



TRANS 101

DIVERSITY+



Ellie Lowther FRSA

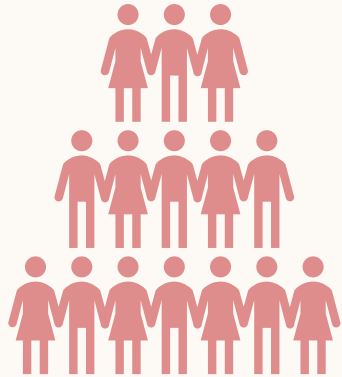


AIM'S AND OBJECTS

2

- To provide a fuller understanding of Transgender & Non-Binary, specifically from a Gender Identity perspective
- To provide a fuller understanding of values relating to Inclusion & Diversity in general.
- To understand the difficulties facing people who are gender variant in relation to life experiences generally and a further understanding of the obstacles faced by people with protected characteristics as defined within the Equality Act 2010.
- To be able to engage more effectively with peers, clients, colleagues & the public.
- To be better equipped to help to tackle prejudice and promote understanding within the workplace and the wider community.
- To gain a practical understanding of responsibilities within the Equality Act 2010 including the Public Sector Equality Duty (PSED) and the Gender Recognition Act 2004.

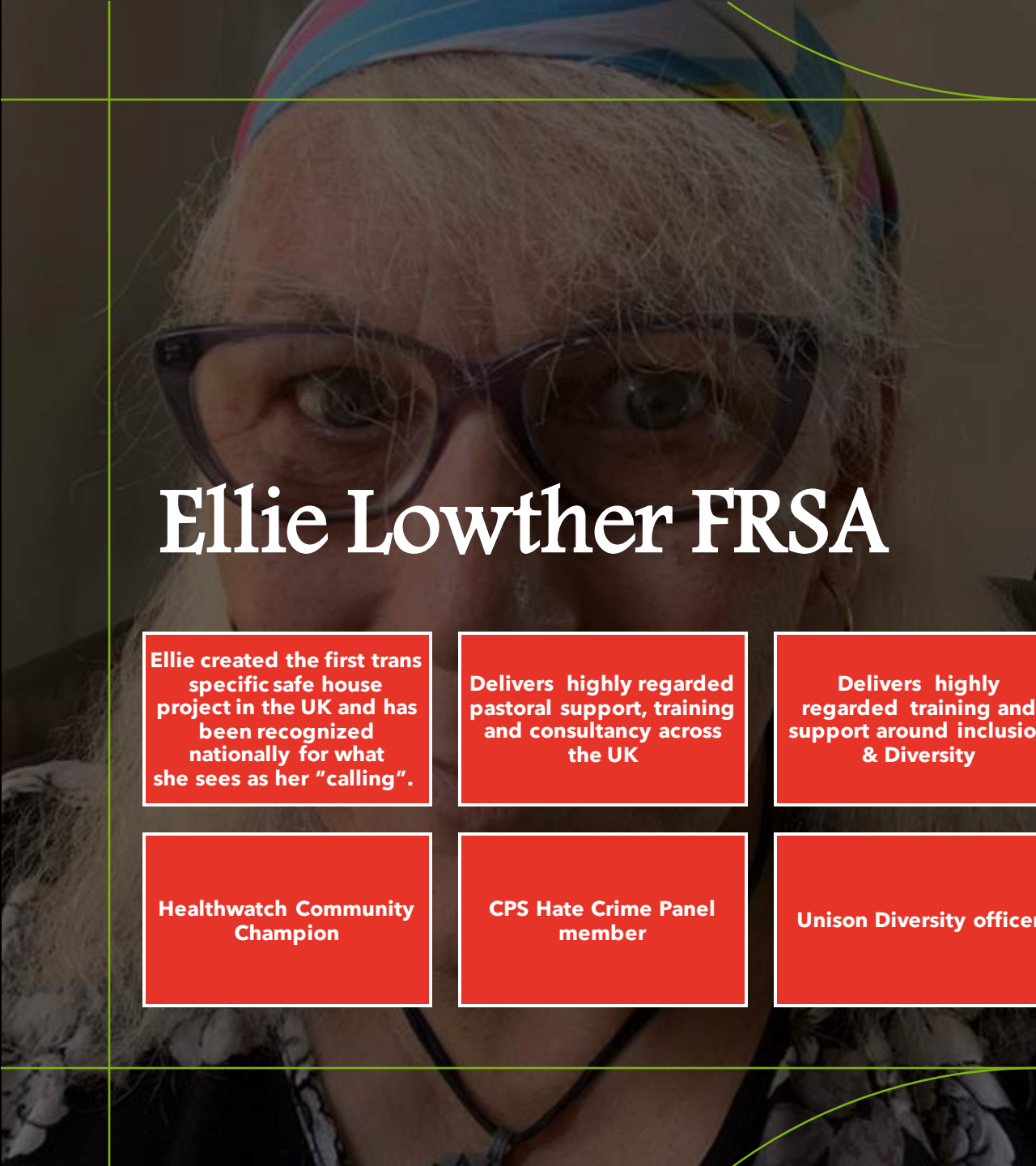
WHO ARE YOU?



WHO ARE YOU ?



**WHO DO YOU SEE WHEN YOU
LOOK AT ME ?**

A close-up portrait of Ellie Lowther, a woman with short, light-colored hair, wearing glasses and a colorful headband. The background is dark and slightly blurred.

Ellie Lowther FRSA

Ellie created the first trans specific safe house project in the UK and has been recognized nationally for what she sees as her "calling".

