

# MCLE FORM 1: Recordkeeping Form (Do Not Return This Form to the Bar)

**Instructions:**

Pursuant to MCLE Rule 7.2, every active member shall maintain records of participation in **accredited** CLE activities. You may wish to use this form to record your CLE activities, attaching it to a copy of the program brochure or other information regarding the CLE activity.

**Do not return this form to the Oregon State Bar. This is to be retained in your own MCLE file.**

Name:		Bar Number:	
Sponsor of CLE Activity: Oregon New Lawyers Division			
Title of CLE Activity: Trans Issues: A Panel Discussion on Gender Identity and Inclusion		Program Number: 558*2232	
Date: 6/2/2018	Location: OSB Center, Tigard		
<input checked="" type="checkbox"/> <i>Activity has been accredited by the Oregon State Bar for the following credit:</i>  ___ General ___ Prof Resp-Ethics <u>1</u> Access to Justice ___ Abuse Reporting ___ Practical Skills ___ Pers. Mgmt/Bus. Dev.*	<input type="checkbox"/> <b>Full Credit.</b> <i>I attended the entire program and the total of authorized credits are:</i>  ___ General ___ Prof Resp-Ethics ___ Access to Justice ___ Abuse Reporting ___ Practical Skills ___ Pers. Mgmt/Bus. Dev.*	<input type="checkbox"/> <b>Partial Credit.</b> <i>I attended _____ hours of the program and am entitled to the following credits*:</i>  ___ General ___ Prof Resp-Ethics ___ Access to Justice ___ Abuse Reporting ___ Practical Skills ___ Pers. Mgmt/Bus. Dev.*	

**\*Credit Calculation:**

One (1) MCLE credit may be claimed for each sixty (60) minutes of actual participation. Do not include registration, introductions, business meetings and programs less than 30 minutes. MCLE credits may not be claimed for any activity that has not been accredited by the MCLE Administrator. If the program has not been accredited by the MCLE Administrator, you must submit a Group CLE Activity Accreditation application (See MCLE Form 2.)

