

Non-Binary
(and Trans and Intersex)
Support Tips

universal... of BEING DIVERSE



Hey! Sometimes you'll see this icon below a number. It marks a tip that may especially have negative repercussions on you, like job issues or physical danger, depending on your context. Consider your safety - you are best able to advocate for and support others while you yourself are supported!

01 Recognize we are diverse! Remember these identities and experiences are hugely varied, and that they often intersect with others such as race, class, size, sexual orientation, age, immigration status, dis/ability, etc. Expect us to have different narratives and ways of relating to ourselves and others.

Talkin' 'Bout
That Cutie

02 Never assume identity, gender, body parts, or associated words. Default to neutral language like *person*, singular *they*, *chest*, or *crotch* (or *junk*) until you have a chance to ask safely. Be aware that asking other people about someone else, or simply using the language that you hear others using, may not give you the right answer and should be a temporary stopgap measure. *Does this take practice? Yes. Is this hard? Yes. Is it a commitment you have to decide to take? Yes. Does it feel impractical? So is assuming everyone you meet is a cis man or a cis woman.*

03 Be mindful of the environment where you're asking and if the person may be uncomfortable answering; you can always try a broad "How would you like to be addressed?" If the answer is extremely difficult for you, especially if due to a language-related disability or unfamiliarity with English, consider disclosing and/or asking respectfully for an auxiliary or backup way to refer to the person—but please do so without invalidating the primary way (don't say things like "that doesn't fit my view of you") or simply refusing to try it. Instead try things like "I'm not sure my brain will work well with that, even with practice; is there another option that would still feel okay?" Accept a no for an answer and that incompatibility happens. Never argue about grammaticality or how "weird" a word is to you.

Oops,
My Tongue

04 Fix slip-ups without making excuses or long explanations, without being dismissive of their importance, and without making a huge deal by overapologizing and centering yourself. Ask yourself if it's actually a good apology, and how much time and energy it requires from the person. Recognize that we hear "please be patient with me, I'm trying" and "it's just hard for me because XYZ" constantly, and that we're seen as impolite or hostile if we aren't instantly gracious and reassuring; know that takes a toll and makes us less able to be authentically present. Be patient with *us* and know it's hard for *us*, too. It may be useful for us to know how your disability or circumstances are affecting our interactions, so you can offer that info; we also might not always be up for hearing about it, especially if it's about your relationships, so accept a no.

Wince!

05 Recognize that we may have strong, visceral reactions to certain language, no matter how well-intentioned it is, and that it isn't about your goodness as a person. Some of us may find "preferred pronouns" invalidating because our words aren't a preference but a truth and a necessity, or we've seen "preference" weaponized against us; others may find it innocuous, accurate, or affirming. Different subcommunities or individuals have different experiences and opinions, and while that may be difficult and perhaps frustrating, you aren't expected to be perfect in advance—but please avoid complaining about our terminology and/or diversity.


Context,

Context,

Context

06 Be aware that different contexts can involve different out-ness and language, much like scene names in the vanilla world. Wherever possible, ask for names, pronouns, and other wording in advance of interacting in a new place. If already there, be confidential and cautious (again, “How would you like to be addressed (here)?” is very useful). Know it can be a safety concern to be outed to family, employers, on a public profile, on a voicemail message that is checked by others, etc. Don’t correlate out-ness with “authenticity”; acknowledge and validate the very hard choices and tradeoffs we often have to make for survival.

07 Respect that some of us are exhausted with having to come out over and over. Offer and be willing to do the work of making sure people won’t misgender us before inviting us to socialize with them.

08  Where appropriate and safe, correct others on misgendering language. Being subtle by modeling the correct words may not always register; use your best judgment about whether directly saying something like “Oh, the pronoun for that person is ____” will be received well or derail the conversation into something uncomfortable or hostile. Also consider whether only you will have to deal with that or if the person in question will face blowback too. Always consider the person’s comfort; watch their body language if they are present, and try giving them an out like asking if they want to continue the conversation or not if it becomes about their gender. Much like out-ness in different contexts, you can ask if the person wants you to correct people about their gender and to what extent where, including when they are not present. Don’t assume they’ll want you to go along with misgendering, even if they don’t want you correcting, though!

