

Talking with trans and non-binary people



Cumbria, Northumberland,
Tyne and Wear
NHS Foundation Trust

- When you talk to a trans or non-binary person, listen, to how they talk about themselves and follow their lead.
- It is important to use people's correct name and pronoun (she, he or they) when you are talking to them and when you are talking about them.
- Mis gendering someone or using their previous name (sometimes called 'dead naming') is hurtful and may be unlawful harassment.
- If you are speaking briefly with someone and are unsure how they wish to be addressed, avoid gendered terms (such as 'sir' or 'madam').
- If you do make a mistake, apologise and move on. Don't make a big thing of it.

How to be a good trans and non-binary ally

- Listen to trans and non-binary people
- Challenge transphobia
- Be a thoughtful person

Trans and non-binary people want to live in a society of equals where each is treated with dignity and respect and recognised for the unique contribution they make trans and non-binary people are your children, siblings, parents, grandparents, work colleagues, neighbors and hopefully your friends.

Trans and non-binary people want trans allies to speak out against every instance of transphobia, and help every transgender individual achieve the acceptance and respect they deserve!

- Some trans people identify as non-binary – as both female and male, as neither, or as something entirely different.
- Never 'out' someone as trans or non-binary unless they agree.
- Don't tell trans people that they're 'brave' or that they made a 'difficult decision' instead, ask them if they need support and what support they need.
- Recognise that some trans and non-binary people can be used to being excluded – make an effort to include them.
- Try not to make assumptions. There is no one way of being trans or non-binary.
- Don't ask personal questions that are more intimate than you would ask someone who is not trans or non-binary.
- Trans and non-binary people have rights, but it's fine for you to have questions and try and understand the issues around gender identity. In fact, you have a responsibility to get yourself informed! There's lots of information around for you to do that, without having to quiz people in an intrusive way.
- Remember that our gender is just one part of who we are. Like anyone, trans and non-binary people have lots of other parts of who they are