

*A Trans Ally Toolkit*

# Raise Your Voice

**ACLU**

Missouri



**NEVER UNDERESTIMATE THE POWER OF A  
COMMUNITY WORKING TOGETHER.**

# Welcome

In our work defending civil liberties across Missouri, it has become clear that many people think we don't have any transgender or gender non-conforming (TGNC) people living here. In reality, this couldn't be further from the truth! There are an estimated 25,000 trans and GNC folks living in Missouri<sup>1</sup>.

Some TGNC Missourians are proud of where they're from and can't imagine living in any other state. Others – unfortunately – can't wait to leave because of the pervasive harassment and discrimination that make it a battle to survive in Missouri as one's true self.

To shift this difficult climate and fight back against the anti-LGBTQ+ bills that fuel it, many organizations are working to pass nondiscrimination protections and educate Missourians on these issues. In our work on this, we wanted to make sure we empowered the TGNC community.

Through our new statewide initiative – the Transgender Education and Advocacy Program – we are taking the lead from TGNC community members all over the state. But advocating for oneself in a dangerous climate is not always sustainable. We know allies are needed to help further the efforts of transgender people already fighting for their lives.

We have found that many Missourians want to be allies to marginalized communities but don't know where to start. That's why we created this Trans Ally Toolkit – it is a community-backed action guide for cultivating a Missouri that is safe and welcoming for all genders.

In the U.S., 84 percent of people report never having met an openly transgender, non-binary or gender non-conforming person. This means that our voices are needed everywhere - in the doctor's office, at family gatherings, at your school, work and other places where we create shared cultures around what is acceptable. This toolkit will help you consider action steps at each of those places, without having to put the burden on TGNC people to always be the ones assuming risk as they advocate for themselves.

We encourage you to share this toolkit far and wide. Post it in your classroom or office. Email it to your boss, spouse, or coworker. Whenever possible, use this toolkit to get your friends and community to become proactive allies.

Let's not underestimate the power of community working together to make Missouri a safer, more inclusive state. It is not only for the TGNC people living here now, but also for the generations of gender-liberated humans to come.

Jay-Marie Hill  
Coordinator, Transgender Education & Advocacy Program  
ACLU of Missouri



**HAVING A PROPER SUPPORT SYSTEM IS ONE OF THE MOST IMPORTANT THINGS ANY TRANSGENDER PERSON CAN HAVE**

whether that be friends, family, or work. Often times, we find work – where we spend a large majority of our time – lags behind in this, when having the proper support could make all the difference in that person’s well-being and productivity.

- English, Lee’s Summit

Just walking down the street as a Black trans woman is dangerous. People shout expletives that target my gender – tra\*\*y or fa\*\*t – but I’ve even had ‘n\*gga wanna-be b\*tch’ shouted at me when I rejected someone’s street harassment and they realized I was trans.

**I CAN’T SEPARATE MY TRANS-NESS FROM MY RACE**

and I’m in danger because of both every single day.

- Aisha, Kansas City

One teacher I had in 9th grade – Ms. Nichols – I was thinking of committing suicide but one day I noticed these trans signs in her room, so I figured I could talk to her. I told her I was trans.

**SHE WAS SO KIND AND IT CHANGED EVERYTHING.**

She let me change my name in the classroom and even spoke up for me to other teachers. She was there when I couldn’t talk to my parents or anyone. Things only got better as the school year went on thanks to her. Ms. Nichols seriously saved my life.

- Andrew, St. Louis

# Raise Your Voice: A Trans Ally Toolkit

## PUBLIC SPACES AND ACCOMMODATIONS

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### REMEMBER:

- Deconstruct and eliminate gender expectations.
- Commit to intervening in personal and public spaces.
- Mark restrooms by what's available, not by sex or gender.
- Seek out and patronize public spaces that support inclusion.

### DECONSTRUCT AND ELIMINATE GENDER EXPECTATIONS.

Do the internal, personal work to deconstruct the idea that clothing, voice range, mannerisms and overall appearance define a person's gender.

Remember, at all times, a TGNC person is likely planning ahead to ensure their safety. By dismantling internalized gender stereotypes, we can proactively help to make all spaces safer.

For those whose personal presentation doesn't fit into the gender binary of male or female, this simple thoughtfulness can reduce the amount of intense and, at times, violent policing of binary gender expectations enforced upon them in public and in private.

### COMMIT TO INTERVENING IN PERSONAL AND PUBLIC SPACES.

Call out the following terms when you hear them used around you: "it," "transsexual," "hermaphrodite," "tranny," "transvestite" and "he-she."

If a slur happens and a TGNC person is present, interrupt the transphobia, apologize to the targeted person, and follow their leadership to take actions steps that make them feel safer.

Finally, educate your friends and family on the best terms and practices to use with TGNC people. This way, when they are in public, they are also prepared to be advocates.

