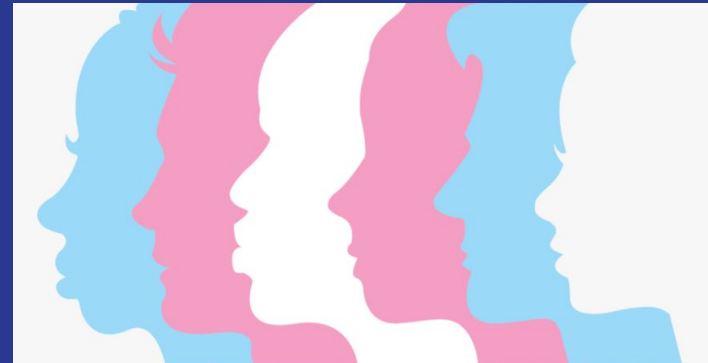
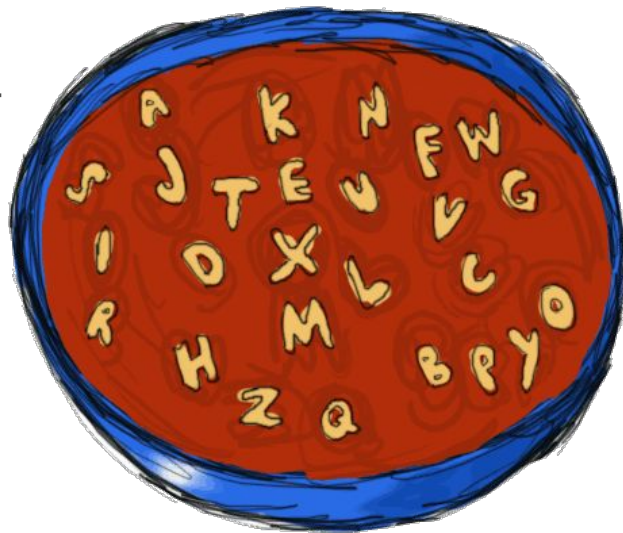


Trans Staff and Patrons: Where to Begin, Next Steps



Some Necessary Acknowledgments

- **Trans people aren't a monoculture!**
 - E.g. One non-binary person's experience might be completely different from another's!
 - We are just two people
- **Queer vs. alphabet soup**
 - We will be using the term queer in this presentation
- **On whiteness**
 - We are both white, and our experiences are as white trans individuals
- **It is hard to live openly trans right now**



Why Are We Here Today?

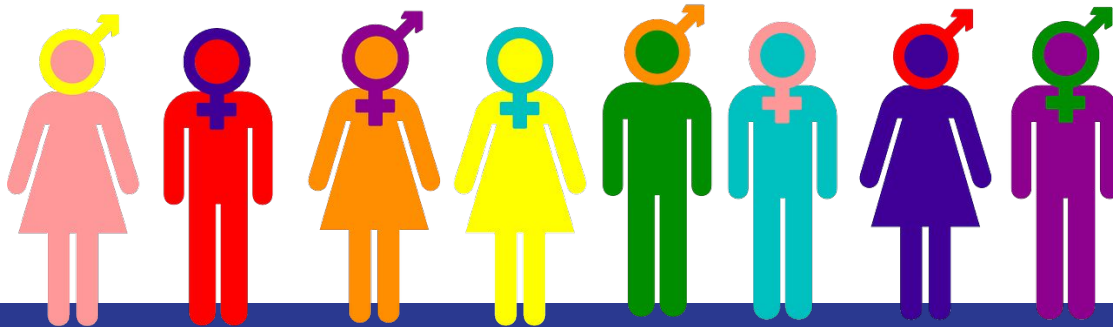
Goals:

- Participants will have a better understanding of some of the obstacles faced by trans staff and patrons at the library
- Participants will be equipped with implementable ideas of how to make their library more accessible to all



