



## **Trans & Non-Binary Awareness Factsheet**

Trans is an umbrella term to describe people whose gender is not the same as or does not sit comfortably with the sex they were assigned at birth.

Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) transgender, non-binary, gender fluid or gender queer. Trans individuals may identify anywhere on the spectrum of sexual orientations including hetero, gay, lesbian, bi, pan, aromantic or asexual. Gender identity and expression are not related to sexual or romantic orientation.

**Transgender / Trans** – refers to people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.

**Non-binary** – an umbrella term for people whose gender identity doesn't sit comfortably with 'man' or 'woman'. Non-binary identities are varied with some people identifying with aspects of binary identities, while others reject them entirely.

### **Trans experiences**

While trans people are increasingly visible in both popular culture and daily life, they still face severe discrimination, stigma and systematic inequality. Some of the specific issues facing the trans community as reported in the [Stonewall LGBT in Britain Trans Report](#), are:

- **Two in five trans people (41%)** have experienced a hate crime or incident because of their gender identity in the last 12 months.
- **Two in five trans people (40%)** adjust the way they dress because they fear discrimination or harassment.
- **Half of trans people (51%)** have hidden or disguised the fact that they are LGBT at work because they were afraid of discrimination.
- **Almost half of trans people (48%)** don't feel comfortable using public toilets.
- **One in seven trans people (14%)** aren't open about their gender identity to anyone in their family.

### **Transphobia and microaggressions**

The trans community regularly experience deliberate or unintended microaggressions from friendship groups, families, colleagues and communities this can include:

- *I also wanted to be a boy/girl when I was a child*
- *I don't get how you can feel like a man AND a woman*
- *So, when are you really going to transition?*
- *I would never have known you used to be a girl/boy*
- *Are hormones going to change your voice too?*
- *What is your real name? I can't keep track of all your pronouns*

Transphobia also comes in much more overt forms as well, such as discrimination, harassment and hate crimes and incidents. Transphobia can manifest in two main ways: it can be active (intentionally going against trans people) or passive (not recognising or allowing for the fact that trans people exist). Examples of transphobia include:

- Deadnaming (use of former name without consent)
- Misgendering (purposefully using wrong pronouns)
- Enforcing gender rules, e.g. telling a trans woman she can't use the female toilet
- Humour based on the gender rules as a put-down.

### Sharing pronouns

Sharing your pronouns is an easy action you can take to make trans and non-binary people feel included and accepted. We use pronouns every day to refer to ourselves and those around us. There are many different pronouns used, the most common are he/him, she/her or they/them.

For more information, please see our pronouns [factsheet here](#).

### Being a trans and non-binary ally?

A trans ally is a cisgender (non-trans) person who is committed to being open-minded and respectful to people who may have a different gender identity to them or presents their gender in a different way.

They have taken the time to learn more about trans and non-binary people and their lives and confront assumptions and stereotypes around trans and non-binary people. Allies work to ensure trans and non-binary are treated with respect in and outside of the workplace.

Every non-trans person can be a trans and non-binary ally and work to ensure trans people are treated with dignity and respect by:

- **Avoiding assumptions** – avoid making any assumptions about someone's gender or whether they are trans or non-binary based on their appearance, voice or characteristics.
- **Listen and trust** - a trans and non-binary is the expert on their own experiences, there is no 'right' way to be trans and non-binary. Listen and trust them to know what they are talking about when it comes to their own gender.
- **Inclusive language** – build an inclusive culture by avoiding unnecessary gendered words and phrase, which fail to include those outside the gender binary e.g., welcome ladies and gentlemen.
- **Challenging transphobia** – if you hear transphobic language and jokes, call them out. Transphobic comments can come from non-LGBTQ+ people, as well as from within the community too
- **Educate yourself** – do your own research about the issues that trans and non-binary face, and the history of trans and non-binary identities, instead of asking a trans and non-binary person questions that may be personal or intrusive.

Please watch our Trans Lived Experience videos on Skills Boosters [here](#).

Some famous trans people include:



**Caitlyn Jenner**



**Laverne Cox**



**Elliot Page**

**Munroe Bergdorf**

Some famous non-binary people include:



**Janelle Monae**



**Kehlani**



**Jonathan Van Ness**



**Sam Smith**



**Sara Ramirez**

### **Trans and non-binary groups and organisations**

We've put together a list of support and community organisations in the UK that work with trans and non-binary people of all ages. This list is by no means exclusive but should help as an introduction. Many regional LGBTQ+ organisations across the UK offer specific support for trans and non-binary people:

[Mermaids](#)

[Gendered Intelligence](#)

[Black Trans Alliance](#)

[Gender Identity Research & Education Society \(GIRES\)](#)

[CliniQ](#)

[Action For Trans Health](#)

[Queer Care](#)



## Resources

[Skill Boosters – Inclusive Allyship](#)

[Skill Boosters - Trans and Non-Binary Awareness](#)

## Glossary

**Orientation** – an umbrella term describing a person’s attraction to other people. This attraction may be sexual (sexual orientation) and/or romantic (romantic orientation). These terms refers to a person’s sense or identity based on their attractions, or lack thereof

**Romantic Orientation** – a person’s romantic attraction to other people, or lack thereof

**Sexual Orientation** - a person’s sexual attraction to other people, or lack thereof

**Bi** – an umbrella term for people who experience sexual and/or emotional attraction to more than one gender

**Panromantic** – is romantically attracted to people of all biological sex, gender or gender identity

**Pansexual** – not limited in sexual choice with regard to biological sex, gender or gender identity

**Queer** – a term used by those wanting to reject specific labels of romantic orientation, sexual orientation and/or gender identity or expression. Although some LGBTQ+ people view the word as a slur, it was reclaimed in the late 80s by the queer community who embraced it

Stonewall Glossary of terms can be found [here](#)