

Inappropriate Terminology

Your choice of words matters, so think before you speak.



- **Derogatory phrases:**
“That’s so gay;” queer*;
tranny, etc.
- **Antiquated references:**
homosexual;
hermaphrodite

Vocabulary

Problematic

- transgenders,
a transgender
- transgendered
- sex change

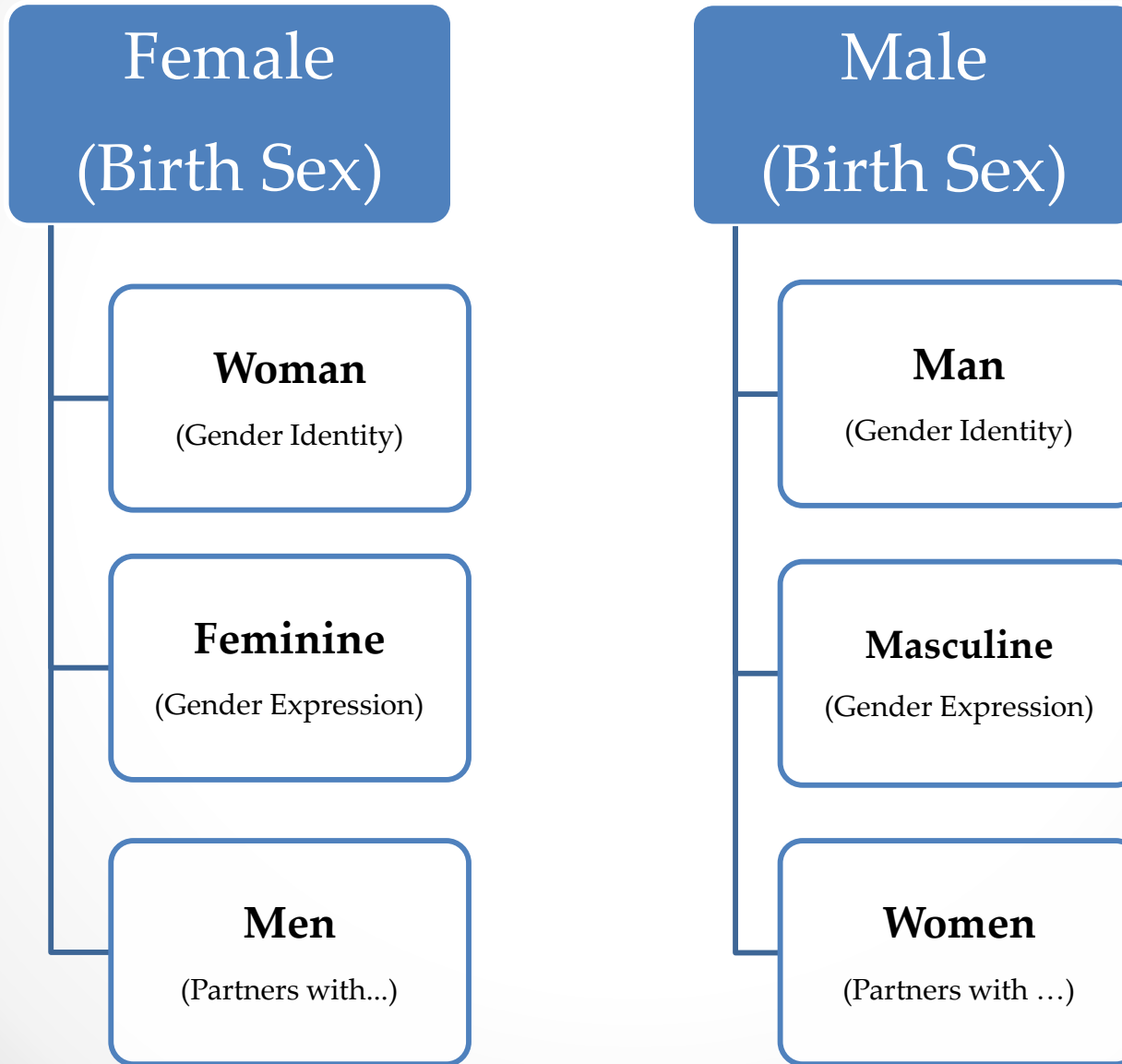
Preferred

- transgender people
or a transgender
person