Reality check

09 Don't ask someone's "real" name, don't ask if the name they give you is their "real" name or was given by their parents, and don't ask their birth name or given name. It's invasive, it's entitled, and it implies a birth name is somehow more real and a chosen name is less "real" and less valid. For many of us, our chosen names are our real names. It's telling that sometimes people say "biological name," as if it has some greater credence to it.

10 If you need to know a legal name (or previous aliases going back X years) for legal purposes, specify the exact reason, and make sure it is kept extremely confidential and isn't the default used to refer to someone - and isn't plastered across things we have to interact with. Know that when it's the only thing asked for, that can suck as we don't have anywhere to indicate our truth, and can leave us wary and on edge. Again, "preferred name" may be off-putting as implying a "preference" that doesn't need respecting, so consider language like "name you wish to be called."

BORN Free

- 11** Don't say things like "born a boy" or "born female" about other people. One, this reduces us to a binary gender and sex overriding who we really are; two, it paints our particular culture's system as natural, scientific and objective; three, it says we are "innately, biologically, originally, fundamentally, always" something we are not; four, it's often inaccurate. Some of us were never the sex or gender projected on us, regardless of body parts or upbringing.
- 12** Instead: Language like "assigned sex at birth (ASAB)" and "coercively assigned male at birth (CAMAB)" highlights the external judgment made based on a glance between a newborn's legs - or based on a ruler and doctor debate. Recognize that intersex people are still often operated upon as infants or children without informed consent (even of the parents, who are heavily pressured and even lied to) just to make their bodies "conform" to a cosmetic standard and capable of penis-in-vagina (PIV) sex. These surgeries usually ignore sensation, medical necessity, and research studies documenting how these surgeries *decrease* quality of life.
- 13** Acknowledge who is deciding someone's sex or gender at any given time—and don't let it be you. Use language like "when people thought you were a boy" when relevant to emphasize perspective. Respect all words people decide to use for themselves, including things like "I was born female" or "my body isn't male or female," regardless of birth assignment or modification; the decision is theirs. Separate out body parts, sex, birth assignment, gender, and legal marker; know that none of these have to match.
- 14** Recognize that most people are not chromosomally tested and that XX and XY are both a) often just assumed and b) not the only options. Don't assume you know someone's birth assignment (or birth organs - or current ones!) just because you know they're trans or non-binary. Don't assume knowing one variable tells you another; none of these are necessarily related, even body parts.

BORN...
This way?

- 15** Don't assume all trans people feel "trapped in the wrong body" or always knew their gender. While true for some, this is not the only narrative and is often an oversimplification or just not true. Likewise, don't assume all non-binary people did (or didn't) always know their gender, or that all intersex people knew (or didn't know) theirs or their intersex status.

Body Modification
Exists?!?

- 16** Recognize that birth assignment, and even specific birth organs, don't translate to current body status or necessarily say anything relevant about our experiences or bodies, even to doctors. The same is true for "transition status"—being "post-op" or medically transitioned does not mean one particular thing. There are many different options and outcomes, and there is no "the" surgery. Don't assume we all want to look cis or "pass" as binary. Don't assume a person hasn't medically transitioned, and don't say things like "it'll be easier to get your gender right once you XYZ."
- 17** Recognize that accessing medical transition is very often based on economic status, insurance plan specifics, physical health, thinness, being deemed "not crazy" and also "old enough but not too old," and the availability of competent local doctors. Be mindful of the classism, sizeism, ableism, and ageism of associating medical transition with "authentic" identities. Also recognize that barriers to social transition affect if medical transition is safe. Respect each person's individual feelings as to whether "transition" is an appropriate word for them - especially intersex folks.
- 18** Also, not all of us want to transition at all (legally, socially, or) physically. Some of us like our bodies a goodly amount of the time; we just wish they came with on-off buttons and swappable features. Sometimes our mental map matches our body, and it's just how other people see and interact with it really doesn't.
- 19** Don't ask about birth assignment, hormones, surgeries, genitals, or bodies. If you must, acknowledge the question is invasive and personal, provide explicit reasons, and offer a right to not answer or to reframe. (For instance, be clear if you're worried about medical risk, street legal laws, or negotiating sex.) Like anyone, and often more so, our medical histories can be intensely private and traumatizing.

