**Practicing Allyship with Transgender and Nonbinary People**

Borrowed/adapted from materials by Western States Center with permission and gratitude

In support of people in our community who are transgender, Two-Spirit, nonbinary, genderqueer, and gender diverse, we have compiled and ask that you review this information. Trans/transgender is an umbrella term used by many people whose gender identity differs from the sex they were assigned at birth. In contrast, cis/cisgender is a term referring to people whose gender identity is consistent with the sex they were assigned at birth. **This term is used to show that all people have a gender identity.** To be welcoming and inclusive of transgender folks – and all people – please read and act upon the following:

**Don’t assume.** Please don’t assume anyone’s gender, even people you have met in the past. The way we perceive someone’s gender may not align with their identity. We cannot know the gender of someone by their body, voice, appearance, or mannerisms. Look for people’s pronouns on nametags, and please list your own. It’s polite to ask: “What pronouns do you use?” before using pronouns or gendered words for someone. Using a person’s name to refer to them is also a good option.

**Inclusive and respectful bathrooms.** One of the places where exclusion and oppression may happen is in bathrooms. In order to acknowledge the needs and experiences of transgender folks, OCADSV and Sunriver Resort have made both all-gender and gender-specific bathrooms available. Signs outside each bathroom will indicate if it’s all-gender or gender-specific, and the location of the other type of restroom. Regardless of what bathroom you are in, please let everyone use the facilities in peace. Each of us can decide for ourselves which bathroom to use.

**Listen respectfully.** It is important to respect every individual’s privacy, regardless of their gender identity or gender expression. Be available to listen if someone wishes to share their needs or life experiences with you. If you have questions, be sure to ask them within the context of conversation and without an expectation that your every question can or will be answered. Being respectful, kind and non-judgmental will enhance the quality of communication for all involved.

If you have questions, either about allyship with transgender people or the Coalition’s work in this area, please ask a staff member. **Respectful allies, who learn and then educate others, are important for the liberation of us all.**

With thanks,

OCADSV Staff and Board