

# ...And Others!

**Argumentation Training for  
Transgender Inclusion in Europe**  
A 'Good Practice' Toolkit for Trans\* Activists and Allies  
Working for Trans\* Equality, Rights and Inclusion





Education and Culture DG

Lifelong Learning Programme

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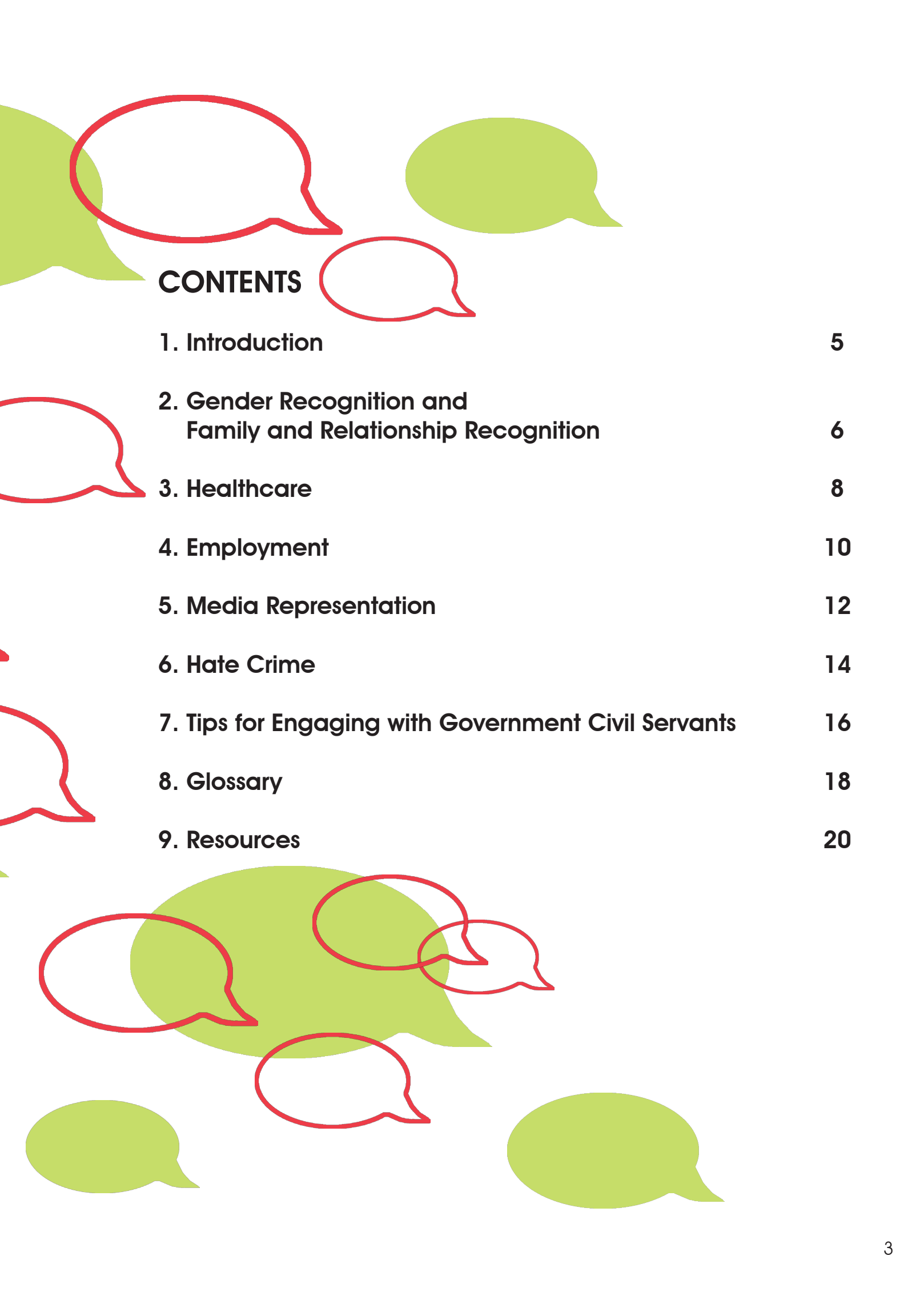
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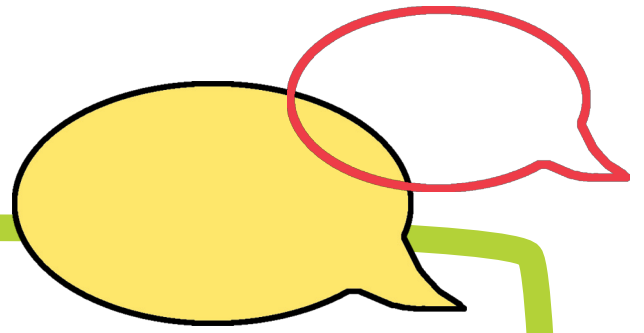
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The toolkit can be published and copied freely with reference to the source.

The views expressed in the toolkit are not those of any particular organisation but were agreed by consensus between the different organisations involved in this project.



## Introduction

Everyday, trans\*<sup>1</sup> people are exposed to the risk of being treated less favourably simply because of prejudice against our gender identities. Why transphobia is so wrong and so harmful is obvious to trans\* people and our allies. But it can sometimes be difficult for us to always phrase the most effective arguments against discrimination. We have found that coming together to share our knowledge and experiences has greatly helped us to breathe new life into our trans\* equality work. So we wanted to create a toolkit to share this with as many other trans\* activists as possible.

We are aware that the experiences of trans\* people vary widely depending on their particular situations, the countries in which they live and various aspects of identity (like race, age, dis/ability status, sexual orientation, religion and belief, among many others). And we are aware that trans\* people and their allies are discriminated against in a very wide range of ways. We do not pretend that this toolkit will provide all the answers for all people. We just hope that this can be a practical and accessible starting point. A signpost to some of the work being done across Europe, a little extra inspiration about different ways that you can use to tackle discrimination. A shout out to all others like us: YOU ARE NOT ALONE!