“That seems sexist...”

20 Recognize that our access to appropriate medical care or employment or even social services is often contingent on how “well” we perform binary, hetero stereotypes, and don’t blame us for the institutions that gatekeep us. We aren’t the ones who invented the gender binary or its stereotypes, and sometimes playing into it is a matter of survival.

“you should really
tell so-and-so...”

- 21** Be understanding if we are resistant to going to the doctor and recognize we probably have valid reasons. (Consider getting familiar with the statistics on medical maltreatment of us.) Do offer to accompany us to medical appointments as a patient advocate and friend – and ask what we want from you, and let us take the lead.
- 22** Don't out or refer to someone's birth assignment, or their trans or intersex status. Let them disclose on their own terms if they decide to, and don't pressure them to do so. No, not even to doctors. Or sexual partners. Or another trans or non-binary or intersex person. Recognize that if a doctor isn't experienced with trans, non-binary, and intersex patients, being told about someone's past body can result in them overlooking the present body that they're supposed to be treating, and can lead to more harmful assumptions than otherwise.
- 23** In an emergency where someone's non-responsive, deeply consider what is actually relevant. Is a hormone prescription really relevant to a car accident? Genitals aren't relevant to a stroke. Be aware that EMTs and police sometimes delay or refuse to care for us, despite nondiscrimination laws. We're also more likely to be mentally institutionalized just because. If you can discuss this in advance, do.
- 24** Take a cue from how they describe themselves to others and how openly – if I'm very vocal about how I wish people would realize I don't have a vagina or a penis, then yes, help people know that! As always, directly asking what people would like from you is helpful, as long as it's done appropriately.



"But CASAB IS RELEVANT"

- 25** Try to break down CASAB with a little thought. Do you mean, “was raised as a boy (but wasn’t/isn’t a boy, which affects how that raising worked)”? Do you mean, “doesn’t experience transmisogyny”? Do you mean, “was born with a certain kind of body” (and is that relevant)? Often when we’re talking about gender and privilege or experience, it’s much more complicated than reducing people back down to assigned sex, and it’s better to talk about axes of oppression (like the particular virulent hatred towards trans women and non-binary transfeminine people) than to invoke someone’s assigned sex.
- 26** Especially when teaching about bodies and techniques or risks, just talk about the relevant body part. And be specific. “People with uteri” is not the same as “people who can get pregnant” is not the same as “people who get periods” is not the same as “people with vaginas” is not even the same as “people with vulvas.” “People with a Y chromosome” isn’t “CAMAB people” and isn’t even “XY people,” though often all the research is only on people who are both XY and CAMAB - and specifically cis men, because something like how a Y chromosome interacts with estrogen therapy is poorly studied at best. Don’t single out gender affirmation surgery as having a higher risk or longer recovery time than anything else; this isn’t true, and is othering. Teach people to believe our own statements about our bodies and needs.