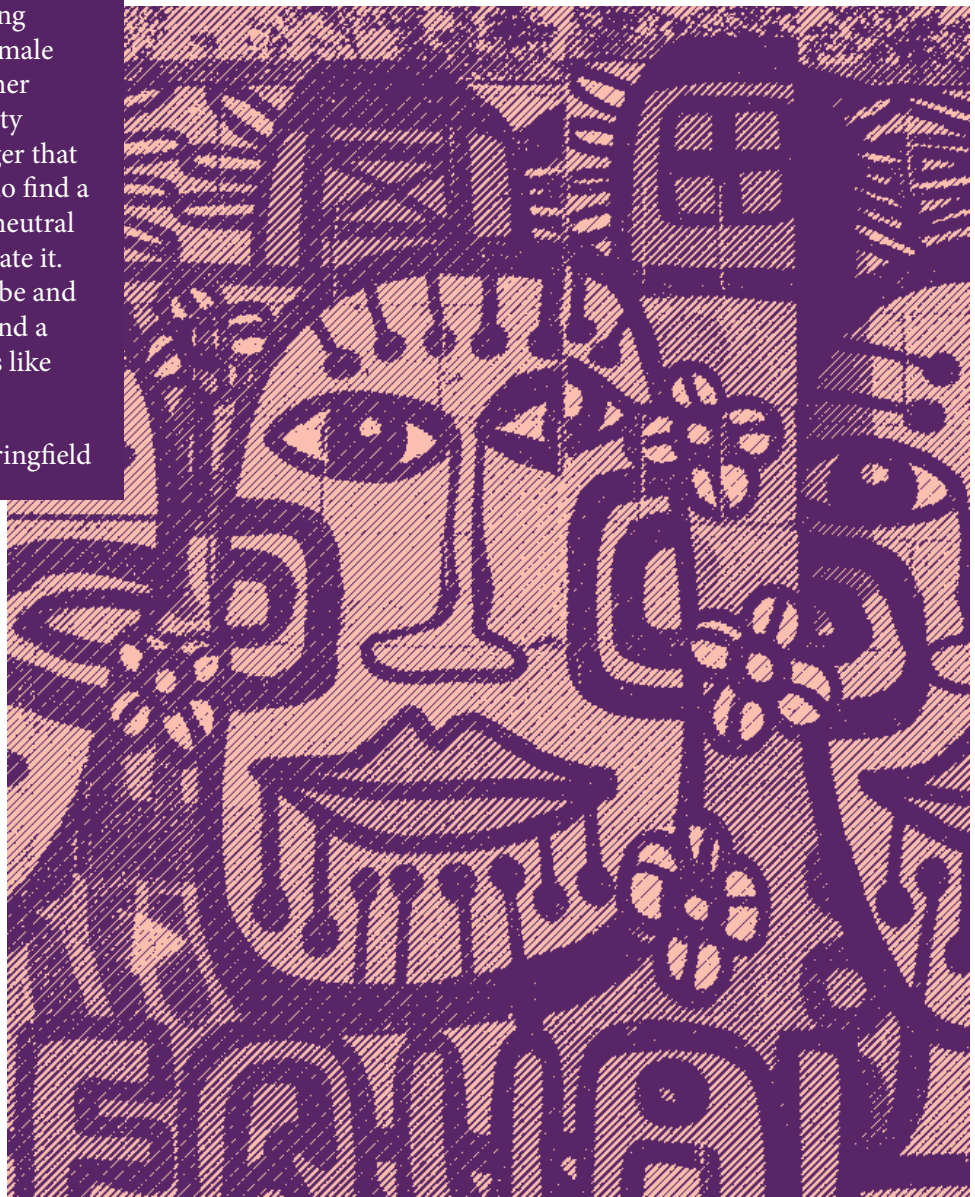
### MARK RESTROOMS BY WHAT'S AVAILABLE, NOT BY SEX OR GENDER.

Clearly illustrated signs that show what features a restroom contains (rather than marking them by a binary gender sign) help transgender and gender non-conforming people navigate what facilities are available.



“As a nonbinary person, being forced to choose between a male or female bathroom is another reminder that my community does not recognize the danger that represents for me. When I do find a local business with gender-neutral bathrooms, I deeply appreciate it. It’s a simple way to help me be and feel safe from harassment, and a wonderful symbol that folks like me are welcome there.”

- Katya, Springfield



Examples of marking a space include designating features such as toilet, ADA accessible, urinal, baby station, single stall, etc. This helps not only transgender and gender non-conforming humans, but also people with disabilities, and those with children.

### **SEEK OUT AND PATRONIZE PUBLIC SPACES THAT SUPPORT INCLUSION.**

Use social media and word of mouth to share your appreciation of inclusive spaces.

