

Increasing Transgender Inclusion & Rights:
Seminar For Employers & Service Providers



Transgender Experiences in Scotland

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Scottish Transgender Alliance

SCOTTISH TRANSGENDER ALLIANCE

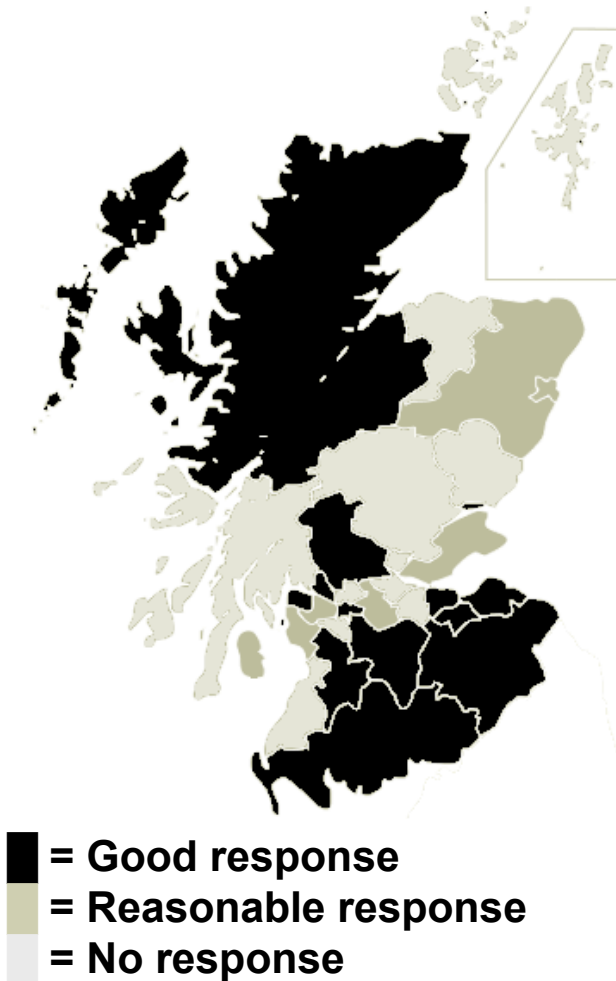
EQUALITY NETWORK

The logo for the Scottish Transgender Alliance, featuring a stylized transgender symbol (a circle with a cross, a crescent, and a triangle) and the text "Scottish Transgender Alliance" below it.

About the Survey:

- Designed to collect qualitative & quantitative data on:
 - Gender identity, expression & transition
 - Experiences of transphobic harassment
 - Experiences using various public services
- Distributed across Scotland via transgender support groups, transgender email lists and Scottish gender specialists between July 2007 and September 2007.
- 71 valid, non-duplicate responses received from transgender people living in Scotland.