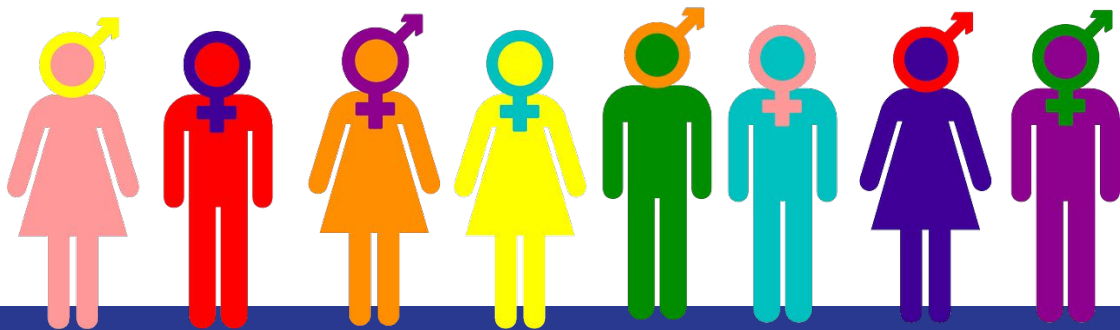
Let's All Get on the Same Page...

- **Sex:**
 - The division of a species, especially as differentiated with reference to the reproductive functions or physical characteristics such as genital phenotype, chromosomes, etc.
 - Simply put: the parts you are born with
 - FYI intersex individuals are as genetically common as natural redheads
- **Gender:**
 - The division of a species, especially as differentiated by social and cultural roles and behavior
 - Simply put: one's social role, how one moves through the world and perceives oneself



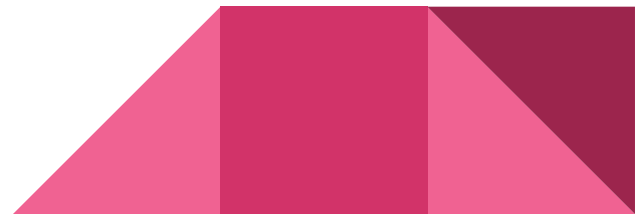
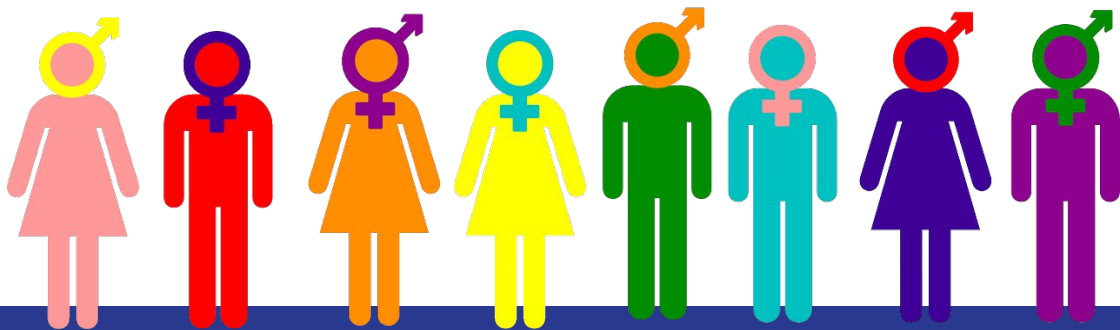
Let's All Get on the Same Page...

- **Cis:**
 - Latin root “on this side of,” someone who is the gender they were assigned at birth
- **Trans:**
 - Latin root “across, on the far side, beyond,” someone who is a different gender than the one assigned to them at birth
 - Big umbrella term
 - Remember it's a modifier, ex: “He is transgender” and not “He's one of those transgenders”



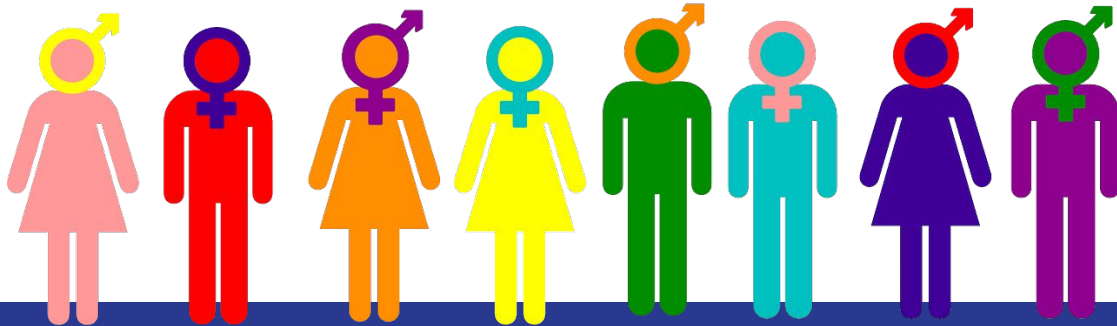
Let's All Get on the Same Page...

