

Stonewall

ABOUT THIS RESOURCE

This resource is produced by Stonewall, a UK-based charity that stands for the freedom, equity and potential of all lesbian, gay, bi, trans, queer, questioning and ace (LGBTQ+) people.

At Stonewall, we imagine a world where LGBTQ+ people everywhere can live our lives to the full.

Founded in London in 1989, we now work in each nation of the UK and have established partnerships across the globe. Over the last three decades, we have created transformative change in the lives of LGBTQ+ people in the UK, helping win equal rights around marriage, having children and inclusive education.

Our campaigns drive positive change for our communities, and our sustained change and empowerment programmes ensure that LGBTQ+ people can thrive throughout our lives. We make sure that the world hears and learns from our communities, and our work is grounded in evidence and expertise.

To find out more about our work, visit us at www.stonewall.org.uk

Registered Charity No 1101255 (England and Wales) and SC039681 (Scotland)

Stonewall is proud to provide information, support and guidance on LGBTQ+ inclusion; working towards a world where we're all free to be. This does not constitute legal advice, and is not intended to be a substitute for legal counsel on any subject matter.

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**INTRODUCING THE TALK
ABOUT TRANS TOOLKIT**

SASHA | HEAD OF PRESS AND CAMPAIGNS | SHE/HER

FELIX | TRANS ADVOCACY MANAGER | HE/HIM

Who are we?

- **We work in Stonewall's Human Rights directorate**
- **We sit at the heart of Stonewall's purpose - advocating for a better tomorrow**



What will we cover in this session?

- **What is the context informing the toolkit?**
- **What might the toolkit contain?**
- **How you can help us shape the toolkit to best suit your needs**

**In our roles, we hear
from workplaces all the
time.**

**And whatever the sector,
we hear a similar story.**



**One in five of us are close
to a trans person in their
lives.**

**That's why the decision
to support trans
inclusion should be easy.**



But the reality is, it can be hard.

And getting it wrong can do lasting damage.



Those that speak up for trans inclusion may face several challenges:

- sensationalist coverage
- false equivalences
- spotlighting

THIS was the week in which Britain finally came to its senses. We reached a tipping point, when people on all sides decided the madness had to stop.

On Wednesday the Prime Minister declared that biological males should not be allowed to compete in women's sports — and he also dared to suggest that parents should have a say in their children's potentially life-changing decisions about gender identity. Following a very public shouting match on Tuesday that women must have safe spaces, including female prisons and domestic violence refuges, that neither men nor trans women can enter.

And this week, a former Cabinet member, Damian Green, said in a BBC interview who had returned from the voting 'biology is real'. "You've said that I've asserted that 'biology is real' as though that's something controversial. I think that's to start saying something that we all need that we really see in a logical place."

Many of these announcements would have been ineluctably met a few weeks ago. Dame Johnson would have been welcomed as 'long overdue' by the mainstream press. Sir Green would have probably had to resign for his 'logical' stance on women.

At present, trans activists have successfully halted and avoided three potential mainstream opponents in an array of ways: through to posters, women to pay rates. Against, sensationally, while, likely said and made. (Some of them, clearly in London, they meet they know better than any woman what it means to be female — and they support any woman who disagrees to a full barrage of abuse and threats.)

Women have seen their rights stripped away and, in many cases, their lives destroyed. Activists have been harassed out of their jobs, salaries have been taken back, harassment has been taken from their newspapers.

JA ROWLING for child harassment needed in the country has been widely acknowledged out of the history of her own books and later books at awards ceremonies from her modest career who are famous only because they played the character in the movies.

And now — suddenly — fighting politicians against with her own books. Her books were stopped. Why has it happened? Child culture has been terrifying — but there has been, I believe, been a growing sense of female rage among women who cannot understand why we should represent a man, particularly among Labour, the Greens and the Lib Dem, appear unable to say what a woman is.

The British public, though instinctively interested, is also fed up with hearing another medical jargon like 'birthing parent' and 'chest-feeding' from doctors who try to get the words 'mother' or 'breast'.

But one essential report contribution has been the Daily Mail helping to publicise the Respect My Sex campaign. Spearheaded by their former

sent a powerful message to politicians. "Respect my sex if you want my vote." This is a rallying cry to all women and anyone who believes that biological sex isn't simply a matter of personal choice.

Trans extremists have used intimidation, violence and threats to silence individuals who have bravely stood up for women's rights. But however loud they shout, they won't be able to build an entire country into submission.