This encourages the public accommodation to continue doing their work. It also draws attention to places that are welcoming to the LGBTQ+ and trans and gender non-conforming communities, and inversely puts pressure on non-welcoming places.

# Raise Your Voice: A Trans Ally Toolkit

## WORKPLACE

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### REMEMBER:

- Actively recruit, hire and prepare for trans workers.
- Use signs for facilities that communicate inclusive/safe spaces for trans folks.
- Show that disrespectful language and actions will not be tolerated.
- Support staff through their legal and transition paperwork.
- Create a culture of advocacy.

### ACTIVELY RECRUIT, HIRE AND PREPARE FOR TRANS WORKERS.

Take the initiative to welcome people in the trans and gender non-conforming community. Craft a clear nondiscrimination policy that will make their time at your organization safe.

Attend job fairs and network with local, national and professional organizations to help you find and hire trans employees.

### USE SIGNS FOR FACILITIES THAT COMMUNICATE INCLUSIVE/SAFE SPACES FOR TRANS FOLKS.

Restroom and/or locker room signage can say a lot about how your organization supports the trans community. Use signage that creatively and explicitly communicates your organization's values.

For example, "All-Gender Restroom" signage is inclusive and goes a step further to affirm and welcome the community. Also, consider alternative layouts for such spaces such as private shower suites, or large, single-stall bathrooms that include a toilet and allow space for changing and showering.

### SHOW THAT DISRESPECTFUL LANGUAGE AND ACTIONS WILL NOT BE TOLERATED.

It's one thing to have trans or gender non-conforming staff, but another to truly make a workplace welcoming. Mention your trans-affirming, nondiscrimination policy in your interview process and model it through your in-office practices.

Make support for trans and gender non-conforming employees a part of your organization's culture by making consistent efforts to understand their specific needs and following through on their requests for support.



## **SUPPORT STAFF THROUGH THEIR LEGAL AND TRANSITION PAPERWORK.**

Healthcare issues and the complicated process of updating government identification can impact a staff member's work output, presence, and peace of mind.

Check in with your trans and gender non-conforming employees and make sure you're up to date on any transition-related steps they are going through that may impact their productivity and well-being.

Finally, be open to shifting internal practices that could proactively support them as they go through complex legal issues and what can be jarring social and physical changes.

## **CREATE A CULTURE OF ADVOCACY.**

Use your business's visibility to encourage other organizations to adopt inclusive practices. For example, you can affirm your policy by leading with pronouns as a regular work practice, both in person and through email communication.

Point out your success supporting the trans and gender non-conforming community in business and government spaces that are often closed to these folks.

This advocacy can range from testifying at the state capitol, to encouraging your chamber of commerce to adopt LGBTQ+ supportive language, to demanding that they not use their legislative power to support anti-LGBTQ+ legislation.

Reach out to TGNC or LGBTQ+ advocacy organizations and let them know that your business supports the TGNC community and is willing to be an example in a push for broader changes.



“I’ve had managers that used my dead name in front of a crew that only knows me by my preferred name. I felt naked. It made me want to quit.”

- Nathaniel, Kansas City

# Raise Your Voice: A Trans Ally Toolkit

## HEALTHCARE

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### REMEMBER:

- Treat transgender healthcare services like any other healthcare service.
- Train staff and build internal support systems.
- Minimize potentially traumatizing barriers.
- Commit to learning and be open to feedback.
- Use your authority for advocacy.

### TREAT TRANSGENDER HEALTHCARE SERVICES LIKE ANY OTHER HEALTHCARE SERVICE.

Offer and engage in shared decision-making about the “full menu” of transgender healthcare services available, such as Hormone Replacement Therapy (HRT), surgical options, voice training, etc.

Be mindful of excessive barriers to care, such as drawn-out consent processes, waiting periods, psychiatric evaluations, intensive lab monitoring not recommended by current medical guidelines, etc.

Recognize that treatments like HRT can be just as important to a patient’s health as treatment for common chronic medical or psychiatric conditions. Prioritize appropriately.

### TRAIN STAFF AND BUILD INTERNAL SUPPORT SYSTEMS.

Train all staff on ways to offer support and services to trans and gender non-conforming patients, including education on the gender spectrum, mistreatment in healthcare settings, and best practices when it comes to being inclusive toward TGNC folks.

This focus on education will ensure staff are trained to see patients as a whole person, instead of a person whose health issues are solely from their trans and gender non-conforming status.

Make sure your office is a gender-inclusive space by including things such as gender-neutral bathrooms, intake forms that include multiple options for gender identity, and having an option for the patient to use their preferred name instead of their legal name.

### MINIMIZE POTENTIALLY TRAUMATIZING BARRIERS.

Take steps to make healthcare efficient and potentially lifesaving for your TGNC patients by knowing what gender-affirming treatments and resources are available.

