

Presentation to the Board of Directors

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Presented by Erin Russ

Presentation on Gender Education

Erin Russ: was asked to talk specifically about a narrow area of gender identity and gender expression. My name is Aaron Ross. I, for years was one of the primary trainers and the director for the southern gender Alliance. I am now semi retired. I tried retirement, I failed. And I work with Southern Arizona Senior doing advanced directive education and I'm also director of the chair of the diversity equity inclusion committee for the Boy Scouts. One of the things that I still do I still do some consulting and I still try and do as much education around gender identity gender expression as possible.

Today is a technically challenged day so I'm going to be speaking extemporaneously. So what's in my brain will not show up on the screen. And I'm going to focus specifically on issues dealing with and aims around pronoun gender identities, and some of the challenges that as an organization, you may run into when you're working with transgender clients.

So first off, I my pronouns are she or they identify as non binary trans. I was not born that way. It was assigned male at birth, but from the time I can remember, I didn't, I knew that I was on the wrong thing. And it took me 43 years to finally get to the point where I was able to say, Okay, I'm going to play out my option to trade myself and the other thing and so and some years ago, is when I made my trade, I started my transition. I was very fortunate that I did that here in Tucson. I like to refer to Tucson is a bright sapphire in the middle of an angry state. However the state is turning and burning amethyst, so but I have been very active in helping to make some of those changes.

Now, the first thing that you will notice when you're working with transgender people, is that often their document their identity and their gender expression. That is only a problem when you're dealing with insurance company. A person's legal name is the name they provide you. Yes, as long as they are not intent on creating a fraudulent situation. They're not trying to defraud anybody or fool anybody. Then that is their legal name, regardless of what their documents say. And that is the same in almost every state in the union. Because by common law changing my name is up to me. Now for most transgender people in order to get the name that we use, to match the name on our documents, requires getting a court order. And if we want our gender to match, then that becomes even more challenging. But it's also expensive. And for the most part, the folks that job and dealing with don't have \$300 sitting around in their pocket that they can use to get your documents.

So what if somebody is coming to you and they have insurance coverage, for their treatment or for the services that they're coming to you for then it's important to realize that their driver's license and their insurance documents don't necessarily match who they are. And having a system in place. They can say okay, so George Smith, is actually Sally. And that's who Sally identifies that and that's who Sally is, but the insurance company is going to be paying for your and being able to prepare documents or whatever for the insurance company. of using the right code if necessary. That becomes tricky. That's a long training process. And it's something that I do if you need it in the future, but just be aware that that's going to be a challenge and it leads into a number of for instance. Driver's license requires a court order

in order to change it. It also requires a letter from a treating physician stating that the gender is what they said.

So in my case, the letter I had to get said that I was moving female identified as female and my physician agreed with him. Every six months, I go back to the VA in another copy of the letter so that if I need to change another document, I've got a current job. I can go to the VA. But then Social Security will change the documents once you change your Social Security and the name and information on Social Security as soon as you provide them with the necessary information. Then the state of Arizona will change. You got to do social security before you can do your driving. Passports are also relatively easy nowadays. As far as documentation for making a change, but again, you got to have the money in your pocket to be able to do that.

And so, a transgender person coming for services is going to be stuck with not knowing whether or not it's a friendly looking friendly place. Okay, because there's stories all over the place about how poorly transgender people are treated when they go looking for services, especially if they're coming from an abusive or domestic violence, a risk and at risk situation. And so as much as people you're working with if they're cisgender have this trust and in the gender identity issue. So all and the other thing about that is that only about 10% of transgender people have gotten all of their documents change, voting, bank accounts, things like that. And it's a tedious and expensive process, that somebody who's in a crisis situation doesn't have the time for and because they're emotionally and mentally trying to process. The risk is right here. They're not thinking about this stuff. And that's typical of people who are in crisis is they want to stop immediate pain and they don't have time to worry about the rest of so hold on tight, but only 1/3 of transgender people have changed any of their not. So and again, most of those are people who are in situations like mine where we have the time and the resources to make that happen. So that's the, the paperwork side of identity when it comes to gender identity in general there is a broad spectrum of identity.