Survey Response Rate by Scottish Local Authority Area



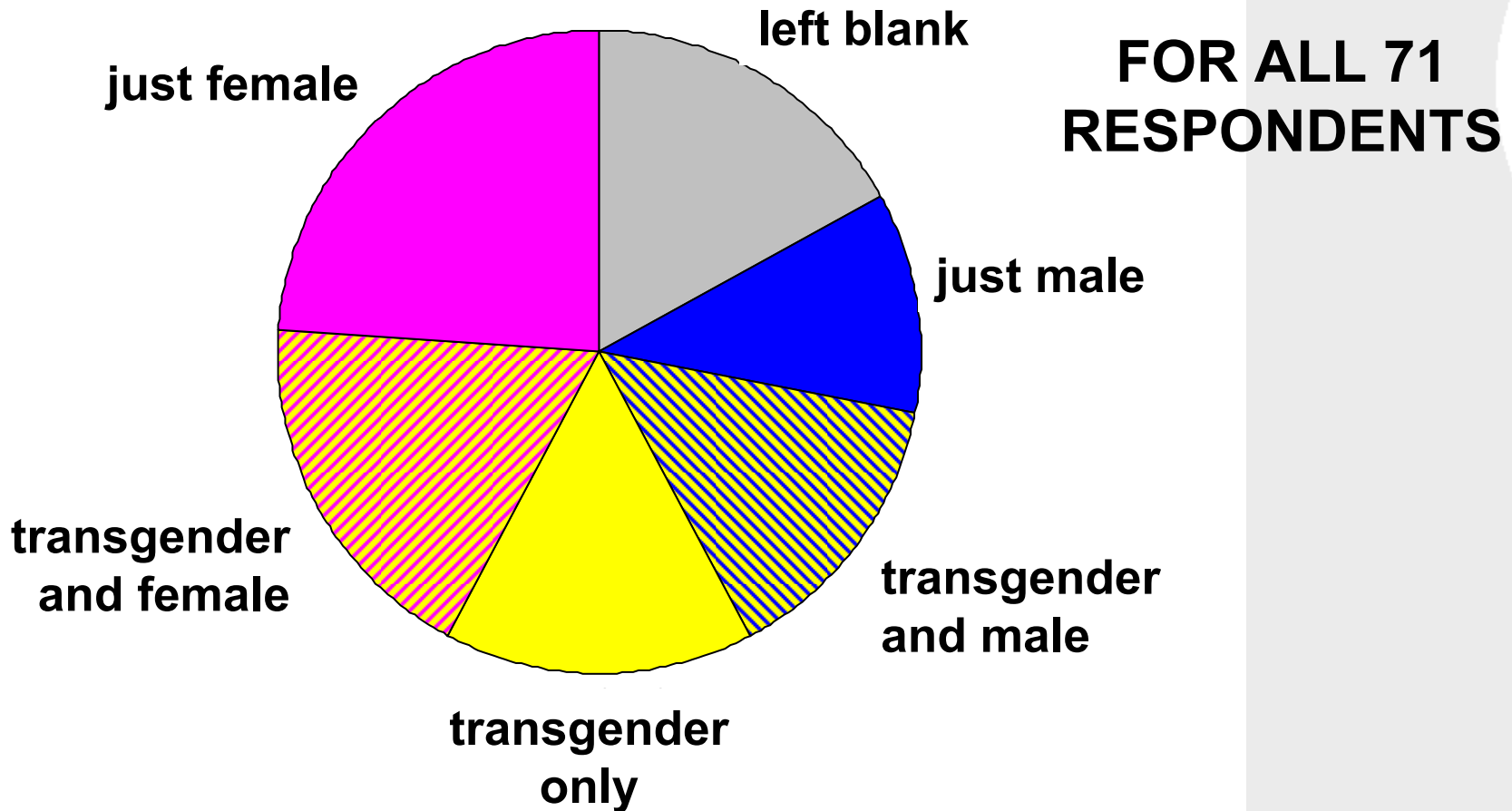
12	City of Glasgow
18	City of Edinburgh
1	Fife
1	North Lanarkshire
3	South Lanarkshire
1	Aberdeenshire
4	Highland
1	City of Aberdeen
1	Renfrewshire
4	Dumfries and Galloway
3	City of Dundee
1	North Ayrshire
4	East Ayrshire
4	Scottish Borders
2	West Dunbartonshire
1	East Lothian
3	Stirling
1	Inverclyde
3	Midlothian
1	Western Isles

Survey Findings - Identities:

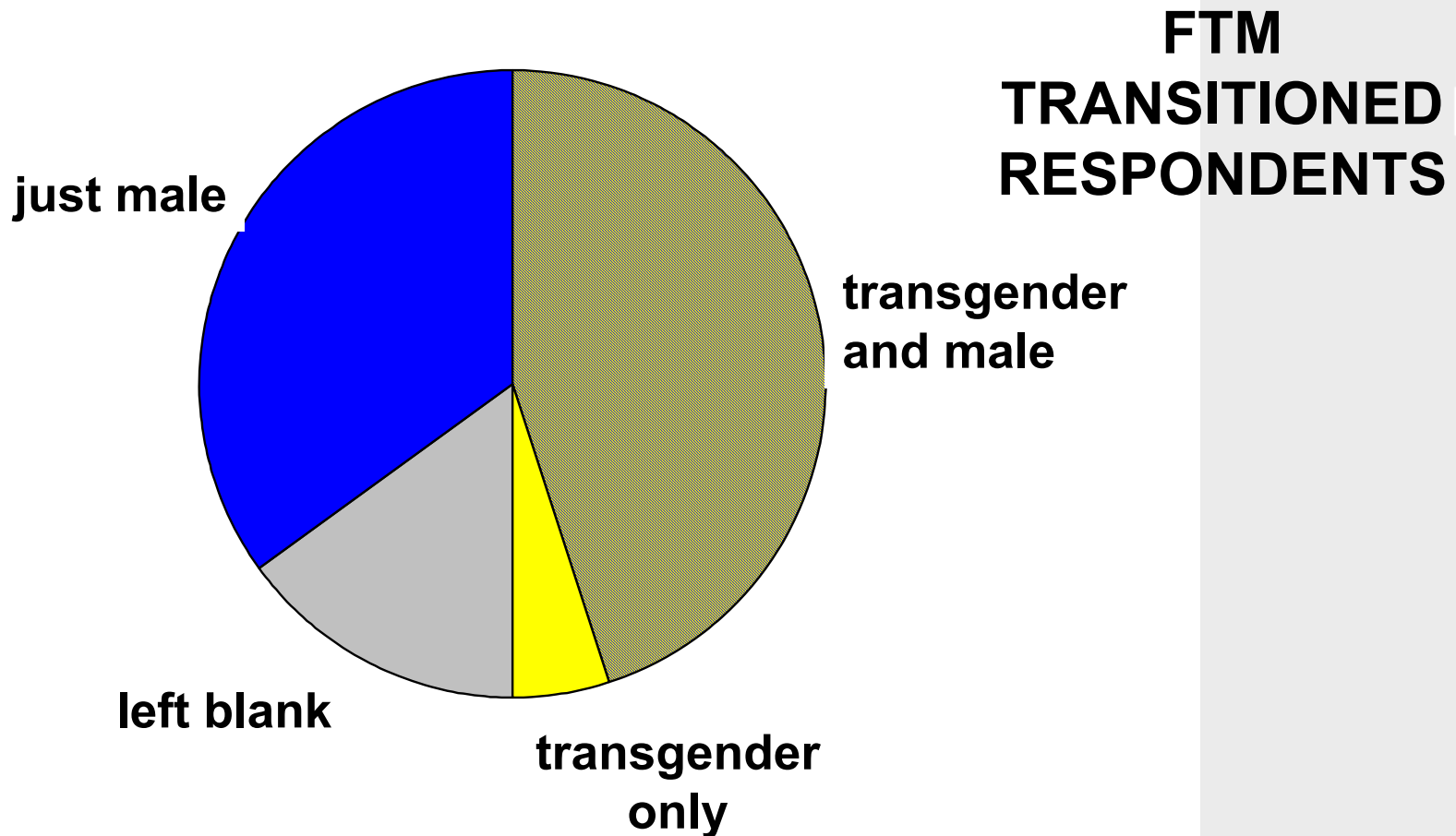
- Of the 71 survey respondents, 48% (34/71) are male-to-female transitioned women, 28% (20/71) are female-to-male transitioned men, and the remaining 24% (17/71) are non-transitioned transgender people.
- Of the 17 non-transitioned transgender respondents, 18% (3/17) intend to transition in the future, 29% (5/17) are undecided about whether or not to transition, and 53% (9/17) do not intend to transition.
- 8% (6/71) of respondents stated they are intersex.

Types of answer to open question: "How do you describe your gender?"