Delivers highly regarded pastoral support, training and consultancy across the UK

Delivers highly regarded training and support around inclusion & Diversity

2019 NDA finalist - Positive Role Model Category (sole binary trans finalist from 28000 nominations)

Fellow of the Royal Society of Arts

Healthwatch Community Champion

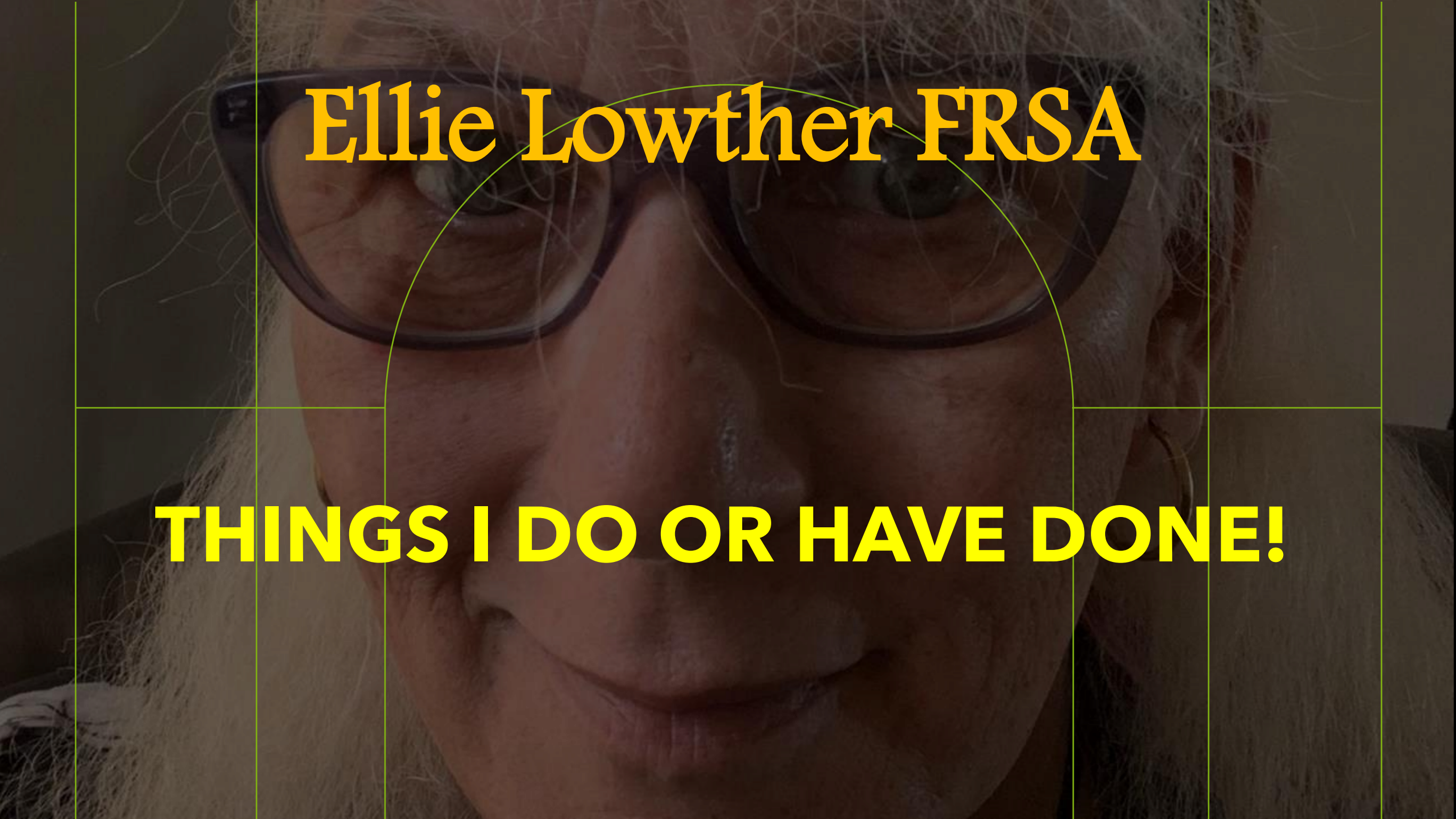
CPS Hate Crime Panel member

Unison Diversity officer

Voluntary E&D support Age UK Teesside

POLICE SIAG Member

CURVE

A close-up portrait of an older woman with short, curly grey hair, wearing dark-rimmed glasses. She is smiling slightly. The image is overlaid with a dark semi-transparent layer and a light green grid. A thin green arc is drawn around her eyes.

Ellie Lowther FRSA

THINGS I DO OR HAVE DONE!

Elisha Rosemary Lowther

- **Binary trans woman**
- **Person of faith**
- **Mixed race -**
- **Parent & Nanna**
- **Loves to sing and play guitar (badly)**
- **Radio presenter**
- **Founder of SYSTEMIC**
- **Survivor**



WHO ARE YOU?

How diverse was the community you grew up in?

Is it possible to have a fully inclusive world?

Do you understand the term "privilege" .

***OTHERING* - SOME INDIVIDUALS OR GROUPS ARE DEFINED AND LABELED AS NOT FITTING IN WITHIN THE NORMS OF A SOCIAL GROUP**

When societies experience **change**, a frequent response is for people to narrowly define who qualifies as a full member of society

Othering is not about liking or disliking someone. It is based on the conscious or unconscious assumption that a certain identified group poses a threat to the favoured group

Common areas include sexual orientation, gender identity & expression, disability, ethnicity, faith, age, skin colour, political allegiance, class perception, education, health, wealth,,,,

UNDERSTANDING GENDER DYSPHORIA

- Parents , Science, Culture, Faith, Peers fills our internal google
- Where or when did you first become aware of gender ?
- How has gender been perceived in the past differently than it is today ?
- For many people, the terms “gender” and “sex” are used interchangeably, and thus incorrectly.
- Everyone has their own internal google which they reference for most of their active thoughts. Some perceptions feel otherwise yet biological sex and gender are different; gender is not inherently nor solely connected to one’s physical anatomy.
- Let us dig a little deeper!



