

# CREATING DIVERSE & INCLUSIVE SPACES



PRESENTED BY:

TRANS SOLUTIONS  
Research & Resource Center

# WHO WE ARE

Trans Solutions Consulting, LLC was founded in 2018 and our Research & Resources Center was founded in 2021. Our mission is to bring appropriate empowerment to TGNC disfranchised communities through a multi - tiered approach accessing resources, comprehensive health, research and social services.

# WHAT WE OFFER

Community Service – The individuals in the program will be required to complete 20 hours of community service. We want our participants to complete community service hours because it builds character, teaches them to have responsibility and accountability.

## Education Assistance

- College 101
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## Workforce Development

- Job Readiness
- Resume Building
- Job Placement
- Dress to Impress

## Skill Building

- Computer 101
- Banking 101/ MoneyWise /Bill Payment
- Credit Restoration
- Research Opportunities / Partnerships

## Safety Services Referrals

## Prison Reform Navigation

## All Medical

- Trans-specific care,
- surgery research and referral
- insurance and navigation

## Social/Spiritual Support

- Recommendation to Affirming Faith Spaces
- Support Groups

## Gender Appropriate Substance Usage Assistance

# OUR TEAM



**Marissa Miller**  
EXECUTIVE DIRECTOR  
**SHE/THEY**



**Apyphanie Dawn**  
CHIEF OPERATIONS OFFICER  
**SHE/THEY**



**Dani Farrell**  
CHIEF ADMINISTRATION OFFICER  
**HE/HIM**



**Calvin Larkins**  
DIRECTOR OF MEDIA &  
COMMUNICATION  
**HE/HIM/THEY**



**Mya Moore**  
TRANSWOMEN RESOURCE  
COORDINATOR  
**SHE/HER**



**Ke'Yahonna Stone**  
PRISON REFORM COORDINATOR  
**SHE/HER**



**Ashley Tidwell**  
OUTREACH & RESOURCE  
COORDINATOR  
**SHE/HER**



**Dexter Webb**  
TRANSGENDER RESEARCH  
COORDINATOR  
**HE/THEY**



**Cody Layne**  
TRANS & NON-BINARY RESOURCE  
COORDINATOR  
**HE/THEY**



**Katrina Reaves**  
OFFICE MANAGER  
**SHE/HER**

# Historical Existence of Trans & Gender Non Conforming (TGNC) People

Nonbinary identities aren't a new concept. Gender has been a construct since the beginning of civilization, and it was an oppressive one at that. Multiple ancient or older civilizations have been recorded to identify outside of the gender binary.

Sekrata – Word describing gender non-conforming Assigned Male At Birth (AMAB) individuals in Madagascar

Naleehi – Navajo traditional third gender, typically in regards to AMAB individuals

Dilbaa – Navajo traditional third gender, typically in regards to Assigned Female At Birth (AFAB) individuals