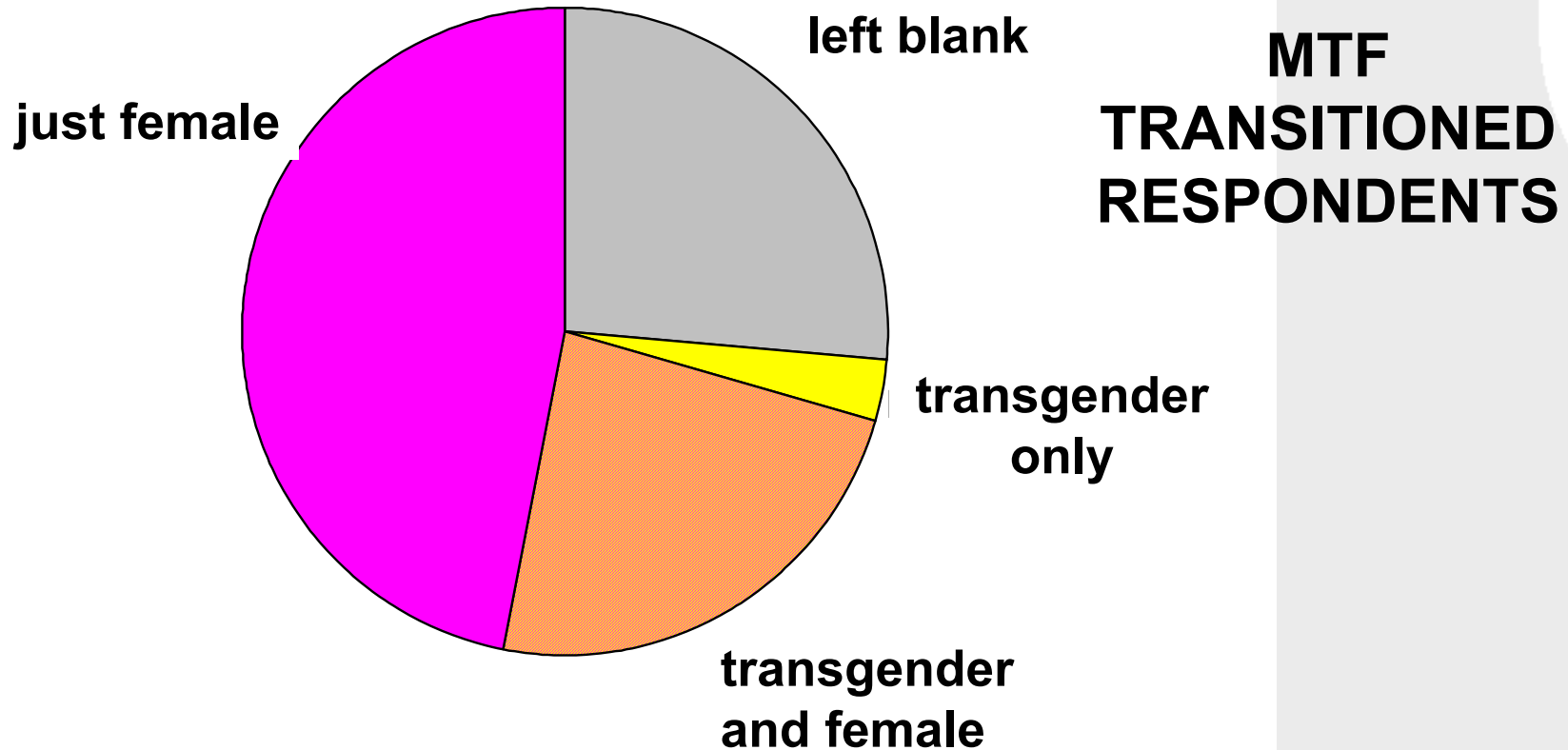
Scottish
Transgender
Alliance



Types of answer to open question: "How do you describe your gender?"