- transgender
- transition

- Whenever possible, **ask** transgender people which pronoun they would like you to use.
- If it is not possible to ask, **use the pronoun that is consistent with the person's appearance.**
- If you make a mistake, **correct yourself.** If someone else makes a mistake, **correct them.**

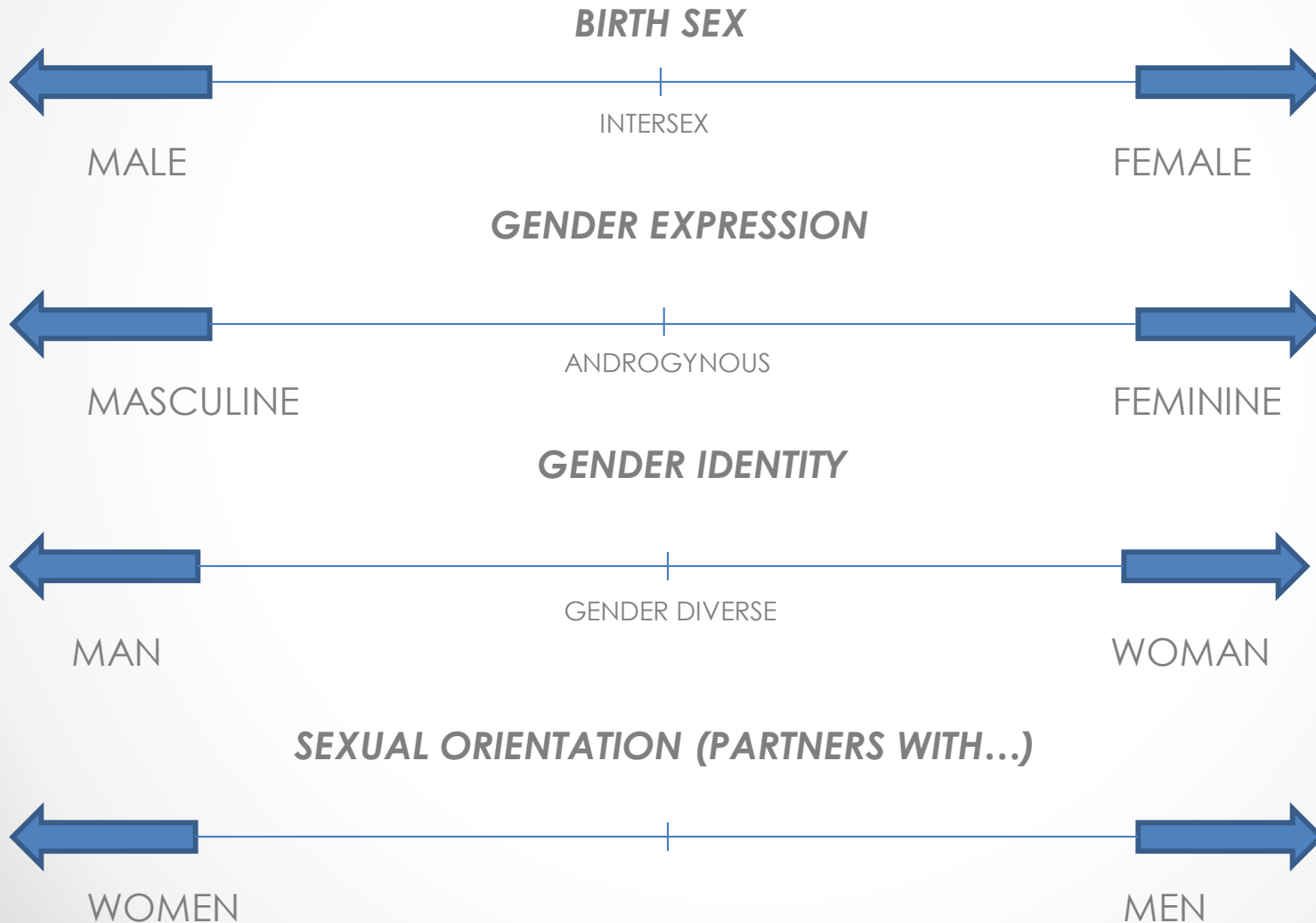
Understand and Use Appropriate Terminology