“Navigating my doctor’s office while being trans is difficult enough; doctors shouldn’t add further stress and anxiety into our lives by ignoring, or worse, denying our experience when we finally work up enough confidence to seek care.”

- Ingrid, Kansas City



If you are not experienced with providing these treatments, having an established referrals system in place to connect patients to the right providers quickly can save lives.

Avoid medically unnecessary psychiatric evaluations that can ultimately traumatize patients and prevent them from seeking medical services in the future.

### **COMMIT TO LEARNING AND BE OPEN TO FEEDBACK.**

Be transparent about what you know, be open about your commitment to learning, and be comfortable correcting your mistakes.

Have a system in place for receiving and evaluating patient feedback.

Commit to changing any systems or processes that harm TGNC patients.

### **USE YOUR AUTHORITY FOR ADVOCACY.**

Be vocal about the necessity of the medical care you provide to trans and gender non-conforming individuals. Transition-related care is not elective, it is lifesaving.

Commit to being vocal on these issues in professional settings.

Offer local advocacy groups<sup>1</sup> your expertise. Let them help connect you to the community and share your story.

<sup>1</sup> Missouri Advocacy Groups listed in Toolkit Glossary

# Raise Your Voice: A Trans Ally Toolkit

## EDUCATION

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### REMEMBER:

- Talk more, not less.
- Re-examine and transform gendered rules and procedures.
- Allow students to name themselves.
- Young people's lives depend on your allyship and openness.
- Cisgender students and adults benefit, too.

### TALK MORE, NOT LESS.

From the classroom to staff meetings, initiate compassionate conversations around gender diversity.

We are all learners, so don't be afraid to make mistakes. It's more important to have imperfect conversations than to be complacent with silence.

Hearing an adult advocate for inclusiveness is important for students, but also for other school staff and educators. You never know who might need to hear your voice first.

### RE-EXAMINE AND TRANSFORM GENDERED RULES AND PROCEDURES.

Notice and act wherever outdated ideas about gender appear in your school.

Does the dress code allow for diverse gender presentation? Are students empowered to resist gender segregation? Does sex education make explicit space for transgender bodies? Do transgender youth have safe, equitable access to restrooms and locker rooms? If the answer to any of these is no, bring up these issues with administration and make the necessary changes to support gender diversity.

### ALLOW STUDENTS TO NAME THEMSELVES.

Instead of relying on student records, allow all students to introduce themselves. Have them write down their own name and pronouns on their first day of school.

Because many transgender youth have not yet had their legal gender or name changed, information in school records will most likely be inaccurate.

Make sure your school has a policy that supports this and protects students from discrimination.

### **YOUNG PEOPLE'S LIVES DEPEND ON YOUR ALLYSHIP AND OPENNESS.**

Having true allies and advocates for TGNC youth decreases their risk for suicide, dropping out of school, substance abuse, and much more.

According to the Center for Disease Control and Prevention, more than 40 percent of transgender people attempt suicide at least once in their lifetime. Ninety percent of those attempts occur before the age of 25.

Hanging up signs that affirm the school is a safe space for trans and gender non-conforming youth goes a long way. Educating and empowering all staff (counselors, teachers, custodial staff, etc.) to support gender diversity may save someone's life.

### **CISGENDER STUDENTS AND ADULTS BENEFIT, TOO.**

Being inclusive of trans and gender non-conforming people on campus helps everyone develop an understanding and appreciation of gender diversity.

Whether students go on to become doctors, entrepreneurs, or mechanics, these future leaders can positively change narratives around gender and create a better, safer world for transgender people.

Even if the school doesn't appear to have any trans or gender non-conforming students or staff, the campus will now know how to include and respect people from these communities. Someone stealth or questioning their identity may even feel safe to come out given the newly open and affirming environment.



“As a queer, non-binary educator, having staff go behind my back and sow seeds of discontent to administration about the ways I was supporting my queer students was utterly disheartening. My students were overjoyed and felt seen and heard, but I ultimately was forced out of my position and these students denied a skilled educator because of the disrespect and discrimination I experienced from other adults on campus.”

- Tyler, St. Louis County



# Raise Your Voice: A Trans Ally Toolkit

## FAITH SPACES

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### REMEMBER:

- Advocate for transgender folks' rights to lead safe, spiritual lives.
- Encourage and empower TGNC member leadership.
- Provide resources and learning opportunities among allies.
- Include TGNC members in congregation communications.
- Love them.

### ADVOCATE FOR TRANSGENDER FOLKS' RIGHTS TO LEAD SAFE, SPIRITUAL LIVES.

The discrimination trans and gender non-conforming people face deeply impacts their spiritual lives. Use this awareness to speak out to your congregation.

Pledge to find balance between religious freedom and LGBTQ+ equality. Model how that can be done in your own faith space, and then speak from a place of faith when other religious voices fail to do so.

You can do this at faith conventions, in remarks during service, at the state legislature, and even in the press.