Binary But Totally Not
This Time

- 27** Notice how non-binary people get turned into Trans Men Lite™ or Basically Trans Women™ by framings like “transmasculine vs transfeminine, the end.” Respect that many of us reject those words for that reason, even if we sometimes have to use them to access resources because they are gendered. Be patient with our evolving language as we try to carve space to exist.
- 28** Celebrate the many genders that aren’t man or woman, the many sexes that aren’t male or female, and the many kinds of expression and energy that aren’t masculine or feminine! Neutral is one of all of these; femme and masc and butch are distinct gender expressions; and there are many more, but often the words aren’t commonly known yet. Some of us may identify with aliens, robots, monsters, exoplanets, colors, or other things to express how it feels to be not-man not-woman not-neutral. And some of us don’t have genders at all.
- 29** Try expanding your descriptions. Use phrases like “all-gender restrooms” or “people of all and no genders.” Actually use the word non-binary when you mean to include us; we’re not always trans, or gender non-conforming, or gender-variant. Some of us prefer the word genderqueer; often, we feel more welcome when there is a list of different words like all of these and more.
- 30** Admit when an event is woman-centric or man-centric, and make clear who else is welcome. Don’t expect us to message you or just show up; that takes a lot of energy that daily life takes first. Don’t separate *trans women* from *women*, and don’t separate *trans people* from *women* or *men*. Use phrases like “women (cis and trans)” to specify trans women are welcome—too often, the default is that they aren’t. Advertise upfront how attentive to pronouns and gender people will be expected to be, because we should know the atmosphere we’re getting into so we can decide if we’re up for it. Realize we may not be your audience and that’s fine.

We're Flagging!!!

31 Pay attention to how we're trying to be out and have our identities and words respected! Oftentimes we wear pins with pronouns, shirts with slogans, badges and patches, even tattoos to say, "Hey, you looked at me? Know my gender isn't binary!" It's amazing how little they get noticed and how surprised people act to have them pointed out. Even wearing a giant sign isn't enough. So don't say things like "coulda fooled me!" or "I never would have guessed!" One, we're not trying to fool people (and that logic gets trans women murdered with a "trans panic" defense), and two...what would it take for you to think twice?

32 Genderfluid people in particular may want different ways of interacting (including different pronouns) at different times, and they may change up how they're flagging to match! Ask them if there are cues (such as clothing or makeup) that they use as signals and want you to watch for, whether they want you to check in explicitly (and how often), or whether they want you to remember whatever they last told you. Obviously this relies on being *in* interaction, so also ask how you should refer to them when they're not around. They may have a pronoun set for that, or want you to mix it up, or want you to keep using the most recent pronoun, or have another way of handling it. Be communicative about your own limitations (on memory, or on noticing and processing cues) without invalidating; we're pretty aware these exist.

33 Flag with us! Make it normal to wear and look for pronouns, especially on nametags. Write them on if you have to, and look at changing online forms for printing badges so they prompt for pronouns. Put them in your email signature, and not just buried at the end but near your name and how people should refer to you. Encourage a culture of that being a default. They're such an important part of referring to someone you've just met; make them casually accessible! BUT don't *insist* on them **because...**

Okay, So Pronouns

- 34** Not everybody is OK with the pronoun question - especially genderless folks. Make room for people to say “just my name,” “no pronouns,” or “pass.” It’s not always cis privilege or forgetfulness. If you *are* reminding intros to address pronouns, make sure these options are known and respected.
- 35** Pronouns aren’t gender. Avoid things like *male pronouns* or *feminine pronouns* (except as self-validation against misgendering). Someone could use he/him without being a man, especially if people in his life say things like “I could never see myself calling you he!”
- 36** Don’t keep using *they* or avoiding pronouns altogether for someone you know/suspect uses a different pronoun, especially a trans woman. It de genders us with a smile of “respect.” If you run up against an institutional formal style guide, do what you can to fight to change it.
- 37** Not all non-binary people are happy with they/them/theirs. It’s often just the most accessible option. Often other pronouns are more true, accurate, and affirming. There are tons of options: ze/hir/hirs, xe/xem/xeirs, co/co/co’s, vi/vir/virs, e/em/eirs, fae/faer/faers, thon/thon/thons...many of them on Wikipedia, some going back centuries! We don’t expect you to be fluent right away, but we notice how you approach it. Deal with your feelings about “neo”pronouns and the it/its/itself set away from us.
- 38** Don’t joke about “my pronouns are your highness/your majesty’s” unless you’re prepared to have them seriously used. Too often, cis people say things like this as a test and use any reaction as a *gotcha* or excuse for discomfort. Our coining single-syllable sounds recognizable as pronouns but not mistakeable as *she* or *he* faces many challenges, and ridicule sucks.