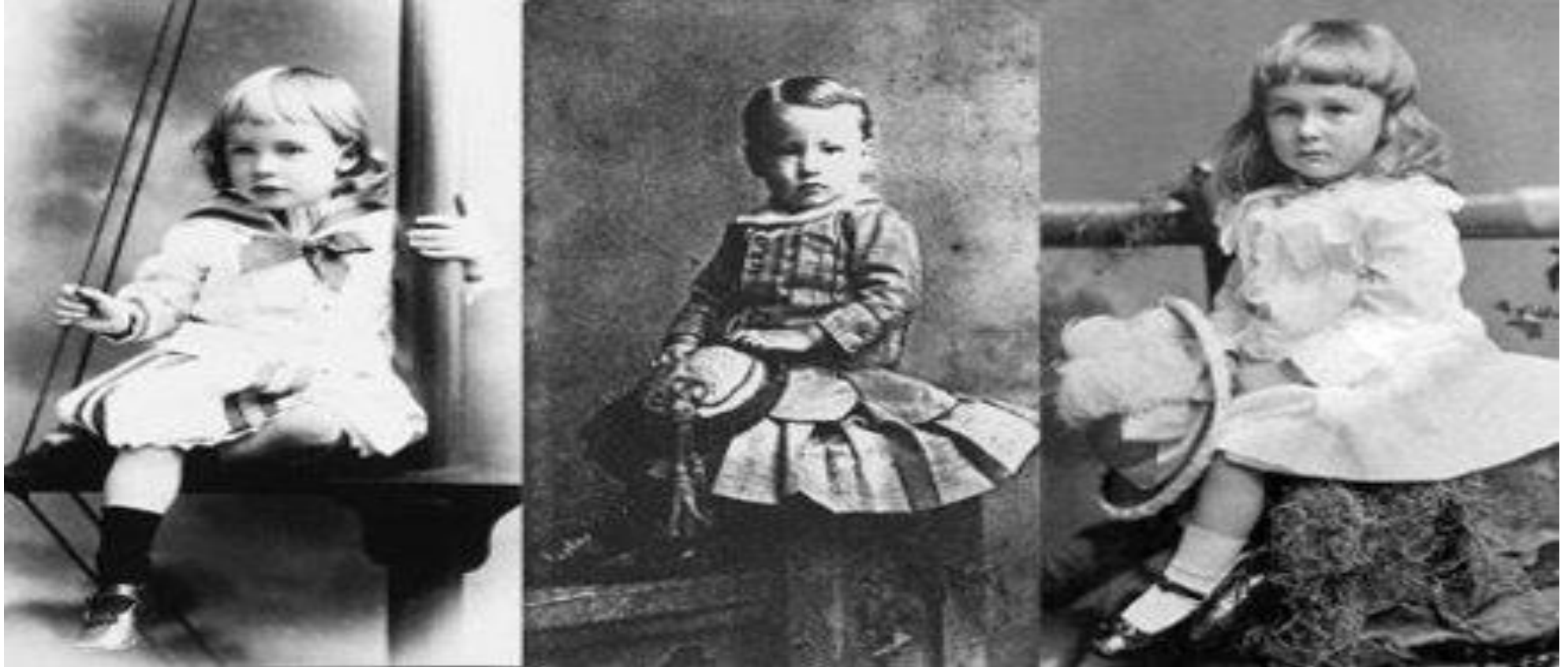
CONSIDER THIS,

- We, as human beings, are a sum of our parts.
- What fills your own internal google as points of reference
- What does a trans person look like
- Being your authentic self is the aim and an understanding of personal growth helps achieve that aim
- Its 2022- We know EVERYTHING! „, or do we?

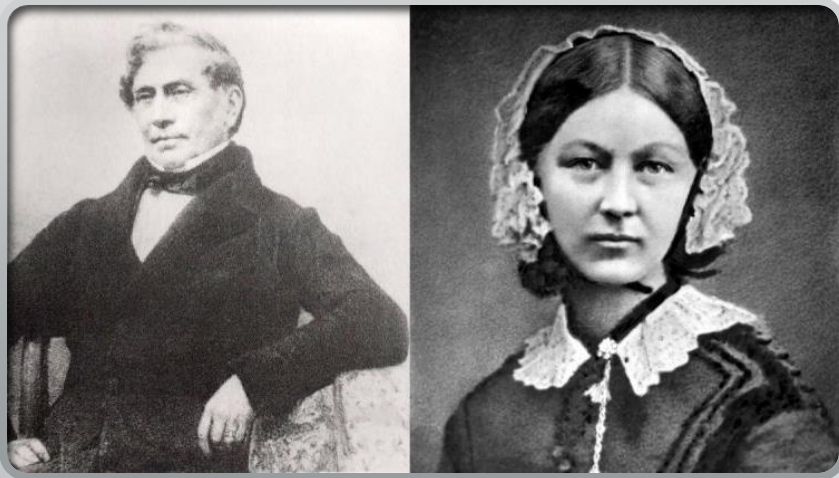


Helen Hulick – teacher - 1938

1920's Which photo is of a boy?



Dr James Barry 1812



- Dr James Barry, born Margaret Ann Bulkley , graduates from University of Edinburgh Medical School, making history as the first person assigned female at birth to become a British medical doctor. He serves for 46 years as an army medical officer, is the first surgeon to carry out a caesarean, and rises to Inspector General Surgeon of the British Army. His secret is not discovered till after death



Mark Weston

- **Mark Weston (born Mary Louise Edith Weston, 30 March 1905 – 29 January 1978)**

Nicknamed "the Devonshire Wonder", was one of the best British field athletes of the 1920s.