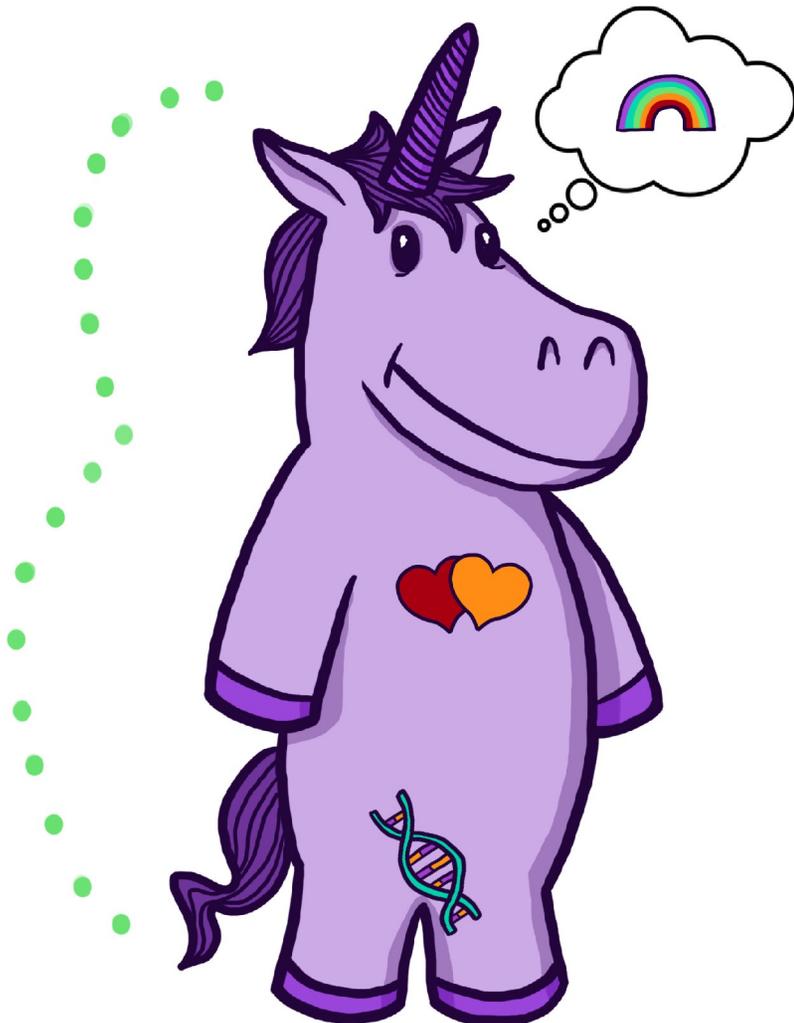
**Caveat:**

If the actual program length is less than the credit hours approved, Bar members are responsible for making the appropriate adjustments in their compliance reports. Adjustments must also be made for late arrival, early departure or other periods of absence or non-participation.

\*Personal Management Assistance/Business Development. See MCLE Rule 5.12 and Regulation 5.300 for additional information regarding Category III activities. Maximum credit that may be claimed for Category III activities is 6.0 in a three-year reporting period and 3.0 in a short reporting period.

# The Gender Unicorn

Graphic by:  
**TSER**  
Trans Student Educational Resources



## Gender Identity

-  Female/Woman/Girl
-  Male/Man/Boy
-  Other Gender(s)

## Gender Expression

-  Feminine
-  Masculine
-  Other

## Sex Assigned at Birth

-  Female
-  Male
-  Other/Intersex

## Physically Attracted to

-  Women
-  Men
-  Other Gender(s)

## Emotionally Attracted to

-  Women
-  Men
-  Other Gender(s)

To learn more, go to:  
[www.transstudent.org/gender](http://www.transstudent.org/gender)

Design by Landyn Pan and Anna Moore

## **BASIC TERMINOLOGY (most common)**

**Queer:** A term for people of marginalized gender identities and sexual orientations who are not cisgender and/or heterosexual. This term has a complicated history as a reclaimed slur.

**Cis(gender):** Adjective that means “identifies as their sex assigned at birth” derived from the Latin word meaning “on the same side.” A cisgender/cis person is not transgender. “Cisgender” does not indicate biology, gender expression, or sexuality/sexual orientation. In discussions regarding trans issues, one would differentiate between women who are trans and women who aren’t by saying trans women and cis women. Cis is not a “fake” word and is not a slur. Note that cisgender does not have an “ed” at the end.

**Gender Expression/Presentation:** The physical manifestation of one’s gender identity through clothing, hairstyle, voice, body shape, etc. (typically referred to as masculine or feminine). Many transgender people seek to make their gender expression (how they look) match their gender identity (who they are), rather than their sex assigned at birth. Someone with a gender nonconforming gender expression may or may not be transgender.

**Gender Identity:** One’s internal sense of being male, female, neither of these, both, or other gender(s). Everyone has a gender identity, including you. For transgender people, their sex assigned at birth and their gender identity are not necessarily the same.

**Sex Assigned at Birth:** The assignment and classification of people as male, female, intersex, or another sex assigned at birth often based on physical anatomy at birth and/or karyotyping. AFAB – assigned female at birth; AMAB – assigned male at birth.

**Sexual Orientation:** A person’s physical, romantic, emotional, aesthetic, and/or other form of attraction to others. In Western cultures, gender identity and sexual orientation are not the same. Trans people can be straight, bisexual, lesbian, gay, asexual, pansexual, queer, etc. just like anyone else. For example, a trans woman who is exclusively attracted to other women would often identify as lesbian.

