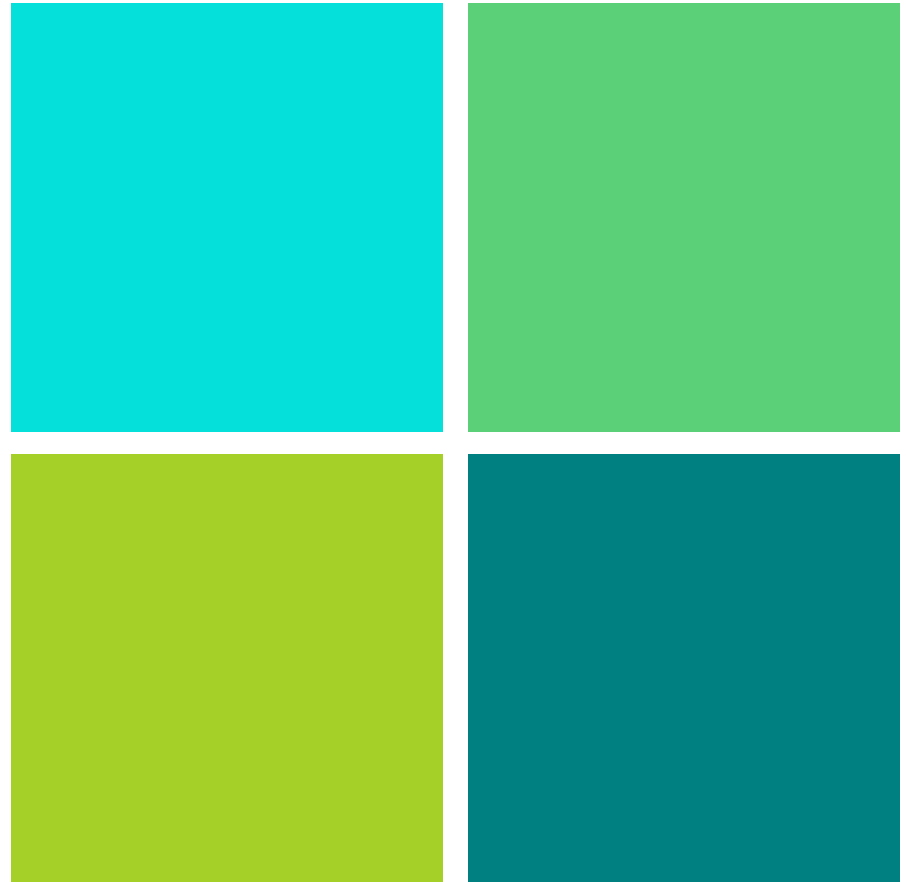





Consciousness is
power: Reflecting
on cisgender
privilege and
dismantling
genderism



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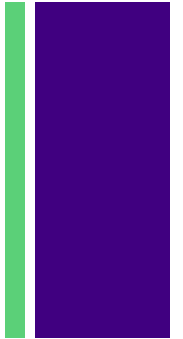


Why I'm here...



Why are you here and
+ what are you hoping to
gain?

+ Learning outcomes



- Define power, privilege, cisgender, genderism, and aspiring ally behavior
- Reflect on and articulate how social identities, power, and privilege influence the ways administrators co-create space with students with marginalized gender identities
- Better understand how institutionalized genderism can negatively impact campus climate
- Develop tactics to practice aspiring allyship behavior and interrupt genderism



Developing
context...



Important terms &
concepts for today...

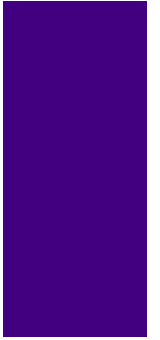


Power

The capacity to act within, shape, and influence social structures and the ways in which others live within those structures.

Privilege

The arbitrary advantage or benefit enjoyed by an individual or group based on prejudice, attitudes, and practices which are socially normalized [and reinforced, which] allows the opting out of struggles against oppression.