“Traditional” Gender Model



Understand and Use Appropriate Terminology:

Authentic Gender Model



Coming out

Although not every person goes through each phase, generally the coming out experience can be described as follows:

- Awareness
- Self-admission
- Disclosure
- Exploration
- Positive Self-Identity
- Integration



Being out

Closeted

I don't want you to know



Passing

I assume you don't know



Covering

I don't know what you know



Implicitly out

I'm gay. See it if you can.



Explicitly out

I'm telling you I'm gay



Publicly out

See me as gay

Why Being Out Matters

48% of LGBT employees are not out at work. Being closeted is a negative stressor and a drain on a person's morale, job satisfaction and productivity.

“Their silence around the water cooler leaves [LGBT employees] out of critical workplace networking.”

Figure 2.2: Career progression: percent of LGBT employees who are out or not out at work

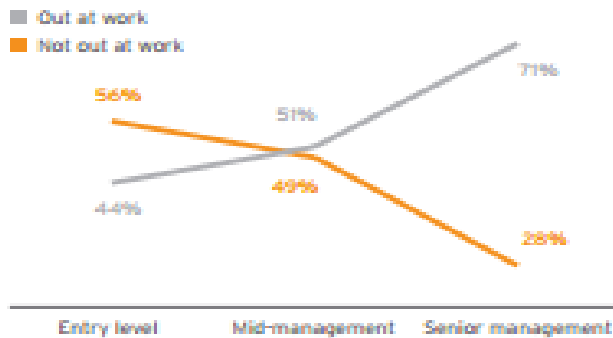
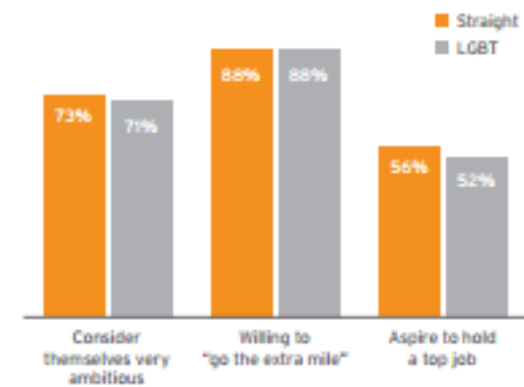


Figure 1.2: Ambition and aspiration



42% of closeted employees feel “isolated at work,” and these employees are 73% more likely to say they plan to leave their companies within three years.

Resources

- 2011 Out On the Street Report [“The Power of OUT”](#)
- [Out & Equal Workplace Advocates](#)

Scenario 2

You are part of a group considering resumes. A colleague comments on an applicant being part of an LGBT organization and working on trans issues. “If it’s a man in a dress, I’m outta there!”

What do you do?



Transgender Concerns

I like staying in shape, listening to Adele, and shopping in Friendship Heights with my mom and sisters.

I'm a **transgender woman** and I'm part of DC.

Please treat me the way any woman would want to be treated: with courtesy and respect.

Discrimination based on gender identity and expression is illegal in the District of Columbia.

If you think you've been the target of discrimination, visit www.ohr.dc.gov or call (202) 727-4559.



I love seeing bands at 9:30 Club, looking out for great food trucks, and shopping at Eastern Market.