We are trans\* activists in Austria, Germany, Ireland, the Netherlands and Scotland. We were participants in the European Commission funded "...And Others!" Grundtvig Lifelong Learning Programme. This project brought us together for five working meetings between August 2009 and April 2011. The purpose of these meetings was to learn from each other and to create a toolkit to share this learning with you. It may be motivated and informed by our personal experiences of trans\* activism but it is our small token of solidarity to you. Please feel free to use, adapt and expand this toolkit so that it suits the needs of your trans\* activism.

May we all continue to improve the lives of trans\* people, together.

Summer 2011

[www.tgeu.org/andothers](http://www.tgeu.org/andothers)

<sup>1</sup> See our working definition of "trans\* people" and other terms in the glossary

## Definitions

**Gender Recognition:** having one's self-identified gender acknowledged and respected, legally and socially, regardless of traditional and binary gender norms.

**Relationship and Family Recognition:** having one's relationship and family status legally acknowledged and socially respected, regardless of traditional gender, sexuality, family structure, relationship and cultural norms.

## Did you know?

For Gender Recognition, most Council of Europe member states require:

- ☞ Diagnosis of mental disorder
- ☞ Medically supervised gender reassignment
- ☞ Medical procedures - hormonal treatment and surgeries
- ☞ Sterilisation
- ☞ Assessment of time living in the new gender
- ☞ Being single or unmarried

## Fight for your rights

- ☞ Start educating - family, friends and allies
- ☞ Speak to your political representatives
- ☞ Engage with equality and human rights organisations
- ☞ Advocate to change legislation
- ☞ Tell your story!

WE ALL DESERVE FAIRNESS  
AND EQUALITY!

You CAN make a difference!

## Know your rights

According to Article 8 and Article 12 of the European Convention on Human Rights...

- ☞ YOU have the right to respect for private and family life!
- ☞ YOU have the right to marry and have a family!

## We deserve the right to choose

...

- ☞ Our own names
- ☞ To keep our trans\* status private
- ☞ What medical treatment we want
- ☞ To have a family
- ☞ That BOTH our relationships and gender identities are recognised



# Gender Recognition and Family and Relationship Recognition

**Trans\* VISIBILITY**  
Be a role model!

## Argue for Trans\* inclusion!

- ☞ Include 'gender identity and / or gender expression' in anti-discrimination legislation
- ☞ Allow marriages / civil partnerships to remain after gender recognition, so that people are not forced to choose between relationship and gender recognition

**Gender recognition for all people who want it!**  
**Engage with intersex activists!**

**Gender Recognition... a Human Right!**

**Children of trans\* people and trans\* parents have rights too!**

**Challenge the gender binary!**  
Educate about gender diversity  
Be inclusive of the different experiences of trans\* people

**Trans\* families and relationships are beautifully diverse!**

Be a Trans\* Ally ...  
Work for Trans\* Inclusion!

Trans\* activists for social change

**FIND ALLIES -  
EDUCATE AND  
HELP EACH  
OTHER TO  
MAKE CHANGE!**

Male  
Female  
x Other

## We still need ...

- ☞ Clear and consistent procedures for recognising gender identities
- ☞ No required medical treatment for gender recognition
- ☞ Legal documentation that reflects our gender identities
- ☞ Gender neutral language
- ☞ Our relationships, families and children to be recognised

**EQUAL LOVE,  
EQUAL RIGHTS  
FOR TRANS\* PEOPLE**

**H**

**S**

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**G**

**R**



## Information for Users

# Healthcare

**Read through the entire leaflet before engaging with public healthcare.**

- Keep the leaflet for future reference.
- This information is for personal use but feel free to share it.

### **Myth 1: Doctors can tell if you are trans\* or not**

#### **CAN THEY?**

You say who you are: you never know who is trans\* or otherwise gender variant until you ask the person. Health practitioners may assume that they know because of their textbooks but rarely do they have any real experience working with trans\* people.

There should be no compulsory treatment for variations of gender identity and gender expression. Having a trans\* identity is, in and of itself, perfectly sane and healthy.

When requesting medical assistance, a diagnosis should just check if you are able to care for yourself. Informed consent should be the only pre-requisite for help. Medical care should not be about being pathologised and classified.

### **Myth 2: All you need is a boob- or dick-job and then you're done**

Realising your gender identity is about becoming you. It is not about hormones and surgeries, particularly as not everyone wants them. Doctors

exaggerate their role and importance: *life is about more than body parts.* Experience tells us that we are learning and creating our lives while living them everyday. Therefore, we need to get out of the psychiatric manuals and be seen as real people. You are the person who best knows *your* healthcare needs.

### **Myth 3: Trans\* people only need (healthcare for) surgeries and hormones**

The reality is that trans\* people need healthcare for all types of reasons, just like everyone else. Trans\* people can get colds, the flu, broken bones, even cancer. Transphobia does not only occur when trying to access gender-related care; transphobic incidents happen at all levels in healthcare. Not getting appropriate treatment? Then complain to health regulators and Equality Bodies at national and European level if you experience discrimination or victimisation.

#### **TOO SMALL A MINORITY?**

How often do trans\* people hear “*We are so sorry, but you are too small a minority to develop special expertise*”?

We are not. Trans\* people have the right to healthcare just like everyone else. There should be more informed, respectful and trans\*-competent healthcare provision that responds to the diverse health needs of trans\* people. The same level of professionalism is required as for other disciplines.

Maltreatment is medical transphobia and mostly comes from having little or no information and understanding; this leads to the neglect of trans\* people's health needs.

### **MORE, NOT LESS CARE FOR THOSE WHO NEED IT**

There is not enough trans\* - competent healthcare anywhere, regardless of your gender identity or whether you may or may not choose certain treatment. For individuals who need and want it, we need good gender healthcare with social assistance, therapy, and legal support for all of us.

### **NOT GETTING WHAT YOU NEED? COMPLAIN TO HEALTH REGULATORS!**

Access to good healthcare is a problem for many people – whether or not you are trans\*. You should decide what options are appropriate for you, rather than be pressured into particular decisions or certain routes by healthcare providers, legislative requirements or wider societal attitudes about gender.