- Drag – “drag is what I do, trans is who I am”
 - Current spate of drag bans conflate drag with being trans which is not the case
- Sexuality – who you're attracted to
- Misgender – when you intentionally or unintentionally use gendered language toward someone that they don't use



Let's All Get on the Same Page...

- Chosen name - a name chosen by an individual different than the one given to them by their parent(s)
- Deadname - name given by parent(s) that is no longer being used by a trans person



Names and Pronouns Matter

- **Name/pronoun changes:**
 - Part of exploration sometimes means these change multiple times!
- **Pronouns on name tags/email signatures:**
 - Ok, but don't make them required
 - Not having them doesn't mean you aren't an ally
- **Government requirements:**
 - Expensive (\$1000-2000) and time-consuming
 - A lot more work than a "getting married" name change, gatekeeping and transphobes possible at every step
- "Is there another name you go by?" – neutral ask



Hello
my name is



What *Is* Dysphoria, Anyways?

- Bone-deep feeling of “this is incorrect”
- Physical vs. Social Dysphoria:
 - How you look vs. how you’re perceived
- “Passing”:
 - Gross concept, impossible to attain for most, sometimes required for safety, complicated
- Gender euphoria is also a thing!

Artist: Sophie Labelle
(@assignedmale)

The only diagnosis
I'll recognize is
Gender Euphoria



Transitioning Ain't Cheap

And it doesn't look the same for every trans person!

- Think about how expensive it would be to replace your entire wardrobe and try out new styles, all while (potentially) having a radically changing body shape due to HRT
- Does your health care plan cover expenses for trans individuals who are medically transitioning? Would it continue to do so if it wasn't a legal mandate? What's the deductible like?



Let's Talk About Some Policies...

- Employee dress code
 - Is yours gendered?
 - Does it leave room for gender expression?
- Pronoun and name usage
 - Do you have a policy?
 - What are best practices?
- Library card applications / children's cards
(language around parents)
- Gendered language in other policies
 - Oops, I can't take off for my non-binary parent's funeral



Bathrooms!

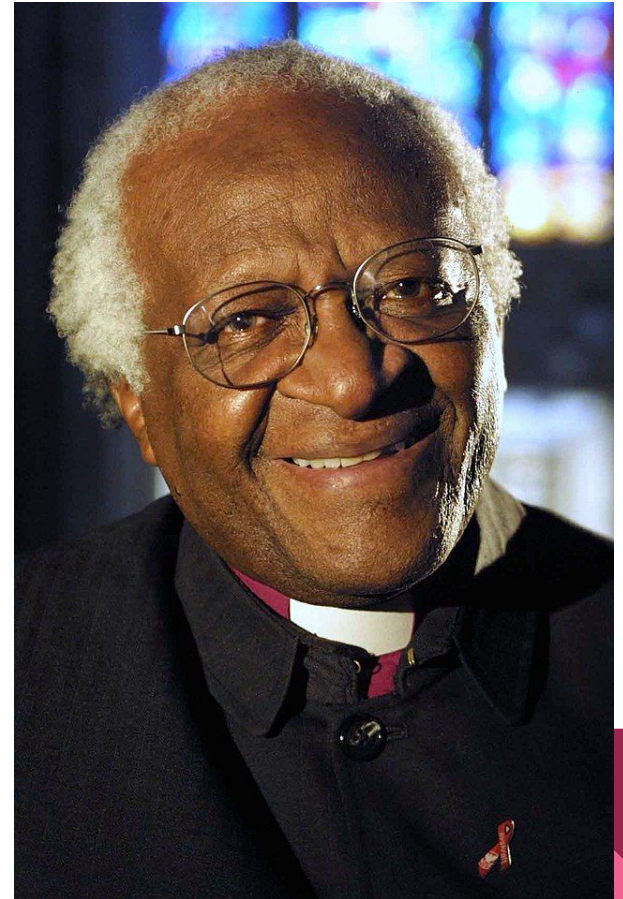
- Why are they so important?
 - Bathroom “bans” are a way to erase trans people from public life
- At least one gender-neutral “family” restroom benefits everyone
 - Ideally not just in the youth department
- Do you have a policy for if things go wrong?
 - A sign goes a long way



Collection Development

“If you are neutral in situations of injustice, you have chosen the side of the oppressor. If an elephant has its foot on the tail of a mouse and you say that you are neutral, the mouse will not appreciate your neutrality.” -Desmond Tutu

- Can you “both sides” human rights?
- Check your collection development policies
 - Does anti-trans pseudoscience meet conditions of accurate, relevant, and factual?



