

LGBTQA+ Quick Guide

Resources

The Gender Dysphoria Bible: <https://genderdysphoria.fyi/en>

A Guide to Gender Identity Terms:

<https://www.npr.org/2021/06/02/996319297/gender-identity-pronouns-expression-guide-lgbtq>

Frequently Asked Questions About Transgender People:

<https://transequality.org/issues/resources/frequently-asked-questions-about-transgender-people>

How to be a good ally:

<https://transequality.org/issues/resources/supporting-the-transgender-people-in-your-life-a-guide-to-being-a-good-ally>

Beyond the Sex Binary: Toward the Inclusive Anatomical Sciences Education

<https://anatomypubs.onlinelibrary.wiley.com/doi/full/10.1002/ase.2002>

Understanding Non-Binary People: How to be Respectful and Supportive:

<https://transequality.org/issues/resources/understanding-non-binary-people-how-to-be-respectful-and-supportive>

Queer science perspectives, a nice writeup:

<https://www.nature.com/articles/d41586-021-00166-0>

This is a great model for queer mentoring in science: <http://queerscience.umn.edu/>

Building a Lab where Queer Researchers can Thrive:

<https://www.jfmclaughlin.org/blog/building-a-lab-where-queer-researchers-can-thrive>

Personal Perspectives

'When Did We Become Cis?'

<https://sadbrowngirl.substack.com/p/when-did-we-become-cis?s=r>

Considerations for Field Researchers

- What are local expectations for gendered behavior/dress?
 - How are transgressions from these expectations perceived? Does this differ based on perceived sex? (In other words, what are the risks of being perceived as a 'masculine' woman versus being perceived as a 'feminine' man?)

- Do these expectations differ for people who may be viewed as sharing an ethnic or cultural identity with the local community versus people viewed as foreigners or outsiders?
- Are there local laws (e.g., prohibitions of homosexuality) impacting LGBTQ+ people?
 - If so, who are the targets of these laws? Is there any legal risk to any LGBTQ+ people doing fieldwork at your site?
- If your field-site is LGBTQ+ friendly, consider the entire course of travel to reach the site. Are there any parts of the trip that pose increased risk to LGBTQ+ travelers?
 - If you are working with any trans / gender non-conforming individuals whose legal documentation does not correspond to their gender presentation, are there immigration or other checkpoints where documentation may be a problem?

Considerations for Academia

Choosing an institution

- Do you know your rights as an individual in your institution?
- Do you know the local state and country laws that may or may not protect you as an individual?
- Are you aware of the reasons why minorities might avoid your institution?
- Are people often misgendered in your workplace?
- Are you aware of typical gender and racial biases in a workplace?
- Are known predators or racists protected by the institution and/or tenure?
- Are there gender neutral bathrooms in the building you work in?
- Does your institution's health insurance policy cover trans-related care (e.g., HRT, gender-affirming surgeries) for students and faculty?
- Is there a room for a person to nurse a baby or pump breast milk?

Language

- Do you use sex and gender interchangeably in conversation and while teaching?
- Do your students (especially minorities) feel safe and respected during field work?
- What does 'professionalism' mean?
- Is asking someone to 'be professional' gatekeeping?
- Do people speak up when a minority faces a (micro or macro) aggression or do they just "let it be"?
- Will the people in your institution speak up for you?

Funding

https://www.stonewallfoundation.org/scholarships?gclid=Cj0KCQjwqp-LBhDQARIsAO0a6aL7QFwxNNsR-IShRSFEuvhIEjNB9Ha9tPwml3MR65Cae-zzl69eZlaAoj8EALw_wcB

Victory Institute: <https://victoryinstitute.org/about/>