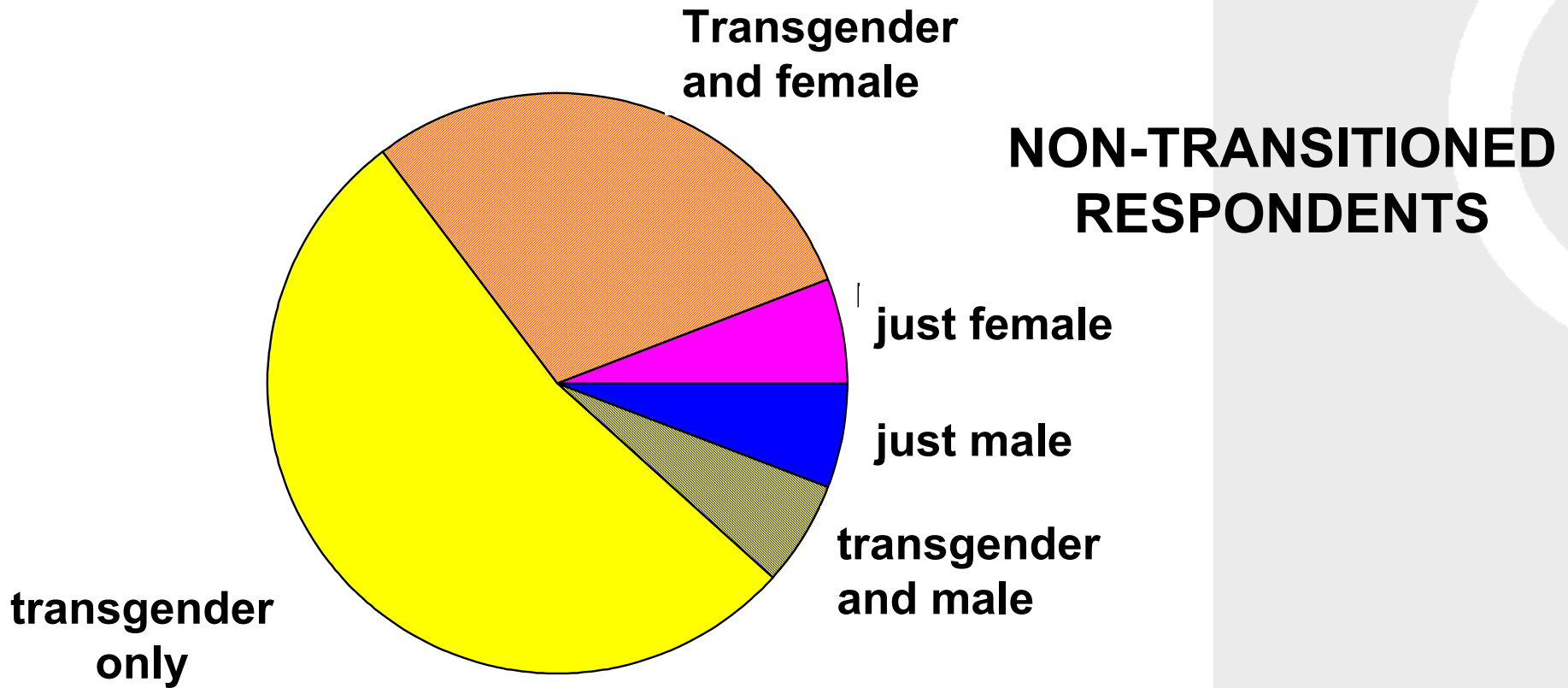


Types of answer to open question: "How do you describe your gender?"