I mean, we say most of us grew up in an era when we learned that sex had X chromosomes and Y chromosomes and sometimes you might have had to have one and one or the other. But that was about it. Today between expanding genetic information, and having all sorts of diagnostic equipment that can look deeper and deeper. And then the reason that advances in the science of epigenetics which teaches us that genes can be switched on and off either at birth prior to birth or because of environmental factors as a way of coping with stress. Genetics can no longer clearly define sex and gender. However, there's a lot of people that can't even spell up a genetic material and understand that science is constantly changing.

And so, people in my community are also ducking, ducking and covering whenever it comes to well, how do you know you're transgender? I was three years old, and I wanted to do the things girls did, but I got fired from I have a picture. I lost it, but I had a picture at one point that showed me in my extension at about four years old, maybe five, and I was wearing a little plastic army helmet. And I had a little plastic rifle on the floor next to me. There was a gate to the other room and in the back in the other room, there was a plastic and I liked to play with the mortar and except that I watched the one time and one of the plastic bombs and no more mortars and toy. But in the picture, I am holding my sister's doll and I was right after Christmas. And I and I didn't I that dog was with me everywhere. I went until Easter when I got a stuffed rabbit as ransom. And as the rabbit stayed with me until I was about 15 years old. And it kind of swept away of all you have all stuffed animals eventually and a year later, my mom bought but

the thing is, before I even had language to talk about the fact that my gender identity didn't match what was expected. I knew that I was different.

Now, I went on to become an Army infantry officer which I'm glad I was able to do. There were things I was able to do because I had a male body and none of the other girls that I knew were able to do. And so our identities and our gender identities don't necessarily match. What we're told they are, how we grow up, how we express ourselves. We're allowed to change that. Oftentimes we're not allowed to and we just break out. And so when it comes to identifying a person's gender, male can no longer do like I said, I consider myself to be non binary transfer. Which means that when I made my initial transition 2323 years ago, I had two choices. I can either just stay a boy or study really hard and through to the therapists that I identified as a girl. I always study really hard for that. I thought the magazine watching June believer on TV, learning every possible stereotype that was out there, and then candidate seeing a therapist, physician with how you really fit those stereotypes.

Once I got my got permission to transition I started to realize that yes, I identify as female but there's a lot of things I got to do. I didn't quite meet the stereotypes. I realized that I was somewhere in the middle. And back in the mid 2000s, late 2000s non binary was not a concept. But a lot of people I knew who didn't fit completely as female and more comfortable there were transitioning back to their original male gender, and they were just as miserable. So along comes in 20 and 30 somethings in the 240 sounds like and said we belong in the middle. We're not going to play this game anymore. We got to change the board. And by golly, they were speaking my language. The problem that I raised is that I had been spending time making it possible for people to change from one to the other. And there wasn't the middle. There is still no middle and in many states like Arizona. There's been legislation proposed many times denies the existence of women. Fortunately, we got a little reprieve on that I think for a while. But it's a big it's a big challenge is to protect our identity.

So somebody who is coming to you, or service has been in an abusive situation. They haven't only been traumatized by another individual. They're also being traumatized, by mistake and by the government around and they are very much worried about the fact that they're going to be found out. Most of most transgender people have not been able to achieve surgical gender secretary says many don't want it. There's there's risks in surgery. There's costs involved in surgery because it's all out of pocket with a few exceptions. Once you get to be 65 if you have energy, you can get gender reassignment surgery, but you have to be on that. But before that, something you have to pay for out of pocket, and it's risky and it takes time. So many of the people who are in the trans community who are looking for help, still have their pre bought their biology from when they were born.

So a person who transitioned from female to male male as a female hormones can change some of that but not a lot of you will definitely change the voice. It'll change some of the lower anatomy, but it won't do anything with removing breasts. They won't do anything with changing the actual anatomy. The vagina and internal anatomy for a trans woman like myself to transition of hormones don't change the voice. If you haven't noticed. I have been through voice coaching several times. That take a lot of practice. And I make my living talking. And so I just don't feel like spending the extra time practicing. Like I said, I identify somewhat non binary so and I'm in the world space so they have to deal with it. But that is another identity issues to transgender people face.