Collection Development Further Info

How to respond to book bans and challenges could/should be its own presentation, outside of the scope of this one

Quick note, find more info and support here:

<https://www.mirighttoread.com/>



How to Handle Rude Public

- Labor issues = trans issues
- What policies do you have in place when staff members are harrassed? Are they allowed PTO for mental recovery?
- Check in with your staff:
 - Before AND after
- Prioritize physical safety:
 - Don't give out schedules
 - ***Really*** don't give out where a person lives or how they get to work, etc.

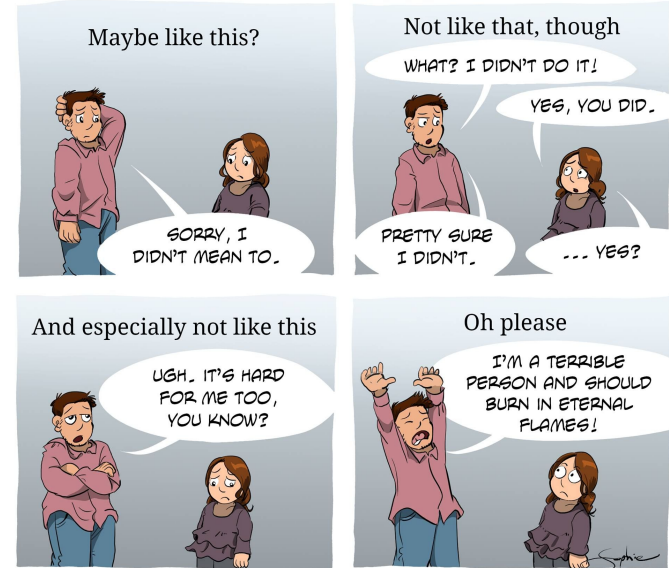


How to Handle Rude Staff

- Do you have a policy on harassment from a staff member?
- A few pronoun mishaps are expected, correct someone (or yourself!) and move on
- Correct people even when the person they're talking about isn't present
- Is it a pattern?

Artist: Sophie Labelle
(@assignedmale)

How to react
when you misgender a trans person

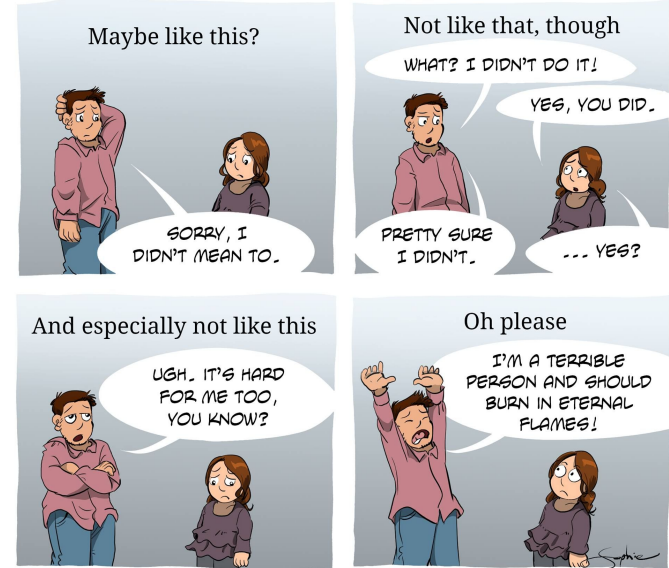


How to Handle Rude Staff

- Most importantly: BELIEVE a staff member if they come to you and say someone is being disrespectful
 - “They’re trying” doesn’t cut it after a certain point

Artist: Sophie Labelle
(@assignedmale)