Nouns, Also Important

- 39** Don't use slurs like the following: tranny, hermaphrodite/herm, shemale, he-she, cuntboy, dickgirl, futanari/futa, trap. Don't call us "the best of both worlds" or emphasize how hot it is we "know both sides" or "have elements of both." Don't do that to anyone!
- 40** Don't use language like "biopenis," "neovagina," "micropenis," or "real dick" for anyone but yourself—it paints cis perisex bodies as "biological/real" and anything else as either a) obviously lesser or b) identical. Know that applying "anatomically correct" language invokes Objective, Unbiased SCIENCE to violently overwrite reality with models that ignore biodiversity. Recognize the words we use can be tough compromises among expressing what a body part looks like, what it means to us, and what descriptions we're comfortable with. Respect our right to decide the best words, no matter how confusing they may seem to you, and don't make us explain them in your terms. Know we face a lot of hostility masquerading behind "scientific accuracy."
- 41** Instead: Try language like "prototypical penis" to mean what most people think of by "penis," and recognize that our genitals often don't behave like cis perisex people's (regardless of modification) and shouldn't be expected to – in hardness, wetness, the way we use them, what feels good, and more. Other options like "flesh penis" or "perma-attached penis" aren't synonymous and say nothing about penetration. When crafting safer sex rules, consult trans, non-binary and intersex people.
- 42** Avoid referring to detachable parts like a packer, breastforms, or strap-on as "fake" or less real just 'cuz they aren't permanently attached. They can be deeply felt parts of our selves.
- 43** Some of us like alternatives to *boy* or *girl* like *enby*; some of us find them infantilizing or contrived. Ask ahead of time.

Adjectives and
Descriptors Too!

- 44** Don't offer compliments on our appearance that emphasize how we look "more" like our gender, and don't offer unsolicited suggestions or commentary as to what's "appropriate" for our gender. Try instead commenting "you look happier" or asking how we are feeling about a visible change such as facial hair.
- 45** Respect and affirm our right to cut our hair how we like, wear clothes how we like, wear or not wear makeup how we like, sit how we like, walk how we like, and talk how we like and still be respected as our gender. Skirts are comfortable for everyone and maybe we're tired of never having our gender gotten right anyway! Changing how you hold yourself and talk and the pitch of your voice is a lot of effort that can feel very fake to some of us, and it shouldn't be a requirement. For anything.
- 46** Recognize that commentary on how we "present" is often rooted in an assumption of our intentions and can be meaningless for non-binary people, and that instead how we are "read" is highly contextual, cultural, and dependent on the other person rather than anything we wear or how we carry ourselves. It's also heavily influenced by race, size, visible disability, age, and many things we can't control. Own up to the fact you are the one interpreting visual input and choosing words!
- 47** Be aware that a lot of complimentary words around attractiveness can be gendered. Handsome, beautiful, pretty, even cute can lead us to wonder if you only say that to a certain gender and how you're conceptualizing us – or may just be a hard no in general. Be respectful if we cringe and ask you not to use a word, and know it's not about you.

Titles and Honorifics
and Oh My!

48



Offer alternatives to Mr. / Mrs. / Ms. / Miss – as well as a “no title, please” option wherever possible. Many non-binary people like the title Mx. which is pronounced *mix*, but some of us greatly dislike the implication we are a mix of male and female. Some of us like Mre. which is pronounced *mystery*; others like Misc. which is pronounced *miscellaneous*; others like Ind. for *individual*; still others like Mq. for *m’queer* or have other things we’ve come up with. Pay attention and don’t autocorrect Mz. to Ms.! And especially when at a front desk or welcoming station, avoid guessing a gendered salutation wherever possible – consider instead something like a grandiose “my dear [lastname/patron].”

49



If you don’t have to use *sir* or *ma’am*, don’t! Use your best judgment of your sociocultural context and safety. If it’s required by your job or situation, pay attention to if someone winces. Always keep your ears and minds open for upcoming alternatives. Some use *ser* or *serah* or fantasy titles; think creatively, always accept correction, and advocate wherever you can for awareness of how *sir/ma’am* can be an issue.