### **BUT WHAT IF THERE WERE NO GATEKEEPERS?**

Do we really need them? Humanity is diverse, there is not just male and female. Changing your sex is not a trivial thing. Hordes of people will not storm the gender clinics. Many trans\* people do not need special healthcare, just a better social situation – this includes full access to appropriate and respectful healthcare.

### **RIGHT TO HEALTHCARE**

Universal Declaration of Human Rights, Article 25:  
*"Everyone has the right to a standard of living adequate for the health and*

*well-being of oneself and one's family including food, clothing, housing, and medical care."*

European Social Charter, Article 11:  
*"Everyone has the right to benefit from any measures enabling him to enjoy the highest possible standard of health attainable."*

European Court of Human Rights judgements oblige States to provide for the possibility to access gender reassignment (L v Lithuania)<sup>1</sup> and to cover medical costs for treatment related to gender reassignment (van Kück v Germany)<sup>2</sup>.

### **EVERYONE HAS THE "RIGHT TO HAVE RIGHTS"<sup>3</sup>**

Being a political minority is about rights, being de-privileged, living in less favourable circumstances, legally, socially, economically, educationally and otherwise. Because of transphobia, there is little reliable research on trans\* experiences but variations of gender identity and gender expression are becoming more and more visible.

### **IT'S ABOUT MONEY**

Our healthcare issues, like those within the rest of society, deserve a budget and resources. The issue at stake here is creating a more inclusive society, which has to adapt and be flexible to the needs of all people, including trans\* people.

1 Application No. 27527/03 ECHR (2007)

2 Application No. 35968/97 ECHR (2003)

3 Hannah Arendt



## WHAT IS IT ALL ABOUT?

*It is a question of getting used to diversity*

*(Whittle et al 2007)*

Gender identity and expression is a fundamental part of each person's identity. We spend most of our lifetime at work; it is an important place for social interaction. In some countries, living in the preferred gender at work for a period of time is a pre-requisite for legal gender recognition. Management that supports its trans\* employees eases the way for others to familiarise themselves with the issues. Transgender experiences become more known and understood and employing a trans\* person can show a company's commitment to diversity in the workplace.

## MINIMUM LEGAL REQUIREMENTS

*What are the legal obligations of an employer towards an employee?*

Within the Council of Europe member states, **the right to work, including the right to safe and healthy working conditions (which imply work free from discrimination) is enshrined in the European Social Charter.** Within the EU, trans\* people, and here specifically transsexual people ("intending to, undergoing or having undergone gender reassignment"), are covered under EU gender equality legislation. Judgments of the European Court of Justice **oblige an employer to apply:**

- **sex equal treatment legislation in matters of employment and occupation, including trans\* people**
- **equal pay and social security benefits, including trans\* people**

These are **minimum** requirements for national laws to protect trans\* people in employment.

*(Frketic and Baumgartinger 2008)*

*"The area of employment was the most problematic for trans people"*

*"The main reason why trans people do not live their chosen gender is the workplace"*

## INSTITUTIONAL DISCRIMINATION

Trans\* people often face institutional discrimination and forced "outing" (Baumgartinger/Frketic 2008). For example, discrimination by an employer when an applicant applies with identification documents that do not match their gender expression or the gender expectations of the employer. Another example is if an individual's pay slip and name badge show different names.

## CONCERNS EMPLOYERS MAY HAVE (SOME EXAMPLES):

Employers might have stereotypes about trans\* people that are badly informed or based on prejudices. When faced with a trans\* employee, they might think or say:

- *I have nothing against a trans\* person, but what about my employees, clients or business contacts? It might adversely affect my business.*
- *I have nothing against a person being trans\*, but it should not be displayed at work. The person can do whatever they want in their free time.*
- *Time-off for medical treatment and other costs will be expensive for the company.*
- *I do not know how to address this and I do not want to talk about embarrassing things.*
- *What happens during transition and how long does it take?*
- *Which bathroom or changing facilities should the trans\* person use?*

## COUNTER ARGUMENTS / ALTERNATIVES (SOME EXAMPLES)

Some arguments to think about when dealing with employers, human resource managers or other management:

THERE IS NO EVIDENCE THAT SHOWS BEING TRANS\* NEGATIVELY AFFECTS THE SKILLS AND WORK CAPABILITIES OF AN INDIVIDUAL.

TRANSPHOBIA MIGHT BE HARD TO DETECT WHEN THE PERSON IS ALSO DISCRIMINATED AGAINST ON OTHER GROUNDS, E.G. "RACE", ETHNICITY, ABILITY/ DISABILITY, AGE. JOIN FORCES BY SEEKING AND DEVELOPING ALLIANCES WITH OTHER SOCIAL MOVEMENTS.

IT IS NOT NECESSARY TO GIVE ANY MEDICAL DETAILS TO THE EMPLOYER (EVERYONE HAS A RIGHT TO PRIVACY!)

PEOPLE HAVE DIFFERENT GENDER IDENTITIES AND EXPRESSIONS. EACH PERSON HAS THE RIGHT TO DEFINE THEIR OWN IDENTITY AND BE TREATED ACCORDINGLY.

TRANS\* EMPLOYEES, LIKE EVERYONE ELSE, NEED A WORKPLACE THAT FITS THEIR QUALIFICATIONS AND SKILLS, FREE FROM DISCRIMINATION AND HARASSMENT, WITH RESPECT FOR THEIR DIGNITY - NOT PITY.

The right to privacy has to be strictly enforced by the employer. Possible costs cannot justify infringements to the rights of a trans\* person. Keep in mind that the trans\* person is not at fault, but that the systems in place need to be adjusted to respect an employee's dignity.

MANY IT AND ORGANISATIONAL ISSUES CAN BE ADDRESSED EASILY AND AT LOW COST - IF THE WILL IS THERE. TACKLE EACH QUESTION ONE BY ONE AND WORK WITH OTHER TRANS\* ACTIVISTS, TRADE UNION AND GENDER EQUALITY BODIES FOR IDEAS.

ALLOW FOR INSECURITIES TO ARISE AS PART OF THE LEARNING PROCESS. OFFER RESOURCE MATERIALS ABOUT TRANS\* ISSUES AND PREFERABLY IN-HOUSE TRAINING, WHERE LANGUAGE AND DO'S & DON'TS ARE ADDRESSED.

