

## Scenarios

A. Helena identifies as non-binary and uses they/them pronouns. Because Helena is often stereotyped as feminine-presenting in their appearance, they are often incorrectly perceived as a cisgender woman and are treated as such.

- How do you think being incorrectly perceived would make Helena feel?
- How would you feel if you were treated as someone you are not?
- What are some things you could do to make sure you are respecting Helena's identity when introduced to them?

B. Grey recently came out to his partner as a transgender man and has decided to present as a man to others. His partner, Jack, is supportive of his identity in private, but when they are around others, he frequently misgenders Grey and uses his deadname (i.e., the name he was given at birth but no longer uses). When Grey confronted his partner about this, his partner minimized Grey's concerns and talked about how hard it was to remember to use the "new" pronouns.

- How do you think Grey might be feeling after this conversation? How would you feel?
- Why might Jack be willing to use Grey's preferred name and pronouns in private but not in public? Is that distinction justified? Why or why not?

C. Alex was assigned male at birth. Although she now identifies as a woman, she has not shared this decision with most people in her life. Instead, she continues to present as more masculine for fear of her own safety. Alex lives with her family in a strict, conservative household and often hears her parents make transphobic comments when news regarding the transgender community comes up. Alex never speaks up when her parents talk like this for fear that it would raise suspicion.

- What do you think it is like for Alex to hear her parents' comments?
- How would you feel in this situation?
- Do you think Alex's safety concerns are justified? Why or why not?
- If you were Alex, what factors would make it easier or harder for you to speak up?

D. Tatum is 16 and identifies as non-binary. They recently explained the construct of "gender" to their parents. Tatum uses they/them/their pronouns and asked their parents to respect this. Tatum's parents refused and commented that Tatum is "one person" and so using those pronouns is grammatically incorrect (because those pronouns are traditionally considered to be plural). They also said that Tatum was born a girl and is their daughter.

- How would you explain to Tatum's parents why Tatum uses they/them/their pronouns.
- How could Tatum's parents demonstrate that they respect Tatum's identity and why is it important that their parents do so?
- How would it make you feel if your parents were not accepting of your gender identity?