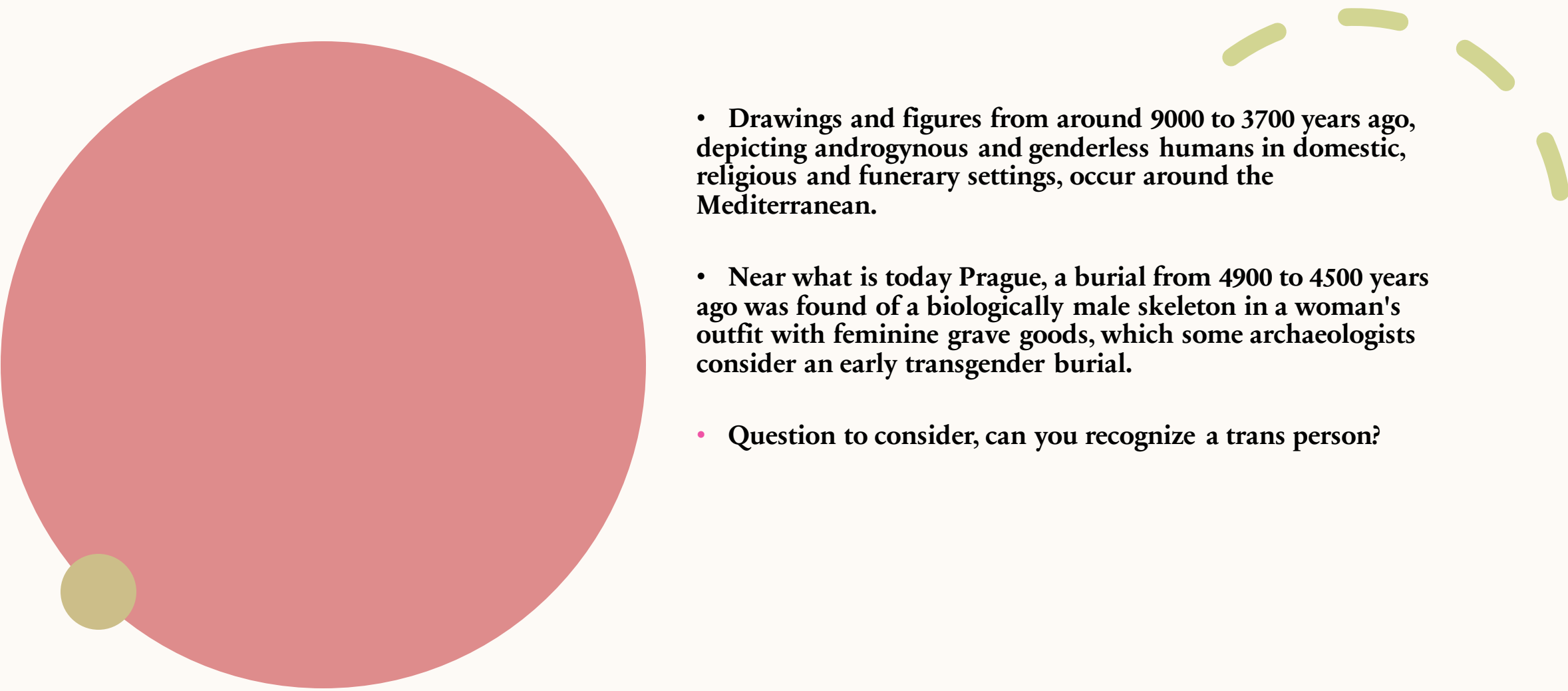
- Angela Morley (born Walter "Wally" Stott; 10 March 1924 – 14 January 2009) was an English composer and conductor who, as Wally Stott, became a familiar household name to BBC Radio listeners in the 1950s.
- After transitioning to living publicly as a woman in 1972, Morley continued to work in music, now using the name Angela Morley professionally. Due to worries about how she would be received publicly as a transgender woman, she declined opportunities to appear on television, such as on *The Last Goon Show of All* in 1972, though she continued to work with many of her previous colleagues.



Does anyone remember this lady? Her name was Terri Rogers

Did you know they were trans?

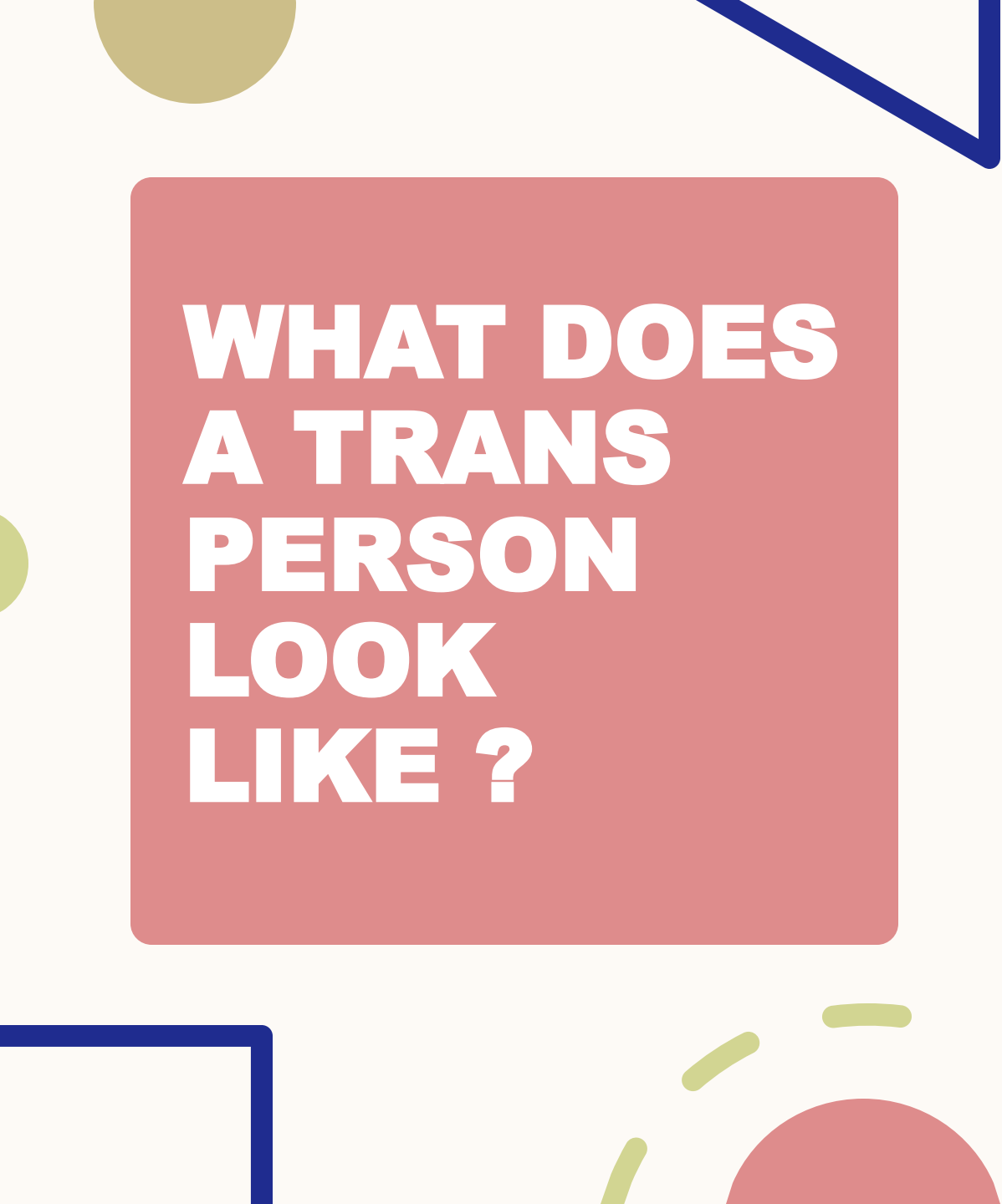
- Terri Rogers, born Ivan Southgate (4 May 1937 – 30 May 1999) was a transsexual English ventriloquist and magician
- she began life as a man but underwent gender reassignment surgery on the National Health Service in the early 1960s. This brought her some short-lived notoriety but did not hamper her career.
- Rogers won acclaim for her appearance in the 1968 review *Boys Will be Girls* at the Theatre Royal Stratford East and went on to become a highly regarded performer on the UK cabaret circuit.
- She was the only variety act ever to appear at Ronnie Scott's Jazz Club. From 1974 onwards she was a regular, though somewhat incongruous, guest on TV on *The Wheeltappers and Shunters Social Club*.
- She also appeared on BBC TV's long running Music Hall variety show, *The Good Old Days*. Her cabaret career eventually extended internationally including appearances at Las Vegas and The Magic Castle in Hollywood, and on United States TV.



