



Jes [REDACTED]

TGNC resources/ideas

Jes Scheinpflug [REDACTED]

Fri, Jan 24, 2020 at 3:14 PM

To: Paul Reuter [REDACTED]

Cc: Rachelle Reed [REDACTED]

, Adam Paris [REDACTED]

David Lanz

TGNC = trans and gender nonconforming
 AMAB = assigned male at birth
 AFAB = assigned female at birth

I use "assigned sex at birth" because "biological sex" doesn't explain anything other than the doctor quickly taking a look at external genitalia and marking M, F, or I (for intersex) on the birth certificate. This recent article explains the nuances of biology, too: <http://cadehildreth.com/gender-spectrum/>
 Sex assigned at birth also indicates it was something given to us rather than chosen out of autonomy.

In addition, rather than "biological female" or "real woman" or other language that is transphobic, please use the word "cisgender." So there are cisgender women who were assigned female at birth and identify as women today + transgender women who were assigned male or intersex at birth and identify as women. Same goes for cis men and trans men. Cis is the latin root for "on the same side of" and trans is latin root for "on the opposite side of"

Ideas:

- add pronouns to forms
- ask for preferred name or nickname on forms (the only reason you should need someone's full name or legal name is for the credit card, so you could also only ask for that on the payment part. e.g. "write your name if different than name provided at the top")
- standardize gender neutral bathrooms like OTF ChiEdge
- eliminate binary gender options (only male/female or men/women) whether it be contests, workout instructions, etc.
- ask for sex assigned at birth rather than gender
- disclaimers/apologies/statement of inclusivity when you're unable to provide options that are inclusive (e.g. inbody machine doesn't have data for intersex, only AMAB and AFAB)
- train all employees so they know why you're doing these things and so they're prepared to answer questions and state OTF's D&I values to members
- don't call members ma'am or sir, don't say "go girls, go ladies" or anything that assumes gender unless you know for sure.
- staff can include their pronouns in things like 1) email signatures 2) name tags (I don't think you have these, though?) 3) introductions. e.g. "Hi, my name is Paul. My pronouns are he/him." - this creates space for TGNC folks to feel safer and freer to share our own. 4) business cards
- There are a couple others I said on the call that I can't remember right now... if someone wants to reply all with their notes, I'd appreciate it.
- Have a bi-weekly or monthly TGNC-only workout open to the community to come try out OTF.

Resources:

Again, I highly recommend reading this: <http://cadehildreth.com/gender-spectrum/>

A trans-owned fitness service + education: <https://decolonizingfitness.com/>

Local Chicago trans trainer (who I workout with 1x/week in addition to 2x/week at OTF): <https://www.liftyboitraining.com/>

Here's a folder of resources - <http://bit.ly/tgncpraxis> - I specifically recommend the "Community Generated Best Practices" PDF + the Helpful Links doc

To learn more about intersex, check out Chicago-based educator and activist Pidgeon Pagonis. They also have a YouTube channel where I personally learned a lot by listening to their story about how doctors performed 4 surgeries on their genitals before the age of 11, assuming there was something "wrong" with them for not fitting into a male or female box. <http://www.pidgeonismy.name/>

Also consider learning about legal protections. For example, in Illinois, Chicago and Cook County (where Chicago is), it is legally considered harassment for employers to misgender (use the wrong name or pronoun) for their employees more than once after they've been asked to stop.

Other request:

In exchange for my time and education, I'm requesting that OTF gives me the unlimited membership option for the same price I've been paying for 8 classes/month.

On Thu, Jan 23, 2020 at 3:26 PM Paul Reuter <[REDACTED]> wrote:

Call Notes:

The goal of the call is to have a respectful conversation to learn more about your request as well as bridge the gap in understanding in what we know to be the "WHY" on how we have set this program up based on science.

--
Jes Scheinpflug, LSW
Pronouns: they/them
[REDACTED]