If only politicians were more in touch with the issues. Sir Thomas has been a coward when it comes to the matter — silenced by the radical trans-rights extremists on his own party. This has led to the sight of the Leader of the Opposition, clearly not a stupid man, unable to give a straightforward answer to the question "Can a woman have a penis?" — which any child can answer.

Glaxo's first trans colleague, Lisa Nandy, has demanded that trans women's interests should be accommodated in a spirit of their sharing. Another Labour MP, Dawn Butler, believes a child is born without a sex. And the former Plaid Cymru member of Parliament, Owen Huws, repeatedly puts

in their "three letters have passed, and you can have vaginas." Other newspapers have cheerfully quoted the Respect My Sex campaign. The Mail has not, recognizing that trans-rights extremists have been attempting with some success, to erode women's rights hard won over more than a century.

I have been contacted in this way through not by choice for 12 years. In 2014 a white newspaper report denouncing sexual whistleblowers and the interests of women's sports. All hell broke loose. At the time I was informed about a legal battle in Vancouver, Canada, where a woman's newspaper column was under attack. A male-bodied trans woman was suing the charity after applying to be a volunteer coach for the victims. This application was turned down — and the resulting court case almost destroyed the charity.

The trans activists' definition of what it meant to be a woman seemed deeply misguided to me. It still does. They appeared to be saying that any man who had 'gay things' such as lactating breasts or large breasts was not only a woman, and had the right

to be treated as such. I believe that to be incorrect.

At the same time, I'm more than happy to support anyone's choice to dress and present anyone they wish. If a biological male wants to wear women's clothes, sport a woman's name, use female pronouns and live outside of sex stereotypes, good luck.

I do not intend to stand with a banner and people who we have been fighting against, however gender issues do not affect trans activists do not represent the great majority of trans people who just want to get on with their lives without fuss.

BUT tolerance for trans women does not mean we have to accept biological males masquerading themselves as gay lesbians. Nor does it mean we have to put up with male criminals on display at women's changing areas — or men identifying as women in order to compete in women's sport.

The sight of Sir Thomas, a trans woman who has completed a woman's sports career in the U.K. wearing a long-sleeved top,

The week Britain finally came to its senses on trans extremists and cried.. ENOUGH!

has forced millions of people to confront reality. This isn't about tolerance. It is about standing up to a bigot.

I know all about standing up to bullies. The bull to do it since I came out as a lesbian in my teens more than 40 years ago. I finally learned as a child, I was angry at being forced to wear a uniform that I felt demeaned girls. I was angry too that, as a lesbian, I was not free to do all the things boys could. And of course I hated my periods and other changes during puberty — lots of girls do.

But today I see teenage girls being told that if they had an idea, they too in their transgender bags (trapped in a female body) this is a deeply damaging ideology and one that tries to reverse all the pain that women have spent decades fighting to win.

Girls who don't feel comfortable in their changing and school buses deserve love and support. They should be told that they're great just as they are — not that they need a hysterectomy, a gender reassignment and lifelong testosterone treatment to qualify them to be considered 'true women' or 'realists' that only women and permanent rights.

They already are like real women. Including the trans children and girls who have been denied medical care and who are being denied the right of 'gender reassignment' that has not been based on any real medical need.

(The Government has been to court on plans to make 'conversion therapy' for trans people, which is causing the loss of funding for the treatment of gay people.)

The transgender pay transparency strategy report — voluntarily so — was a good start. I can tell you it is not. Dodge therapists and partners who attempt to persuade gay people to live their lives as heterosexuals (and/or attempt to have their children as heterosexuals) are not helping the transgender community. It is not a very different thing — as the Government has rightly recognized.

But the trans activists have been taken apart. People have been through the glass doors and out.

Both sides are getting it not easy and to be honest the intention is probably. I'm never going to be a Conservative voter but I didn't disagree with a word he said, for the way he said it. Some of the issues have been brought into sharp focus. Ordinary women can see that a politician's opinion can be gay what a woman is will never have the guts to fight for any woman's principle.

Before they recognize and point out the truth which they see it, or they don't. Women especially know that such politicians will also look and take on issues such as sexual violence, safety on the streets, equal pay, healthcare for conditions such as cervical cancer and chronic fatigue. These have been our issues for Labour that we see now.