IT'S NOT ENOUGH TO JUST CALL THE WORKPLACE "TRANS\*-FRIENDLY". MANAGEMENT HAS THE POSITIVE OBLIGATION TO PREVENT ANY DISCRIMINATION AND TO BE PROACTIVE IN PROVIDING ANTI-DISCRIMINATION TOOLS IN THE WORKPLACE.

## ALLIES

There are many potential allies within trade unions, workers' councils, national equality commissions, adult education institutions, vocational schools and other professional schools. Cooperate with national institutions or social movements like anti-discrimination or social justice movements.

Try to find your own allies who are trans\*-friendly and open minded to your goals.

# Media Representation

## Ways to Optimise

### Media Representation for Groups

#### *How Do You Get Greater Access to the Media?*

Offer stories you would like to see, read and listen to. Lots of stories about trans\* people are far more interesting than stereotypical ones about surgeries, suffering or sex. What hasn't been heard yet: successful advocacy, health standards, trans\* parents, employees, views on trans\* equality – lots! Ask around and you will get even more ideas.

Make contact with supportive journalists who might be interested and able to provide greater access to topics on trans\*, gender, social movements. Improve their skills, give them training and information, offer them guides to trans\*-friendly language, offer them stories and feedback on their work.

#### *Trans\* activists usually know more about the issues than non-trans\* journalists, right?*

Yes, of course. If you are an expert on trans\* and equality/gender-related issues, then share your knowledge. Network with allies in the media and educate them through workshops, flyers, informal engagement and exchange. Put this knowledge into practice to support journalists to get as much experience on trans\* issues as possible. In some countries where the media engages in some degree of self-regulation, refer to Editors/Journalists Codes of Practice.

#### *Are there other ways to connect with the media rather than just through journalists?*

Of course! Other professionals working in the media can also be supportive. Two examples: a layout designer who is aware of trans\* issues would choose to use a non-stereotypical image, avoiding the image of a drag queen when talking about trans\* people (or even trans\* women) and would vary the images in each article. Online newspapers' web administrators could be better informed about transphobic comments. Give

advice on how to influence more positive trans\* representation as well.

#### *What if I am asked to be part of a media report on trans\*?*

Be prepared before engaging with the media. What's the purpose of the report? How well is the journalist prepared? Who else will be asked? Ask for the questions in advance, speak on what you want to talk about. Negotiate beforehand so you can review the article and then agree to it or not. Don't fault other trans\* activists on their understandings of trans\*-related topics, and keep sight of your common goals.

#### *How to get better connected?*

Create or join a network of trans\* (and other supportive) journalists – within and across national borders – exchange experiences, work with trade unions, develop topics, write press releases, information leaflets and educational programmes, whatever you think can be done. Produce your own media, increase your knowledge of podcasts, blogs, YouTube channels, upload articles and links. Support journalists to become mentors to trans\* people interested in a career in journalism.

## Good Practice Examples

👍 Ireland: Human Rights Short film winner, *My Identity*, had a positive effect on media coverage of trans\* issues

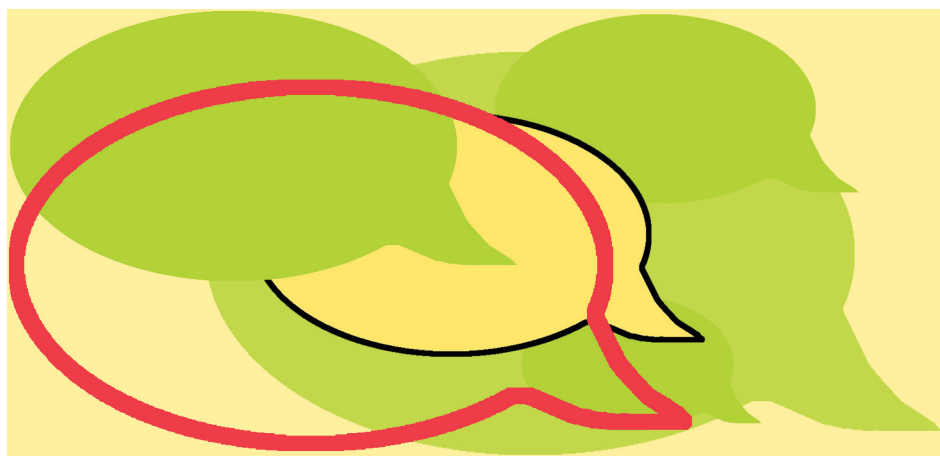
👍 Trans\* activists in Switzerland and Germany have published brochures educating journalists and trans\* activists

👍 Germany: German Press Council agreed to complaints against transphobic comment on Thomas Beatie in newspaper "taz", new ally established. Subscriptions were cancelled and a demonstration held.

**COMMENT****Opportunities for Media Representation and Overcoming Mistrust**

The media seems to be an exclusive sphere that is nearly impossible to gain access to. Many bad practice examples have discouraged trans\* people from engaging with media representation: Aren't "they" only keen on sensational stories about sex, surgeries, suffering? Aren't trans\* people dependent on journalists' mercy, without any power or influence of our own? And what about countries without media watchdog organisations? In this case: if I make a complaint to press complaint organisations – would they even deal with it? Journalists' lack of preparation and time, poor knowledge, stereotypes... all negatively affect appropriate media representations.

On the other hand: there are many more opportunities than disadvantages. Media representation raises trans\* visibility and can show a variety of gender identities. Trans\* communities are becoming a stronger social movement worthy of being shown in our diverse variety with our shared common goals, our self understanding and work on equality, success stories, and supporters at various levels from the European Commission to local organisations. Make use of the media to get across new views and experiences that still aren't known by the majority of people in wider society. And finally: through media representation, far greater numbers of people can be informed about trans\* issues.

**Letter to the Editor***Advice on How To React*

Don't let transphobic reports in newspapers, on TV or radio make you feel helpless. Even if I am "just" a reader, subscriber, listener or TV watcher, I can react and point out what elements, such as language, image used, headline, underlying attitudes and prejudices, that made a report transphobic (or discriminating towards other social groups such as age, ethnicity, religion...).