### ENCOURAGE AND EMPOWER TGNC MEMBER LEADERSHIP.

Encourage transgender members of your congregation to be active within the faith community.

Empower them to take on leadership roles. Folks from the TGNC community often have unique gifts that can strengthen congregations.

### PROVIDE RESOURCES AND LEARNING OPPORTUNITIES AMONG ALLIES.

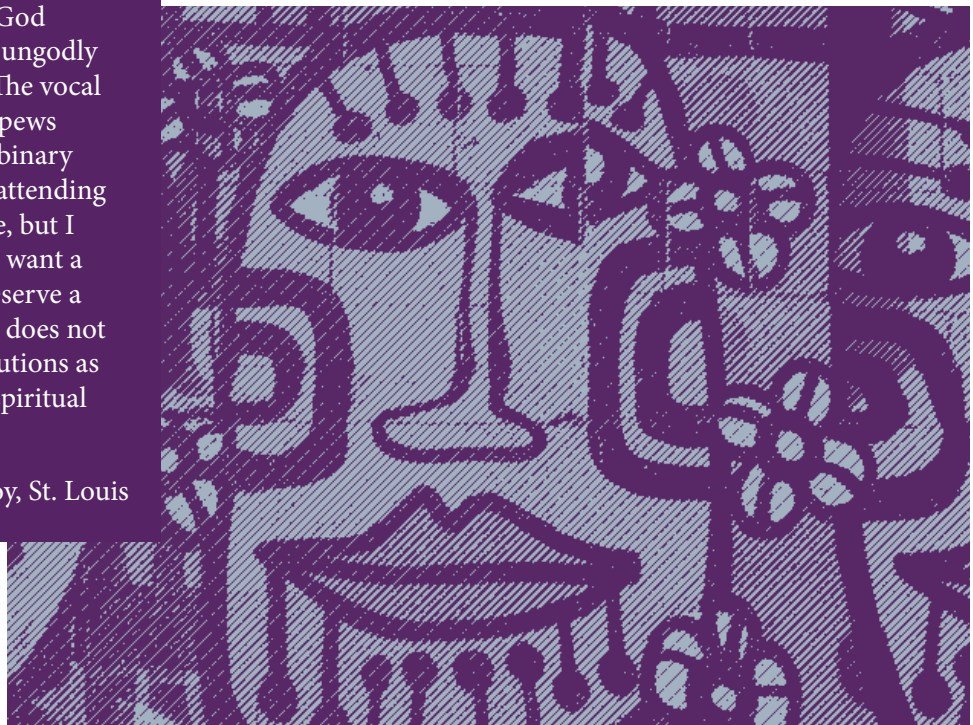
Invite people from the transgender community to share their specific needs and expectations of their faith community with the congregation.

Host classes or community study groups such as "Gender Awareness 101" and "Being Gender Allies" that show members of your faith community how to be non-intrusive, active allies to TGNC people.

Make public, verbal commitments to meeting the spiritual needs of TGNC members and working with the transgender and gender non-conforming community at large.

“I have had people say that God doesn’t love me and call me ungodly simply because I am trans. The vocal judgement – both from the pews and pulpit – about my non-binary gender presentation makes attending church really uncomfortable, but I still go sometimes because I want a relationship with Spirit. I deserve a church that is affirming and does not ignore my potential contributions as a gender non-conforming, spiritual person.”

- Joy, St. Louis



### **INCLUDE TGNC MEMBERS IN CONGREGATION COMMUNICATIONS.**

In worship, when telling stories, writing liturgies, and choosing songs or photos, be sure to specifically include transgender and gender non-conforming folks.

Consider how you can best be supportive during rites and rituals such as name change ceremonies, life dedications, or baptisms after a transition.

To be seen and heard in worship matters.

### **LOVE THEM.**

At the root of all faith spaces is love. Faith communities show us how to love those in our congregation and in the world.

*“Those who believe and do good deeds — the Gracious God will create love in their hearts.”  
- Quran, 19:97*

*“Do not take revenge, do not bear a grudge against a member of your people, love thy neighbor like yourself.”  
- Torah, Leviticus 19:18*

*“A new commandment I give to you, that you love one another: just as I have loved you, you also are to love one another.”  
- Bible, John 13:34*

Christian, Jewish, Muslim, Buddhist, Agnostic or otherwise, we encourage all clergy and faith spaces to apply the wisdom from their teachings of inclusion to trans and gender non-conforming communities.

# Raise Your Voice: A Trans Ally Toolkit

## PARENTS AND FAMILIES

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### REMEMBER:

- Be respectful of children's wishes and advocate for them.
- Find community that helps children celebrate their authentic selves.
- Foster inclusive and affirming family discussions about differences of all types.
- Be unapologetic about supporting your children.