- Drawings and figures from around 9000 to 3700 years ago, depicting androgynous and genderless humans in domestic, religious and funerary settings, occur around the Mediterranean.

- Near what is today Prague, a burial from 4900 to 4500 years ago was found of a biologically male skeleton in a woman's outfit with feminine grave goods, which some archaeologists consider an early transgender burial.

- Question to consider, can you recognize a trans person?



WHAT DOES A TRANS PERSON LOOK LIKE ?

- We have our own perspectives on what a trans person would look like that has been informed by our own “internal google” & life experiences.
- One question to consider is when does a person "become" trans?
- How would you feel if someone close to you came out as trans or nonbinary?

#FREETOBE ME



DEAD NAME

Pre-transition – 45 years old



MY DESTINATION

Decade of transition to surgery



ELLIE LOWTHER

56 years young



CVFM RADIO STUDIO

My happy place



PRONOUNS!

Using the appropriate pronouns when talking to someone who is transgender works based on respect for the individual, if you are unsure, it's best to ask the person politely how they wish to be known.

This is especially so if you suspect someone identifies as non-binary, in which case a neutral term like "they" may be more appropriate.

NEOPRONOUNS – ITS PERSONAL!

LANGUAGE IS A SOCIAL FACT AND SHAPED BY PEOPLE

INCLUDING EVERYONE IS THE DEFAULT POSITION FOR AN INCLUSIVE SOCIETY

In basic terms, **neopronouns** are any pronouns other than he, she or they

One of the oldest noted examples of a neopronoun is “**thon**”. This is one of the first sets of gender-neutral pronouns created in the English language; the use of thon/tho self pronouns as a contraction of “that one” in 1858.

Nounself pronouns are another form of neopronoun and are used to link personal connections to the self. First used online in 2013

Some people use no pronouns, instead using a person’s name where a pronoun would be: “This is **Ellie's journey**”

any person can use any pronouns, neopronouns are valid and an established part of the English language, and that language itself is evolving all the time.

ARMED

- Removing the "walking on eggshells" feeling that some may experience when facilitating trans & nonbinary people

- Elisha Lowther FRSA
- ellie@essentiallearningcurve.com





Apologize



If you accidentally injure another person, apologizing is the only way forward

We cannot show empathy to, and work alongside, or with other people if we are not aware of how our interactions impact upon each other.

Misgendering or dead naming (calling a person by the name they used to be known as) is a common way of losing engagement with trans & nonbinary people.

Please remember that this may well not be the first time on any given day this has happened to the individual.

Be kind



Recognize and Revert



Too often we can feel frustrated in this situation as some people may not hold any transphobic views may find themselves labelled as such due to a lack of understanding

Self-care is very important. Recognizing you may have a problem correctly gendering the person you are interacting with should not be a negative thing!

By recognizing our lack of general awareness in this area, this allows us to revert to gender neutral language for the individual involved

Try it! Simply interact without using binary gendered pronouns such as he or she and use the person's name, or "they" as a pronoun to accommodate engagement



Move On

It is uncomfortable to be in that "bubble" for both participants when misgendering happens

Think of the bubble as a vacuum that is sucking the energy from the conversation at hand

By accepting we sometimes get it wrong, and we are all on a pathway of learning, that can often negate this feeling

Open, Honest and Inclusive, Always





Equality Duty



UK Equality Law has the Public Sector Equality Duty as the working arms of the Equality Act 2010

All businesses and orgs will benefit from following the spirit of the PSED

The ARMED strategy is a simple framework to help those who are supporting or interacting with trans & nonbinary people everywhere.

If in doubt – Go Neutral

Contact ellie@essentiallearningcurve.com

**PUBLIC SECTOR EQUALITY DUTY
THE ACT EXPLAINS THAT HAVING DUE REGARD
FOR ADVANCING EQUALITY INVOLVES: 3 ARMS OF THE PSED**

1

Removing or minimising disadvantages suffered by people due to their protected characteristics.

