

# 10 TIPS FOR BEING A TRANS ALLY

Bring  
your whole self  
to work

There are many ways to be inclusive of everyone, regardless of their gender identity. Our language and the way we speak is often embedded with hidden gendered cues.

Once we start to notice them, we can move towards using language that's inclusive for all. Here are 10 tips you can start using right away!

1. At meetings and events, set an inclusive tone  
Welcome 'everyone' not 'ladies and gentlemen', introduce yourself with your pronouns
2. If you don't know what pronouns to use, listen first; model inclusion using your own pronouns
3. Don't ask a transgender person what their 'real name' is  
Their name is the one they have introduced themselves with
4. Understand the differences between coming out as LGB and coming out as trans  
For some transgender people, living and presenting as their affirmed gender is living authentically; having people be aware of their gender history or experience may not be part of them living authentically, so being 'out' is not an important concept.
5. Be careful about confidentiality, disclosure, and 'outing'  
Take care when referring to someone in the past; be careful to avoid statements such as 'when you were a male/female...'. If you have a long history with the person, you may talk about experiences you have shared in the past. The best option is to ask the person how they would like you to refer to them when talking about past events. Another way is to avoid gendering the person at all, by referring to the relevant time instead. For example, "In September last year..." or "when you were a child"
6. Respect the terminology a transgender person uses to describe their identity  
If someone refers to themselves as a man, you should also do that. If someone refers to themselves as a trans man you should also do that. If someone refers to themselves as gender fluid you should also do that
7. Be patient with a person questioning or exploring their gender identity
8. Understand there is no "right" or "wrong" way to affirm your gender - and that it is different for every person
9. Don't ask about anatomy, surgical status, or sex life
10. Avoid backhanded compliments or 'helpful' tips

It may take a bit of getting used to, but it causes you no harm and it will make that person feel acknowledged and valid