

Gender Identity & Expression 2020: A Primer

MATTHEW JEFFRIES: So, good evening everyone.

I think most folks are at home.

It's evening or early morning, good listeners.

My name is Matthew Jeffries.

I use he/him/his pronouns.

I'm the Director of the Gender Identity/Expression and Sexual Orientation

Research Center at WSU Pullman.

However, with my work,

I work with all of the campuses.

I'm going to do a little bit on Gender Identity/Expression: A Primer.

If you have questions that you'd like to ask,

please feel free to send those to the chat.

You can send them directly to me and I won't

name any names or say who is asking the question

so that folks can feel free to ask whatever they need to.

I'm here to help and I'm here to be a resource.

If you're like, I'm thinking about something else later,

you can always follow up with me afterwards.

Additionally before I forget, these zoom

backgrounds that you see right now are all available on our website,

they are about 12 of them and you can just right click

and save and then make them as your virtual background.

Without further ado, a little about the language.

I'm going to start with terms and language,
these are terms that we often hear with
any LGBTQ Plus community about what's being gay, bisexual,
transgender, queer questioning, and many
other identities consumed under the queer umbrella.

But these four concepts I think are the most important.

I'm going to over them quickly,
but if you have questions about them please,
you can talk at length about them as well.

I'm happy to go wherever folks want to go today.

Sex is a biological component,
splitting a species usually into male, female and intersex.

Often times, we just think of male and female,
but certainly there's a lot of folks who don't
fall into that perfect category of male or female.

About one in 200 we assume to be intersex,
which could be a lot of things.

It is someone who's chromosomes, would be XXY,
someone who has internal or external genitalia
that's not perfectly aligned with male or female.

I have some more resources if you're interested in learning more.

Second, there's gender.

We use sex and gender interchangeably.

We talk about gender reveal parties,

we talk about what is that person's gender when we're often referring to sex.

So, sex is that biological component and gender is the sociological component.

What do we understand to be a man and what do we understand to be a woman, and that is gender.

Again, those are often conflated concepts.

But we see them as different and gender can be different and looks different across culture or even across different parts of the United States.

Gender identity is how someone understands their gender, so they take all those millions and millions of messages around gender; boys like blue and girls like pink.

All those types of messages that we get from the media or from our friend group or family, or any institution like education.

We move through all of those understandings of gender, and we conceptualize who we are.

Then expression or gender expression is how we express.

So that could be hairstyles, clothing,

voice or artifact, jewelry,

if I didn't mention that, shoes,

all that stuff, it's all part of our gender expression.

Well, why are all these identities all grouped together,

because I don't talk anything about sexual orientation,

who someone's attracted to in this,

which are about gender identity and expression.

But once upon a time,
many years ago, all of these identities
what we would consider the LGBT Plus Community now
was all really just one thing,
and that was what they termed homosexuality.

Susan Marine writes that,

"These identities, [LGBT Plus Identities],
share a common facet of oppression: by failing to conform to
prescribed gender stereotypes for men's and women's behaviors in society,
which is "transgressing gender" in different ways."

Basically, once upon a time in the late 1800s,
which we'll get more and more into in a moment,
if you were a gay man,
that's how we would conceptualize it today, if you were a gay man,
you were considered a woman in a man's body,
and if you were transgender,
you would just seem the same way.

A little bit about pronouns.

Can anyone in the chat box tell me what a pronoun is?

I can see those are great examples. He, she, and her.

A pronoun is a word that replaces a noun.

A pronoun refers to a specific people, place or things.

In English, we would say, "Matthew went to store,

Mathew bought a cake mix, Mathew made a cake."

You would go from Matthew and then you would use a pronoun.

You don't use the proper nouns continuously,
just not in the way that we use our language.

So a personal pronoun is a pronoun that a person uses for themselves.

So Christine [OVERLAPPING] gave us, what was that?

AUDIENCE: Man, it just kicked me out.

MATTHEW JEFFRIES: No, you're good. So what are the most common personal pronouns?

He, him, his, she, her,
hers and they, them, theirs.

You might use Ze, Hir, Hirs as well and a bunch of other non-binary,
or third gender pronouns.

But the most common ones that we see are he, him,
his, she, her, hers and they, them,
theirs, and Christine makes a great point.

Mx, is an honorific,
so we use Miss, Mrs. Mister,
and then Mx, pronounced mix can be an honorific for someone who might use they,
them, theirs as their pronouns.

So why is it important to respect people's personal pronouns?

Yes, Christine. Thank you.

To support positive mental health, right?

If we affirm who people are,
they're more likely to be successful and thrive, right?

It's all about being affirming,

which is what I say. We don't assume folks
personal pronouns and we want to affirm identities.