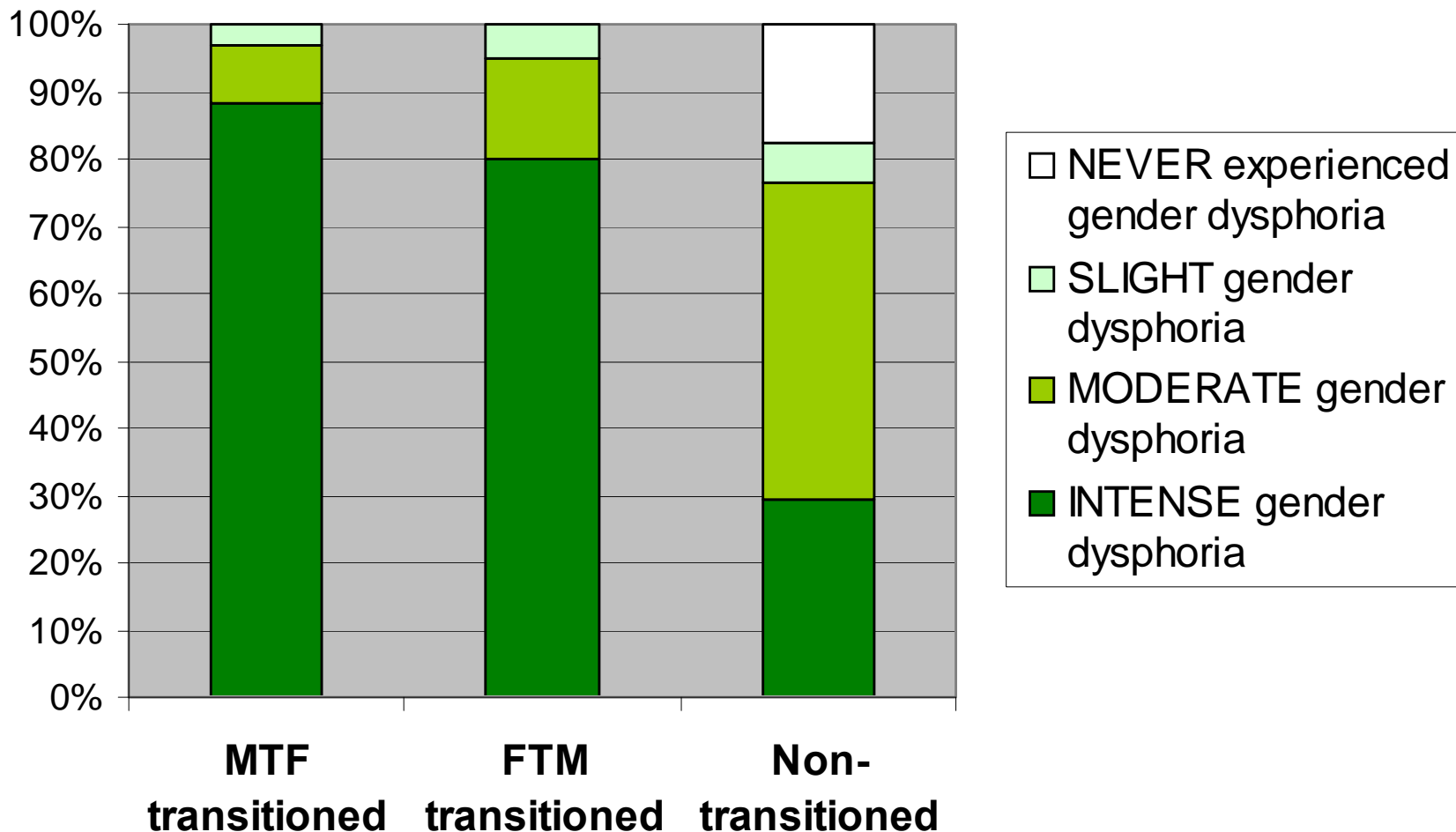
**MTF
TRANSITIONED
RESPONDENTS**

Types of answer to open question: "How do you describe your gender?"



Answers to question: “Have you ever experienced gender dysphoria?”

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Diverse Gender Identities

- “Pre transition - I was always aware from the very earliest age that I should have been a girl. At the time of transition I guess I used to identify more as a trans woman. But I passed very easily and never told anyone of my trans past. I now live in stealth and identify solely as a women.”



Diverse Gender Identities

- o “I was born female bodied, but masculine. In the search to find the answer to this discomfort I initially identified as lesbian as this seemed the only option, and it answered half the question, i.e. not being heterosexual. Then I found this was not a complete answer and that it was possible to transition. Now I identify as a trans gay man.”