2

Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.

3

Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

ARMED

**A learning curve is an essential part of growth
We are Essential Learning Curve**

ellie@essentiallearningcurve.com #freetobeme
#wearethechange

**WE ARE
TRANS AWARE**
essentiallearningcurve.com

ELC Ltd has delivered training and endorses this
company as being understanding and inclusive



HOW CAN WE BE MORE INCLUSIVE?

Forms

Communications

Policy

Toilets

Internal &
external parity

Support

Virtual or in Person drop in

Ad hoc email support

Hate Crime reporting

**Family Liaison support
available**

Practical Inclusion support

**Trans & Non-Binary specific
mentoring & advocacy**



KEY TERMS

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Cisgender

Transgender

Non-Binary

Binary Gender

Intersex

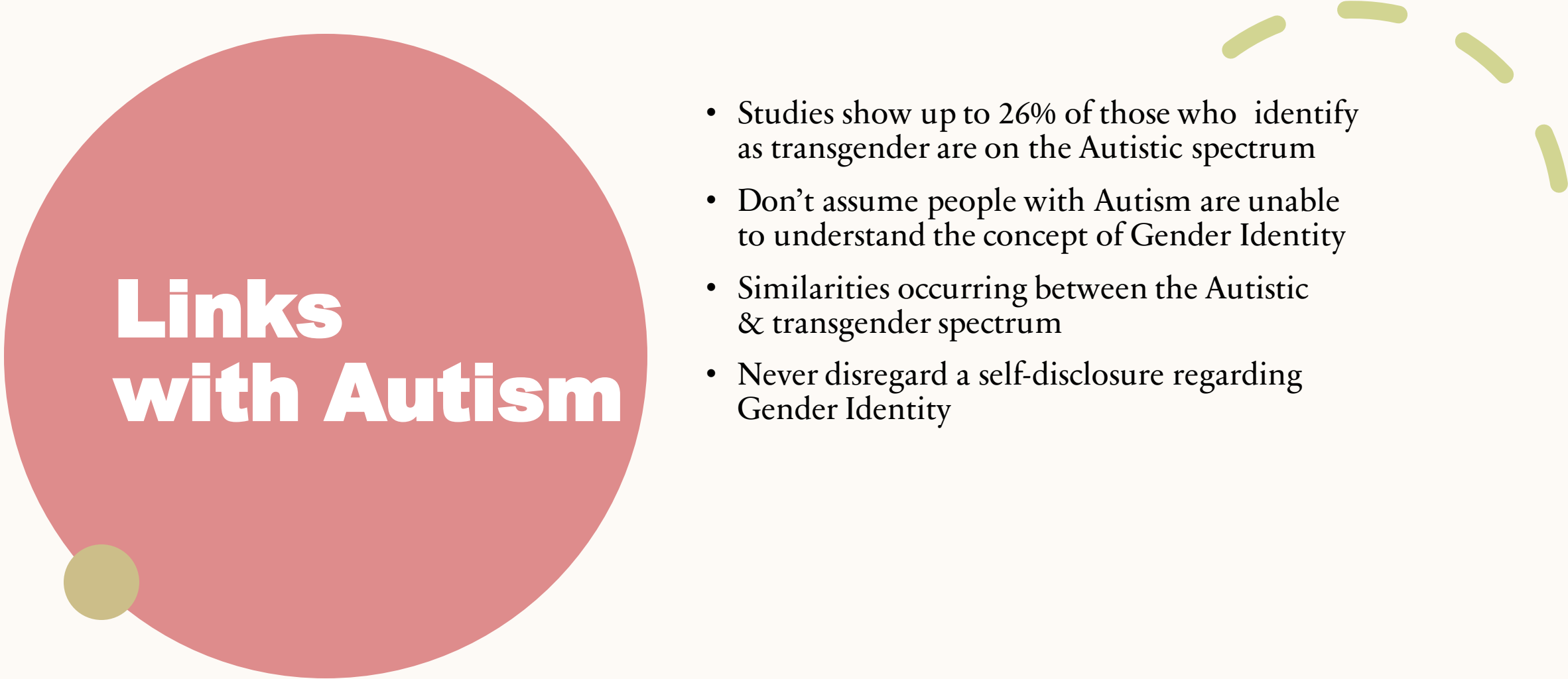


LETS TALK!



"The River"

A short story told by Ellie Lowther
to help give a clearer perspective



Links with Autism

- Studies show up to 26% of those who identify as transgender are on the Autistic spectrum
- Don't assume people with Autism are unable to understand the concept of Gender Identity
- Similarities occurring between the Autistic & transgender spectrum
- Never disregard a self-disclosure regarding Gender Identity

BINARY THINKING IN A NONBINARY WORLD

It's commonly known that binary is used in computer systems at a base level using two numbers 1 and 0.

Using binary in computers is highly effective because there are only two possibilities, at the speed computers run this provides a super effective means of transferring information.

The same goes for human thinking. Binary thinking in humans is also fast, it offers quick choices as we process information. Objects are rapidly put into either/or, black/white, us/them categories.

While this is an effective way to grasp aspects of our lived experience it fails to address those things, objects and people who fall between the two dichotomies.

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Common areas include sexual orientation, gender identity & expression, disability, ethnicity, faith, age, skin colour, political allegiance, class perception, education, health, wealth,,,,

- The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. Removing or minimising disadvantages suffered by people due to their protected characteristics.

Protected Characteristics



Age

The Equality Act 2010 protects people of all ages. Aberdeenshire Council has divided this into two groups- age (younger) and age (older). Please note that there is no fixed boundary between age (younger) and age (older) as this will depend on the context.



Religion or Belief

In The Equality Act 2010, religion includes any religion. It also includes a lack of religion. Belief means any religious or philosophical belief or a lack of such belief.