Without much work or time needed, a pretty effective tool is to make use of quick responses via online readers' comments on newspaper websites as an answer to transphobic reports (and challenge readers' comments that may follow).

You can also ask groups that support and work for sexual orientation and gender identity social inclusion, other trans\* journalists, and grassroots NGO activists for support in making complaints against articles – each "official" header raises interest in the protest and gives it more credibility.

To give a newspaper or media outlet a costly lesson, you can delete subscriptions and encourage your colleagues, friends, family members, and social communities to do so as well – at least tell them about your action and the reasons for it.

Send complaints to the media company's press office and send copies (or email and include them in cc) to organisations that might be interested in the issue as well: journalist trade unions, press complaint bodies, trans\* and supportive projects, NGOs working on anti-discrimination, other newspapers. An example is the media watchdog organisation, Trans Media Watch in the UK, which has held successful discussions with BBC and Channel 4 to develop guidelines to combat negative trans\* stereotypes on British television.

# Hate Crime

Name

Hate Crime is a form of discrimination and a violation of human rights.

Description



**Right to life:** People must be protected from transphobic attacks and any transphobic threats fully investigated.

**Right to freedom of expression:** It is not acceptable to expect trans\* people to hide away to try to avoid hate crimes. People must be able to live freely and safely no matter how they express their gender or how visible as trans\* they might be.

**Right to freedom of assembly and association:** People must be able to join together to form trans\* organisations and hold various public events in safety.

## Establish the motive

A crime can be considered to be a transphobic hate crime if the motivation behind it is prejudice against trans\* people or against variations of gender identity and gender expression.

What's important is WHY the crime is committed, rather than the actual identity of the person targeted.

If someone attacks a trans\* person just to steal money and the trans\* person was simply the nearest person with some money then that's not a hate crime – the motivation is simply to get money. However, if someone attacks a person they think might be trans\* because they want to show that they think it is wrong for someone to be trans\*, then that is a hate crime – the motivation is prejudice against trans\* people and/or gender variance.

## Hate crimes harm individuals and wider society

Hate crimes are intended to send messages to specific groups of people that they are unwelcome and unsafe in particular communities. Therefore, hate crimes cause high levels of fear, anxiety, depression, stress, mistrust and anger for the people targeted and for their peers, friends, families and allies. Society in general is also damaged by hate crime because hate crime is very socially divisive and disruptive which results in policing, health, employment and tourism costs to the economy.

## **Witness list: who is monitoring transphobic hate crime?**

Recording and reporting transphobic hate crime is an important way to push for improvements in the daily life experiences and safety of trans\* people. The options for reporting hate crimes vary from country to country. Investigate what options are available to you through your government, police and any national equality commissions, as well as international human rights organisations.

If no one is officially monitoring transphobic hate crime in your country, YOU can! You can download a '[handbook on monitoring and reporting homophobic and transphobic incidents](#)' from:

[http://www.ilga-europe.org/home/issues/hate\\_crime/resources](http://www.ilga-europe.org/home/issues/hate_crime/resources)

Even the most basic information collected by you and your friends can be useful. The more details that you record the better but even short anonymous information can help build up vital knowledge. At the very least, tell other trans\* activists about what is happening in your country.

No matter where in Europe you are, you can contact:

- Transrespect versus Transphobia Worldwide Research Project:  
<http://www.transrespect-transphobia.org>
- Transgender Europe: <http://www.tgeu.org>
- ILGA-Europe: <http://www.ilga-europe.org>
- Amnesty International: <http://www.amnesty-eu.org>
- The Organization for Security and Co-operation in Europe:  
<http://www.osce.org>
- The Council of Europe Commissioner for Human Rights:  
<http://www.coe.int/t/commissioner>

## **Countering opposition to hate crime laws**

Sometimes people claim that legislation to prevent transphobic hate crimes could violate their freedom to express religious or other beliefs that it is "wrong" to be trans\*.

You can counter this by explaining that hate crime laws only apply where the actual behaviour (such as hitting someone, damaging their property or repeatedly harassing them) is already a criminal act.

Simply politely disagreeing in a non-threatening way with a trans\* person's opinions is not a hate crime, but shouting threats and abuse at them can be a hate crime.

Hate crime laws are designed to improve the statistical recording, investigation and prosecution of hate crimes in order to reduce the damage they cause to individuals and society. Hate crime laws do not reduce or impact on anyone else's human rights.

The 'Offences (Aggravation by Prejudice)(Scotland) Act 2009' is an example of fully trans\* inclusive hate crime legislation.

(<http://www.scottishtrans.org>)

## Tips for Engaging with Government Civil Servants

As part of creating this toolkit, trans\* activists developed contacts with members of the **Governmental Network of LGBT Focal Points**, which is the European network of civil servants working on sexual orientation and gender identity equality policy. They welcome the development of this toolkit and are keen to help foster better engagement between trans\* activists and civil servants. Hilary Third, who represented the Scottish Government within the Governmental Network of LGBT Focal Points, has worked with us to develop some tips for trans\* activists about engaging with government civil servants:

1) Make sure that you are talking to the right people to look at the issue you want to work on. If you are not sure who would be best to talk to about a particular issue, try asking other equality and human rights activists for contact suggestions.



objectives that the civil servants are already working on. Help the civil servants to think about what they can do to help achieve what you want, and what is in it for them.