Diverse Gender Identities

- “I have progressed from presenting as male, through presenting as female, to finally presenting as androgyne.”
- “I had no idea what to grow into, or how to explain the point if anyone were to ask. Several years later I encountered transgender writing on the internet; a revelation. It hasn't changed much in my personal life but it has given me a language. I dress my way, often wearing worn home-made clothes that avoid what I perceive to be gender extremes.”



Diverse Gender Identities

- “While the issue has always been there, for many years I tried to suppress it. When I did start to think of it I felt androgynous, that I was both sexes or maybe neither. Now I identify that the male part is stronger, but that the female or maybe something other is also there and part of who I am.”



Diverse Gender Identities

- “My main change in expression of my gender has been to bind my breasts. However that is usually not enough to prevent me being taken as female by the world at large, and at this point I have no issue with that. It is nice, however, to have places where I can be seen as male. My GP is currently trying very hard not to see me as a woman. I present to him as a man, as in that situation it is easiest (possibly for him) to think in binary terms of gender. It's not necessarily correct, but it is how the world operates.”

Demographic Findings

- Currently partnered:
 - 29% of MTF (trans) women respondents
 - 45% of FTM (trans) men respondents
 - 35% of non-transitioned respondents
- Have children:
 - 53% of MTF (trans) women respondents
 - 20% of FTM (trans) men respondents
 - 35% of non-transitioned respondents

Demographic Findings

- High Disability Rate:
 - 37% stated that they are disabled
 - 10% stated that they have multiple disabilities
- Most Frequent Types of Disability:
 - 20% mental health disability
 - 14% mobility disability

Demographic Findings

- High Unemployment Rate:
 - 37% in receipt of IS/JSA/IB benefits
- High Self Employment Rate:
 - 20% are self-employed
- Smarter and Wealthier?
 - 55% have a HND, Degree or Postgraduate Degree
 - But 48% have a gross annual income under £10,001



Discrimination Experiences

- Discrimination level experienced appears most related to visibility as transgender rather than the type of identity or desire to transition.
- Transitioning increases likelihood of temporary visibility due to need to 'come out' to change name and gender role but does not seem to predict the length of time person is perceived as transgender.
- Non-transitioning transgender people can be perceived constantly and long-term as transgender or only occasionally perceived as transgender.

Legal Protection?

- Sex Discrimination (Gender Reassignment) Regulations 1999:
 - Covers those intending to undergo, currently undergoing, or who have previously undergone medically supervised gender reassignment process.
 - 20% to 24% of respondents not covered, (depending on how to determine intention to undergo gender reassignment).

Safe at Home?

- 46% of respondents stated they had previously experienced transphobic abuse within domestic relationships inside their own homes. Mostly verbal abuse but:
 - 17% experienced transphobic threatening behaviour,
 - 11% experienced transphobic physical abuse,
 - 6% experienced transphobic sexual abuse.
- 25% of respondents stated that they have previously had to move out of their home due to the transphobic reactions of their families, flat-mates or neighbours.
- 4% of the respondents are currently homeless.

Safe in Public?

- 62% of respondents stated that they had experienced transphobic harassment from strangers in public places who perceived them to be transgender:
 - 58% experienced transphobic verbal abuse;
 - 31% experienced transphobic threatening behaviour;
 - 17% experienced transphobic violence in the form of objects (such as bottles and cans) being thrown at them;
 - 17% experienced transphobic physical assault;
 - 4% experienced transphobic sexual assault.

Examples of transphobic hate crimes experienced

- “In my parental home (and whenever I visit) I cannot leave the house for fear of violence. In my present accommodation we both (I and my partner) receive abuse (I more than her) and graffiti has been scrawled on the main door to the block about us.”
- “I had to move out of the town I was staying in due to violent, intolerant people in the area, including my immediate neighbours. I had people physically accost me in the street in the middle of the day, comments made in the supermarket when minding my own business, having things smashed up in my back garden.”

