

# WHAT TO DO

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## ASK & LISTEN

Express appreciation that the person felt safe enough to share with you!

Be open to learning about someone's experience that is different from yours.

Validate the sharer's feelings and experiences.

Affirm their gender identity.

Offer to go with them to places they may be nervous about or have anxiety for.

Ask how you can support them.

Offer them resources.

Ask if they want you to advocate for them or if they would prefer to do it themselves (e.g. correcting about pronouns or explaining gender identity).

Make space for them to feel their pain about their experiences. Ask if they are looking for "sympathy or solutions" before responding.

# WHAT NOT TO DO

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## MAKE ASSUMPTIONS

Question someone's identity or redefine it.

Ask or comment about someone's genitalia

Assume gender expansiveness/fluidity is a phase.

Label everything as masculine and feminine. In fact, people can use ideas of masculinity and femininity differently.

Use Ma'am, Sir, "Ladies & Gentleman" "Boys & Girls" (You can use "folks" "scholars" "readers" "psychologists" "students" "wonderful people" or many other terms!)

Use Mr, Mrs., or Ms. (unless you know) You can use Mx. or M. or better yet use titles like Dr. or Professor

Assume everyone is "transitioning" or wants to or that there is a right way to "transition."

"Gender Inclusive" is better than "Gender Neutral"

THE RESISTANCE LAB