And let's see we're gonna move on from that. I'm just gonna stop there and move on. And then they will transition so the other things to compete with understand are that transgender people, like I said, there

are many different ways of being transgender. being masculine being feminine. There's being a non binary which covers last slide I had to put together on that I had to eliminate 30 items so I could get on the on the slide. Okay, so there's trans masculine trans feminine, there's boy BOI, there's girl GIRL, there's not even getting into pronouns yet. And there's basically gender is self identified in most cases.

In all cases, somebody tells you what their gender is, believe them because they've been doing it a little bit longer than anybody else. And it can cause some issues because somebody who identifies as non binary maybe male bodied, but living non binary a little bit femme, and so they are targeted. And about half of the transgender population have reported some sort of sexual or intimate partner violence.

And so when it comes to providing supportive care for people, when it's based entirely on anatomy, you start running into child and running into challenges. And that's one of the one of the fights was or one of the one of the major discussion within the Boy Scouts is where to put different bodies when you're dealing with kids. The problem is that when you're talking about transgender people, when it becomes a political issue, it's all about sex. And I'm not all about sex, I'm about it.

So that leads us into pronouns, which is a big issue. The two things that will make a transgender people or transgender person more comfortable when they ask me for help is to get the name right. Get the pronouns right. So the pronouns are as he or she, which are sort of self explanatory. He is somebody that identifies as male She is somebody who identifies as female, then there is, contrary to popular belief, they is not a plural pronoun. It is a singular or plural. It's been that way since the 13th or 14th century. But my sister who was a teacher at the same grammar teacher I did in high school, and it took me an hour and a half to explain to her why they was okay to be used for a single individual. So and easiest what finally hit her was, she saw the six keys in a store, she worked at Target and took them to the front desk. How would she hand them, how would she give them to the lost and found department that they're trying to sit I found these keys. You hold on to them until they come back looking for like, Oh, yeah. Because they now become somewhat easier to understand. But then there are C, and zere and a whole host of other non binary pronouns that are being used as well. And so I don't know them all. anymore.

I went to a conference about four or five years ago, and they had pronouns and instead of place to put it in, they had a drop down menu. It had 14 different options. And so, I prefer just to write it in because that way I don't have to kind of guessed which ones they left out. And so my recommendation for anybody that I talked to, is that on your intake paperwork, you have a place for name and that's the name that they go by. Boys for pronouns, and then further down the document, you put in name on records. Okay. That's the name on the record just for the back office, people and people that are doing filling work to be able to say, Okay, this is a this is how we're going to build it. It also is helpful in a situation where you are dealing with security of people. So like with HIPAA, and also in programs where you don't release an individual's name except the people that they've said yes, a parent, if somebody says you can talk to my mom, and the mom may get the first name off. If you have that name on records in the file, then you can look and see okay, so I didn't say Sally said George. But George is probably the appropriate name and this person is on their list of people to talk.

Now, a lot of the parents try really hard to get the name right. And the pronouns right. And my mom was really good. In public, she never got the name or the pronouns wrong. She always told me her daughter. But when she was in a hurry, and my brothers and sisters were around, she would do the standard mom thing of all five of our names, and wait to see who responded. And when she did that,

there were times when she got the wrong name because I'm the older and, and so she was always she always tried really hard to get it right. And she would apologize when she got it wrong.

But so that's it's important to have that other name available as a background. But if you get the name that they give you wrong, or the pronouns wrong, they might not be around for very long, or they might not stick around for the rest of the process. I know that when I was first transitioning before I got to be on board with being trans be who'd been trans friendly. I went through a doctor's office one time and they got the name wrong. But I didn't answer they got the name wrong again. And I didn't answer and then somebody turned around, the person who's calling turned around and said, where is he? I said, I'm right here. I was. I will not see you later. And I never went back to that provider.

