three pages...
Sex

The classification of people as male or female. At birth infants are assigned a sex, usually based on the appearance of their external anatomy. (This is what is written on the birth certificate.) However, a person’s sex is also a combination of bodily characteristics including: chromosomes, hormones, internal and external reproductive organs, and secondary sex characteristics.

Gender Identity

One’s internal, deeply held sense of one’s gender. For transgender people, their own internal gender identity does not match the sex they were assigned at birth. Most people have a gender identity of man or woman (or boy or girl). For some people, their gender identity does not fit neatly into one of those two choices. Unlike gender expression (see below) gender identity is not visible to others.

Gender Expression

External manifestations of gender, expressed through one’s name, pronouns, clothing, haircut, behavior, voice, or body characteristics. Society identifies these cues as masculine and feminine, although what is considered masculine and feminine changes over time and varies by culture. Typically, transgender people seek to make their gender expression align with their gender identity, rather than the sex they were assigned at birth.

Sexual Orientation

Describes an individual’s enduring physical, romantic and/or emotional attraction to another person. Gender identity and sexual orientation are not the same. Transgender people may be straight, lesbian, gay, or bisexual. For example, a person who transitions from male to female and is attracted solely to men would identify as a straight woman.

Transgender (adj.)

An umbrella term for people whose gender identity and/or gender expression differs from what is typically associated with the sex they were assigned at birth. People under the transgender umbrella may describe themselves using one or more of a wide variety of terms – including transsexual. Some of those terms are defined below. Use the descriptive term preferred by the individual. Many transgender people are prescribed hormones by their doctors to change their bodies. Some undergo surgery as well. But not all transgender people can or will take those steps, and a transgender identity is not dependent upon medical procedures.

Transsexual (adj.)

An older term that originated in the medical and psychological communities. Still preferred by some people who have permanently changed or seek to change - their bodies through medical interventions. Unlike transgender, transsexual is not an umbrella term. Many transgender people do not identify as transsexual and prefer the word transgender. It is best to ask which term an individual prefers. If preferred, use as an adjective: transsexual woman or transsexual man.

Trans

Used as shorthand to mean transgender or transsexual – or sometimes to be inclusive of a wide variety of identities under the transgender umbrella.

Transgender man

People who were assigned female at birth but identify and live as a man may use this term to describe themselves. They may shorten it to trans man. Some may also use FTM, an abbreviation for female-to-male. Some may prefer to simply be called men, without any modifier. It is best to ask which term an individual prefers.

Transgender woman

People who were assigned male at birth but identify and live as a woman may use this term to describe themselves. They may shorten to trans woman. Some may also use MTF, an abbreviation for male-to-female. Some may prefer to simply be called women, without any modifier. It is best to ask which term an individual prefers.

Cross-dresser

While anyone may wear clothes associated with a different sex, the term cross-dresser is typically used to refer to heterosexual men who occasionally wear clothes, makeup, and accessories culturally associated with women. This activity is a form of gender expression, and not done for entertainment purposes. Cross-dressers do not wish to permanently change their sex or live full-time as women. Replaces the term “transvestite.”

PLEASE NOTE: Transgender women are not cross-dressers or drag queens. Drag queens are men, typically gay men, who dress like women for the purpose of entertainment. Be aware of the differences between transgender women, cross-dressers, and drag queens. Use the term preferred by the individual. Do not use the word “transvestite” at all, unless someone specifically self-identifies that way.

Transition

Altering one’s birth sex is not a one-step procedure; it is a complex process that occurs over a long period of time. Transition includes some or all of the following personal, medical, and legal steps: telling one’s family, friends, and co-workers; using a different name and new pronouns; dressing differently; changing one’s name and/or sex on legal documents; hormone therapy; and possibly (though not always) one or more types of surgery. The exact steps involved in transition vary from person to person. Avoid the phrase “sex change.”

Cisgender

A term used by some to describe people who are not transgender. “Cis-” is a Latin prefix meaning “on the same side as,” and is therefore an antonym of “trans-.”

Gender Non-Conforming, Gender Variant

A term used to describe some people whose gender expression is different from conventional expectations of masculinity and femininity. Please note that not all gender non-conforming people identify as transgender; nor are all transgender people gender non-conforming.

Genderqueer

A term used by some people who experience their gender identity and/or gender expression as falling outside the categories of man and woman. They may define their gender as falling somewhere in between man and woman, or they may define it as wholly different from these terms.

TRANSGENDER NAMES, PRONOUN USAGE & DESCRIPTIONS

Always use a transgender person’s chosen name. Many transgender people are able to obtain a legal name change from a court. However, some transgender people cannot afford a legal name change or are not yet old enough to change their name legally. They should be afforded the same respect for their chosen name as anyone else.

Whenever possible, ask transgender people which pronoun they would like you to use. A person who identifies as a certain gender, whether or not that person has taken hormones or had some form of surgery, should be referred to using the pronouns appropriate for that gender.

