



Trans Inclusion for Libraries

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Pronouns: he/him or they/them

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Introductions: Why are you here?





Perspective and Limitations



Workshop Goals

- Discuss how trans and gender variant identities intersect with library work
- Ask questions without judgment
- Provide resources for further learning
- Enable continued discussion

Do

- Respect names, pronouns, labels
- Use gender inclusive language
- Eliminate forced outing
- Keep learning!

Do not


- Out people
- Make assumptions about gender
- Demand information
- Decide you know everything



Resource:

Trans Allyship Workbook





“Diversity is a number;
inclusion is a process;
equity is an outcome.”

-Barbara Chow





Who are the trans and gender
variant people in your library?



Security

Children

Student
workers

Housekeepers

Presenters

Librarians

Patrons

Employees

Students

Adults

Board
members

Faculty

Staff

Volunteers

Guests

Teens

Economic
status

Presentation

Ethnicity

Race

Age

Patrons

Employees

Disability

Housing
situation

Romantic
orientation

Religion

Gender

Sexual
orientation

Female

Transfeminine

Nonbinary

Genderfluid

Demigirl

Patrons

Two-Spirit

Employees

Male

Neutrois


Agender

Genderqueer


Boi

Demiboy

Transmasculine



Who are the trans and gender
variant people not in your
library?



Security

Children

Student
workers

Housekeepers

Presenters

Librarians

Patrons

Employees

Students

Adults

Board
members

Faculty

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“Educating yourself is allyship.” -Erin White



Learning language: What to look for

- Authority
- Currency
- Accuracy
- Relevance

TOP DEFINITION



Cisgender

Normal. A term that is used as derogatory by the **LGBT** community who thinks everyone who is **normal** is the **antichrist**. People who like their genitalia how it came

***Jacob** is **cisgender**, he was born with **a penis** and he still has one.*

#sjw #transgender

by **Larry-cable guy** September 08, 2016

[Urban Dictionary: Cisgender](#), 10/17/2019

CISGENDER

(adjective)

Someone who is not [transgender](#). Cisgender people [identify](#) with the [gender](#) they were [assigned at birth](#). It is often shortened to cis, which comes from the Latin prefix meaning “on the same side of.” Cisgender should be used instead of inaccurate terms like ‘bio/logical,’ ‘genetic,’ ‘natal,’ ‘real,’ or ‘born’ when referring to people’s genders. *e.g. Brenda, a cisgender person, never witnessed how her work treated transgender people and was surprised to hear her trans coworker’s stories.*

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Resource:

The Trans Language Primer



Self-identification

- Respect what individuals call themselves
- Do not assign terms to people without their consent
- Identities may change over time
- Indigenous genders: Tied to culture and/or location

Terms

- Trans and gender variant
- Out
- Gender-inclusive
- Nonbinary
- Misgender
- Others?

Restrooms

- All-gender restrooms (for patrons and employees)
- Wastebaskets in all stalls
- Inclusive directions



“Where is the restroom?”




Restroom signage




Pronoun sharing must be...

1. **Equitable** (not only if you think there are trans or gender variant people present)
2. **Open-ended** (not multiple choice)
3. **Optional** (never explicitly or implicitly require someone to share their pronouns)



Sharing your own pronouns lets people know
that they can share theirs if they want or
need to.



Pronoun practice

“I’m Stephen, the Access & Outreach Services Librarian. I use he/him or they/them pronouns.”

“My pronouns are he/him or they/them.”

“Please use he/him or they/them pronouns for me.”

“I’m Stephen, the Access & Outreach Services Librarian.”

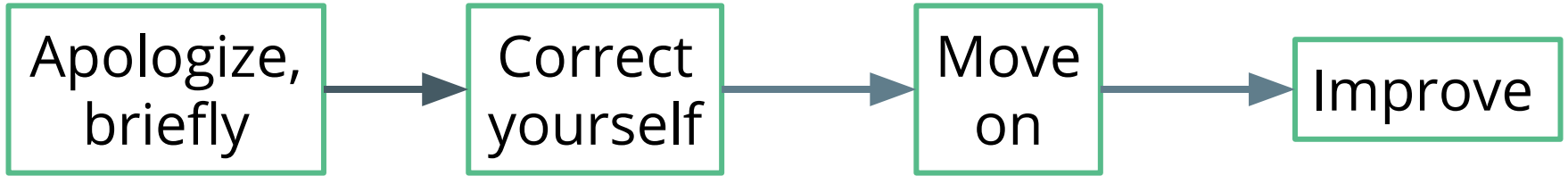


Resource:

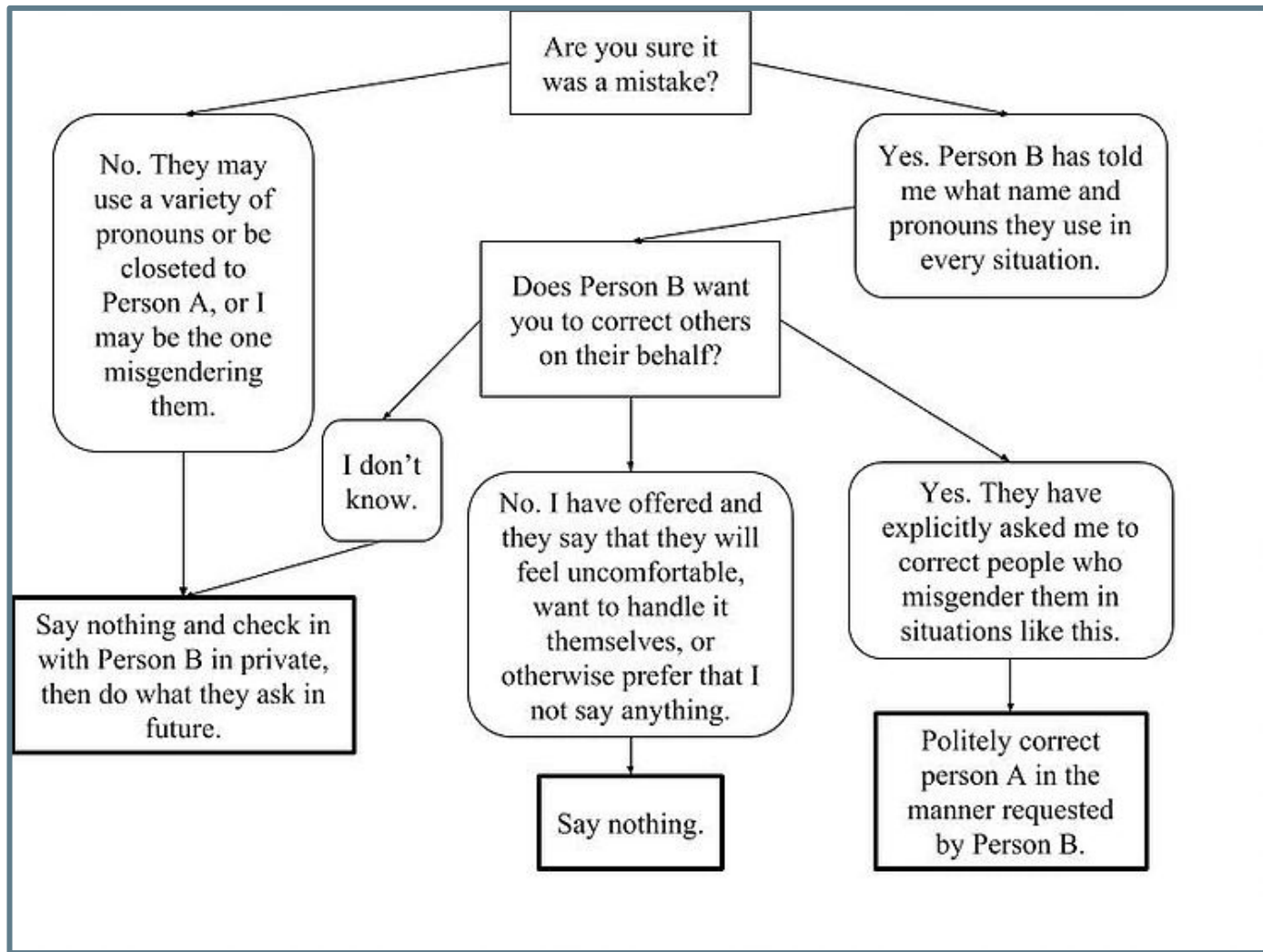
<https://www.mypronouns.org>



If you misgender a person



"Person A
misgendered
Person B.
What should
I do?"