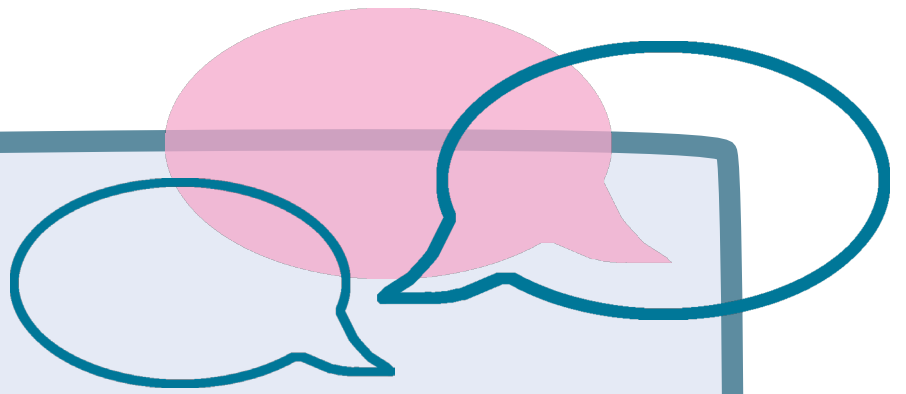
2) Be as informative, practical and friendly as possible so that the civil servants find meeting with you useful and productive and want to keep the dialogue going. Keep your points clear and easy to follow. Too much complex trans\* terminology and queer theory will most likely just stop civil servants from understanding what you actually want.

3) Choose your words and phrasings carefully to remain constructive and positive. Remain calm and assertive and in control of your emotions.

4) Be realistic, and try to focus on a small number of main priorities. Try to highlight how these priorities fit within and contribute to mainstream

5) If you just describe the current problems, the civil servants won't necessarily know what to do to resolve those problems. Make sure you suggest what you think would be good practical solutions too. Where possible, highlight how the ideas you are suggesting will also benefit other sections of society as well as trans\* people.

6) Use the best evidence available to prove the need for the improvements you want to see. Telling them about trans\* people's experiences is a good way of engaging their interest and helping them understand the relevance of trans\* issues to their policy areas. You might not have much hard data but simple descriptions of real-life experiences are really powerful.



7) Make an effort to understand the constraints that the civil servants are working within. It may not be in their power to implement your suggestions straight away. Listen to them about the challenges they are experiencing in implementing changes and try to work constructively with them to overcome these challenges. Try to develop realistic timelines and targets for changes and keep track of your progress.

8) Think about the range of trans\* activists and groups in your country and try to coordinate who is best placed to do various different tasks to influence change. You could jointly agree a priority objective to work on and then play to your individual strengths and interests with some doing research, others doing public campaigning, and others educating civil servants and developing detailed policy suggestions.

9) Help civil servants to feel confident that you have wide support from other trans\* people. Show that you have consulted other trans\* people and groups and reached points of agreement. Try to resolve any major disagreements with other trans\* activists before you meet with civil servants rather than risk a public argument in front of the civil servants.

10) In group consultations where there are representatives from other equality and human rights groups, be aware that although those other representatives might not have much trans\* awareness we all still share many general human rights and equality objectives. You can back up each other's points and highlight how some actions and approaches can have benefits for various different people at the same time. Be careful not to say offensive, ignorant or negative things about any other groups of people. Concentrate on making positive statements about trans\* priorities and do not undermine anyone else's human rights and equality.



**Do not assume that civil servants are transphobic, but do recognise that they are likely to have little or no understanding of the issues at first. You will need to be persistent and develop strong relationships over time to achieve tangible results.**

## Glossary

### Gender Expression

Can be understood as the way in which a person expresses themselves through their external appearance and/or manifestations marked by behaviour, clothing, haircut, voice, body, language, and other external and physical characteristics. (Poštić et al)

### Gender Identity

Each person's deeply felt internal and individual experience of gender, which may or may not correspond with the sex assigned at birth, including the personal sense of the body (which may involve, if freely chosen, modification of bodily appearance or function by medical, surgical or other means) and other expressions of gender, including dress, speech and mannerisms. (Yogyakarta Principles)

### Trans\* Activist

A person who participates in funded or unfunded social support provision, legislation reform, information provision, campaigning and other activities to create social change to improve trans\* equality and human rights. A trans\* activist may not necessarily identify as trans\*.

### Trans\* People

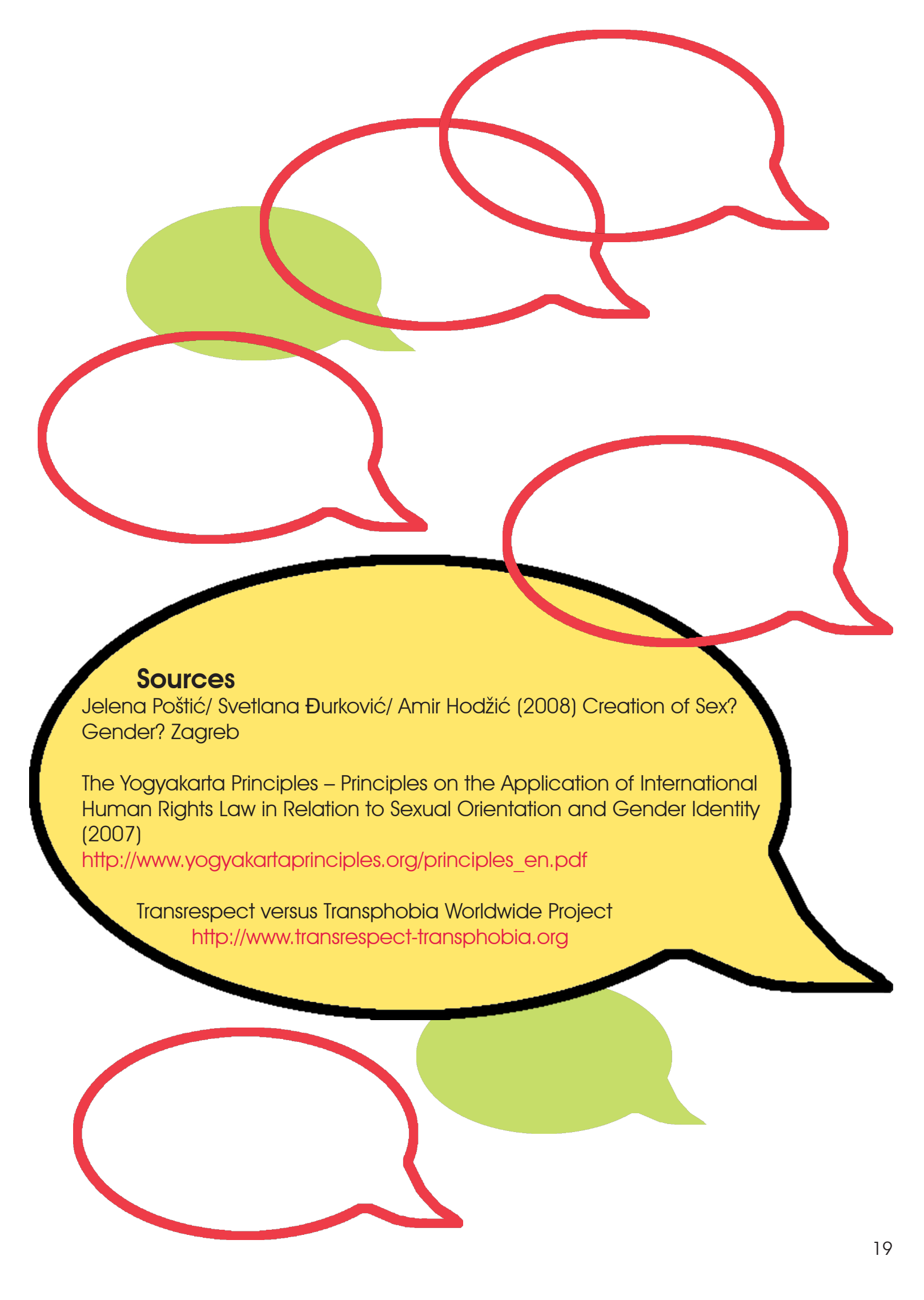
A term encompassing a diverse range of people who find their gender identity or gender expression does not fully correspond with the sex they were assigned at birth. This term can include, but is not limited to, people who identify using the following more specific terms: transsexual people, transgender people, transvestite/ cross-dressing people, non-binary, gender-variant people.