We want to say that, "We see who you are,
you've told me who you are,

and I want to say that that is important to
me and that in the spaces that we share together,
I want you to feel like you belong."

So how do I know which pronouns a person uses?

Christine, you just scored 10 for 10 on this.

Yeah, you ask, right?

There's nothing that's ever as simple in my presentations as this question,
and how might you ask?

Introductions, "Hey, I'm Matthew,

I use he and his pronouns.

What's your name, what pronouns do you use?"

You might put them in your e-mail signature.

I found that to be really helpful and the work that I do
tends to signal to people that I'm trying to be the most affirming as possible.

But if you're not in an LGBT center,
if you put them in your pronouns or excuse me,
if you put your pronouns in your e-mail signature,
it's a really easy way to signal to people that you're
thinking about them because it disrupts,
exultations of me seeing a name,

or seeing a face, and then making a judgment call on what pronouns to use.

We would call pronouns in an e-mail signature,

maybe a micro-inclusion or a micro-affirmation,

just because it's a really small personal way to say, "Hey, I'm inclusive,

or I'm trying to be inclusive and affirming",

and that signals to other people like,

"Yep, there we are.

I know that that person is at least thinking about this."

You might see on some things,

Preferred Pronouns, but I'm not a huge fan of that.

I'm much more a fan of Correct or Chosen.

Preferred assumes that it's just a preference to be

referred to as a Correct or Chosen pronouns,

and I don't think that it's a preference.

I think it's something that we should be affirming and doing.

So I think chosen gives a little bit of agency to every person to say,

"This is the choice I have made.

This is who I am, and this is what you should use for me."

I pulled it out. I'm so sorry.

I used this very similar slides often.

So I want to talk a little bit about what happens when you make a mistake,

and you could get someone's pronouns wrong, what should you do?

Say you're sorry. I know that no one has their cameras on,

but I can gather that most of us have made interpersonal mistakes before once or twice.

Maybe with a loved one,
maybe with a good friend, sibling, parent, whatever.

When we ever make a mistake in any interpersonal relationship,
we always say we're sorry,
we work to correct it, and then we move on.

So if I use the wrong pronouns for someone,
as soon as I catch it because it usually happens right when it comes out of my mouth,
I'd put it back, you can't put it back in,
but you can then immediately correct it and then just continue on.

It always depends on your relationship with the person,
how you can move forward.

If you're a small group,
maybe like in Ice Center for instance,
and someone's playing around their pronouns,
then change them and they let me know like, "Hey,
I use these now", or I use she or hers instead of they,
them now, I'm like,
"Oh sorry, I'll commit to memory",
and we move on.

There's a lot of I think,
grace given when people are humble and have a little humility.

Christine, I appreciate you sharing a little bit about
your experience; that we can all mess up.

We all do it no matter what.

It happens to me most often

when I don't see students for a few days and they've been playing around and trying to figure out which name they might want to use and which pronouns they might want to use for the first time, or the newest pronouns and I'm like, "Oh yeah.

Sorry. I haven't seen you in a few days",

and so then you commit to memory and then just move forward.

I'm going to take us back through history.

Susan Stryker, who is an amazing historian within trans-history,

she's written on two editions of,

I think it's called transgender history and she

summarizes the complexity of language when she writes and practice,

as I mentioned before,

practices the distinctions between what we now call transgender and gay

or lesbian were not always as meaningful back then as they are now.

Throughout the second half of the 19th century and the first half of the 20th century,

homosexual desire and gender variants were often closely associated.

One common way of thinking about homosexuality back then was it's gender inversion,

in which a man who was attracted to man was thought to be acting like a woman

and a woman who desired women was considered to act like a man.

We go back to colonial times,

which was not a great time for most of us probably on this call

because we had very few rights, most likely.

There is a peculiar case of Thomas or Thomasine Hall,

so it's the late 1600s,

and there was this person named Thomas or Thomasine,

depending on the time era, that kind of thing.

This person also referred to as Hall,

was taken to court for cross dressing,

and the court found that Hall was both a man and a woman or both male and female,

most likely what we would refer to now as intersex, and so,

Hall was required to wear a combo of women's clothing and men's clothing.

Then we really don't see a whole lot about cross dressing or queerness until the 1850s

when there are a bunch of new laws outline cross dressing.

We can also see this as the beginning of the industrial revolution,

people moving to cities,

and there's some historians who posit that queerness

became viable because cities existed otherwise folks lived on farms,

they needed a husband,

wife and children to sustain their livelihood.

These new laws came out in the 1850s and they kept coming until

at the middle of the 1950s and 60s.