And so that's a critical perspective, because you're not respecting me when you get my name wrong. And if I don't feel respected at the front desk, what's gonna happen when I'm back, you're talking to a provider. So it's really critical to practice getting the names pronouns, right. So how do you find that out? Okay, yes, but here's a way to do it. When you when somebody comes in, say, My name is Erin. My pronouns are she and they. How should I address you? You've already put yourself out there. You basically said, I'm okay, I'm comfortable with this comfortable talking about me. However you want to be addressed, please let me know and I will make sure that we do it right. You said that by simply introduction. You don't have to get up, sit down and try and explain everything.

So at that point, you then have basically said, okay, the person says, Okay, maybe this is the right place. Okay. But you've opened that door. And so you're gonna make mistakes. You're gonna, you're gonna have three or four people in the room and you're gonna get the wrong name or the wrong pronoun, or whatnot. The easiest way to deal with that one is to just wildly apologize, and then do it right. And then make sure you get it right. We all understand when somebody makes a mistake. And when they really care about helping us if they correct it, then we're willing to keep working with if it's if somebody does it intentionally, or doesn't seem to care. That's a sign that it's not a safe place. So I think if there's anything else that wanted to touch on on that, I know that that was the thing that Amy asked me the most focus on was named pronoun. And all this is typically a two hour talk didn't include this. So I'm opening and I'll open the floor for questions.

Barbara: that is going to suggest so anybody who like to ask a question, you can ask any question you want.

Erin: I reserve the right to apologize and not answer it

Colette: Erin, it's Colette, thank you so much. I'm wondering, as a facility that welcomes women, is there a place you know, with all the pronouns, you know, is say have, you know a dictionary and I know it's ever evolving. But again what I think what I heard you say was to ask them how, you know, how they want to be identified. And the other thing I was wondering, would it be helpful, and I don't know if if we can do it at the Haven, if staff on their identification had pronouns, with that feel welcoming to clients coming in? Who saw that? Just a question.

Erin: To answer each question individually. There are a couple of really good places to do online checks to keep up with it, and I will have the email that Aimee for her to distribute. But the second question is you can possibly change your name tags to include pronouns, that is a nonverbal, important nonverbal signal that this is a safe place. If I walk into a facility, and I see that the receptionist by his name, name as pronouns that all of them and I know that somewhere in the hierarchy of this organization, somebody's

got their act together. And it has to be something that shows that it's not just the frontline people that have their own understand, but it has to come from the top. Name tags are something that people put money into, and their desire, the ultimate design of that is approved by the person at the top. And that says to me, that the person at the top may not have all the answers may not know much, but at least they trust the people that work for them that do have information and they're willing to take that stuff for it means that the person at the top is pushing that down.

I will say that a couple of years ago, I worked with local community services to help them set up their street ministry outreach for their zero barrier housing. And every time I talk to them, the CEO is in the room. And every time I said something, he said make that policy. And so that says that an organization when the people at the top are saying, this is how we want to do this, how we're gonna do it. We're gonna put our names on our name. We're gonna put our pronouns on our name tags. That's an organizational battle and diversity is a very powerful organizational battle.

Jeanie: Sure, I My question is, this conversation started when we were reviewing our mission statement, and since the Haven has always been a gender specific program that specifically serves women, we were struggling with the language to be more inclusive without being three paragraphs long and, you know, learning every possible variation of how to state that we serve women and individuals who identify as female or, you know, can you guide us or give us some advice on how to briefly state that we serve that we're a gender specific program that serves women and female identifying people with what's the proper way to say that that is inclusive yet not overly. I don't know, verbose or pretentious or, you know.

Erin: Really, really good question and I appreciate that. I've been evaluating grants now for the Community Foundation for about three years. One of the things that I've noticed is the people with the briefest we receive payments are going in the wrong direction. Right, right, in a mission statement, but when you're talking about diversity and who you're serving and who you're not serving, it's better to spell it out from a couple of points one in when you're dealing with civil rights issues in court, if it's not specified, not protected. That's how a lot of cases in civil rights law breakout. It basically is up to the plaintiff to prove that they fall into one of the categories that has been specified is protected. If you can be more specific you can include more people in the list opens the door for people to look at it say okay, oh, that's me. It also allows folks who are looking at the organization to realize that there is a desire to be as diverse and inclusive as possible.

