

Respecting Trans Folks Tipsheet



Know the basics.

Trans people's genders are **different from what we were assigned at birth**. Gender isn't just pink and blue: **nonbinary** people's genders aren't solely man/male/boy or woman/female/girl. Genders can be fluid, a mix, or **beyond the gender binary**.

You can't know someone's gender just by looking at them. **4-5% of people at George Brown College** are trans, Two-Spirit, nonbinary, or gender-diverse. We're everywhere!

Share your pronouns.

Share your pronouns to create an invitation for others to share theirs! Share your pronouns **the same way you share your name**: introducing yourself, in email signatures, on a name tag, meeting someone new....



Mistakes happen.

If you get someone's pronouns wrong, correct yourself and apologize briefly, then move on.

"Has anyone seen Vivek? I have something for him – **sorry, them** – that I need to drop off."

Don't center yourself!

Remember, **practice brings progress**.

If you're having difficulty using someone's pronouns, **practice** talking about them in third person.

It will get easier!

"I was worried I wouldn't get it, but I'm so glad we **practiced** Jessie's pronouns!"

Challenge transphobia.

If someone **misgenders** (uses wrong terms for) a person, **remind them about that person's proper pronouns**. If misgendering persists, **take someone aside in private** to remind them why it's important to respect people's gender.

"Drew was here a bit ago, but I couldn't find what they were looking for."

"Drew's pronouns are **she/her**. Her camera is over here; is that what **she** needs?"

Stand up for human rights.

Respecting people's identities isn't just about kindness. **It's the law** and protected in the **Ontario Human Rights Code**. Everyone has the right to be **free from discrimination or harassment** based on their gender identity, gender expression, sex, or sexual orientation.

If you witness or experience discrimination or harassment, **we're here to help**. Contact OAREHRS at diversity@georgebrown.ca

Keep learning.

Learn more about 2SLGBTQIA+ inclusion, rights, and experiences at our website.

Be mindful and respectful. **Avoid asking personal questions** about someone's body, medical history, or transition. These can be invasive.



Questions? Want to learn more?

Ask OAREHRS: we're here for you!