Sexual Orientation

The Equality Act 2010 protects lesbian, gay, bisexual and heterosexual people.



Disability

'Disability' includes people with physical, learning and sensory disabilities, people with a long-term illness, and people with mental health problems.



Sex (Gender)

Both males and females are protected under The Equality Act 2010.



Gender Reassignment

The Equality Act 2010 provides protection for transgender people. A transgender person is someone who proposes to, starts or has completed a process to change his or her gender.



Race

Under The Equality Act 2010 'race' includes colour, nationality and ethnic or national origins. It also includes Gypsy Travellers.



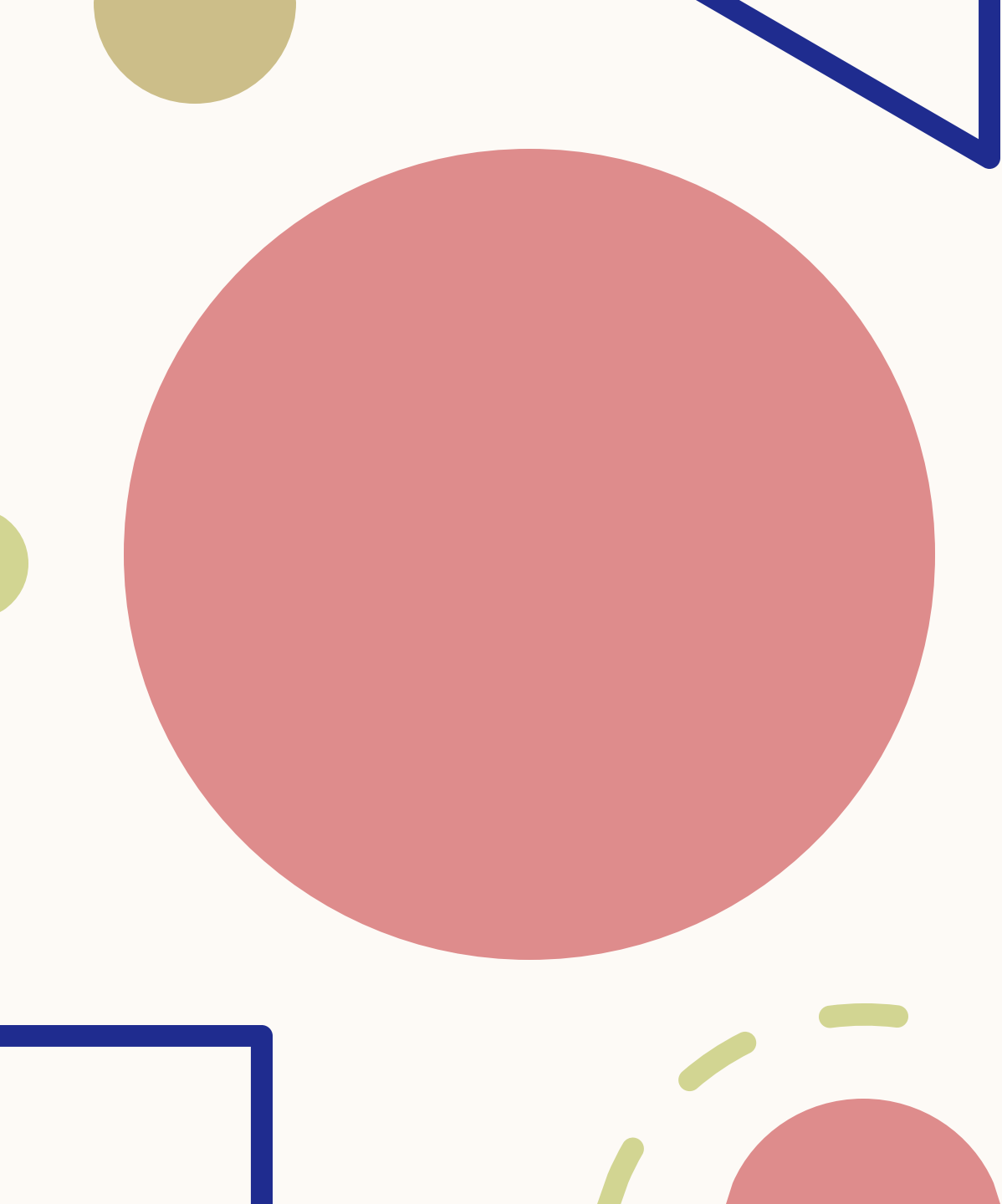
Pregnancy and Maternity

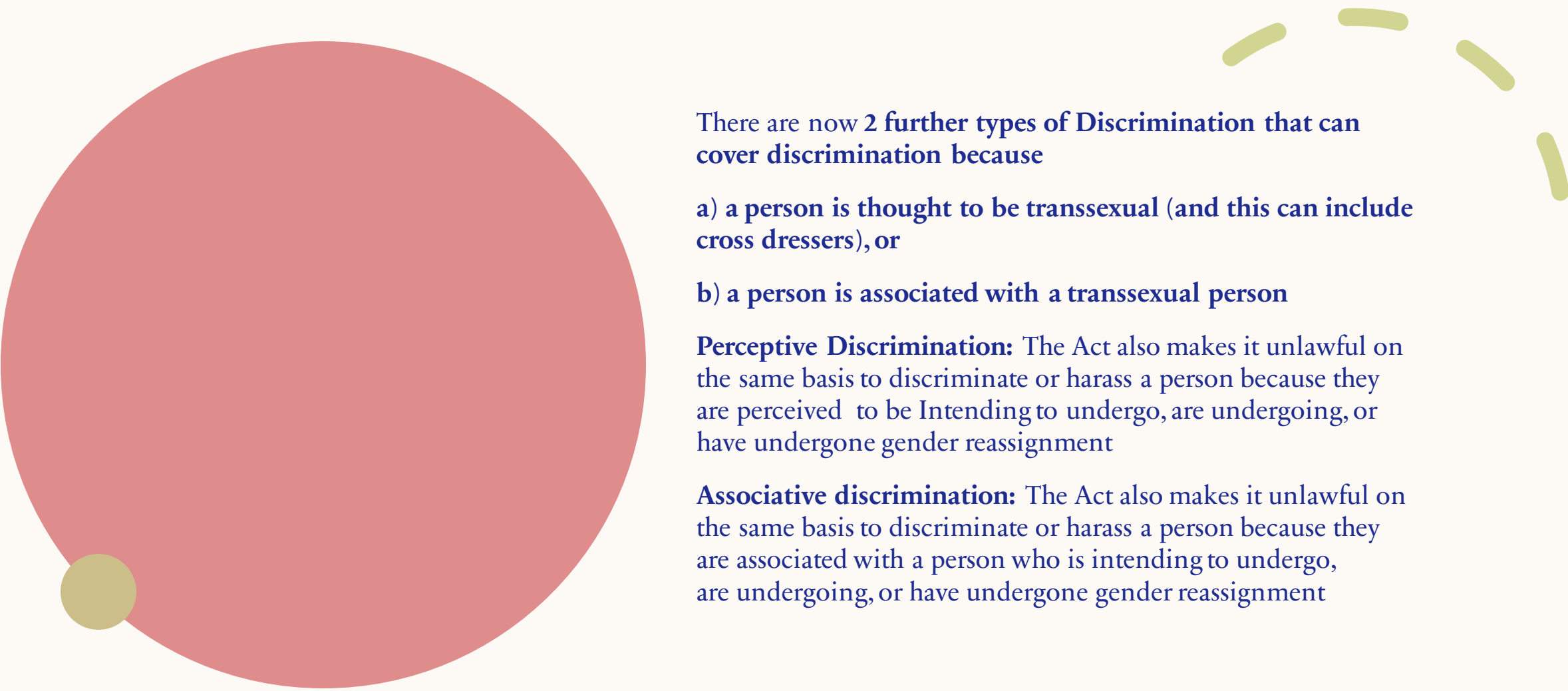
The law covers pregnant women or those who have given birth within the last 26 weeks, and those who are breast feeding.



Marriage and Civil Partnership

Marriage is defined as a union between two people of different or of same sexes. In addition to same sex marriage, same sex couples can also have their relationship legally recognised as 'civil partnerships'.

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- **Direct Discrimination:** when a person, rule or policy discriminates against a person solely because they are transsexual
 - **Indirect Discrimination:** when you have a rule or policy that applies to everyone but disadvantages a person with a protected characteristic.
 - **Harassment:** behaviour deemed offensive by the recipient. Employees can claim they find something offensive even when it's not directed at them.
 - **Harassment by a third party:** employers are potentially liable for the harassment of staff or customers by people they don't directly employ, such as a contractor. (this is called Vicarious Liability)
 - **Victimisation:** discrimination against someone because they made or supported a complaint under Equality Act legislation



There are now 2 further types of Discrimination that can cover discrimination because

a) a person is thought to be transsexual (and this can include cross dressers), or

b) a person is associated with a transsexual person

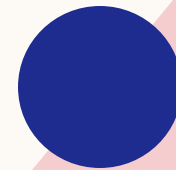
Perceptive Discrimination: The Act also makes it unlawful on the same basis to discriminate or harass a person because they are perceived to be Intending to undergo, are undergoing, or have undergone gender reassignment

Associative discrimination: The Act also makes it unlawful on the same basis to discriminate or harass a person because they are associated with a person who is intending to undergo, are undergoing, or have undergone gender reassignment

