


Transgender 101

Wisconsin Association of Treatment Court Professionals

April 30, 2021

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(they/them or any pronoun)



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1

Welcome & Agenda


1. Who is FORGE
2. Key Concepts
3. Data & Implications
4. Reducing Barriers:
Five Foundations for Inclusion
5. Resources for Further Learning



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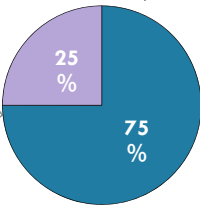
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Who is FORGE?




27 years

Direct service / TTA

25 %


75 %




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3


Social Media




FORGE.trans
forge.wi



@FORGEforward



@FORGE_forward



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4



Key Concepts - Gender Identity & Expression



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Gender Identity (some examples)

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Gender Identity

- Everyone has one
- Innate sense
- Binary, or not
- May be fluid

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Gender Expression

- What we express
- How we present
- May be fluid
- Independent of gender identity

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Sex Assigned at Birth

- Assigned
- Based on observed external genitalia
- May correspond to legal sex

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Sexual Orientation (a note)

- Emotional or romantic or sexual attraction
- Independent of gender

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Nonbinary Individuals


...do not adhere to “binary” (male/female) expectations and cultural norms with respect to gender identity, roles, or expression—whether intentionally or unintentionally.

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Transition

- Not everyone does it(!)
- Highly individualized
- Some elements of transitioning:
 - ▣ Social (especially youth)
 - ▣ Medical
 - ▣ Legal

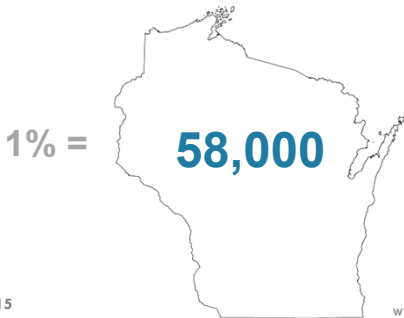
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Data & Implications


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Trans in WI

Total WI population = 5,800,000



1% = **58,000**

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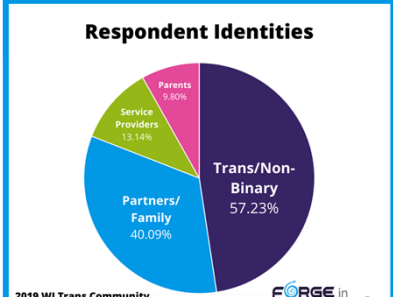


March with PRIDE for Black Lives Matter
Milwaukee, WI (2020)



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2019 Wisconsin Survey

Respondent Identities

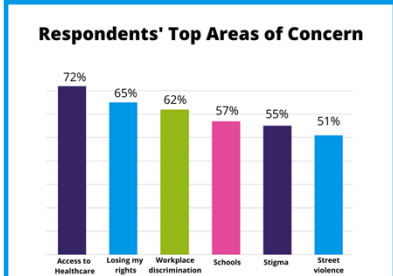


2019 WI Trans Community Needs Assessment



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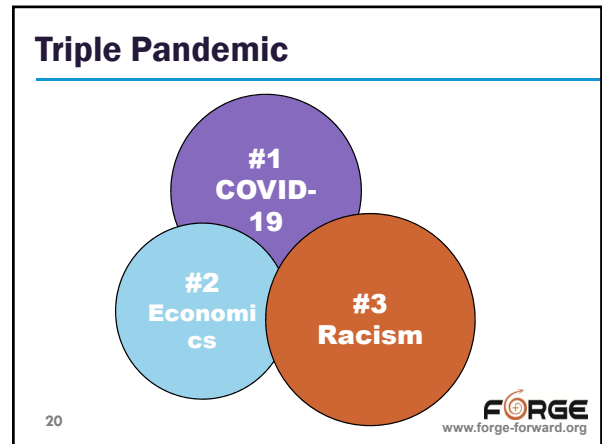
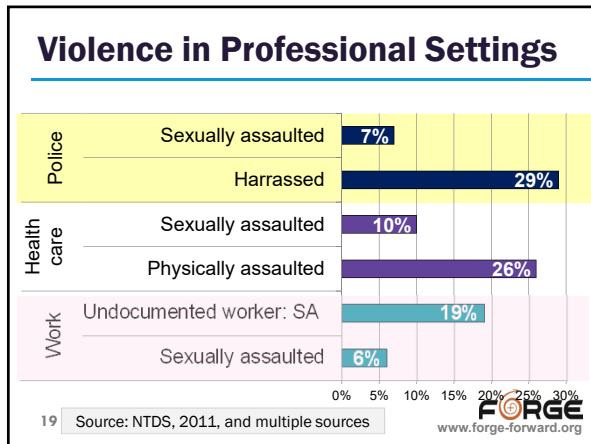
Top Concerns in WI

Respondents' Top Areas of Concern



2019 WI Trans Community Needs Assessment

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1. Correct Name & Pronouns

- You won't know someone's...
 - ▣ Name
 - ▣ Pronoun
 - ▣ Gender
- ...unless you ask

- Assume
- Guess
- Ask

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2. Inclusive Language

LADIES AND GENTLEMEN: HONORED GUESTS, DISTINGUISHED GUESTS

BREAK THE BINARY

BOYS/GUYS/ GIRLS/LADIES: Y'ALL, FOLKS, PEOPLE, GUESTS

BREAK THE BINARY

GIRLFRIEND/ BOYFRIEND: PARTNER, DATE, DATEFRIEND, DATEMATE, BABEFRIEND, BABE, HEART, PERSON, SIGNIFICANT OTHER

BREAK THE BINARY

GIRL/BOY/ MAN/WOMAN: PERSON, HUMAN

BREAK THE BINARY

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3. Forms & More

Self-Assessment Tool

Is Your Agency Ready to Serve Transgender and Non-Binary Clients?

