

A guide to Trans Allyship

FUJITSU



What is Trans?

The dictionary definition states:

“ denoting or relating to a person whose sense of personal identity and gender does not correspond with their birth sex ”

Historically

Whether women dressing as men to gain entry to certain professions, which were closed to them or to fight in wars, Native Americans (identifying as two-spirited), Hijras of India (referred to as third gender), drag queens (initiating the Stonewall riots), trans people desiring surgical modification, or people identifying as genderqueer and rejecting binary gender norms. Trans identification has long been part of history across numerous cultures (Feinberg, 1997).

Trans people we know about, individually had to find their own salvation. They found a doctor, “got fixed” and then they mostly tried to settle down. Indeed, settling down and disappearing was very much a precondition of being treated. During the sixties a few trans people began to set up organizations and safe meeting places for people to secretly meet others of a similar mind-set. The April Ashley divorce case (1969-70) resulted in a disastrous ruling about the legal status of trans people for a period of 20 years, restricting official documents being altered to enable people to maintain their privacy and even marry.

Today

The emergence of people using the law to try and restore their lost rights to privacy and having families, coupled with the emergence of The Internet, means that the nineties saw an explosion of activity and major milestones in the establishment of rights. Sometimes one advance enabled another. Sometimes decisions taken far back in this history have had effects which ripple through the present day and add to the unintelligibility of trans affairs by newcomers. How did Gender Clinics come to be the way they are? How did the negative stuff in second wave feminism come about (it wasn't there to begin with?).

Read more: [Trans Britain: Our Long Journey from the Shadows Edited by Christine Burns](#)



Is Sex and Gender the same?

Gender is a person's inner sense of being male, female, or somewhere in-between.

We know that gender is not a choice and is biologically determined from birth, like any other human trait such as eye color.

Only an individual knows their own gender and most know inside whether they are a girl, boy, someone in-between or neither. 99% of individuals don't usually question their gender. However, 1% of the population are trans and gender diverse individuals, their inner sense of gender (known as gender identity) is different to their birth-assigned sex.

Many trans individuals have known since their first memories of childhood that their gender identity is different. Others know something is different, but may not realize or be able to express their gender identity until puberty or later in life after years of searching and experimentation.

Regardless of birth-assigned sex, someone may identify towards the feminine side, towards the masculine side, or anywhere along the gender spectrum between male and female.

What's the issue?

Common feelings expressed by trans or gender diverse individuals are that they feel disconnected, not feeling right in their body, some wish they were the opposite gender, some wish they were both genders.

Many have dysphoria, a severe discomfort with their body or severe discomfort when not perceived as their true gender identity (i.e. when called 'he' instead of 'she'). This severe discomfort can cause depression and anxiety. Puberty can be a particularly distressing time.

“ Fujitsu has created a safe space which has allowed me to come out as my true self without fear or repercussion. ”

Sasha Baugh



What are some of the issues that Trans people face?

Discrimination

Discrimination from society is one of the biggest issues that trans people face. Most individuals already struggle with body and gender dysphoria, and added to this is discrimination at many levels which is the major contributor to poor mental health.

Lack of family support and peer rejection or lack of social support are also major issues.

Poor Mental Health

Trans people have alarming rates of poor mental health with over 50% being diagnosed with depression and over 48% having previously attempted suicide.

Acceptance, speaking out when you witness bullying and having an open mind can make an enormous difference to a trans person and can save lives.

Mis-gendering / Dead naming

Misgendering is the act of deliberately referring to someone as a different gender to the one they are presenting as or want to be known by. For example, referring to a trans woman as "he/him". This is particularly hurtful at the early stages of someone's transition as acceptance from others of their gender identity is a big first step in their journey.

A related example is referring to a trans person as "it" - not only refusing to recognize their gender but completely de-humanizing them.

Likewise dead-naming is the act of deliberately referring to someone as their previous name maliciously.

Greater risk of hate crime

In addition to high levels of verbal, sexual, physical abuse reported by trans individuals, they also face discrimination, stigma and difficulty finding medical care, employment and housing.

41%

Trans people have been attacked or threatened with violence in the last 5 years

Mental Health problems

Almost half of Trans people in Britain

48%

have attempted suicide at least once, 84% said that have thought about it.

[Source: Stonewall](#)

Inappropriate Questioning

People are naturally inquisitive however personal questions should be respectful.

People can be trans and/or non-binary without any medical intervention. Medical processes are not essential to transitioning. Some people choose not to, or cannot, undergo a medical process but are still trans.

Referring to Their Trans History

Asking for someone's "real name" (the name they were known as) or other questions about their life or body prior to transitioning are an invasion of that person's privacy and disrespectful of who they want to be known as now.

Names and Pronouns: What's all the fuss about?

Names and pronouns are used in every day speech and in all forms of communication to reflect a person's gender. Most trans people may decide to choose a new name and often identify with different pronouns.

Mistaking a person's name or pronouns, mistakes someone's gender (mis-gendering) and it can make a trans person feel disrespected, invalidated, dismissed or dysphoric causing severe discomfort and distress.

Who doesn't want to be respected?