If it is not possible to ask a transgender person which pronoun is preferred, use the pronoun that is consistent with the person’s appearance and gender expression.

For example, if a person wears a dress and uses the name Susan, feminine pronouns are usually appropriate.
**Trans Resource List**

Compiled for the 2017 ASTC session ‘The Transgender Museum Experience: Creating a Safe Space for Everyone to Work, Learn, and Play’

Kaden Borseth, Fernbank Museum of Natural History, Kaden.Borseth@fernbankmuseum.org

Neal Ramus, California Academy of Sciences, nramus@calacademy.org

Dana Mahoney, Thinkery, dmahoney@thinkeryaustin.org

Robby Callahan Schreiber, Science Museum of Minnesota, rschreiber@smm.org

Yvette Sandoval, Explora, ysandoval@explora.us

Mac Buff, The Museum of Flight, MBuff@museumofflight.org

**Organizations to Check Out**

- GLADD: https://www.glaad.org/transgender/resources
- National Center for Transgender Equality: http://www.transequality.org/
- PFLAG: https://www.pflag.org/transgender
- GLSEN – for students/educators: http://www.glsen.org/
- Impact: http://www.impactprogram.org/lgbtq-youth/transgender-101/?gclid=CJAidbq88SChDycQodkYj5Stkash.NUMtk4Ab.dpbs
- More Trans Resources: http://www.nytimes.com/2015/06/06/opinion/transgender-resources.html?_r=0
- The Inclusion: https://inclusive.com/

**LGBT Definitions**

- GLADD: http://www.glaad.org/reference/transgender
- Safe Zone Project: http://thesafezoneproject.com/activity/vocabulary-extravaganza-2-0/

**Resources to Help Teach About Gender**


**Coming Out in the Workplace**

- Know Your Rights: http://www.transequality.org/know-your-rights/employment-general
- Transgender Law Center: http://transgenderlawcenter.org/
- Employment Resources for Individuals and Employers: http://transgenderlawcenter.org/resources/employment
- Transgender Resources: http://www.lambdalegal.org/issues/transgender-rights

**Workplace Training**

  keywords=transgender%20in%20the%20workplace&gclid=CJalB7x9M4CFd9YkGwPsFhoQ
- Creating a Transgender-Inclusive Work Place: http://www.impactprogram.org/youth-blog/transgender-works-
  creating-a-transgender-inclusive-work-place?gclid=CMZ2Wms3bM4CFY6sgQodvYIA9g#sthash.rdo9UbAI.DYfS9CW.dpbs (Good Video)
- Creating a Safe Space: http://thesafezoneproject.com/
- Teaching Transgender: http://www.teachingtransgender.org/
- http://www.transgendertraininginstitute.com/

**Trans Allies**

- Creating a Safe Place for LGBT Youth: http://www.glsen.org/safespace
- Becoming a Trans Ally 101: https://www.pflag.org/transally101recording
- S2 Things you can do for Transgender Equality: http://www.transequality.org/issues/resources/S2-things-you-can-do-transgender-equality

**Inclusive Books for Children**

- LGBTQ/Gender books for children
  acceptance/

**Inclusion**

- The Invisible Boy by Trudy Ludwig
- We All Sing in the Same Voice by J. Philip Miller
- Stella Brings the Family by Miriam Schiffer and Holly Clifton-Brown
- Family Book by Todd Parr
- The Mixed Up Chameleon by Eric Carle
- Charlie the Caterpillar by Dom DeLuise and Christopher Santoro
- It’s Not Easy Being a Bunny by Marilyn Sadler

**Kindness**

- Ordinary Mary’s Extraordinary Deed by Emily Pearson
- Stick and Stone by Beth Ferry and Tom Lichtenheld
- Have You Filled a Bucket Today? by Carol McCloud and David Messing

**Family Inclusive Language**

- Including the 21st Century Family: https://inclusive.com/2014/07/07/including-the-21st-century-family/
The Genderbread Person v3.3

Gender is one of those things everyone thinks they understand, but most people don't. Like flavoring, gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for gender understanding. It's okay if you're hungry for more. In fact, that's the idea.

Gender Identity
- Woman-ness
- Man-ness

How you, in your head, define your gender, based on how much you align (or don't align) with what you understand to be the options for gender.

Gender Expression
- Feminine
- Masculine

The ways you present gender, through your actions, dress, and demeanor, and how those presentations are interpreted based on gender norms.

Biological Sex
- Female-ness
- Male-ness

The physical sex characteristics you’re born with and develop, including genitals, bodily shape, voice pitch, body hair, hormones, chromosomes, etc.

Sexually Attracted to
- Nobody
- Women/Females/Femininity
- Men/Males/Masculinity

Romantically Attracted to
- Nobody
- Women/Females/Femininity
- Men/Males/Masculinity

For a bigger bite, read more at http://bit.ly/genderbread