Personal information

- What you are asking?
- Why are you asking?
- Who sees the information?
- How will the information be used?
- Is the question optional?

Example: Job application

Name of use _____

Legal name _____

"Name of use" is what you would like people to call you. This is what the search committee will see. Your legal name will be seen only by HR; it will be used for your background check if necessary.

Pronouns (optional) _____

Gender identity (optional) _____

Legal gender (optional) _____

This information will be anonymized and sent to the EEOC. It will not be seen by anyone on the search committee.

Example: Event registration

Name of use _____

Legal name _____

"Name of use" is what you would like printed on your nametag. Your legal name will be used only for billing.


Pronouns (optional) _____

If you choose to enter pronouns, they will be printed on your nametag.


Example: Patron application

Name of use _____

“Name of use” is what you would like people to call you; it will be the name on your library account. It does not need to match your legal name.




**ASK GENDER AND LEGAL NAME ONLY
IF ABSOLUTELY NECESSARY.
ALWAYS EXPLAIN WHY YOU ARE
ASKING AND WHO WILL SEE THE
INFORMATION.**





Gender-inclusive language does two things:

1. Does not assume gender
 2. Includes nonbinary people
- 

Convert to gender-inclusive language

“That woman needs a book renewed.”

“Boys, go with the children’s librarian; girls, come with me.”

“The selected candidate will start when he or she is available.”

“Ladies and gentlemen, welcome to the library.”

“The man over there has a reference question.”

Possible solutions

“That patron needs a book renewed.”

“Group A, go with the children’s librarian; Group B, come with me.”

“The selected candidate will start when they are available.”

“Everyone, welcome to the library.”

“The person in the striped shirt has a reference question.”



Resource:

The Radical Copyeditor's Style Guide for
Writing About Transgender People



Collection Development


- Resources by and about people of different genders
- Intersectionality!
- Reviews by trans and gender variant people
- Incorporate into non-LGBTQ+ displays

Additional topics

- LIS schools
- Hold shelves
- Library instruction
- Interlibrary loan
- Research support
- Self checkout machines
- Conference locations
- Space reservations
- Cataloging
- Supporting coworkers
- Complaints
- Prefixes
- Nondiscrimination statements
- Dress codes
- Others?



Questions?



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Conclusion: What will you do?



Suggested readings

- Jones, A., Plante, H.J., Tottenham, L., Shelby, and syr. (2019). [Not Cis in LIS: A Roundtable Discussion about being Trans in Libraries](#). *BCLA Perspectives*, 11(3).
- Krueger, S.G. (2019). *Supporting Trans People in Libraries*. Santa Barbara, CA: Libraries Unlimited.
- Krueger, S., & Matteson, M. (2017). [Serving Transgender Patrons in Academic Libraries](#). *Public Services Quarterly*, 13(3), pp. 207-216.
- Roberto, K. R. (2011). Inflexible Bodies: Metadata for Transgender Identities. *Journal of Information Ethics*, 20(2).
- Sandberg, J. (2019). *Ethical Questions in Name Authority Control*. Sacramento, CA: Library Juice Press.
- Schwartz, M. (2018, May 2). [Inclusive Restroom Design](#). *Library Journal*.
- White, E. (2019, May 9). [Trans-inclusive Design](#). *A List Apart*.
- White, E., Coghill, D. E., Doherty, M. T., Palmer, L., & Barkley, S. (2018). [Gender-Inclusive Library Workgroup Report](#). *VCU Libraries*.

- [Gender Diversity and Transgender Inclusivity in Libraries](#) (presentation slides by Kalani Adolpho, 2018)
- [Transgender Needs and the Academic Library](#) (presentation slides by Kai Ewing, 2015)
- [Improve your Customer Service Skills: Go Gender Neutral!](#) (post by Micah Kehrein, 2016)
- [Reimagining Transgender "Inclusion" for Libraries](#) and [Transgender Inclusion for Libraries Resources](#) (webinar and readings by Sunny Kim, Bean Yogi, Micah Kehrein, and Reed Garber-Pearson, 2018)
- [Gender-neutral Bathrooms in Libraries](#) (pamphlet by Jane Sandberg, 2014)
- [Transgender-inclusive Library Card Applications: Issues and Recommendations](#) (pamphlet by Jane Sandberg, 2015)