Examples of transphobic hate crimes experienced

- “I was threatened a few times with being stabbed for 'being a freak' when I was in the early stages of my transition. The threats were made by a group of teenagers (who were known to have a history of violence) and I had to modify my travel routes and use of homeless youth services in order to try to avoid them having any opportunity to get me on my own to attack me.”
- “Beaten up frequently and dog shit rubbed in my face.”

Examples of transphobic hate crimes experienced

- “For some bizarre reason, I have experienced three serious incidents of transphobic verbal abuse, all in Glasgow central station! I found these incidents degrading and frightening!”
- “People on public transport talk openly of the violence they wish to visit on you and everyone laughs, people howl abuse on the street and people laugh. I and my partner have had glasses thrown at us in pubs and the bouncers ignore it, people have followed me into toilets to scream abuse and the bar staff (nice middle class people in nice respectable middle class bars) have laughed and done nothing. The list is endless and the disturbing thing is that no one cares, they think we deserve it.”



Examples of transphobic hate crimes experienced

- “I once had to be given sanctuary in a train station attendant's office after a crowd of drunken yobs chased me there and started pounding on the windows chanting “*we want Nadia, give us Nadia*” (that year's big brother trans contestant). I now refuse to use public transport and also avoid places near schools at term times.”
- “They destroyed a wheelie bin and set fire to our bin storage area, and set fire to *[word unclear]* in the rooms in our property.”
- “Got attacked in Blairgowrie, ended up in hospital with head injuries, black eyes, strangling marks on my neck, bruising.”

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Reporting Transphobic Hate Crime to the Police

- Although 62% (44/71) of respondents had experienced transphobic hate crime, only 16% (11/71) of respondents had **ever** reported any transphobic hate crime to the police.
- Of those 11 who reported transphobic hate crime to the police, only five stated they were satisfied with the response they received from the police.



Safe at Work?

- 17% (12/71) of respondents stated they have **never** let their work colleagues know about their transgender identity or background.
- 53% (31/59) of respondents who have been known to be transgender by some of their work colleagues stated that they have experienced transphobic discrimination and/or harassment at work.

Safe at Work?

- 15% stated their employer failed to protect their privacy and as a result was responsible for causing them to suffer transphobic workplace discrimination and harassment.
- **“Lack of data security led to me being ‘outed’ at work as transsexual and it was extremely hard to remain attending work after this happened as it felt like the equivalent of everyone at work seeing me naked – I felt that exposed and vulnerable.”**

Experiences of Services

- 40% of respondents who have used a **Human Resource / Personnel Department** as a transgender employee rated the quality of the service as '**Extremely Poor**'.
- **“They passed information on to people they shouldn't have. They suspended me illegally; they were rude, inconsistent and really nasty.”**

Experiences of Services

- More likely to be known to have a transgender background or identity by **GP** than by any other service provider.
- Biggest problems reported are:
 - Lack of knowledge & understanding of transgender health needs
 - NHS services refusing to update name, title and/or gender

Experiences of Services

- 46% of respondents had **never** used any sport and leisure services due to their feelings of self-consciousness about their physical appearance and their fears of transphobic harassment from staff and other service users.
- Others highly praised the Edinburgh Leisure and LGBT Centre for Health & Wellbeing's short block of transgender swimming sessions.

Recommendations

- Improve the responses of Human Resources / Personnel Departments to transgender employees;
- Improve the reporting and prosecution of transphobic hate crimes;
- Improve the knowledge & understanding of transgender health needs;
- Improve the opportunities for transgender participation in sports and leisure activities;
- Share Good Practice in service provision (especially single sex services);

Recommendations

- Further research transgender quality of life and disability issues within the transgender population;
- Further research transgender experiences of domestic abuse;
- Further research the needs of transgender young people and also the needs of young people who have a transgender parent.



Copies of Research Report

- Copy of Research Summary Report inside the seminar packs
- Further copies of the Research Summary Report and also copies of the longer Full Research Report are available:
email: **james@equality-network.org**