I'm a **transgender man** and I'm part of DC.

Please treat me the way any man would want to be treated: with courtesy and respect.

Discrimination based on gender identity and expression is illegal in the District of Columbia.

If you think you've been the target of discrimination, visit www.ohr.dc.gov or call (202) 727-4559.



Show your support! Spread word of the #TransRespect campaign by photographing this ad and sharing on Twitter.



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Workplace Discrimination

- **Unemployment**

Transgender people experience unemployment at **twice** the rate of the general population.

Rates for people of color are **up to four times** the national unemployment average.

- **Widespread mistreatment at work**

90% of LGBT employees experience harassment, mistreatment or discrimination on the job or take actions such as hiding who they are to avoid it.



How to Interact Respectfully with Trans Clients

- Recognize that trans clients face numerous barriers to accessing legal services.
- Be positive and welcoming. Discuss concerns they may have from the very beginning.
- Be honest about yourself and your level of trans knowledge/exposure.
- Use proper names, pronouns, and terms. Ask if you are unsure.



How to Interact Respectfully with Trans Clients

- Do not ask to see pre-transition photos or names, unless necessary for the name change process.
- Don't imply the trans person isn't being "real" or is being "deceptive."
- Do not ask personal questions about someone's genitals or medical status.



How to Interact Respectfully with Trans Clients

- Don't assume you know someone's gender identity or sexual orientation.
- If you have a question or don't know how to refer to someone then ask, but do so in a respectful way.
- Don't "out" a trans person.
- Don't provide "helpful suggestions" about how to be more masculine/feminine.



Additional Steps to Make Services More Trans Friendly



- Ensure the client that their trans status is considered confidential and won't be disclosed except as necessary.
- Make gender neutral bathrooms available.
- Record clients' records by their preferred name and gender pronoun and train staff accordingly.
- Insist that courts use the right name and pronoun and that basic respect is shown.
- Make it clear that you are willing to serve transgender clients on website and in promotional materials.

Issue-Spotting

Sometimes Bias Isn't Obvious

“Heterosexual Privilege”: The privileges heterosexual people enjoy that are not shared by LGBT people.

Demonstrated in behaviors such as:

- Assuming everyone has or can have a husband or wife
- Downplaying the significance of discriminatory policies or behavior

Implicit bias

Microinequities: small, short-lived, unintentional acts that communicate difference and rejection.

- Body Language
- Facial Expressions
- Tone of Voice
- Standing/Sitting Distance



For an interesting exercise on implicit bias try the implicit association test:

<https://implicit.harvard.edu/implicit/>

Scenario 3

You're in a meeting at the law firm when the managing partner who is leading the meeting tells an anti-gay joke.

What do you do?



What Allies Can Do

Address Issues: Be “SASSI”

- SPEAK up
- ADMONISH the offender’s actions publically
- SPECIFICALLY identify the issue
- SET the rule
- IDENTIFY the expectation



- Use “partner” in addition to husband, wife, boyfriend or girlfriend
- Never assume you know someone’s sexual orientation
- Learn and use a transgender person’s preferred gender pronoun
- Recognize that you will make mistakes - keep trying anyway

Allies Can Advocate For:

- LGBT-friendly employment benefits
- LGBT-friendly language on recruiting materials, website and internal communications
- LGBT affinity groups
- Single stall bathrooms
- Taking on LGBT pro bono matters
- Joining LGBT business coalitions



Resources

- National Association for Law Placement (NALP), www.nalp.org/lgbtresources
- National LGBT Bar Association, www.lgbtbar.org
- Lambda Legal www.lambdalegal.org
- Out & Equal Workplace Advocates www.outandequal.org
- Institute for Inclusion in the Legal Profession www.theiilp.com
- Gay, Lesbian and Straight Education Network (GLSEN), www.glsen.org
- Gay and Lesbian Alliance Against Defamation, (GLAAD), www.glaad.org

Questions?

