

Supporting & Advocating for Trans and Nonbinary People in Your Library:

Additional Resources & Readings

A living resource document to help you provide the best library services possible!

Presentation materials

2018 Joyner slides (dated): <https://tinyurl.com/ya9tnz55>

2019 LAUNC-CH slides: <https://tinyurl.com/y6jr66e3>

2019 slides as guest lecturer for UNC-CH SILS course on YA Resources: <https://tinyurl.com/qlbaghp>

Assessment rubric: <https://tinyurl.com/ycydybm7>

Handout from 2018 Joyner presentation (dated): <https://tinyurl.com/ybz47zav>

Scenario packet for additional practice (adults): <https://tinyurl.com/y8rqzr3m>

Scenario packet for additional practice (young adults): <https://tinyurl.com/y8ge543p>

**Scenario packets are virtually identical, with some language alterations for age levels.*

De-escalation & safety

1-800-suicide, round-the-clock hotline which serves the general population

Forward Together, *Safety and Access Tips*:

https://drive.google.com/file/d/15t4TT5XxJp9wM0_mr5E3rJWT2UDFEa5t/view?usp=sharing

The National Coalition of Anti-Violence Projects (NCAVP), coalition of 20 community-based LGBTQ+ anti-violence organizations: <http://www.ncavp.org> or 212-714-1184 or info@ncavp.org

Trans Lifeline, nonprofit hotline staffed by transgender people for transgender people currently experiencing a crisis: 1-877-565-8860 and <https://www.translifeline.org/>

The Trevor Project, crisis intervention and suicide prevention services to LGBTQ youth: 866-488-7386 and <http://www.thetrevorproject.org>

Inclusive language

Hord, Levi C. R. (2016) "Bucking the Linguistic Binary: Gender Neutral Language in English, Swedish, French, and German," *Western Papers in Linguistics / Cahiers linguistiques de Western*, 3(1), Article 4. Retrieved from http://ir.lib.uwo.ca/wpl_clw/vol3/iss1/4

How We Get to Next (Medium.com), *Translating Identity Across the Language Barrier* -- includes further resources at the bottom:

<https://howwegettonext.com/translating-identity-across-the-language-barrier-66a87163a8e1>

Improve Your Customer Service Skills: Go Gender Neutral! (Intersections, ALA Office for Diversity, Literacy & Outreach

Services): <http://www.ala.org/advocacy/diversity/odlos-blog/intersections-improve-your-customer-service-skills-go-gender-neutral>

Nonbinary Wiki, *Gender Neutral Language*: https://nonbinary.wiki/wiki/Gender_neutral_language

Practice with Pronouns: <https://www.practicewithpronouns.com/#/>

The Radical Copyeditor's Guide for Writing About Transgender

People: <https://radicalcopyeditor.com/2017/08/31/transgender-style-guide>

Community Needs Assessment

Beiriger, A., & Jackson, R.M. (2007). An assessment of the information needs of transgender communities in Portland, Oregon. *Public Library Quarterly*, 26(1), 45-60. Retrieved from https://doi.org/10.1300/J118v26n01_03 (requires institutional access)

Drake, A. A., & Bielefield, A. (2017). Equitable access: Information seeking behavior, information needs, and necessary library accommodations for transgender patrons. *Library and Information Science Research*, 39(3), 160-168. doi:10.1016/j.lisr.2017.06.002 (requires institutional access)

Garnar, Martin. 2000. Changing Times: Information Destinations of the Lesbian, Gay, Bisexual, and Transgender Community in Denver, Colorado. *Information for Social Change*, no. 12. Retrieved from <http://www.libr.org/isc/articles/12-Garnar.html> (outdated language and not representative of trans community, but contains useful methodological information for LGBTQ+ needs assessment)

Mehra, B. & Braquet, D. (2007). Library and Information Science Professionals as Community Action Researchers in an Academic Setting: Top Ten Directions to Further Institutional Change for People of Diverse Sexual Orientations and Gender Identities. *Library Trends*, 56(2), 542-565. Retrieved from <http://muse.jhu.edu/article/231608> (requires institutional access)

