

Consideration of others

Transgender Service members and federal employees

What transgender service members are not



Former Transgender Service members



Allyson Robinson
Captain U.S. Army (ret)
West Point graduate
Ordained minister



Phyllis Frye
1 LT U.S. Army (ret)
Eagle Scout
Sitting Appellate Court Judge



Shari Zabel
Lieutenant Colonel Airforce (ret)
Fighter pilot
Congressional candidate

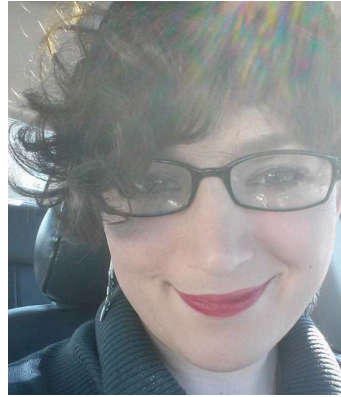


Kristen Beck
Senior Chief Petty Officer(ret)
US Navy SEAL
Congressional candidate

Current Transgender Service members



Captain
Intelligence



Staff Sergeant
Intelligence



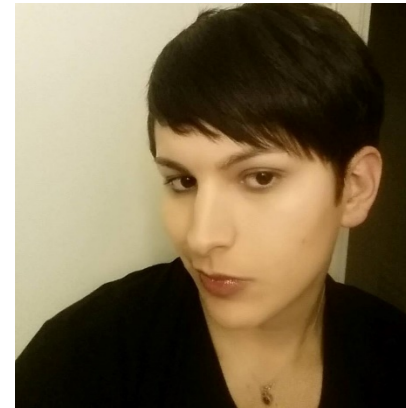
Major MD



Sergeant
Communications



Specialist
Medic



Specialist
Communications

Army Values

- ▶ Loyalty
- ▶ Duty
- ▶ Respect
- ▶ Selfless Service
- ▶ Honor
- ▶ Integrity
- ▶ Personal Courage

*Our baseline,
our foundation,
our core.
They define who we
are, what we do,
and
what we stand for.*

Army Guiding Principles

Taken from DADT Repeal slides

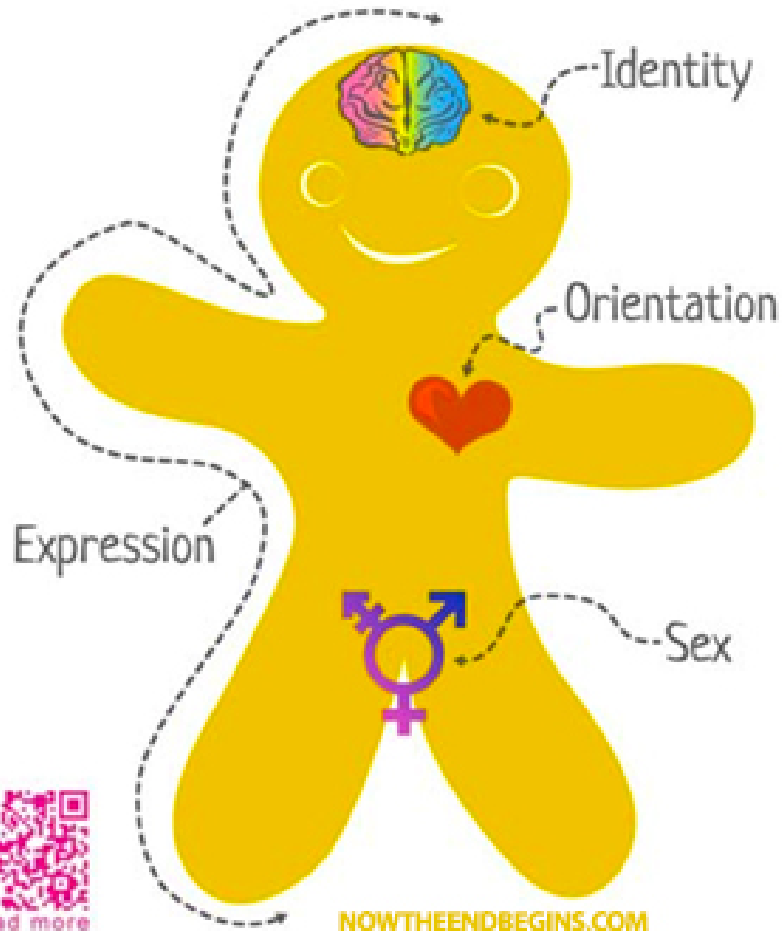
- ▶ **Leadership Matters Most**
- ▶ **Standards of Conduct Apply to Everyone Regardless of Gender identity**
- ▶ **Treat Each Other with Dignity and Respect**
- ▶ **Application of our Rules and Policies Must be Gender identity Neutral**
- ▶ **Emphasize Our Role as Professional Soldiers**
- ▶ **Keep it Simple**
- ▶ **There Is No Expectation To Change Religious or Moral Views**
- ▶ **Good Order And Discipline Will Be Maintained At All Times**
- ▶ **Chaplains have both the right to serve and conduct religious services according to their faith, and a duty to perform or provide religious support.**
- ▶ **Stay Focused on Your Mission**

