

Appendix 10J

Levels and Types of Transgender Oppression

	Individual	Cultural	Institutional
Conscious	A person harasses, taunts, or assaults someone because they perceive them as “a man in a dress.” A person deliberately calls someone “she” although the person has been very clear that he wants to be called “he.” A person asks inappropriately intimate questions of a trans person they’ve just met, for example, “Do you have a penis?”	Transgender people depicted in mass media are most often the comic relief, or they are insane; often they are played by actors who are not themselves transgender. Books depicting transgender people are censored, especially from schools. They are always in the GLBT section of the store or library, rarely in “fiction,” e.g., even if that is what they are.	If a U.S. citizen is married to someone who is not a U.S. citizen, their spouse automatically gets the opportunity to pursue citizenship, unless the couple is same-sex, and unless either one of them is a transgender person. In some states, in order to change the sex category on your driver’s license, you need to present a letter from a surgeon attesting that you have had “irreversible sex reassignment surgery.” Parents, teachers, and school administrators force youth who are transgender or gender non-conforming to wear gender-conforming clothes and participate in gender-conforming activities. A restaurant decides not to hire someone who is gender non-conforming because they believe the person will make customers uncomfortable.

	Individual	Cultural	Institutional
Unconscious	An interviewer feels uncomfortable because they are not sure whether the interviewee is a man or a woman. They do not think much about it, but they find a perfectly reasonable explanation not to hire the person. A parent assumes that their male child will grow up to be a man, or that their female child will grow up to be a woman.	Language is gendered. "Men's" clothing is designed to fit male bodies, not female bodies; "Women's" clothing is designed to fit female bodies, not male bodies; No clothing is designed to fit intersexed bodies.	Most public restrooms are gendered. In men's bathrooms, there are no little boxes to put your used tampons in because it is assumed there are no female-bodied men. In women's bathrooms, there are no urinals, because it is assumed there are no male-bodied women. If your legal sex category is "male," your health insurance does not cover "female" procedures, such as gynecological exams. Many municipalities list an infant's "gender" on their birth certificate, as if you can tell by looking.