Napa County LGBTQ Needs Assessment 2012/13:

<https://www.lgbtqconnection.org/napa-county-lgbtq-needs-assessment-201213>

Taylor, J. K. (2002). Targeting the Information Needs of Transgender Individuals. *Current Studies in Librarianship*, 26(1/2), 85-109. Retrieved from

<http://search.ebscohost.com/login.aspx?direct=true&db=lls&AN=502878363&site=ehost-live&scope=site> (requires institutional access)

Transgender (or LGBTQ+) Rights Organizations & Lists

Audre Lorde Project (NYC): <https://alp.org/>

Black Trans Advocacy: <https://www.blacktrans.org/>

Campaign for Southern Equality: <https://southernequality.org/>

COLAGE, resources for kids of trans parents/caregivers: <http://www.colage.org/resources/kot/>

Equality NC: <http://equalitync.org/>

The Freedom Center for Social Justice (Charlotte-based): <http://fcsj.org/>

Gender Proud: <http://genderproud.com/>

Global Action for Trans Equality: <http://transactivists.org/>

Huffington Post, *A Guide To QTPOC Organizations In The U.S.*:
https://www.huffingtonpost.com/entry/a-guide-to-queer-qt poc-organizations-in-the-us_us_5824b64ee4b0e89dd9ee7e8f

National Center for Transgender Equality: <http://www.transequality.org/>

National Gay and Lesbian Task Force: <http://www.thetaskforce.org/>

Southern Vision Alliance: <https://southernvision.org/>

SPART*A (advocacy for trans military service members): <https://spartapride.org/>

Trans Justice Funding Project (view grantee organizations across the country in their directory):
<https://www.transjusticefundingproject.org/>

Trans People of Color Coalition: <https://www.facebook.com/TransPOCC/>

Trans Women of Color Collective: <http://www.twocc.us/>

TransAthlete.com: <https://www.transathlete.com/>

Transcend Charlotte: <http://transcendcharlotte.org/index/>

Transgender Law Center: <https://transgenderlawcenter.org/>

TransLatin@ Coalition: <https://www.translatinacoalition.org/>

WPATH (World Professional Association of Transgender Health Professionals): <http://www.wpath.org/>

Legal reference (please consult legal advisor beyond basic info)

ACLU, *Transgender People and the Law: An FAQ*

Guide: <https://www.aclu.org/know-your-rights/transgender-people-and-law>

Employee Non-Discrimination Act (ENDA) information:

<https://transequality.org/issues/resources/fact-sheet-employment-non-discrimination-act>

Employee Non-Discrimination Act (ENDA) Status in Congress:

<https://www.congress.gov/bill/113th-congress/senate-bill/815>

Equality Case Files, document repository on litigation and legislation impacting the lives of LGBTQ+ people: <http://files.eqcf.org/>

Lambda Legal, *Transgender Workplace Rights*:

<https://www.lambdalegal.org/know-your-rights/article/trans-workplace>

Trans Equality's Guide to Changing Legal Documentation in North Carolina:

<https://transequality.org/documents/state/north-carolina>

Transgender Law & Policy Institute: <http://www.transgenderlaw.org/> (last updated: 2010)

Transgender Law Center: <https://transgenderlawcenter.org/>

Transgender Workplace Law & Diversity Blog, <http://transworkplace.blogspot.com/>

Weiss, J. T. (2007). *Transgender workplace diversity: [policy tools, training issues and communication strategies for HR and legal professionals]*. North Charleston, S.C: Booksurge

Firms/Legal Organizations for Representation

American Civil Liberties Union (ACLU): <https://www.aclu.org> (*national*)

Lambda Legal: <https://www.lambdalegal.org/> (*national*)

NC Gay and Lesbian Attorneys: <http://www.ncgala.org/> (*NC-wide referrals*)

NicholsonPham: <http://nicholsonpham.com/> (*Triangle-based*)