### Transition/ Gender Reassignment

Equivalent terms for a process (or any part of such a process) through which a person re-defines the gender in which they live their life in order to better express their gender identity. Aspects and order of such a process can vary and may or may not involve medical and social aspects.

### Transphobia

A term meaning negative cultural and personal beliefs, opinions, attitudes and behaviours based on prejudice, disgust, fear and/ or hatred of trans\* people or against variations of gender identity and gender expression. Transphobia can take various forms, such as direct physical violence, harassment, threats, hate speech and insulting, discriminatory media coverage and social exclusion. It also includes institutionalised forms of discrimination and stigmatisation, such as treating people as criminal or mentally ill simply for being trans\* or expressing gender variance. (Adapted from Transrespect versus Transphobia Worldwide Project working definition)



## Sources

Jelena Poštić/ Svetlana Đurković/ Amir Hodžić (2008) Creation of Sex? Gender? Zagreb

The Yogyakarta Principles – Principles on the Application of International Human Rights Law in Relation to Sexual Orientation and Gender Identity (2007)

[http://www.yogyakartaprinciples.org/principles\\_en.pdf](http://www.yogyakartaprinciples.org/principles_en.pdf)

Transrespect versus Transphobia Worldwide Project

<http://www.transrespect-transphobia.org>

# Resources

## Project Partners

Scottish Transgender Alliance (STA)  
<http://www.scottishtrans.org>

Transgender Equality Network Ireland (TENI)  
<http://www.teni.ie>

Transgender Europe (TGEU)  
<http://www.tgeu.org>

Transgender Netwerk Nederland (TNN)  
<http://www.transgendernetwerk.nl>

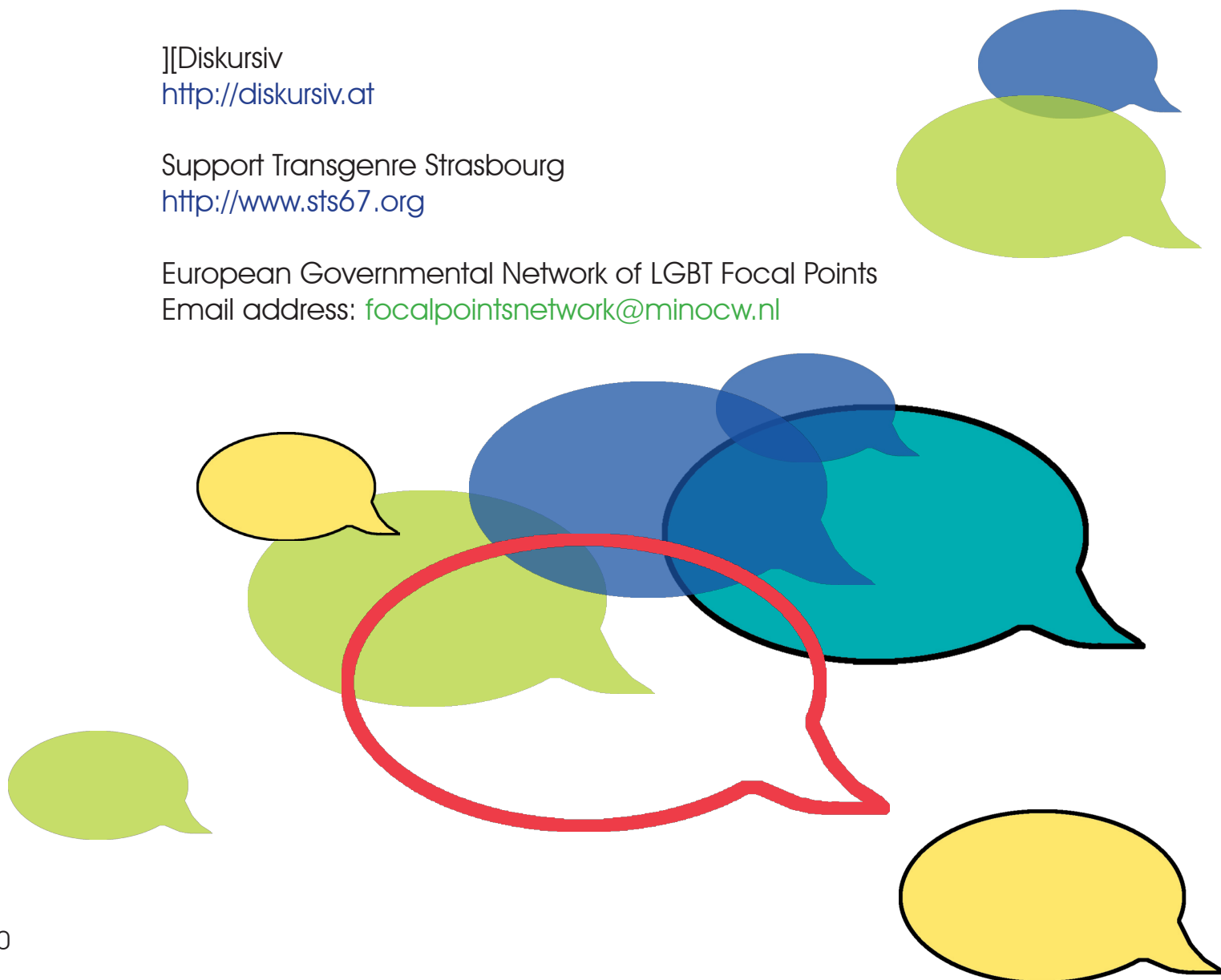
TransInterQueer (TrIQ)  
<http://www.transinterqueer.org>

