



FREQUENTLY ASKED QUESTIONS

What does the word “transgender” mean?

Transgender – or trans – is an umbrella term for people whose gender identity or gender expression is different from those typically associated with the sex assigned to them at birth (e.g., the sex listed on their birth certificate). For example, a **transgender woman** is a person who was assigned male at birth but knew her true self to be a woman; and a **transgender man** is a person who was assigned female at birth but knew his true self to be a man.

How do I know if someone is transgender?

Just like everyone else, transgender people are diverse in appearance, clothing, and interests. Some transgender people conform to our appearance expectations for men and women. Some don't. There is no way to “tell” if someone is trans; if you're not sure which pronoun to use with someone you've just met, politely and respectfully ask “which pronoun do you prefer?”

What does it mean to transition?

Transitioning is the process some transgender people go through to begin living as their true authentic gender. This process can look different for everyone. For some, they may change their name and pronouns and modify their outward gender presentation to better represent what they feel as their true gender. This may or may not include hormone therapy, gender affirming medical care or other medical procedures. Being transgender does not require someone to have had medical procedures such as gender affirming surgery or hormone therapy. At the same time, many transgender people cannot afford basic medical care including gender affirming related medical treatment nor can they access it.

Learn more at: TransformWashington.com

2017 Northwest Diversity Learning Series
Seize the Courage to TRANSform Our Ideas of Gender Identity in the Workplace
Presenters: Jeremiah Allen and Gunner Scott

What does “gender non-conforming” mean?

Gender non-conforming refers to people who do not follow other people’s ideas or stereotypes about how they should look or act based on the female or male sex they were assigned at birth.

What does the word “cisgender” mean?

Cisgender – or cis – is the term used to describe people whose gender identity or expression aligns with those typically associated with the sex assigned to them at birth.

What is gender identity and gender expression?

Gender identity refers to a person’s innate, deeply-known psychological identification as a man, woman or some other gender. Gender expression refers to the external manifestation of a person’s gender identity, which may or may not conform to socially-defined behaviors and characteristics typically associated with being either masculine or feminine.

What’s the difference between being transgender and being gay, lesbian, or bisexual?

Gender identity and sexual orientation are two different things. Being transgender is about an individual’s gender identity, while being gay, **lesbian, bisexual, or heterosexual** is about an individual’s sexual orientation, which is our romantic, emotional, and/or sexual attraction to others, including those of the same gender, or different genders. Transgender people can identify with a wide variety of romantic and/or sexual attractions, just like cisgender people

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