### **BE RESPECTFUL OF YOUR LOVED ONE'S WISHES AND ADVOCATE FOR THEM.**

Follow your loved one's lead when it comes to their coming out or transitioning process and timeline. Let them direct this very important time in their life by fully supporting their decisions.

Change your language to follow your loved one's own expression of self. Do not out them without their consent or permission.

Encourage the places you and your family and friends frequent to become more trans affirming by changing their signs to reflect a gender-neutral space and educating their staff to be inclusive of trans and gender non-conforming humans.

### **FIND COMMUNITY THAT HELPS YOUR CHILD OR LOVED ONE CELEBRATE THEIR AUTHENTIC SELF.**

Research the growing community of people with trans and gender non-conforming family members and join a group that can help you gain tools to advocate for your loved one.

Read LGBTQ+ news and fiction to better understand how LGBTQ+ relationships are similar to, and different from, heterosexual relationships. Prepare yourself for age-appropriate discussions about safe sex, healthy relationships, etc. Just because this person has a different sexual orientation or gender identity doesn't mean they don't want support with those important talks as they grow into their gender.

### **FOSTER INCLUSIVE AND AFFIRMING FAMILY DISCUSSIONS ABOUT DIFFERENCES OF ALL TYPES.**

In the way that you model valuing diversity, your family member will know from the beginning that they never have to worry about being loved and accepted for who they are.

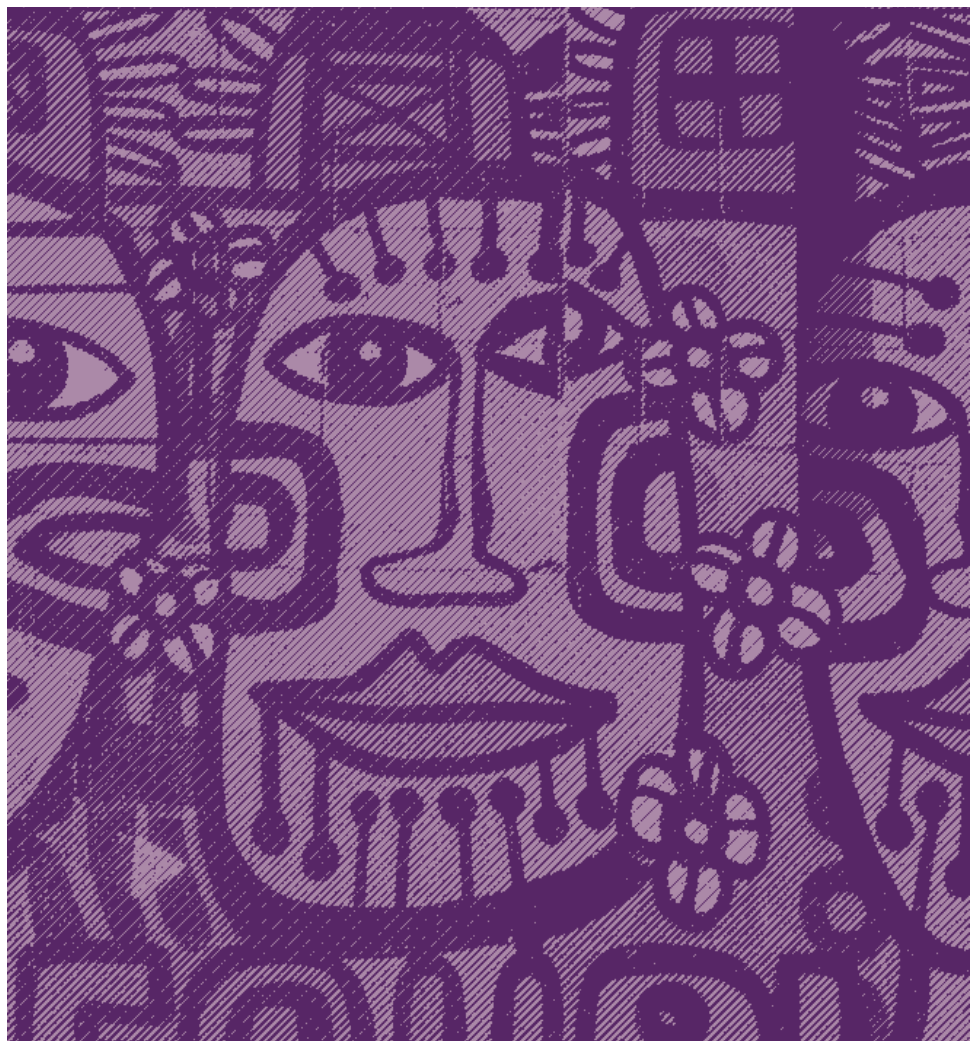
Be sure not to let other family members question your loved one's commitment to authenticity and self-determination.