**Transgender/Trans:** An umbrella term for people whose gender identity differs from the sex they were assigned at birth. The term transgender is not indicative of gender expression, sexual orientation, hormonal makeup, physical anatomy, or how one is perceived in daily life. Note that transgender does not have an “ed” at the end.

**Transition:** A person’s process of developing and assuming a gender expression to match their gender identity. Transition can include: coming out to one’s family, friends, and/or co-workers; changing one’s name and/or sex on legal documents; hormone therapy; and possibly (though not always) some form of surgery. It’s best not to assume how one transitions as it is different for everyone.

**Transsexual:** A deprecated term that is often considered pejorative similar to transgender in that it indicates a difference between one's gender identity and sex assigned at birth. Transsexual often – though not always – implicates hormonal/surgical transition from one binary gender (male or female) to the other. Unlike transgender/trans, transsexual is not an umbrella term, as many transgender people do not identify as transsexual. When speaking/writing about trans people, please avoid the word transsexual unless asked to use it by a transsexual person.

### **More Terminology**

**Agender:** An umbrella term encompassing many different genders of people who commonly do not have a gender and/or have a gender that they describe as neutral. Many agender people are trans. As a new and quickly-evolving term, it is best you ask how someone defines agender for themselves.

**Aggressive (AG or Ag):** A term used to describe a female-bodied and identified person who prefers presenting as masculine. This term is most commonly used in urban communities of color.

**AFAB and AMAB:** Acronyms meaning “assigned female/male at birth” (also designated female/male at birth or female/male assigned at birth). No one, whether cis or trans, gets to choose what sex they're assigned at birth. This term is preferred to “biological male/female”, “male/female bodied”, “natal male/female”, and “born male/female”, which are defamatory and inaccurate.

**Ally:** Someone who advocates and supports a community other than their own. Allies are not part of the communities they help. A person should not self-identify as an ally but show that they are one through action.

**Aromantic:** The lack of romantic attraction, and one identifying with this orientation. This may be used as an umbrella term for other emotional attractions such as demiromantic.

**Asexual:** The lack of a sexual attraction, and one identifying with this orientation. This may be used as an umbrella term for other emotional attractions such as demisexual.

**Bigender:** Refers to those who identify as two genders. Can also identify as multigender (identifying as two or more genders). Do not confuse this term with Two-Spirit, which is specifically associated with Native American and First Nations cultures.

**Binary:** Used as an adjective to describe the genders female/male or woman/man. Since the binary genders are the only ones recognized by general society as being legitimate, they enjoy an (unfairly) privileged status.

**Bisexuality:** An umbrella term for people who experience sexual and/or emotional attraction to more than one gender (pansexual, fluid, omnisexual, queer, etc).

**Boi:** A term used within the queer communities of color to refer to sexual orientation, gender, and/or aesthetic among people assigned female at birth. Boi often designates queer women who present with masculinity (although, this depends on location and usage). This term originated in women of color communities.

**Bottom Surgery:** Genital surgeries such as vaginoplasty, phalloplasty, or metoidioplasty.

**Butch:** An identity or presentation that leans towards masculinity. Butch can be an adjective (she's a butch woman), a verb (he went home to "butch up"), or a noun (they identify as a butch). Although commonly associated with masculine queer/lesbian women, it's used by many to describe a distinct gender identity and/or expression, and does not necessarily imply that one also identifies as a woman or not.

**Cross-dressing** (also crossdressing): The act of dressing and presenting as a different gender. One who considers this an integral part of their identity may identify as a cross-dresser. "Transvestite" is often considered a pejorative term with the same meaning. Drag performers are cross-dressing performers who take on stylized, exaggerated gender presentations (although not all drag performers identify as cross-dressers). Cross-dressing and drag are forms of gender expression and are not necessarily tied to erotic activity, nor are they indicative of one's sexual orientation or gender identity. Do NOT use these terms to describe someone who has transitioned or intends to do so in the future.