We see the creation of homosexuality or

this general variance and same-sex desire coupled into one,

this is the late 1800s. Then in early 1900s, 1919,

1920, the Magnus Hirschfeld creates the Institute for Sexual Science in Germany.

This is where they did some of

the first gender affirmation surgeries or gender confirmation surgeries,

what we use to refer to a sex change operations or a sex reassignment surgeries;
now we call gender affirmation or gender confirmation surgeries.

Then eventually, as the rise of Hitler came in Germany,
Magnus Hirschfeld was referred to as the most dangerous Jew in Germany,
and he fight for his safety
and the Institute for Sexual Science was burned.

All of the documents, all the research,
all of the history, that came with
the queer history that had been held there was then lost.

This is a photo of that,
pretty famous photo of book burning by the Nazis,
but it's rarely attributed to the Institute for Sexual Science.

I'm going stop it there sorry,
I think that there's something on there settings that doesn't allow for, I've done that,
I clicked something correctly when I went to share this originally,
but Christine Jorgensen in 1952,
came back to United States after having
gender affirmation surgery in Copenhagen, and came back,
probably is rumored that she called the press
herself and became this EX-GI Becomes Blonde Beauty,
it was all over the front page of the newspaper.

In 1952, we were in a war,
Queen Elizabeth the Second had just taken the throne,
so on it for those that are looking to keeping count,

and Christine Jorgensen became this household name as really the first,
what we would now refer to as a trans woman
to make it really big and I think oftentimes we think now
because we don't have this frame of reference,
we don't have this history, we think Caitlyn Jenner
as being this first pioneer in a lot of ways,
but there are lots of people that came before,
Caitlin and Christine Jorgensen was just one of them.

We move out of the 50s,
the early 50s into the late 50s.

We start to see riots where trans women,
in particular queer people, gay men,
are being rounded up and kicked out of different places like Cooper's Donuts,
Dewey's, and the Compton Cafeteria,
and so at all of these points there is a skirmish of some sort with
the local police who are trying to remove queer people,
from hang out or just being around these late night establishment.

This goes from, I forget,
one accountant in LA, Dewey's or Cooper's was in
Philadelphia and the most famous of all these happened at the end of the 1960s, 1969.
In Stonewall Inn, was this dive bar, spoiler alert,
it's still a dive bar in Greenwich Village, New York,
and the patrons were sick of being rounded up by the police,
especially since the Stonewall Inn proprietors had been paying the police off,

and so they were rounded up and arrested or tended to be
arrested and the patrons fought back
and they fought back for days and days.
Eventually, this was this pinnacle moment
within the queer rights movements
where the folks had been fighting back and fighting back,
but this was that turning point where things really shifted.
We left the 60s thinking that things were really going to change.
Unfortunately, there was a separation between
trans folks and lesbian gay and bisexual folks,
so a lot of separation ended up on class privilege and race,
a lot of white gay men ended up [inaudible] ,
tightening together and trying to fight for their own rights
and white lesbians gathered together and tried to fight for their
own and it just really splintered the entire queer community.
Some current issues that we're seeing,
our employment, this is from,
I think it's April 17,
and I know there's a lot of purple,
but the darkest deepest purple are the
most maybe progressive and the most affirming of states,
so Washington, Oregon, the West coast,
and they prohibit discrimination based on sexual orientation and gender identity.
The next shade lighter, Wisconsin and maybe New Hampshire,

probably discrimination based on sexual orientation only.

Then as it gets lighter, it goes into just public employees,

so state employees being protected

on sexual orientation and gender identity and then just sexual orientation.

We all see hate crimes.

I think there's an important component to hate crimes that we don't often talk about.

We think that you can be tried for a hate crime, and in fact,

if someone's attacked because of sexual orientation, or gender,

or race, the person that attacked them is trialed for the crime they committed;

the assault or battery or whatever that is.

The notation of hate crime just adds to

their sentence and makes the sentencing so much more

severe for someone who commits a hate crime.

You can see that there are some hate crimes

Legislation and laws passed in Washington Oregon confronting

them for both sex orientation and gender identity.

Some states such as Wisconsin, Iowa, Nebraska,

Kansas only have pious crimes based on sexual orientation,

and then many states don't have anything

like my home state Ohio or Idaho

which is just a few minutes away from where I live in Pullman.

Trans healthcare, this is really

important that we provide gender-affirming healthcare options.

I know that many of you, that you all are global but WSU

Pullman and then WSU Vancouver

are the only two campuses that have a medical facility of any sort.

We at Pullman really are doing our best to be gender-affirming,

so we have a pretty full-scale clinic,

medical clinic and then pharmacy.

We are doing really thoughtful gender-affirming healthcare,

so folks can start hormone replacement therapy

and then also have those hormone filled at our pharmacy.