Hijira – Word describing a third gender in ancient Mesopotamia

# GENDER VS SEX

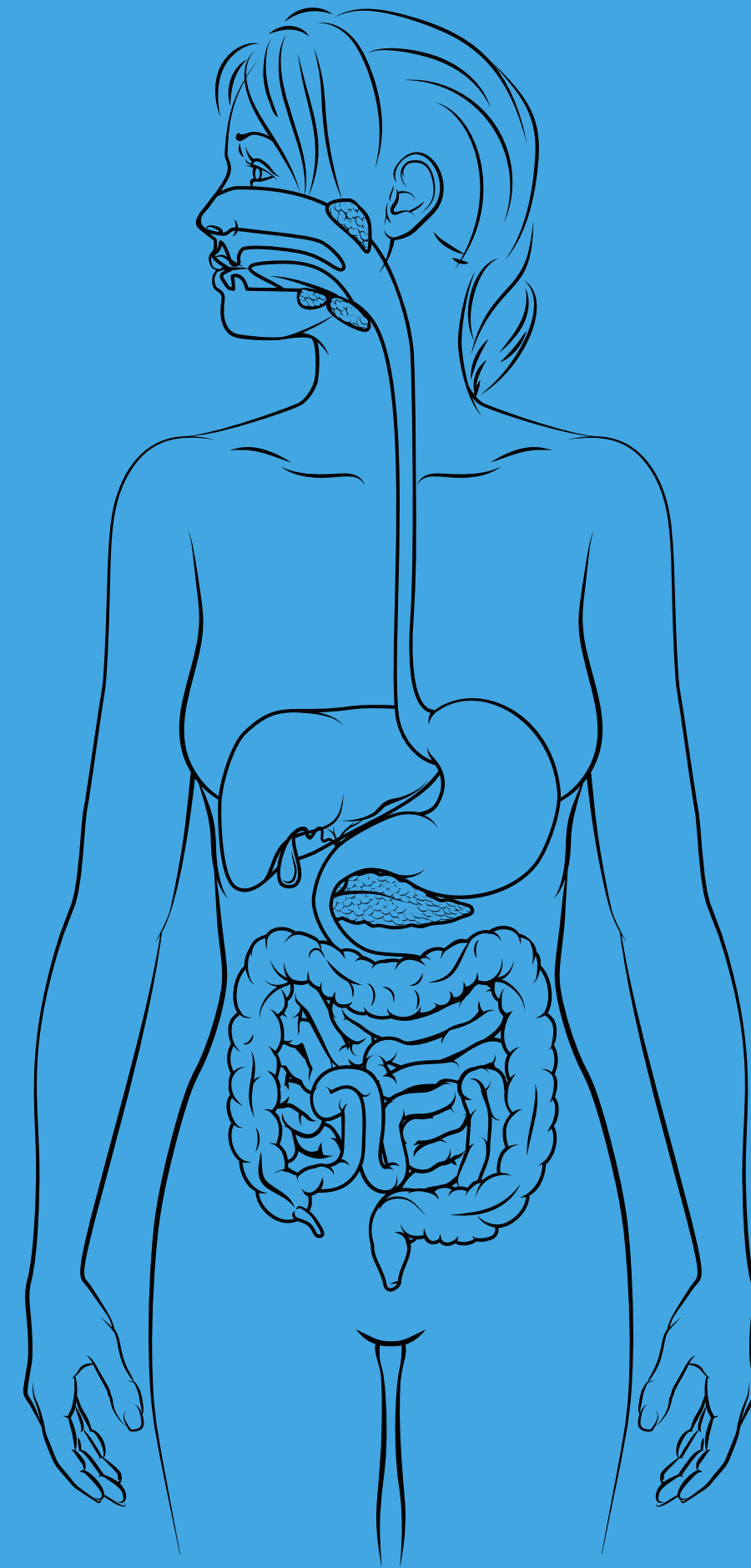
Sex refers to the physical & biological makeup of a person. Think what someone's body looks like. You should only be worried about this if you are someone's medical professional.

Gender is a construct which can be interpreted in many different ways. It is subjective, and it is individualized. Gender is arbitrary. The concept of gender=sex is a western ideology.

Gender is based off of one's interpretation of self while sex is the body parts you are born with. Sometimes these align, sometimes they do not. It's entirely based of the individual experiencing their perception of self and the world around them.

# AFAB Biology

People assigned female at birth are individuals who have a vagina at birth. These individuals are, typically, socially tied to femininity and womanhood.



