Case Study #1

You are at an annual networking conference with your colleague Frank, who identifies as a trans man. As you meet and talk to people you notice that everyone that talks to or about Frank are consistently misgendering Frank as “she” “her” “ma’am” or “miss”. Most of the people in the room are administrators and educators. You observe Frank becoming uncomfortable with having to correct people constantly and explain.

• What actions can you take as an ally?
• How can you intervene?
• What would some of the challenges be?

Case Study #2

You are in a staffing meeting, sitting next to your supervisor. The director of your office addresses a proposal to change the bathroom signs within the office building to be more inclusive of students belonging to the trans/gender nonconforming community. This causes quite a stir among your professional peers. Your supervisor then says to everyone, “I feel uncomfortable with some man playing dress up coming into the same bathroom that I use! That just feels unsafe to me. What if there are children in there?” Then she turns to you and asks “Don’t you agree?”

• What is your role as a trans-affirming ally?
• How would you address the supervisor?
• How could this be an education opportunity?
DIRECTION Please review the case scenarios below. After you read the case scenarios reflect and answer the corresponding questions related to taking action.

Case Study #3
You are a student teacher candidate at the local middle school. Your student, Maria comes up to you before the beginning of the first day asking you to use the pronouns “they, them, and theirs” because they identify as genderqueer. Unfortunately, other students hear this exchange and begin saying inappropriate comments to Maria and threatening physical harm.

• How do you intervene as an educator?
• How do you assure or advocate for Maria’s safety?
• How can the classroom setting facilitate this issue?

Case Study #4
Charlene is a 20-year-old African American trans student. She is a hardworking and dedicated student, with a vibrant and positive personality. Charlene has lots of friends and very close to the faculty and staff in her college. Charlene is also very involved in campus organizations as well as in the community. This week, you notice that Charlene has been disengaged, quiet, and stressed out. You ask to talk to Charlene, to see what is going on and she discloses to you that she and her partner broke up and she is now homeless.

• How might you support Charlene?
• What role would you play as a professional?
• What are some factors that may be at play?