How to be an Ally to the Trans and Gender Non-Conforming Community

- **Using Names and Pronouns**
  Respecting a person's identity means using the correct name and pronouns. If a pronoun is new for you, try practicing!

- **Unlearn assumptions**
  Take time to understand what assumptions there are about gender and how those impact transgender and non-binary individuals.

- **Know the difference between gender, sex, and sexuality**
  Knowing how to talk about LGBTQIA+ identities is a vital component of allyship.

- **Respect boundaries**
  While education is an important part of being an ally, understand that some questions may be too personal for people to answer.

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**Our Resources**

**Parents 4 Parents**
Unites parents of LGBTQIA+ children of all ages, allowing them to discuss their families in a safe, private space.

**Gender Blender**
Provides a social support network for transgender and non-binary adults.

**Clothing Closet**
Provides free clothing to LGBTQIA+ individuals.

**Prism**
Provides a safe and caring space for LGBTQIA+ youth, ages 11-18.

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**The Center Project**
The Center Project's mission is to provide a safe space for LGBTQIA+ people to learn, grow, build community, and access support and resources.

805 Fairview Ave. Columbia, MO
thecenterproject.org
Talking about Gender

Gender is not a binary where the only options are "man" and "woman" — gender is a spectrum!

**Sex vs. Gender**
While sex refers to a set of biological attributes, gender refers to how people understand and express themselves.

**Gender Identity**— how individuals view and understand their own gender

**Gender Expression**— how people express their gender (clothing, hair style, voice, name, pronouns, etc.)

**Transitioning**— when a person takes steps to present according to their gender identity — this could include changing their name, pronouns, clothing, and/or medically transitioning (i.e. hormones, surgery)

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**Examples of Gender Neutral Pronouns**

- **They/Them/Theirs**
  - "They are very nice."

- **Xe/Xem/Xyr**
  - "I wrote xem a letter."

- **Ze/Zir/Zirs**
  - "Ze gave a hug to zir friend."

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(Some) Important terms to know

**Transgender**
when an individual’s gender identity is different from the sex they were assigned at birth

**Non-binary/**
**Genderfluid/**
**Genderqueer**
a spectrum of gender identities that fall outside of the categories "man" and "woman"

**Cisgender**
when an individual’s gender identity is the same as the sex they were assigned at birth

For more on pronouns and tips for practicing, check out our pamphlet, "Learning About Pronouns".