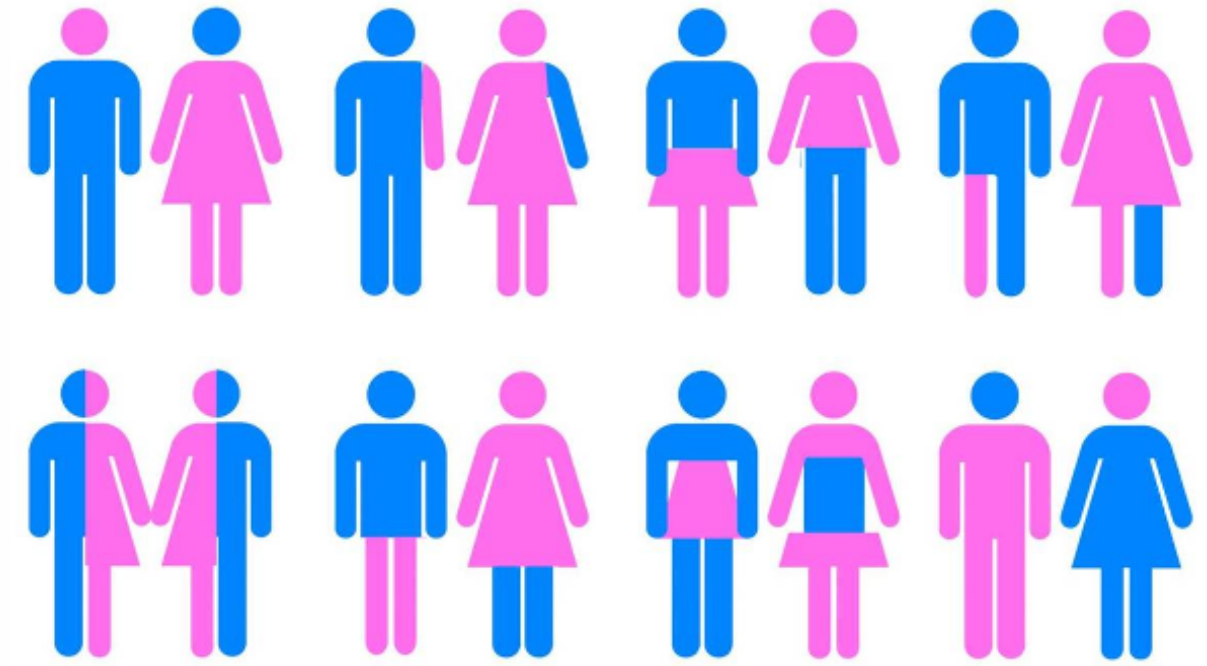


# AMAB biology

People assigned male at birth are individuals who have a penis at birth. These individuals are, typically, socially tied to masculinity and manhood.



# The Gender Binary



The gender binary is a social and cultural code that has been defining the way people view and express themselves based on gender. This idea assumes that male and female are the only way to identify and there is nothing in between or outside of that.

Gender has been used as an oppressive tool since the beginning of humankind. It has also been used as an expressive tool.

# Masculinity, Femininity, and the Gender Binary

It is important to understand that, while masculinity and femininity are ingrained into our society based on gender, these do exist in the context in which our society was invented. Much like money, these concepts are theoretically not real, but we do use them within our society.

Masculinity has nothing to do with the actual biological makeup of being male. This is a concept that consists of things like sports, dealing with pests, and domination.

Again, femininity has nothing to do with the actual biological makeup of being female. The concept of femininity consists of things like makeup, bright colors, and submission.

The thread of these concepts? They are entirely made up. Men and women, cis or not, display feminine, masculine and androgynous traits, simply proving that the gender binary is not inherently biological.

# **How to Address Nonbinary Individuals?**

It never hurts to ask! Direct communication is the best way to assure you're respecting an individual, whether it be in relation to gender or not. Asking for a person's pronoun when you ask for their name is probably the easiest. Even telling someone your pronouns upon introduction is an easy way to show a high level of understanding and relativity.

# GENDER PRONOUNS

Pronouns	Subject	Object	Possessive	Reflexive
↓	↓	↓	↓	↓
<b>He/</b> <b>Him/ His</b>	<b>He</b> asked	I told <b>him</b>	This is <b>his</b> office	He reminds <b>himself</b>
<b>She/Her/</b> <b>Hers</b>	<b>She</b> asked	I told <b>her</b>	This is <b>her</b> office	She reminds <b>herself</b>
<b>They/</b> <b>Them/</b> <b>Theirs</b>	<b>They</b> asked	I told <b>them</b>	This is <b>their</b> office	They remind <b>themselves</b>
<b>Ze (or</b> <b>Zie)/Hir/</b> <b>Hirs</b>	<b>Ze</b> asked	I told <b>hir</b>	This is <b>hirs</b> office	Hir reminds <b>hirsself</b>
<b>Ze (or</b> <b>Zie)/Zir/</b> <b>Zirs</b>	<b>Ze</b> asked	I told <b>zir</b>	This is <b>zirs</b> office	Zir reminds <b>zirsself</b>

# Understanding Diversity & Inclusion

- Diversity - Addresses Demographics
- Inclusion - Addresses Purpose & Belonging
- Must Value Cultural Competence - Responding appropriately to people of diverse backgrounds, recognizing differences and allowing individuals to feel respected & valued
- A Well Formed Ecosystem

# UNDERSTANDING INTERSECTIONALITY?

Contextualizing and recognizing the ways in which race, gender, class, sexual orientation, disability, and other axes of inequality constitute intersecting systems of oppression.

# WHY INTERSECTIONALITY?

Collins and Bilge (2016:8) assert:

“Using intersectionality as an analytic lens highlights the multiple nature of individual identities and how varying combinations of class, gender, race, sexuality, and citizenship categories differentially position every individual.”