**Cissexism:** Systemic prejudice in the favor of cisgender people.

**Cissimilation:** The expectation and act of trans people, especially trans women, assimilating to cisgender (and often heteronormative) standards of appearance and performance.

**Drag:** Exaggerated, theatrical, and/or performative gender presentation. Although most commonly used to refer to cross-dressing performers (drag queens and drag kings), anyone of any gender can do any form of drag. Doing drag does not necessarily have anything to do with one's sex assigned at birth, gender identity, or sexual orientation.

**Dyadic:** Not Intersex.

**Equality:** A state in which everyone is equal. This ignores difference in identity/community and history.

**Equity/Liberation/Justice:** A state in which all marginalized communities are free. This differs greatly from equality.

**Femme:** An identity or presentation that leans towards femininity. Femme can be an adjective (he's a femme boy), a verb (she feels better when she "femmes up"), or a noun (they're a femme). Although commonly associated with feminine lesbian/queer women, it's used by many to describe a distinct gender identity and/or expression, and does not necessarily imply that one also identifies as a woman or not.

**Gender Affirming Surgery; Genital Reassignment/Reconstruction Surgery; Vaginoplasty; Phalloplasty; Metoidioplasty:** Refers to surgical alteration, and is only one part of some trans people's transition (see "Transition" above). Only the minority of transgender people choose to and can afford to have genital surgery. The following terms are inaccurate, offensive, or outdated: sex change operation, gender reassignment/realignment surgery (gender is not changed due to surgery), gender confirmation/confirming surgery (genitalia do not confirm gender), and sex reassignment/realignment surgery (as it insinuates a single surgery is required to transition along with sex being an ambiguous term).

**The Gender Binary:** A system of viewing gender as consisting solely of two, opposite categories, termed "male and female", in which no other possibilities for gender or anatomy are believed to exist. This system is oppressive to anyone who defies their sex assigned at birth, but particularly those who are gender-variant or do not fit neatly into one of the two standard categories.

**Gender Dysphoria:** Anxiety and/or discomfort regarding one's sex assigned at birth.

**Gender Fluid:** A changing or "fluid" gender identity.

**Gender Identity Disorder/GID:** A controversial DSM-III and DSM-IV diagnosis given to transgender and other gender-nonconforming people. Because it labels people as "disordered," Gender Identity Disorder is often considered offensive. The diagnosis is frequently given to children who don't conform to expected gender norms in terms of dress, play or behavior. Such children are often subjected to intense psychotherapy, behavior modification and/or institutionalization. This term was replaced by the term "gender dysphoria" in the DSM-5.

**Genderqueer:** An identity commonly used by people who do not identify or express their gender within the gender binary. Those who identify as genderqueer may identify as neither male nor female, may see themselves as outside of or in between the binary gender boxes, or may simply feel restricted by gender labels. Many genderqueer people are cisgender and identify with it as an aesthetic. Not everyone who identifies as genderqueer identifies as trans or nonbinary.

**Heteronormative/Heteronormativity:** These terms refer to the assumption that heterosexuality is the norm, which plays out in interpersonal interactions and society and furthers the marginalization of queer people.

**Intersex:** Describing a person with a less common combination of hormones, chromosomes, and anatomy that are used to assign sex at birth. There are many examples such as Klinefelter Syndrome, Androgen Insensitivity Syndrome, and Congenital Adrenal Hyperplasia. Parents and medical professionals usually coercively assign intersex infants a sex and have, in the past, been medically permitted to perform surgical operations to conform the infant's genitalia to that assignment. This practice has become increasingly controversial as intersex adults speak out against the practice. The term intersex is not interchangeable with or a synonym for transgender (although some intersex people do identify as transgender).

**LGBTQQIAPP+:** A collection of identities short for lesbian, gay, bisexual, trans, queer, questioning, intersex, asexual, aromantic, pansexual, polysexual (sometimes abbreviated to LGBT or LGBTQ+). Sometimes this acronym is replaced with "queer." Note that "ally" is not included in this acronym.