IF YOU CAN'T SEE A ROLE MODEL, LOOK IN THE MIRROR

"Any of us can be bullied or discriminated for being themselves, dependent on the audience. Until we are all truly free to be ourselves, we will never enjoy the inclusive world that benefits everyone".

Ellie Lowther FRSA



SUMMARY

Inclusion must be at the heart of everything we do.
Ensuring fairness for everyone regardless of gender or sexuality.

Inclusive Policies, Practice and Procedure are the way forward as we replace the ambiguity and confusion with education and equity for all.

Inclusive leadership helps to build confidence and enables community to grow where each one of us can be #Freetobeme.
Any other option is simply heading towards a divisive situation where "othering" is the order of the day.

We make history every day, Positive change is coming faster than you can imagine. Will you join me in creating a more inclusive community.

Ellie is happy to answer any questions. Let's talk!

Contact ellie@essentiallearningcurve.com for assistance and we can make our world a more level playing field for everyone.

KEEP THE CONVERSATION GOING.

•

Essential Learning Curve Ltd

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ellie@essentiallearningcurve.com



RESOURCES AND FURTHER

READING

Additional info:

<http://www.nhs.uk/Conditions/Gender-dysphoria/Pages/Introduction.aspx>

<http://www.nhs.uk/conditions/disorders-sex-development/Pages/Introduction.aspx>

<https://www.gov.uk/government/groups/review-of-public-sector-equality-duty-steering-group>

<http://www.stonewall.org.uk/school-report-2017>

<https://www.equalityhumanrights.com/en/advice-and-guidance/public-sector-equality-duty>

<http://www.independent.co.uk/news/uk/home-news/transphobic-hate-crime-statistics-violence-transgender-uk-police-a7159026.html>

https://www.youtube.com/watch?v=_NliXT67y_8



RESOURCES AND FURTHER READING 2

Additional info:

<https://www.gov.uk/guidance/equality-act-2010-guidance>

<https://www.sheffield.ac.uk/hr/equality/focus/equalityact/types>

<https://www.forbes.com/sites/zhanavrangalova/2017/11/15/growing-evidence-for-a-link-between-gender-dysphoria-and-autism-spectrum-disorders/#47bac8d7153e>

<https://www.gov.uk/government/publications/the-independent-steering-groups-report-of-the-public-sector-equality-duty-psed-review-and-government-response>

<https://www.scottishtrans.org/uk-gov-consultation-on-outdated-gender-recognition-act-is-a-positive-step-forward-for-society/>