**FOR PARENTS: BE UNAPOLOGETIC ABOUT SUPPORTING YOUR CHILDREN.**

Share your story. Let other parents know that you feel the same love for your child as they do for theirs.

Make sure to avoid gender stereotyping when it comes to playtime, attire, hobbies and interests. Build a library of books – both at home and at your child's school – that include diverse characters and stories to normalize gender and sexual orientation differences.

Be vocal about your love for your child. Make it clear to others that you could not stand by and watch your child harmed.



# Raise Your Voice: A Trans Ally Toolkit

## SUPPORTING BLACK AND PEOPLE OF COLOR TRANS COMMUNITIES (BPOC TGNC)

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### REMEMBER:

- Understand how racism and anti-blackness impact gender.
- Offer pro bono financial, healthcare and legal support.
- Infuse racial awareness, culture and expression into planning your events.
- Honor exclusively Black and POC TGNC spaces.

### UNDERSTAND HOW RACISM AND ANTI-BLACKNESS IMPACT GENDER.

Black and brown trans and gender non-conforming people face some of the highest levels of both racial and gender discrimination. This makes even the simplest things in life exponentially more difficult.

Anti-Black racial bias impacts nearly every part of society, from housing discrimination to racially biased assumptions from a boss or teacher, to a person's abilities to access to healthcare, just to name a few. This often overlaps with gender-based discrimination, such as catcalling and police violence. Black people and people of color who are trans and gender non-conforming frequently experience both kinds of discrimination and bias regularly.

Believe people in these communities when they tell you about their experiences. Become well-versed in the layers and realities that Black and POC TGNC people of color face.

### OFFER PRO BONO FINANCIAL, HEALTHCARE AND LEGAL SUPPORT.

While all trans folks could use this, it's especially important to consider offering pro bono services to Black and POC trans/GNC communities because of the overlapping oppressions they experience.

According to the National Transgender Discrimination Survey, 34 percent of Black and 28 percent Latinx Trans respondents reported a household income of less than \$10,000 a year, compared to 15 percent of the general survey group. This lower socio-economic status, combined with the realities of being trans, often means that many members of these communities end up homeless and/or turn to finding work in the underground economy. When TGNC folks are forced to engage in things such as survival sex work or being paid under the table, it can put them at higher risk for arrest and being victims of violent crimes.



“My former fast-food employer was paying me – a Black trans man - under the table and when he would pay late or less than I expected, he never felt bad and I couldn’t even enforce or complain about it. I had no way of complaining officially or explaining my situation to him since I was stealth at work cuz’ of the religious customers and area we worked in.”

- Charlie, Creve Coeur



Be explicit about your commitment to these communities by offering financial support with no strings attached, whenever possible.

### **INFUSE RACIAL AWARENESS, CULTURE AND EXPRESSION INTO PLANNING YOUR EVENTS.**

Many LGBTQ+-focused organizations don’t account for race in their outreach, leaving out Black and POC communities. This is a missed opportunity.

Since Black and POC TGNC folks cannot separate the intersections of their many identities, it’s important to create a thoughtful space inclusive of racial and cultural differences.

Bringing in diverse speakers, performers, healthcare providers helps ensure there is a range of identities, learning types, needs and cultures represented in your outreach and education efforts.

### **HONOR EXCLUSIVELY BLACK AND POC TGNC SPACES.**

Even within the TGNC community, it’s important to be aware of one’s racial privilege and how race impacts people’s lived experiences.

Recognize that sometimes being supportive means not being in the room. Make it a practice to consider giving up space and speaking requests to Black or POC humans.

Be supportive from a distance when there is a call for exclusively Black or people of color space. Don’t deride or interrupt this chance for these communities to heal and grow.

### **PAY PEOPLE FOR THEIR LABOR.**

BPOC Trans and GNC folks often pay a high price for just being themselves. Just as you would consider paying a consultant for their expertise, you should plan ahead to pay BPOC TGNC folks for the expertise they’ve developed by surviving in the world.

With Gratitude

# CONTRIBUTING PEOPLE AND ORGANIZATIONS

Music Freedom Dreams, LLC

City Gym KC

PFLAG Springfield

TransParent STL

WHOSOEVER: Community of F.A.I.T.H. and Rev. Dionne Talicia

Metropolitan Community Church of Greater St. Louis and Rev. Katie Hotze-Wilton

Washington University Children's Specialty Care Center

MEDZOU Care Clinic

PROMO E.D. and Field Organizers

Andy Sun

Sayer Johnson

Krista Moncado Bond

Jess Jones

Hailee Bland Walsh

Elizabeth Modde

Jordan Richards

Peter Seay

Beth Campbell

Meghan Howard

Destiny Hodge

Inoru M. Wade

Alix Johnson, RIP

# Useful Terms

## **AFAB AND AMAB:**

Acronym for Assigned Female/Male At Birth. This phrase illustrates how sex is externally designated as opposed to gender identity, which is intrinsic. This term is often preferred to “biological male/female,” “male/female bodied,” and “born male/female,” which can be derogatory and inaccurate.