**Monosexual / Multisexual / Non-monosexual:** Umbrella terms for orientations directed towards one gender (monosexual) or multiple genders (multisexual/non-monosexual).

**Nonbinary** (Also Non-Binary): Preferred umbrella term for all genders other than female/male or woman/man, used as an adjective (e.g. Jesse is a nonbinary person). Not all nonbinary people identify as trans and not all trans people identify as nonbinary. Sometimes (and increasingly), nonbinary can be used to describe the aesthetic/presentation/expression of a cisgender or transgender person.

**Packing:** Wearing a penile prosthesis.

**Pansexual:** Capable of being attracted to many/any gender(s). Sometimes the term omnisexual is used in the same manner. "Pansexual" is being used more and more frequently as more people acknowledge that gender is not binary. Sometimes, the identity fails to recognize that one cannot know individuals with every existing gender identity.

**Passing/blending/assimilating:** Being perceived by others as a particular identity/gender or cisgender regardless how the individual in question identifies, e.g. passing as straight, passing as a cis woman, passing as a youth. This term has become controversial as "passing" can imply that one is not genuinely what they are passing as.

**Polysexual:** Capable of being attracted to multiple gender(s).

**Queer:** General term for gender and sexual minorities who are not cisgender and/or heterosexual. There is a lot of overlap between queer and trans identities, but not all queer people are trans and not all trans people are queer. The word queer is still sometimes used as a hateful slur, so be careful with its use.

**Stealth:** To not be openly transgender in all or almost all social situations.

**T:** Short for testosterone.

**Top Surgery:** Chest surgery such as double mastectomy, breast augmentation, or periareolar (keyhole) surgeries.

**Trans:** Prefix or adjective used as an abbreviation of transgender, derived from the Latin word meaning “across from” or “on the other side of.”

**Trans\*:** An outdated term popularized in the early 2010’s that was used to signify an array of identities under the trans umbrella. However, it became problematized online due to improper usage because it eventually created a divide (transmen and transwomen v. all other trans\* folks) rather than the more intended inclusivity. Therefore, trans (without asterisk) is the most-preferred term these days.

**Transmisogyny:** Originally coined by the author Julia Serano, this term designates the intersectionality of transphobia and misogyny and how they are often experienced as a form of oppression by trans women.

**Transphobia:** Systemic violence against trans people, associated with attitudes such as fear, discomfort, distrust, or disdain. This word is used similarly to homophobia, xenophobia, misogyny, etc.

**Trans Woman/Trans Man:** Trans woman generally describes someone assigned male at birth who identifies as a woman. This individual may or may not actively identify as trans. It is grammatically and definitionally correct to include a space between trans and woman. The same concept applies to trans men. Often it is good just to use woman or man.

Sometimes trans women identify as male-to-female (also MTF, M2F, or trans feminine) and sometimes trans men identify as female-to-male (also FTM, F2M, or trans masculine). Please ask before identifying someone. Use the term and pronouns preferred by the individual.

**Two Spirit:** An umbrella term indexing various indigenous gender identities in North America.

<http://www.transstudent.org/definitions>

# The singular, gender-neutral ‘they’ added to the Associated Press Stylebook

By Travis M. Andrews, March 28, 2017

The Associated Press Stylebook, arguably the foremost arbiter of grammar and word choice in journalism, has added an entry for “they” as a singular, gender-neutral pronoun in its latest edition.

“We stress that it’s usually possible to write around that,” Paula Froke, lead editor for the Associated Press Stylebook, [said](#) in a blog post on the American Copy Editors Society’s website. “But we offer new advice for two reasons: recognition that the spoken language uses they as singular and we also recognize the need for a pronoun for people who don’t identify as a he or a she.”

Some journalists “write around” it by simply using the person’s name with each reference to avoid a jarring construction such as, “They is going home.”

