

Being a Trans Ally: a guide from the Ministry of Equality



BE KIND: Be courteous, patient and caring with people. Smiling and asking about someone's day can go a long way when someone is used to facing stares or harassment.

APOLOGISE WHEN YOU MAKE A MISTAKE:

It is important to respect the names and pronouns that people prefer and you may not always get it right on the first try. If you are unsure, just ask. You can make a mistake when addressing a transgender person and that is okay.

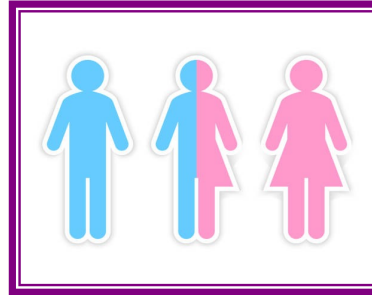
If someone points out your mistake, acknowledge this, apologise and move on. It isn't always about your intent, but about the impact.

TRANSPHOBIC WORDS: Using demeaning vocabulary demeans and trivialises a wider variety of experiences held by those that identify as transgender. If you see this type of transphobic language used, challenge it.

GENDER IDENTITY IS NOT SEXUAL IDENTITY:

Gender identity is your own, internal, personal sense of being a man or a woman (or non-binary). Sexual orientation describes a person's enduring physical, romantic, and/or emotional attraction to another person (e.g. straight, gay, lesbian, bisexual).

Being a Trans Ally: a guide from the Ministry of Equality



WHAT IS TRANSGENDER? Transgender is an umbrella term that describes people whose gender identity or expression does not match the sex they were assigned at birth. For example, a transgender person may identify as a woman despite having been born with male genitalia.

There is no one way to be transgender, and no one way for transgender people to look or feel about themselves .

IT IS IMPORTANT TO BE AN ALLY: Let those around you know that you are supportive and attentive to the needs of trans communities, especially if you do not form part of this group. Being an ally is about creating, affirming and welcoming social and work environments. Think holistically about inclusion.

COMING OUT: A gender identity is personal. If someone chooses to come out to you as trans, this means they trust you. It is important that you honour this trust by checking with them before telling anyone else as they may not want others to know.

EMPATHISE: Think about the things you take for granted, which others may need to fight for. Understand how this allows you to live your life unchallenged, for example when accessing washrooms or wearing clothes you are comfortable with.

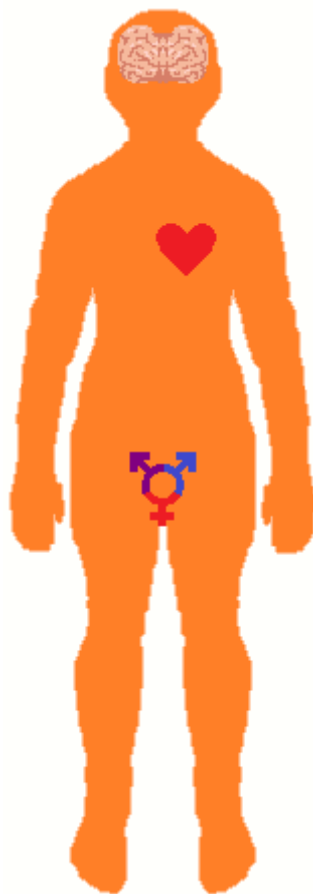


Ministry of Equality

HM Government of Gibraltar



GENDER IDENTITIES



It is important to note that in the past, issues around gender identity, gender expression, sexual orientation and biological sex have often been presented as part of a binary system (e.g. male / female or heterosexual / homosexual) and often confused as the same thing. It is more correct and also inclusive to think of these as belonging to a spectrum of possibilities. Some people can also identify as non-binary, in that they do not identify as either male or female.



Gender Identity

Gender identity is your innate sense of your own gender.

Woman

Non-Binary

Man



Expression

Gender expression refers to the ways you present gender through your actions, dress and demeanour and how these presentations are interpreted based on gender norms.

Feminine

Androgynous

Masculine



Sexual Orientation

Sexual orientation refers to who you are physically and emotionally attracted to, based on their sex/gender.

Heterosexual

Bisexual

Homosexual



Biological Sex

Biological sex refers to the physical sex characteristics you are born with such as reproductive organs, chromosomes and hormones.

Female

Intersex

Male

