

Transcript: Inclusion at the Intersections

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Hi there, my name is Mirabel and my pronouns are he/him.

I have been working alongside Callaloo over the past few months on their Pop-Up Carnival and doing photography.

As a Black and trans person I think it's important for my voice to be heard, hence why I decided to dedicate an Instagram account to create resources for people to learn from.

Text on slide reads 'Mirabel Henry Introduction' in the image below the text reads, 'Amplify Black and Trans voices' with a photo taken by me in Prapoutel of the French Alps at sunset.

Gender identity is how a person sees themselves internally whereas gender expression is how a person expresses or presents their gender publicly.

The word cis [spells out phonetically] is the opposite of trans, so cisgender people are people who identify with their gender that was assigned to them at birth.

Intersectionality is an analytical framework for understanding how aspects of a person's social and political identities combine to create different modes of discrimination and privilege.

The term was conceptualised and coined by Kimberlé Williams Crenshaw.

Some examples are race, sexuality, gender, disability, age, class, religion just to name a few.

We need more inclusion not exclusion. As trans people become more visible within society their visibility can often make them a target for transphobia.

Being visible doesn't always mean that people are being more included. Being visible might mean that a person is more likely to be excluded and face discrimination.

As a trans person there are many times where I feel like I have to hold back on being my true self until I am sure that I am in a space that is safe enough to come out in.

This is more so why it is important to create safe, inclusive spaces in which people can thrive instead of just exist.

It's not good enough to be passively inclusive, active inclusion is what we need.

Thanks to the Internet and social media there are plenty of resources to learn more about the issues faced by marginalised groups.

It's our own responsibility to listen and do what we can do to offer support to these individuals.

Text reads, 'We need more inclusion not exclusion' on a background photo of orange clouds.

For many transgender people in the UK there is a three plus year-long waiting list on the NHS to have access to hormones or surgery.

This means that hearing their pronouns might be one of the only things that makes people feel affirmed in their gender.

Using someone's chosen pronouns and gendering them correctly is basic respect for that person if you slip up correct yourself and move on, don't make it awkward!

Also, if you aren't sure of somebody's pronouns either use gender-neutral language for example they/them or simply ask them. Never assume just because someone looks like they should be a boy or a girl doesn't necessarily mean that they are.

Somebody else's gender is not for you to decide, nor is somebody else's gender up for debate.

Assuming someone's gender and misgendering them can be really hurtful and unaffirming so please do your best to avoid this.

Text reads, "If you aren't sure about someone's gender or pronouns don't assume" on a background photo of green reed plants.

If you already have your pronouns in your bio on social media then that's great!

Some other places you can put your pronouns are at the end of an email after your name, on your Zoom name in brackets, on your CV underneath your name and any other social media bios.

Let's all continue to normalise saying our pronouns when we introduce ourselves.

Text reads, 'Put your pronouns in your bio' on a background photo looking up at tropical trees against a blue sky.

It's also important to keep in mind the fact that the remnants of colonialism along with its exportation of patriarchal, homophobic and transphobic ideas of gender and sexuality play a huge part in why it seems as though trans lives are only just becoming visible.

Before colonialism many cultures embraced gender non-conforming individuals, a few examples would be gender crossing practices in pre-colonial communities in the Philippines and Africa's history of gender non-conformity and queerness which was erased brutally by colonialism's brutality leading to the criminalization and marginalisation of queerness in many countries.

This is only scratching the surface, but I invite you all to dive deep into the history of transgender people.

Text reads, 'Trans people have always existed' against a background photo of a mountain landscape at sunset.