50

Do away with the common, exhausting refrain of “ladies and gentlemen.” Subtle alterations include saying “gentlefriends” or “gentlefolk.” There’s explicitly adding “and non-binary [noun]s,” but be aware that may sound tacked on as an afterthought, especially after “boys and girls.” Whole replacement options like “honored guests,” “distinguished customers” or “esteemed patrons” sidestep gender altogether. Many more informal alternatives can be found via web search or brainstorm.

...What About Sex
(The Not Gender Kind)?

- 51** Don't ask how we have sex—unless you're asking a person you're about to have consensual sex with how *they'd like to* with *you*. Not all people have sex the same way, regardless of bodies. And PIV is not “proof” of something “working.”
- 52** Recognize we're objectified as fetishes and non-persons in porn and mainstream culture, and often the best-known words for us are slurs. Respect we may be wary of chasers and body-based attraction, and may need reassurance we're seen as people and as our gender—via actions over time, not direct “I see you as your gender!” Also respect some of us may deal with oppression and trauma by eroticizing and playing with them in ways we can control; this doesn't make us traitors or self-oppressors.
- 53** Don't conflate gender or sex with sexual (or romantic) orientation; these may or may not be related for a person. Like cisgender & perisex people, we can be straight, queer, ace, gay, grey-ace, bi, aro, pan, demi, and more! Sex-repulsed or romance-averse, too. Remember being/IDing as straight doesn't unmarginalize us for gender/sex; we still belong in LGBTQIA+ community and have always been here, even if visibility or words change over time.
- 54** Respect that we may care about *your* orientation & how you frame it when we're considering having sex or dating you. Some non-binary people are fine being with a lesbian-, gay-, or straight-ID'd person; some want to hear your narrative; some draw a hard boundary. A trans guy might be squicked by a gay man deciding he's bi just 'cuz he likes a man who's trans. Gendered (or sexed) attraction can be a minefield.
- 55** Always use our words for our bodies and genders. Even after a bad breakup. Even bragging about hot sex. Even about pregnancy. Even discussing your sexuality. Even about a douchebag.

Peeing, safely

56  Be proactive and informed about restrooms! Know where nearby all-gender restrooms are for events and places you frequent, volunteer, or work. Think ahead and be understanding if someone's uncomfortable using a gendered space like a locker room. Map non-gendered routes into places like pools! Where you can, offer to accompany them into a gendered space of their choosing, and accept if they decline.


57 Know local laws around restrooms and gender. Is it “birth sex” or “birth certificate” and how is that enforced? Is it “whichever conforms to your gender identity?” If someone’s genderfluid between boy and girl, is sie allowed to switch back and forth? If someone’s equally neither M nor F, is there an equal all-gender restroom? Are trans people forced to use unisex restrooms? If single-stalls must be gender-neutral, report violations.

58 When hosting an event, designate at least one all-gender restroom that is accessible—near the main area, wheelchair-compatible, not far to walk. Ensure signs don’t rely on English, have Braille, and give clear directions. Also consider people who need baby change mats, nursing stations, or seated showers. If a set of restrooms is more remote, make those the gendered ones.

59 Ask where the all-gender restrooms are! Normalize that request. Encourage sites to mark these facilities on their maps. If questioned, explain that non-binary people deserve a comfortable restroom that isn’t a “gotcha” if people are watching them. If this isn’t safe for you, ask about single-stalls instead.

60 Ensure signs avoid othering non-binary people as essentially half-man, half-woman (many aren’t) or as an alien/robot/mermaid alternative to human men’s/women’s. Whimsy can be nice but should be equal. Better option: images of a toilet and/or urinal.


Accessing Gendered Resources

61  Advocate for trans women to have access to women-only spaces, programs, shelters, and resources. Know the extreme violence transfeminine people face because of transmisogyny, which is exponentially compounded by race. Don't fear-monger about cis men taking advantage by pretending. Educate yourself about bathroom bills, Trans Day of Remembrance, the National Transgender Discrimination Survey, and common anti-trans talking points disguised as reasonable concern. Oppose spaces that exclude trans women, especially if they welcome trans men or CAFAB non-binary people.