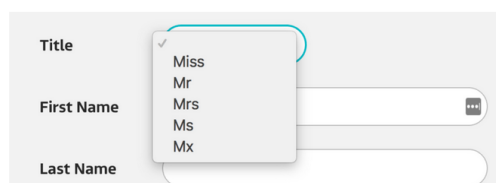
Using names and pronouns creates a safe and inclusive environment for someone to feel respected and be themselves. Sometimes it can take time to get someone's name or pronouns and this is understandable. If you make a mistake, apologize, correct it, try not to be awkward and move on.

What does Non-Binary mean?

Like many things in life, gender is not just male or female and a spectrum. Binary gender refers to two genders; male and female. Non-binary reflects that someone identifies as not trans male and not trans female, but somewhere along the gender spectrum. Some people feel partly male and partly female, some feel neither and some feel more towards one end than the other.

Areas which make Trans people uncomfortable

Completing forms that ask details regarding title and gender are often not representative of trans people, titles such as They/Them, or Mx reflect different peoples identities. Some identify as partly male, and partly female, gender fluid or somewhere in-between the two binary genders. There are many genders and in fact Facebook has over 50 options for gender!



The image shows a form with three input fields: 'Title', 'First Name', and 'Last Name'. A dropdown menu is open over the 'Title' field, showing a list of options: 'Miss', 'Mr', 'Mrs', 'Ms', and 'Mx'. The 'Mx' option is highlighted with a blue checkmark and a blue circle. The 'First Name' and 'Last Name' fields are empty.

Bathrooms are often a place where trans people feel most vulnerable and often the location for most discrimination too. As a result many trans people report they alter their eating and drinking habits so they can avoid using facilities whilst not at home! We all need to pee!

Whilst most of us have unisex facilities in our homes, when we enter public places we have become passionate about segregation. Recently anti-trans supporters have incited fear of trans people using public facilities which has compounded the fears they already had.



Trans individuals just want to be accepted, validated and live life as their true self like everyone else. Acceptance and respect are generally all that is desired from their friends, family, colleagues and the general community.



Essential ways of communicating respect are to use their name, and their pronoun (i.e. she/he/they).

Put yourself in their shoes and don't ask about sex or body parts as this can be extremely confrontational and just plain rude.

The coming out journey is challenging and has probably caused a lot of anxiety. Support them using the bathroom of their choice, there is safety in a friendly ally. Listen to how they feel, don't argue and be supportive.

Why do Trans people need equality?

Because all people deserve to live a life without barriers; to be true to themselves without fear of discrimination or violence and be able to be active, ordinary citizens who can contribute to the community.

Good mental health is the crucial goal to decrease the alarming rates of depression, social isolation and suicides. Acceptance of diversity and promotion of a healthy mind-set are important.

What can I do?

See it

Be self confident in recognizing when inappropriate behavior / actions / conversations are taking place.

Say it

Being confident in ones self to "call out" the inappropriate behavior / actions / conversations. This can be at the time that it is taking place or after the event (whatever is appropriate, in your judgement). If the inappropriate behavior / actions / conversations are taking place in a public environment NEVER put yourself in any danger – **Seek Assistance**.

Sort it

By seeing the inappropriate behavior / actions / conversations and calling it out - report it now through the correct channels.

Here's a great start to find out more...

Fujitsu Internal Links

Manager's [Guide](#)

Employee's [Guide](#)

Learning and Myth-Busting

Living as [Trans](#)

Coming out as [Trans](#)

FAQs & [Myth-busting](#)

Help and Support

Internal [Helplines](#)

External Helplines:

[Switchboard](#)

[LGBT Foundation](#)

[Mermaids UK](#)

Videos

Growing up [Trans](#)

Living as [Trans](#)

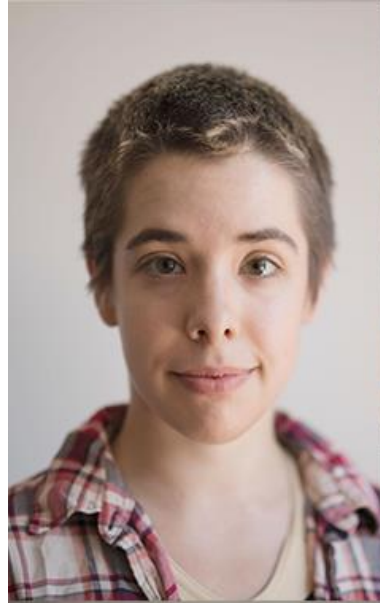
Bathroom [Etiquette](#)

[Misconceptions](#)

5 Non-Binary People Explain

[What "Non-Binary" Means To Them](#)

They/Them [a short film](#)





Fujitsu values are:

We respect each individual's human rights and will not discriminate on the basis of race, color, religion, creed, sex, age, social status, family origin, physical or mental disability or sexual orientation, nor will we commit other violations of human rights. Such discrimination will not be tolerated.

We will be resolute in upholding human rights in everything we do and will not tolerate such discrimination in others. Ignorance and inaction do not constitute excuses for discrimination. We will make every endeavour to be fully aware of human rights issues and foster respect and equality for all.

We seek through our actions to uphold human rights, ensuring that our organization is well respected by society.

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