## **CIS(GENDER):**

A term that refers to a person whose gender matches the sex they were assigned at birth. For example, a person who was assigned male at birth and who identifies as a man is a cisgender person, or cis man.

## **GENDER EXPRESSION/PRESENTATION:**

The outward expression of gender. This is often done through hairstyles, makeup, clothing, etc. A person’s gender expression may not always match their gender identity, since it may not be safe to fully reveal one’s gender identity.

## **GENDER IDENTITY:**

An internal awareness we each have of being a particular gender. Every person has a gender identity. The most common genders in the trans and gender non-conforming community and lexicon are generally man, woman, non-binary, having two or more genders, and agender.

## **GENDERQUEER/GENDER NON-CONFORMING (GNC):**

A term used to describe a person who does not conform to the gender binary.

## **NON-BINARY:**

Preferred umbrella term for all genders other than female/male or woman/man, used as an adjective (e.g. Jesse is a non-binary person). Not all non-binary people identify as trans and not all trans people identify as non-binary.

## **PASSING/BLENDING/ASSIMILATING:**

A trans person being perceived socially as their gender identity. This is not every trans person’s goal. It can be controversial, as “passing” can dangerously imply that one is not genuinely what they are passing as.

## **STEALTH:**

To not be openly transgender in all or most social contexts. This is often done for safety and economic reasons.

## **SEXUAL ORIENTATION:**

A term used to describe who a person is attracted to romantically, sexually, physically, etc. Transition: The process of socially and/or physically aligning one’s gender identity and gender expression. This can include some, all, or none of the following: changing one’s name socially and legally, changing gender markers on legal documents, expressing which pronouns people should use, hormone therapy, gender-affirming surgery, or coming out to friends, family, coworkers. Transitions look different for everyone.

# Advocacy and Training Organizations

## **BOONVILLE**

- Cooper County LGBTQ Alliance – [m.me/cclgbtqalliance](http://m.me/cclgbtqalliance)

## **COLUMBIA**

- MEDZOU Community Health Clinic – [www.medicine.missouri.edu/education/medzou](http://www.medicine.missouri.edu/education/medzou)
- The Center Project – [www.thecenterproject.org](http://www.thecenterproject.org)

## **JOPLIN**

- Joplin Equality - [m.me/JoMoEq](http://m.me/JoMoEq)

## **KANSAS CITY AND THE SURROUNDING AREA**

- Transgender Institute Foundation – [www.transinstitute.org](http://www.transinstitute.org)
- KC Anti-Violence Project & KC Passages Youth Group - [www.kcavp.org](http://www.kcavp.org)
- Kansas City Center for Inclusion - [www.inclusivekc.org](http://www.inclusivekc.org)
- GLSEN Kansas City - <https://www.glsen.org/chapters/kansascity>
- Mid-America LGBT Chamber of Commerce - [www.maglcc.org](http://www.maglcc.org)
- SocialSCOPE Productions - <http://www.socialscopeonline.com>
- Our Spot KC - [ourspotkc@gmail.com](mailto:ourspotkc@gmail.com)
- KC Care Clinic – [www.kccare.org/](http://www.kccare.org/)

## **SPRINGFIELD**

- Gay and Lesbian Center of the Ozarks (GLO) – [www.glocenter.org](http://www.glocenter.org)
- PFLAG Springfield – [www.pflagoftheozarks.org](http://www.pflagoftheozarks.org)

## **ST. LOUIS CITY AND SURROUNDING AREA**

- PROMO – [www.promo-online.org](http://www.promo-online.org)
- Metro Trans Umbrella Group (MTUG) – [www.stlmetrotrans.org](http://www.stlmetrotrans.org)
- Music Freedom Dreams – [www.musicfreedomdreams.com](http://www.musicfreedomdreams.com)
- TransParent – [www.transparentstl.org/](http://www.transparentstl.org/)
- PFLAG St. Charles - [www.stcharlespflag.org/](http://www.stcharlespflag.org/)
- Washington Univ. Specialty Care Center – [www.wuphysicians.wustl.edu/locations/st-louis-childrens-specialty-care-center](http://www.wuphysicians.wustl.edu/locations/st-louis-childrens-specialty-care-center)
- Growing American Youth - [www.growingamericanyouth.org/](http://www.growingamericanyouth.org/)
- The Spot (for Youth) – [www.thespot.wustl.edu/](http://www.thespot.wustl.edu/)



# ACLU

## Missouri

[www.aclu-mo.org](http://www.aclu-mo.org)

406 West 34th St., Suite 420  
Kansas City, Missouri 64111  
816-470-9933

906 Olive St., Suite 1130  
St. Louis, MO 63101  
314-652-3114