Sylvia Rivera Law Project: <https://srlp.org/> (*NYC and NY State only*)

Policy guidance resources

ALA, *Access to Library Resources and Services Regardless of Sex, Gender Identity, Gender Expression, or Sexual Orientation* (Interpretation of Library Bill of Rights):

<http://www.ala.org/advocacy/intfreedom/librarybill/interpretations/accesslgbt>

Campus Pride, *Trans Policy Clearinghouse*: <http://www.campuspride.org/tpc>

City of Seattle, *Guidance on Gender Identity in the*

Workplace: https://www.seattle.gov/Documents/Departments/CivilRights/Gender_Identity_Guidance.pdf

Human Rights Campaign (HRC), *Recommended Policies and Practices for Transgender Inclusion in the Workplace*: <https://www.hrc.org/resources/transgender-inclusion-in-the-workplace-recommended-policies-and-practices>

Trans Student Educational Resources, *Model District Policy on Transgender and Gender Nonconfirming Students*:
https://transequality.org/sites/default/files/images/resources/trans_school_district_model_policy_FINAL.pdf

Trans Student Educational Resources, *Model Policy on Trans Students for Four-Year Colleges and Universities*: <http://www.transstudent.org/modelfouryearpolicy.pdf>

UBC Equity Policy Audit and Recommendations:
<https://www.ams.ubc.ca/wp-content/uploads/2018/10/SCD-007-16-UBC-Equity-Audit-and-Recommendations-final.pdf>

Toolkits & resource/programming guides

Intended for trans & nonbinary people needing resources

American Alliance of Museums, *LGBTQ Alliance*: [A Transitioning Professional's Guide](#) (relevant outside scope of museums)

(NEW) Campaign for Southern Equality, *COVID-19 Rapid Response Grants* providing immediate financial support to LGBTQ+ Southerners:
<https://southernequality.org/fund-your-work/covid-19-rapid-response-grant-round-emergency-assistance-for-individuals-and-families/>

Campaign for Southern Equality, *Trans in the South* Resource Guide:
<https://southernequality.org/lgbtq-rights-toolkit/transinthesouth/>

Charlotte Transgender Healthcare Group: <http://cthcg.org/>

GLAAD, *Transgender Resources*: <https://www.glaad.org/transgender/resources>

Equality NC's *North Carolina LGBT Organizations*:
http://equalitync.org/what/resources/lgbt_organizations/nc/

LGBT Center of Raleigh, *Transgender Initiative*:
<https://www.lgbtcenterofraleigh.com/programs/adult-programs/transgender-initiative.html>

Phoenix Transgender Support, Resources (Asheville-based, may be outdated):
<http://phoenixtgs.weebly.com/transgender-resources.html>

RadRemedy, a national resource database: <http://www.radremedy.org/>

Intended for those working with trans & nonbinary people

2017 King County Trans Resource & Referral Guide (example of a well-built, trans-affirming resource guide): <https://kctransguide.org/>

American Alliance of Museums, *LGBTQ Alliance*, Resources & Guides:

https://www.aam-us.org/professional-networks/lgbtq-alliance/?fbclid=IwAR2ofb8TnywrtOSHjz3S0jSQWG6_dzl6FTFKzZYRrPavqSbDtL-nj4v6pAQ (relevant outside scope of museums)

Forward Together, *Trans Liberation Art Activities*:

<https://drive.google.com/file/d/1cN3OI-Cr9vLU6Hj84YYSTrgbveS5VhNX/view?usp=sharing>

Huffington Post, *The 21 Best Transgender and Gender Non-conforming Books for Kids*:

https://www.huffingtonpost.com/em-and-lo/the-21-best-transgender-b_b_9702762.html

Oak Park Public Library (IL) *Transgender Resource*

Collection: <http://oppl.org/collections/transgender-resource-collection>

Oak Park Public Library (IL) *Transgender Resource Collection* (Toolkit):

<http://oppl.org/collections/transgender-resource-collection/library-toolkit>

Rhode Island College, *LGBTQ Materials for Children and Young Adults*:

<https://library.ric.edu/c.php?g=61962&p=400103>

TRANScensing Identities: A Bibliography of Resources on Transgender and Intersex Topics

(2008): http://www.ala.org/rt/sites/ala.org.rt/files/content/professionaltools/glbtrt_trans_08.pdf

Best practices & being a good ally

(NEW) Campaign for Southern Equality, donate to support COVID-19 Rapid Response Grants providing immediate financial support to LGBTQ+ Southerners (make sure to select "COVID-19 Rapid Response" as the fund!): <https://southernequality.org/donate/>

Everyday Feminism, *130+ Examples Of Cis Privilege in All Areas of Life For You To Reflect On and Address*:

<https://everydayfeminism.com/2016/02/130-examples-cis-privilege/>

Harvard Business Review, *What to Do When Your Colleague Comes Out as Transgender*:

<https://hbr.org/2015/02/what-to-do-when-your-colleague-comes-out-as-transgender>

Krueger, S. and Matteson, M. (2017). Serving Transgender Patrons in Academic Libraries. *Public Services Quarterly*, 13(3), 207-216. Retrieved from

<http://www.tandfonline.com/doi/full/10.1080/15228959.2017.1338543?af=R> (requires institutional access)

Marrall, R. (2015). *Developing Best Practices for Serving Transgender Patrons in Academic Library Service Points*. Paper presented at the 2015 Association of College and Research Libraries (ACRL) Conference, Portland, OR. Retrieved from

<http://www.ala.org/acrl/sites/ala.org.acrl/files/content/conferences/confsandpreconfs/2015/Marrall.pdf>

PFLAG, Guide to being a trans ally: <https://pflag.org/publication/guidetobeingatransally>

Shlasko, Davey, and Hofius, Kai. *Trans Ally Workbook : Getting Pronouns Right & What It Teaches Us about Gender*, Oakland, California, Think Again Training and Consultation, 2017. <http://thinkagaintraining.com/resources/publications/trans-ally-workbook/>

Thompson, K.J. (2012). Where's the "T"? Improving Library Services to Community Members who are Transgender Identified. *B-Sides*. Retrieved from <http://ir.uiowa.edu/cgi/viewcontent.cgi?article=1032&context=bsides>

Trans Equality, *Supporting the Transgender People in Your Life*: <https://transequality.org/issues/resources/supporting-the-transgender-people-in-your-life-a-guide-to-being-a-good-ally>

Transgender Law Center, *Tips for Working with Trans Co-workers*: <https://transgenderlawcenter.org/resources/employment/tips-for-working-with-transgender-coworkers>

Transwhat? A guide towards allyship: <http://transwhat.org/>

UCL, *Supporting Trans staff in the workplace*: https://www.ucl.ac.uk/human-resources/sites/human-resources/files/trans_guidance_1.pdf

WLA 2017 Presentation Supporting Materials, *Best Practices for Serving Transgender Patrons*: <https://drive.google.com/open?id=0B7X3R24-XdD7dngyUEJXUDdiUjQ>

Final Food for Thought

Erlick, E. (2015). *Why Equality Is Toxic to the Transgender Movement*. Retrieved from <https://medium.com/@elierlick/why-equality-is-toxic-to-the-transgender-movement-f176634bbd3f>

Kleinman, S. (2002). Why Sexist Language Matters. *Qualitative Sociology*, 25(2). Retrieved from http://uncadvocatesformdphdwomeninscience.web.unc.edu/files/2014/03/Kleinman_QualitativeSociology_2002.pdf **note, this essay contains very binary language and non-inclusive framework, but the message makes it worth mentioning**

Materials originally created for the 2018 Joyner Paraprofessional Conference, May 11, 2018, Greenville, NC and adapted for this presentation by

Kai Ewing, MSLS, Assistant for Education and Interpretation, Ackland Art Museum at the University of North Carolina at Chapel Hill

Want to see more? This is intended to be a living document. Feel free to get in touch at kai.ewing@unc.edu if you have ideas for further content!