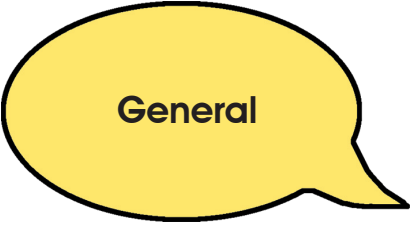
with the assistance of

]]Diskursiv  
<http://diskursiv.at>

Support Transgenre Strasbourg  
<http://www.sts67.org>

European Governmental Network of LGBT Focal Points  
Email address: [focalpointsnetwork@minocw.nl](mailto:focalpointsnetwork@minocw.nl)





## General

## Resources

*Discrimination on grounds of Sexual Orientation and Gender Identity in Europe* (2011), Council of Europe Commissioner for Human Rights  
[http://www.coe.int/t/Commissioner/Source/LGBT/LGBTStudy2011\\_en.pdf](http://www.coe.int/t/Commissioner/Source/LGBT/LGBTStudy2011_en.pdf)

*Convention for the Protection of Human Rights and Fundamental Freedoms* (European Convention on Human Rights)  
[http://www.echr.coe.int/NR/rdonlyres/D5CC24A7-DC13-4318-B457-5C9014916D7A/0/ENG\\_CONV.pdf](http://www.echr.coe.int/NR/rdonlyres/D5CC24A7-DC13-4318-B457-5C9014916D7A/0/ENG_CONV.pdf)

*Homophobia and Discrimination on Grounds of Sexual Orientation in the EU Member States* Part 1 - Legal Analysis; Part 2 - the Social Situation  
FRA - European Union Agency for Fundamental Rights  
[http://www.fra.europa.eu/fraWebsite/research/publications/publications\\_per\\_year/2008/pub\\_cr\\_homophobia\\_0608\\_en.htm](http://www.fra.europa.eu/fraWebsite/research/publications/publications_per_year/2008/pub_cr_homophobia_0608_en.htm)

*Homophobia, Transphobia and Discrimination on Grounds of Sexual Orientation and Gender Identity* - 2010 Update (Comparative Legal Analysis)  
[http://www.fra.europa.eu/fraWebsite/research/publications/publications\\_per\\_year/2010/pub-lgbt-2010-update\\_en.htm](http://www.fra.europa.eu/fraWebsite/research/publications/publications_per_year/2010/pub-lgbt-2010-update_en.htm)

*Human Rights and Gender Identity* Issue Paper  
Thomas Hammarberg, Council of Europe Commissioner for Human Rights  
<https://wcd.coe.int/ViewDoc.jsp?id=1476365>

Recommendation CM/Rec(2010)5 of the Committee of Ministers to Member States on Measures to Combat Discrimination on Grounds of Sexual Orientation or Gender Identity  
<https://wcd.coe.int/wcd/ViewDoc.jsp?id=1606669>

*Transgender People and the Gender Recast Directive - Implementation Guidelines*, ILGA-Europe  
[http://www.ilga-europe.org/home/publications/reports\\_and\\_other\\_materials](http://www.ilga-europe.org/home/publications/reports_and_other_materials)

Yogyakarta Principles in Action <http://www.ypinaction.org>

# Resources

## Gender Recognition and Family and Relationship Recognition

*Transgender Persons Gender Identity*

The Council of Europe Commissioner's Human Rights Comment

Posted on 31/08/2010

[http://commissioner.cws.coe.int/tiki-view\\_blog\\_post.php?postId=74](http://commissioner.cws.coe.int/tiki-view_blog_post.php?postId=74)

## Health

*Best Practices Guide to Trans Health Care in the National Health System*

Stop Trans Pathologization 2012

[http://www.stp2012.info/guia/STP\\_guide\\_health.pdf](http://www.stp2012.info/guia/STP_guide_health.pdf)

<http://www.stp2012.info>

Center of excellence for transgender health at UCSF

<http://transhealth.ucsf.edu/>

European Social Charter

<http://conventions.coe.int/treaty/en/treaties/html/163.htm>

The World Professional Association for Transgender Health (WPATH)

<http://www.wpath.org>

*Transgender EuroStudy: Legal Survey and Focus on the Transgender Experience of Health Care*

<http://www.tgeu.org/node/100>

## Employment

Centre for Gender Sanity

<http://www.gendersanity.com>

*Changing For The Better*, Scottish Transgender Alliance & Stonewall Scotland

[http://www.scottishtrans.org/Uploads/Resources/changing\\_for\\_the\\_better.pdf](http://www.scottishtrans.org/Uploads/Resources/changing_for_the_better.pdf)

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<http://www.pfc.org.uk/files/EngenderedPenalties.pdf>

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## Media

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Trans Media Watch <http://www.transmediawatch.org>

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[http://www.ilga-europe.org/home/publications/reports\\_and\\_other\\_materials](http://www.ilga-europe.org/home/publications/reports_and_other_materials)

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<http://www.transgendernetwerk.nl>



TransInterQueer e.V.

TransInterQueer (TriQ)  
<http://www.transinterqueer.org>

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