

5 TIPS FOR CREATING GENDER AFFIRMING SPACES

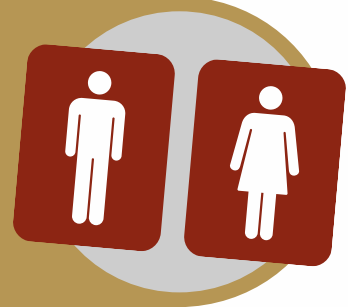


1. Ask Pronouns

Make a habit to always ask people their pronouns every time. Feelings of safety can change depending on those who are around, how much they trust staff members, and how consistent you are. The more consistent you are, the more you build a reputation of, and become, a gender affirming provider.

2. Avoid Gendering Services

Offer services to all participants regardless of perceived gender or sex. Regularly review sex-segregated services to determine if it is necessary and meeting the needs of Transgender and Non-binary participants. Include Transgender and Non-binary people in the review.



3. Check Assumptions

We cannot assume how someone identifies by appearance alone. Physical and emotional safety, fear of discrimination, and interpersonal dynamics with friends and family all affect someone's comfort with expressing gender in a way that matches their identity. Therefore we must check our assumptions that someone's expression matches their gender identity.



4. Upgrade Forms

Include options for gender identity, gender expression, and sex at birth on demographic forms. Ask participants for any updates to identity information at every service. Allow participants to include a current or chosen name and collect legal name and legal gender marker only as necessary.



5. Link To Resources

Learn about and provide resources to individual funding and guidance for gender affirming care, including microgrants, name change clinics, and social support spaces. Instead of trying to provide all possible services, collaborate with Transgender and Non-binary led organizations to help fill the gaps.