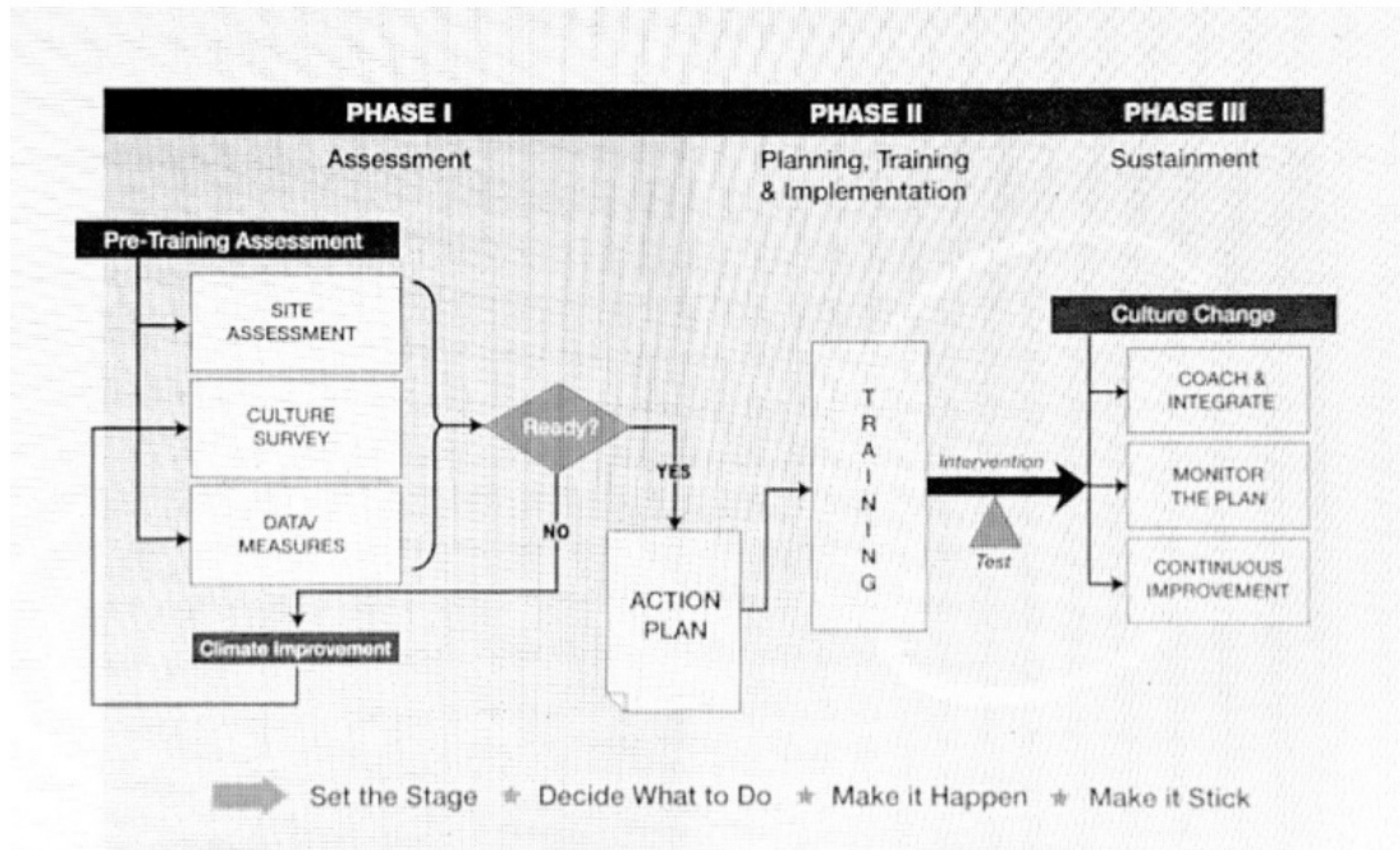
– Nancy López, PhD, University of New Mexico; Vivian L. Gadsden, EdD, University of Pennsylvania December 5, 2016



# **CREATING A DIVERSE AND INCLUSIVE SPACE MEANS**

Commitment to strategic support for creating and sustaining an inclusive culture, through:

- education
- recruitment
- employee development
- collaborations on diversity-related initiatives



# Got Referrals ?

Referral and Intake Form Available @  
[www.transolutionscenter.org](http://www.transolutionscenter.org) or email  
[info@transolutionscenter.org](mailto:info@transolutionscenter.org)