How to react
when you misgender a trans person



Sorry Boss, Can't Come In, I'm Trans Today

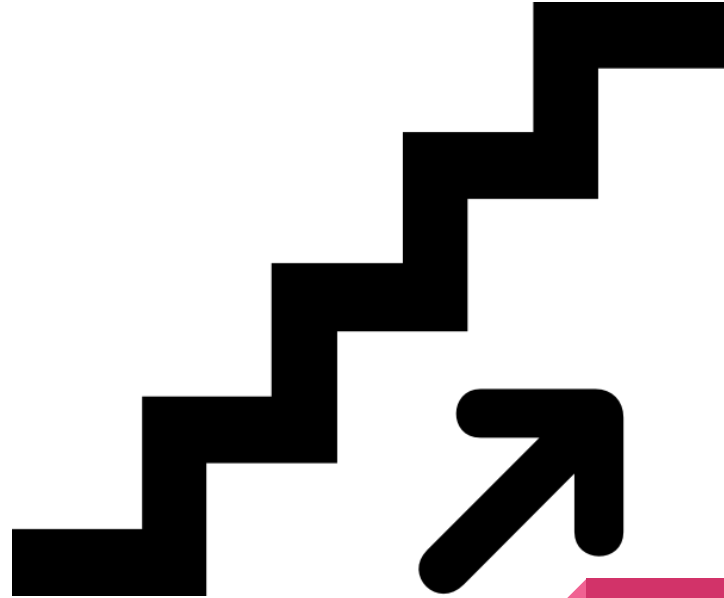
- Sweden in the 70s
- That being said... can your staff call in for a mental health day if needed after a particularly rough interaction with the public or other staff?
 - If you're management, are you proactively letting staff know they can do so?



Other Ideas to Take Things a Step Further

- Flexible scheduling
- Unlimited sick time
- Work-from-home policy
- All gender neutral bathrooms

These all benefit cis folks, too!

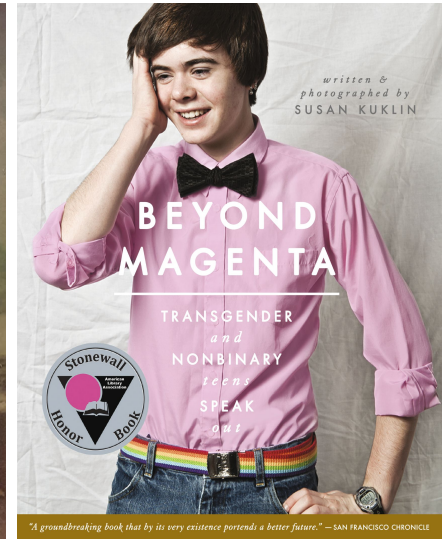
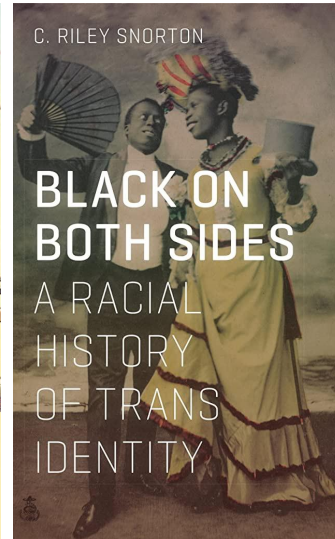
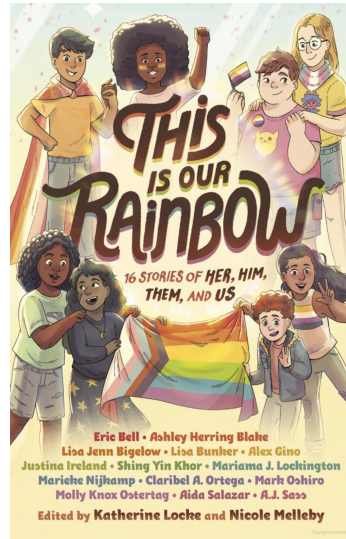
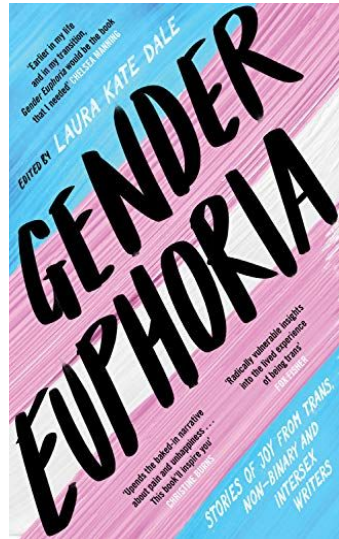