The decision, announced Thursday at the American Copy Editors Society conference in St. Petersburg, Fla., now appears in the online stylebook and will appear in the 2017 print edition on May 31.

Via [Poynter](#), the new entry reads in part:

**They, them, their** In most cases, a plural pronoun should agree in number with the antecedent: The children love the books their uncle gave them. They/them/their is acceptable in limited cases as a singular and-or gender-neutral pronoun, when alternative wording is overly awkward or clumsy. However, rewording usually is possible and always is preferable. Clarity is a top priority; gender-neutral use of a singular they is unfamiliar to many readers. We do not use other gender-neutral pronouns such as xe or ze ...

**In stories about people who identify as neither male nor female or ask not to be referred to as he/she/him/her:** Use the person’s name in place of a pronoun, or otherwise reword the sentence, whenever possible. If they/them/their use is essential, explain in the text that the person prefers a gender-neutral pronoun. Be sure that the phrasing does not imply more than one person.

The new stylebook also includes an updated section on gender, which reads, “Gender refers to a person’s social identity while sex refers to biological characteristics. Not all people fall under one of two categories for sex or gender, according to leading medical organizations, so avoid references to both, either or opposite sexes or genders as a way to encompass all people.”

Additionally, it added its first entry for “homophobia, homophobic,” which it stated are “acceptable in broad references or in quotations to the concept of fear or hatred of gays, lesbians and bisexuals.”

“It’s about time,” Ben Zimmer, language columnist for the Wall Street Journal, [told](#) Poynter. “Style guides sometimes move in baby steps. This seems to be a step in a good direction, even if it’s not a full-throated endorsement of singular they.”

“Because of this change, transgender and gender-nonconforming people will gain greater respect and dignity in the media,” writer Jacob Tobia, whose preferred pronouns are gender-neutral, [told](#) NBC News. “It’s great to know that I won’t have to fight so hard to have my pronouns respected by journalists.”

The Washington Post, which uses its own style guide, officially embraced the usage of the singular “they” in 2015.

“For many years, I’ve been rooting for — but stopping short of employing — what is known as the singular they as the only sensible solution to English’s lack of a gender-neutral third-person singular personal pronoun,” [wrote the late](#) Bill Walsh, a [longtime Washington Post copy editor](#).

“The only thing standing in the way of they has been the appearance of incorrectness — the lack of acceptance among educated readers,” he continued. “What finally pushed me from acceptance to action on gender-neutral pronouns was the increasing visibility of gender-neutral people. The Post has run at least one profile of a person who identifies as neither male nor female and specifically requests *they* and the like instead of *he* or *she*.”

The singular “they” made further gains in January 2016, when it beat out popular phrases “on fleek” and “thanks, Obama” as the American Dialect Society’s [Word of the Year](#).

Zimmer, who presided over the vote, [told](#) The Post the selection both acknowledged something commonly used in the English language while “also playing into emerging ideas about gender identity.”

“It encapsulates different trends that are going on in the language,” Zimmer said. “It’s a way of identifying something that’s going on in the language which ties to issues of gender identity and speaks to other ways that people are using language to express themselves and present their identity.” The usage of nontraditional pronouns has become more common in daily life, particularly in universities, during the past few years. Students attending orientation at American University, for example, offer their preferred gender pronouns alongside their names and home towns when introducing themselves.

“We ask everyone at orientation to state their pronouns,” Sara Bendoraitis, the university’s director of programming, outreach and advocacy, [told](#) the BBC, “so that we are learning more about each other rather than assuming.”

Critics of allowing students to choose preferred pronouns have mocked the practice. After the University of Michigan announced a “designated pronoun” policy, one student chose the “pronoun” “His Majesty” in protest.

“The more and more we go down this road of political correctness at these universities,” Grant Strobl, the student in question, [told](#) Fox News, “the question is: When will that end? How much is the university willing to sacrifice its pursuit of truth and its mission for this fantasyland of political correctness?”