62 Gender written resources and general workshops wherever you can. Recognize that healthcare advice is often made inaccessible and dysphoric by how it conflates body parts with sex with gender. Acknowledge where medicine and research is based only on cis perisex bodies and isn't informed about ours. Respect that we often have different healthcare needs as well.

63 Respect our rights to govern our bodies; help us research risks, but don't pressure us into procedures like PAP smears or breast exams or prostate exams, no matter how routine or essential they might seem to you. Respect our right to exercise harm reduction and our judgment. Offer to help us find trans-competent resources and doctors, and respect our no's.

Otherwise helping

- 64** Know that many of us avoid using credit cards because of legal names, and support us in getting cash or paying you back.
- 65** Realize that the legal process to change name and/or gender is difficult, expensive, time-consuming, intimidating, and sometimes not even possible, especially for immigrants. Understand that we may not be ready or ever want to, whether because of family, jobs, likelihood of discrimination, timing, our gender not being an option, publication requirements that may out us permanently, medical gatekeeping, or any number of other reasons. Many housing or job applications require aliases for the past 10 years or entire life. Help us find a trans-competent legal clinic or online resource if we ask. Birth certificate changes are especially prone to confusing instructions, and DMV or Social Security visits to misgendering; offer to come with us or make calls. Correct people who argue we need documentation to be respected.
- 66** When doing a visibility project, whether photography, written, or art, include our self-depictions, and of different kinds - not just white, androgynous/semi-masculine, thin, abled non-binary folks.
- 67**  Effect institutional change where you can. Submit comments and mention things like intake forms requiring an M/F choice, especially on a computer; get involved in design if you can, and push prioritizing updating their programming and databases past a hardcoded binary. Complain when a site asks your gender just for ads. Suggest adding a requirement to city/campus building codes that any new building over a minimum size include an all-gender single-stall restroom. Question email blasts that target gender and ask how it's determined, and interrogate how easy it is to change one's listing. Complain about required fields like titles that only have Mr./M(r)s. and profession-specific options. Urge things like AirBnB to allow easy pronoun/gender disclosure and correcting of misgendering posted comments.

(still)
Otherwise helping

68



Encourage medical offices especially to separate chosen and legal names; to make clear that staff should use the chosen one; to practice not gendering especially in the waiting room; and to look at their assumptions and language and policies. It can be very hard for us to get accurate, competent care because of assumptions that we have cis perisex bodies and about what organs we have. We are also often denied procedures or insurance coverage based on which gender marker they have, or because their written documents specify a gender – even if that was informal usage, it gets used to justify denying us services. Advocate for inclusive, non-gendered language about services so that can't be used against us.

69



Speak up against cissexism, exorsexism, and perisexism; share your knowledge, and encourage those around you to educate themselves. Challenge binary ways of thinking and the idea that it isn't a big deal or that it fits most people. Seriously consider if a space is welcoming to intersex people, trans women, trans men, and non-binary people of all kinds; for instance, exobinary, genderfluid, and genderless needs may vary.

70



Create policies and rules that address misgendering and take it seriously. Don't wave off repeated misgendering as always an innocent mistake or too hard to expect of people. Create an avenue for trans and non-binary people to report to, and listen to us in good faith. Be willing to enforce your policy or rule, from taking someone aside to have a conversation (and not one that paints us as demanding or hostile or sensitive) to asking them to leave an event to requiring education.

Staying Current

71 Consider following an organization like the Intersex & Genderqueer Recognition Project or interACT, or a blog like Ask a Non-Binary, or finding a comics artist you like. Be wary of getting all your news from an umbrella organization like HRC.

72 Don't ever assume you're done learning. You don't have to be on top of every word and political development, but try to graciously welcome feedback and genuinely look at whether your framework needs updating. It can be exciting to find out a better way of referring to something that was previously tangled and unideal has been coined!

Above all:

Respect,
Support,
and
listen to us.

