

GENDER IDENTITY



EXPANDING YOUR VOCABULARY

Gender Identity - A person's internal, deeply-felt sense of being male, female, something other, or in-between. We all have a gender identity.

Gender Expression - An individual's characteristics and behaviors such as appearance, dress, mannerisms, speech patterns, and social interactions that are perceived as masculine or feminine.

Transgender - An umbrella term that describes people whose gender identity and/or gender expression is different from their birth assigned gender. Many transgender people identify as female-to-male (FTM) or male-to-female (MTF). People who transition from female to male may be referred to as "FTM" or "transgender men." People who transition from male to female may be referred to as "MTF" or "transgender women."

Gender Non-Conforming - Gender non-conforming people have, or are perceived to have, gender characteristics and/or behaviors that do not conform to traditional or societal expectations.

Transition - The process of changing genders from one's birth assigned gender to one's gender identity. There are many different ways to transition. For some people, it is a complex process that takes place over a long period of time, while for others it is a one- or two-step process that happens more quickly. Transition may include "coming out": telling one's family, friends, and/or co-workers; changing one's name and/or sex on legal documents; accessing hormone therapy; and possibly accessing medically necessary surgical procedures.



Upcoming Training

Gender Identity Workshop

with Kelly Metzgar

Friday, April 21

2:00 – 4:00 p.m.

S-19, Saranac Lake Campus

All-Gender Bathrooms



The Diversity Task Force is currently pursuing steps to bring all-gender bathrooms to NCCC. A dialogue about this began in the March College Senate meeting. See resources referenced below.

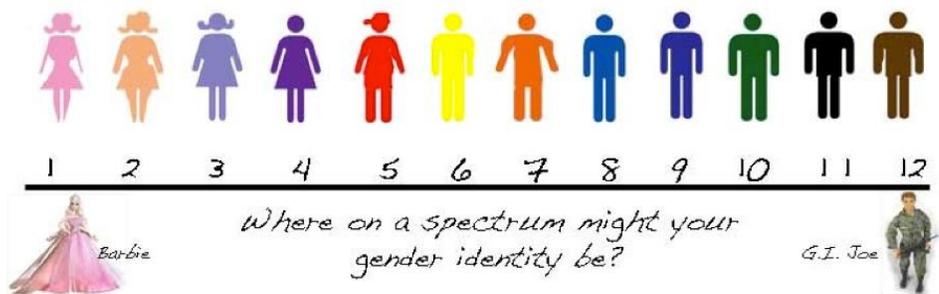
CNN Video:

[US & Bathrooms?
It's Complicated](#)

Cuomo February 23 Letter:

[Transgender Rights in NY](#)

Gender Spectrum –
[Transgender Students &
School Bathrooms
Frequently Asked Questions](#)



Diversity & Inclusion Vision Statement

North Country Community College aspires to raise competence, critical consciousness, and civil discourse around issues of diversity, equity and inclusion as an integral part of our institutional mission, and to increase our culture of inclusion through a renewed commitment to collectively evolve our understanding within our campus and regional communities.

We believe it is our responsibility as an educational institution and as community leaders to actively address bias and injustices on a local and global scale, and to actively engage in conversations and activities that will build this competence among our students, faculty, staff, and community members.

We believe that in order to demonstrate our commitment to accept and value the whole individual that we must continually strive to adopt and practice more inclusive programs, services, and processes, to recognize and acknowledge our limited demographic diversity, and to actively seek more understanding of global diversity issues and social justice activism.

It is through academic infusion, intentional outside-the-classroom experiences, and forging alliances that we will actualize these values and goals.

Diversity Task Force: www.nccc.edu/diversity-task-force/

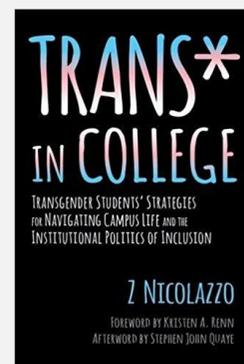
RESOURCES FOR HIGHER EDUCATION

- ❖ [Consortium of Higher Education LGBT Resource Professionals](#)
- ❖ [Trans Student Educational Resources](#)
- ❖ [The Safe Zone Project](#)
- ❖ [Adirondack North Country Gender Alliance](#)

NCCC Diversity Task Force
www.nccc.edu/diversity-task-force/

RECOMMENDED READING

Trans* in College
 By Z Nicolazzo



RECOMMENDED VIEWING

The Asia Project
 Poem: [Pink Crayons](#)

[Transcending Difference: Recognizing and Understanding Gender Diversity in the Classroom](#)

RECOMMENDED LISTENING

The Heart Podcast
 Episode: [Bathroom Bill](#)