Final Thoughts

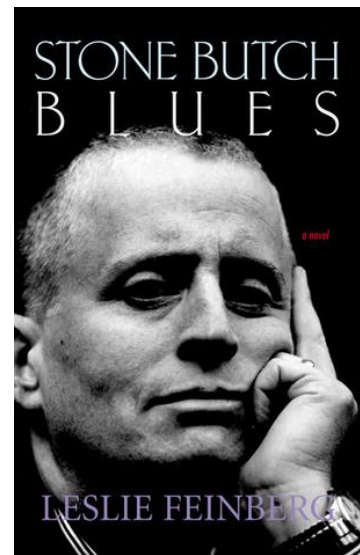
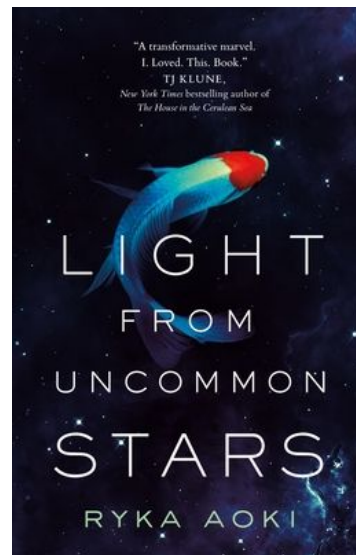
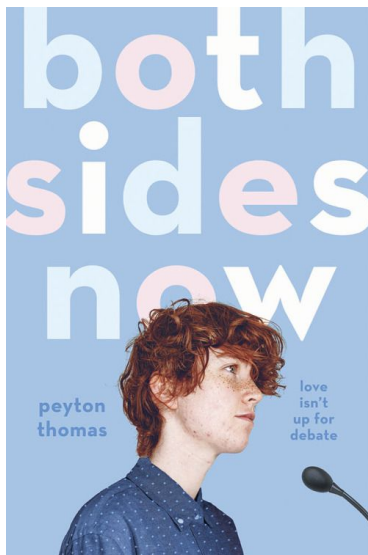
- Positive changes here impacts all workers, trans AND cis!
- Trust your trans workers when they bring up concerns.
- If you're not in management, help fight for policy change.



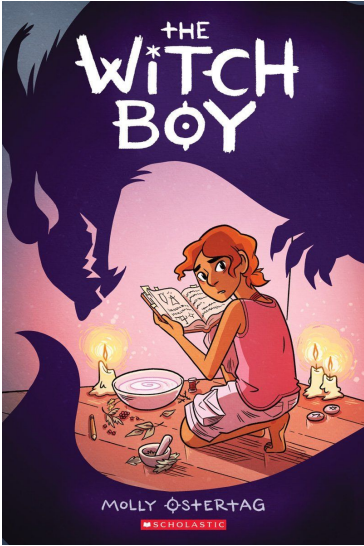
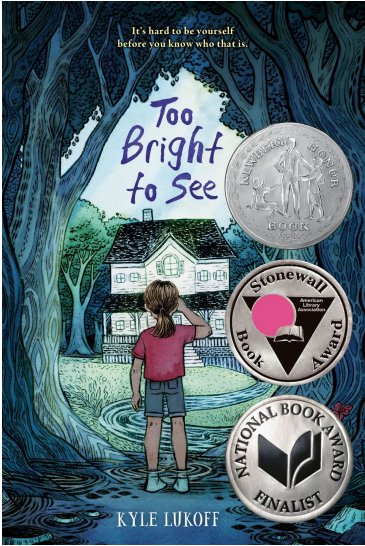
Nonfiction Book Recommendations



Fiction Book Recommendations



Fiction Book Recommendations



Notes

<https://hbr.org/2020/03/creating-a-trans-inclusive-workplace>

<https://slate.com/human-interest/2013/09/calling-in-gay-did-70s-swedes-really-get-paid-sick-leave-for-being-homosexual.html>

<https://www.amnesty.org/en/latest/news/2018/10/its-intersex-awareness-day-here-are-5-myths-we-need-to-shatter/>

<https://www.tosurviveonthishore.com/>