Transgender Terms

- ▶ Sex
 - ▶ Either of the two main categories (male and female) into which humans and most other living things are divided on the basis of their reproductive functions
- ▶ Gender
 - ▶ the state of being male or female (typically used with reference to social and cultural differences rather than biological ones)
- ▶ Transgender
 - ▶ Denoting or relating to a person whose self-identity does not conform unambiguously to conventional notions of male or female gender
- ▶ Cisgender
 - ▶ Denoting or relating to a person whose self-identity conforms with the gender that corresponds to their biological sex

The Genderbread Person

by www.ItsPronouncedMetrosexual.com



Gender Identity

Woman Genderqueer Man

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

Feminine Androgynous Masculine

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

Biological Sex

Female Intersex Male

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

Heterosexual Bisexual Homosexual

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

Pronouns

- ▶ Male pronouns: he, his, him, sir
- ▶ Female pronouns: she, hers, her, ma'am
- ▶ Gender neutral pronouns: they, them, theirs

As a general rule it is preferable to use the pronouns that coincide with a persons preferred or presented gender, not their assigned sex.

If you are unsure of someone's pronouns you can politely ask them which pronouns they prefer.

Slang

The following terms are considered offensive and are not appropriate.

- ▶ tranny, transvestite, she male, lady boy, he she, shim, it
- ▶ Typical LGBT slang is also inappropriate
- ▶ It is never ok to discuss or ask a person about their genitals or private areas.

FREQUENTLY ASKED QUESTIONS

- ▶ What is gender identity and gender expression?

Gender identity refers to a person's innate, deeply-felt psychological identification as a man, woman or some other gender.

Gender expression refers to the external manifestation of a person's gender identity, which may or may not conform to socially-defined behaviors and characteristics typically associated with being either masculine or feminine.

- ▶ What does it mean to transition?

Transitioning is the process some transgender people go through to begin living as the gender with which they identify, rather than the sex assigned to them at birth. This may or may not include hormone therapy, sex reassignment surgery and other medical procedures.

- ▶ What is gender non-conforming?

A broad term referring to people who do not behave in a way that conforms to the traditional expectations of their gender, or whose gender expression does not fit neatly into a category.

FAQ CONTINUED

What's the difference between being transgender and being gay?

Being transgender is about an individual's gender identity, while being gay is about an individual's sexual orientation, which is our attraction to people of the same gender, different genders or both. Gender identity and sexual orientation are two different things.

Is there a difference between cross-dressing and being transgender?

Yes, cross-dressing refers to people who wear clothing and/or makeup and accessories that are not traditionally associated with their biological sex.

Many people who cross-dress are comfortable with their assigned sex and generally do not wish to change it. Cross-dressing is a form of gender expression that is not necessarily indicative of a person's gender identity or sexual orientation.

FAQ CONTINUED

Is being transgender a mental disorder?

No, but this remains a common stereotype about transgender people.

Transgender identity is not a mental illness that can be cured with treatment. Rather, transgender people often experience a persistent and authentic disconnect between the sex assigned to them at birth and their internal sense of who they are. This disconnect is referred to by medical professionals as “gender dysphoria” because it can cause undue pain and distress in the lives of transgender people.

In December 2012, the American Psychiatric Association announced the latest version of the Diagnostic and Statistical Manual of Mental Disorders (DSM-V) would no longer include the term “gender identity disorder.” The revised manual replaced “gender identity disorder” with the more neutral term “gender dysphoria.”

The term gender identity disorder remains in DOD publications

Transgender facts and statistics

- ▶ Gender and sexual orientation are mutually exclusive
- ▶ Roughly 30% of transgender individuals are transgender men
- ▶ 1 in 5 transgender people have served in the military (HRC)
- ▶ Estimated 15,000 transgender service members currently serving (UCLA study, Palm Center study)
- ▶ Transgender people face a significantly higher risk of; violence, rape, suicide, homelessness and unemployment.

Myths and misconceptions

- ▶ Transgender people are just confused
- ▶ Transgender people are all actually just gay