Subordinated Group

- Less access to power and resources
- Often seen as less than, inferior, deficient
- Often assimilate, collude, abide by rules, try to fit in
- Track daily indignities they experience; very aware of oppression
- Punished if challenge the status quo
- Have their truth and experiences questioned and often invalidated
- Know more about members of dominant group
- Often struggle finding a balance between who they are and who they are told they need to be
- Often struggle to find their voice and speak up to challenge
- Focus on "how far we need to go"

Dominant Group

- Greater access to power and resources
- Make the rules
- Define what is normal, right, etc.
- Assumed to be the leader, smarter, competent
- Given the benefit of the doubt
- Often aware of dominant group membership and privilege
- Less aware about exclusive and discrimination of subordinated group
- Are more comfortable with members of subordinated group who share similar behavior, values, appearance
- Hold dominant beliefs, often unexamined
- Collude, and if challenge, risk being ostracized
- Focus on "how far we have come"



Gender

Transgender

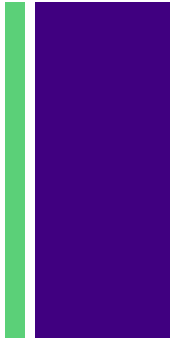
- Umbrella term, contextual
- Someone whose gender identity or expression doesn't "fit" within dominant group social constructions of assigned sex and gender
- A gender along, within, tangential, or outside the man/womxn binary
- Having no gender or multiple genders

Cisgender

- A gender identity or performance in a gender role that society deems to match the person's assigned sex at birth
- The prefix "cis" means "on the side of" or "not across"
- Calls attention to the privilege of people whose sex, gender, and gender identity fit within the man/womxn gender binary

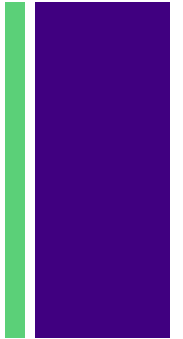


+ Genderism




- The belief that there are, and should be, only two genders, and that one's gender or most aspects of it, are inevitably tied to assigned sex
- In a genderist construct, people who are cisgender are the dominant group, and people who are transgender are the subordinated group

+ Accountability



- ...engaging in honest, self-reflective practice and action, including taking responsibility for socialization in supremacy culture, power, and privilege, while being active in a sustainable relationship with individuals in critical communities impacted by systems oppression



1. What is your earliest memory of gender?

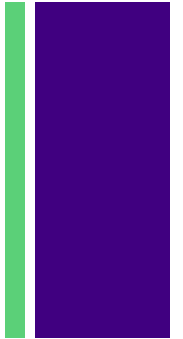
2. What messages did you receive from those around you about gender?

+

3. When have you reinforced dominant understandings around gender roles?

4. When have you been challenged?

+ Aspiring allyship behavior



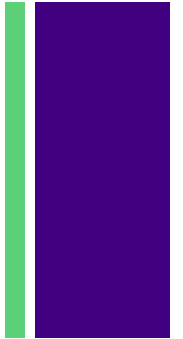
- ... the ongoing process of naming and owning power and privilege granted by injustice of oppression and taking action to dismantle that oppression
- Allyship is not a state that we achieve, but a never-ending journey of relationship building and self-work.

+ CRITICAL TRANS POLITICS

“Aims to center the concerns and leadership of the most vulnerable and to build transformative change through mobilization”

- rooted in intersectional justice and resistant to the individual rights framework
- mass mobilization led by people most directly impacted
- informed by Critical Race Theory, women of color feminism, queer theory and critical disability studies

(Spade, 2011, p. 41)



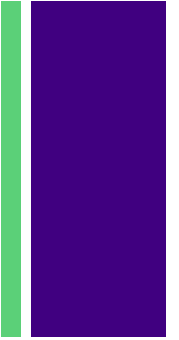
Meeting at the center(s)...

What are ways that gender
+ exclusive practices play out in
our work?

(Policies, forms, physical
spaces, words, behaviors, etc.)

+ Action planning

- What is one way you will commit to reflecting on and learning about your dominant social identities?
- What are three (3) actions you will commit to in your professional role to challenge genderism?
- How will you hold yourself accountable?





+

Questions?