	Yes	No	N/A	DK
TANGIBLE				
Forms & paperwork				
Intake forms				
<input type="checkbox"/> Include name of use (in addition to any request for legal name)				
<input type="checkbox"/> Include pronouns				
<input type="checkbox"/> Include gender/sex options beyond female/male (or do not ask for gender/sex at all)				
<input type="checkbox"/> Include partnership status and relationship options (include same-gender-loving relationships, legally recognized and not forms of partnerships)				
<input type="checkbox"/> Include gender-neutral honorifics (e.g. Mx. in addition to Mr./Ms.)				
<input type="checkbox"/> Emergency contact asks for relationship to client				
<input type="checkbox"/> Medical information includes N/A options (for those who do not want to disclose)				
<input type="checkbox"/> Medical history form organized by organ system or function rather than sex				
Office records				
<input type="checkbox"/> System for recording name of use and pronouns				

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4a. Inclusive Spaces

Everyone

This Restroom Includes:
 One Stall One Sink
 Two Urinals One Mirror

Thank you for being inclusive!

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4b. Inclusive Services

MILWAUKEE POLICE DEPARTMENT

STANDARD OPERATING PROCEDURE

117 – INTERACTIONS WITH TRANSGENDER, INTERSEX, AND/OR GENDER NON-CONFORMING (TIGN) PERSONS

GENERAL ORDER: 2018-16 ISSUED: May 23, 2018	EFFECTIVE: May 23, 2018	REVIEWED/APPROVED BY: Inspector Nicole Waldner DATE: February 23, 2021
ACTION: Rescinds and Recreates General Order 2016-56 (October 10, 2016)		WILEAG STANDARD(S): NONE

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4b. Inclusive Services

- Recording non-legal information
- Search preferences
- Detention preferences – safety

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4c. Inclusive Referrals

Providers

Finding a therapist or physician who is trans-knowledgeable can be difficult. FORGE's list of providers are vetted by trans community members. We are always looking to expand this list. If you have had a positive experience with a health care provider, please share your experiences with us so we can reach out to your provider.

Start your search here:

- [Mental health providers](#)
- [Physicians and physical health care providers](#)

If you would like to add a provider to this list, please [contact us](#).

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5. Continue Learning

Training for Providers

- ▶ TRANSGENDER-SPECIFIC
- ▶ ANTI-VIOLENCE-FOCUSED
- ▶ TRAUMA-INFORMED

Get over 50 hours of free training

Archived Webinars

- ▶ Safety planning
- ▶ Forensic exams
- ▶ Anti-trans violence in prison
- ▶ Serving trans survivors: A 101 for advocates
- ▶ Transgender disability & trauma
- ▶ Transgender sexuality and trauma
- ▶ Policies improving trans peoples' lives
- ▶ Working with rural trans survivors
- ▶ Transgender people, IPV and the legal system
- ▶ Creating a trans-welcoming environment
- ▶ Transgender Day of Remembrance
- ▶ Stalking basics and trans communities
- ▶ WALK non-discrimination conditions
- ▶ Trauma and transgender elder adults
- ▶ The intersections of sex work and violence
- ▶ Trans-specific barriers to accessing health care
- ▶ Strategies for improving trans-policer relations
- ▶ Power and control tactics specific to trans people
- ▶ Community Care: mobilizing after a high profile crime
- ▶ Trans youth sexual assault survivors: skills for advocates

Upcoming Webinars

- ▶ Sheltering Trans Men
- ▶ Sheltering Trans Women
- ▶ Sheltering Non-Binary Individuals
- ▶ Confronting Bias with a Trauma Informed Lens

Support for Providers who work with transgender survivors


technical assistance • publications • training


We're here to help!


- ▶ One-on-one technical assistance
- ▶ Customized trainings
- ▶ Conference workshops
- ▶ Transgender policy updates
- ▶ Survivor education materials
- ▶ Direct support services for survivors
- ▶ Fact sheets and other printable resources
- ▶ Training webinars: live and archived on-demand
- ▶ Therapist and support group referrals for survivors
- ▶ Transgender cultural competency materials and tools


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WI-Specific Resources



Intro



I. Coming Out



II. Health Care



III. Mental Health Care



IV. Restroom Access



V. Other Legal Rights



VI. Identity Documents


VII. Resources for Providers


VIII. Crisis Hotlines


IX. Online Resources


ABC glossary


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Resources for Further Learning


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Further Learning









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Further Learning – Health









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Further Learning – Legal

Transgender Law Center
Making Authentic Lives Possible

NCLR
NATIONAL CENTER FOR LESBIAN RIGHTS

TLDEF
Transgender Legal Defense & Education Fund

ACLU

Lambda Legal
making the case for equality

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Further Learning – Custody & LE

JUST DETENTION INTERNATIONAL
RAPE IS NOT PART OF THE PENALTY

NATIONAL PREA RESOURCE CENTER



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Thank you

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