At last, there has stopped in and women the legs ground. The water was urgently needed — and at last began to sweep away the

The public is fed up with hearing sinister medical jargon about 'birthing parent' and 'chest-feeding'

Introducing our 'Talk About Trans' toolkit

An all-encompassing resource to help everyone navigate discussions around trans people.

About this toolkit

At Stonewall, we imagine a world where all lesbian, gay, bi and trans people are free to be ourselves – in every step of our lives. Whether it be at school, at work, or simply when we're walking down the street. But we can't build that world alone.

That's why collaboration is woven into our DNA. Every day, our team talks with people from all walks of life – from politicians to professors, teachers to trade unions, employers from every sector imaginable – to discuss how we can get closer to our shared goal of building that world. Together.

While no two of these discussions are ever the same, common threads emerge. And one of the most-asked-after requests we receive is for clear guidance on talking about trans issues. Guidance that will help individuals and organisations to better understand the current discourse in our press and politics (and why it has become so toxic), and provide them the tools they need to speak up for the trans people in their lives safely and effectively.

That's why we have created this toolkit – to empower everyone to navigate a topic that is unfortunately all-too-often laden with misinformation and misunderstanding, and where expertise and facts are often crowded out by lurid headlines.

It's fantastic that the last decade has brought greater awareness and empathy around trans people, and that increasing number of them feel safer to live life as their true selves. By reading this toolkit, you have taken an important step towards supporting them and building the world we all want to live in.



What's in the toolkit?

A three part digital document that gives access to the information you need, at the level you need:

- 1. Context setting**
- 2. Specialist guides**
- 3. Putting it into practice**

Section one

Context:

Getting confident with the basics

- **What is it like to be trans?**
- **Why is transition important?**
- **What is the global picture?**
- **What do the medical and psychiatric worlds say?**

Section two

Specialist guides: Helping to navigate the most complex issues

- **Education**
- **Sport**
- **Prisons**
- **Self-ID**
- **And more!**

Why trans rights and gay rights go together

United by common challenges, the LGBTQ+ community is stronger together – which is why some seek to divide

The human right movements for lesbian, gay and bi people, and for transgender people, have always been closely entwined – this is well documented and is traceable to the very beginnings of the modern gay rights movement. But why?

The answer is simple – because all these groups face the same struggles - for acceptance, for equality, even for the right to walk down the street in safety. The LGBTQ+ community bonds and organises together because the hate and discrimination they face comes from the same place – a fear and disgust of anything deemed 'unnatural'. (And, research shows, often by the same people.)

Talk of division between these communities is a fabrication. Every year in the UK alone, millions of lesbian, gay, bi and trans people mingle and

celebrate openly and without incident, either in LGBTQ+ spaces or at Pride events up and down the country.

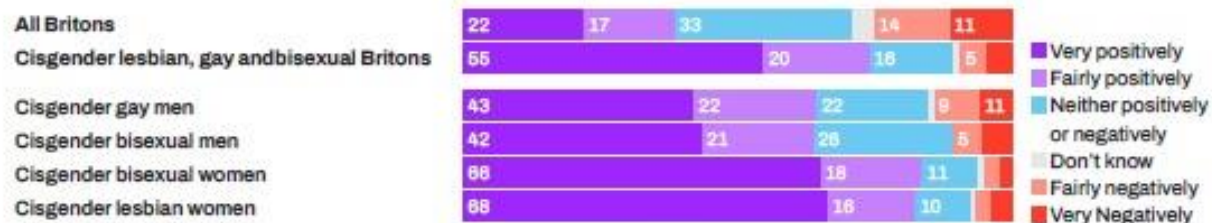
What do critics say?

Despite all the evidence to the contrary, anti-trans campaigners frequently look to position 'LGBTQ+' as a modern invention, in which LGB rights (which they claim are settled and widely-accepted), are used as a trojan horse to build support for trans rights.

They often talk of the corrupting influence of the 'TQ+' – in which the 'Q+', which stands for queer and is used by our communities as a way of capturing the full diversity of our movement, is insinuated to refer to deviant sexual behaviour.

Ultimately, this is a case of a small number of voices being amplified in the media – but it is firmly a

How do lesbian, gay and bi people really view trans people?



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KEY POINTS

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Section three

Practical advice: Putting it into action

- **Social media**
- **Speaking publicly**
- **One-on-one conversations**
- **Resources**

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BREAKOUT SESSION

20 MINS

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GROUP FEEDBACK

20 MINS

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CLOSING

REGISTER YOUR INTEREST: PRESS@STONEWALL.ORG.UK

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