There are some bans in Washington on insurance exclusions for trans healthcare,

and they provide trans inclusive health benefits for our state employees as well.

We also provide PrEP,

which is pre-exposure prophylaxis at Pullman.

It's for folks who are moderate to high risk of contracting

HIV either through intravenous drug use,

where it's not as effective or where it is super effective

which is folks are moderate to high risk because of having multiple sexual partners,

that kind of a thing.

We work really closely with

the state health department in order to provide it at a really low cost.

We are still working on post-exposure prophylaxis,

so in case someone has maybe standards and things like

that and they're exposed or not sure if that person is HIV positive,

then they could take this regiment of post-exposure prophylaxis

for almost a month and they have a really high rate of not contracting HIV as well.

We're still working with the health department on moving that forward.

[NOISE] Some other areas that are of concern, bathroom bills,

basically these would require

individuals to use the bathroom that abides to their legal sex,

not their gender identity.

We've seen these in most infamously or famously in North Carolina House Bill 2,

it was enacted and changed after the backlash,

people stopped traveling, people were not allowed to

travel to North Carolina because of this,

they estimated nearly three and three quarter billion dollars in revenue lost.

Additionally, universities receive these things called "Dear Colleague" letters.

They're the Department of Education and

the Office of Civil Rights within the Department of Education's where I've seen like,

"Either way, you should be doing this or this,

or this is how we're interpreting this policy."

Title IX, which is a very,

very short piece of legislation with a lot of amendments and other things added to it,

it basically says you can't discriminate based on sex within education.

The Obama administration in May of 16 said,

"We're going to take that to mean sex and gender in case of avoidance."

This was out in 1972 and it was created and passed on February 2017.

Then today, a lot of those protections for trans folks have been revoked,

especially around bathrooms saying that,

"We don't need to have that.

We're not going to hear cases as
the Office of Civil Rights is part of the Department of Education."
They don't hear complaints around bathrooms,
but they will hear allegedly complaints around other parts of
Title IX if there's discrimination against trans students.
The restoration. Yes, thank you Christie.
They did just sign into law two anti-trans bills,
a week or two ago.
Then the Religious Freedom Restoration Act
or RFRA was a 2015 legislation that was viewed as
legalizing LGBTQ+ discrimination under the guise of religious freedom,
this happened when Mike Pence was still governor of Indiana.
A week after the legislation was passed,
and a ton of travel bans very similar to North Carolina were enacted,
additional legislation was passed to include LGBTQ+ folks.
Mike Pence said, "Over the past week this law has become
a subject of great misunderstanding and controversy across our state and nation.
However, we got here,
we are where we are,
and it is important that our state take action to
address the concerns that have been raised and move forward."
I think that people haven't forgotten that Mike Pence oversaw one of the
biggest AIDS out or HIV outbreaks in state history
like they had in Indiana and HIV tends to impact queer folks at

a higher rate than cisgender and most straight folks.

Some resources, some important policies and things to just keep in mind,

you can change your legal sex at

WSU if you get your birth certificate

changed to say you're born in the state of Washington,

you fill out the Department of Health form and you pay your \$20.

You get your birth certificate,

you can get your legal sex changed in our system pretty easily.

We work through payroll to do all that,

and that's the same area that you would do with a name change, it's payroll.

However, I'm going to skip to myWSU and then come back.

But if you do use a chosen name or something else,

you don't need to have a legal name change to start using that within our system.

If you go into myWSU and you go into Identity or Self-service for identity,

you can add another nickname field and that's just something that's part

of the software of myWSU in Oracle.

But if you go in there and change that,

that will update almost instantly

throughout myWSU and rosters that are pulled through myWSU,

but also Blackboard and a bunch of other software that WSU uses.

If you would like a new cougar card,

you could have have a cougar card printed with your chosen name on it,

so you just need to update myWSU.

Within like 5-10 minutes they can print you

a new card and they will work to get that to you since you are not local.

Then we're here, so if you've experience something whackadoo or you have a friend or someone that experiences something that's odd or off, let us know, we're happy to work with folks.

If there's a real problem and it rises to the level, it could go to the Civil Rights Compliance and Investigation Office.

Additionally, you don't need to come to us first, if you think that something is weird or amiss, you can go to CRCI.

We have a really good working relationship with them and they're folks that I truly trust to do whatever they can within our scope.

They're more of the investigative unit, and then they turn over their results, whatever they find they turn over to either human resources or if it's a faculty member, maybe their department chair or dean, etc.

If it's a student, they will turn it over to Student Conduct. Thank you.

[inaudible] work with the CougarCard Center and we mail cougar cards to students, we're mailing to be more exact in May, [inaudible].

Are there any questions? Well, thank you all.