Now, when it comes to the rest of the question of identity for the people who identify as female, or female body people, one of the challenges that starts to come on there is that you've got people like me who identify as female, mostly, but may or may not have wholly female, and then you've got women who were born women, and who identify as women who are not really hard to differentiate and an anatomical categorization, but then you've got trans men or people who are trans masculine who identify as men. But they still have female body and many of them are not in a position where they actually have a male dominant personality for training that puts them in a situation where they're not safe in a facility. A facility that serves men and they may create a they may create discomfort in the other residents in a female facility. And so they fall through the cracks and I've seen that happen several times. So the challenge is, is deciding how to program for that, that category for that group of people. And there's not a there's not an answer for that yet. I don't know that there are very many organizations who have decided to go into that area and try and sort it out.

When you're dealing with people who have been victimized based on their sex and gender, in my experience trans men as much as we don't want them to be identified as female. They're still victimized based on their body parts. And so I don't have a good answer for that. I just, I just have some more to get ready to dump on the table.

Lalita: I don't have a good answer for that. Because thank you for like more education on it. And the reason I say that is the staff I supervise at the residential side is the most that Falstaff at the haven there 24/7 in there with all their without and clients more than anyone they pretty much live there with. So I can't even keep track of keep up with all the pronouns. And the changes. And I'm usually expected to know I have to tell him to go to the game he got midnight. I don't know. Oh, didn't have as many problems. younger than I am. So it's like with all the different things in the different trying to keep up with all the differences and and trying to educate someone who either don't know try to differentiate between doesn't know the names or chooses not to one another thing is always a consistent challenge. So Dan is also worker help because I can consider the league reminds that you still treated someone in early trends that when in, in everything that's what we're here to do.

So the staff that I supervise, it isn't having a nice, they don't really have like the nice kumbaya out there session. Let's go to DTS and get set up it isn't just that they're with them day in day out providing the records they have to do your analysis. So they have like, what's more comfortable, how do you have to think about more specific things so it's a constantly asked a lot and I'm trying to provide as many answers as I can and I just go back to working with someone earlier recovery, trying to stop what other than that? So it ends up being a different thing, but then always go back. Like I don't know.

Erin: The bottom line is do you care. And somebody who's on the receiving end who's been facing discrimination we've been challenged like we've been, we've been challenged. We know when somebody cares and if they get it wrong, whether it's language or something else if they then apologize. And if they don't know that the answers, sometimes the answer is dependent on the individual. That's, that's a lawyer. That's a lawyer's answer. But when you're dealing with a reality that is squishy as people who need help, sometimes you need to ask that person, specifically, how they want you to address them and work with them as far as as that goes. And it may change over a period of time, like every five minutes, or every five weeks or it may settle down.

But when somebody is coming into a program, on the street, or even from another program they're still in that pile of spaghetti on the table. And I spent several years working with the little kid and you have to find the end of the spaghetti and then slowly pull it out. And I don't have there's there's not really good answers for some of the things that many cases when I was talking with several years ago, one of the staff members said so and we assume that first do no harm is probably a good place to start. And I had to say that that still is the best place I can think of do what you can to help somebody along and realize that it's going to be a messier process when you start dealing with people who are in the trans and gender non conforming part of the spectrum.

20 years ago I had all the answers. In the last 20 years, some of them have kind of disappeared. And my my confidence my ability to solve the problem has decreased but my confidence that things are changing. So.

Vanessa: Erin, I just want to thank you for presenting today but I also want to thank you because I had met you several years ago at Sonora hospital when I was the CEO there and we were we were really

challenged with our ability to provide services for transgender persons and having a discussion around which unit to have our transgenders patients placed on. You provided us with a lot of guidance that really impacted our policies there, and what you shared with us and what we implemented worked. So I'm not sure that you ever knew that but I just want to thank you for the difference you made. It's still being done today. And still, they're still following that course. So thank you.

Erin: Good to hear. I thought I recognize the name but I couldn't place where it was.

Barbara: Does anyone else have a question?

Rebecca: Thank you so much. My name is Rebecca. Talk a little bit more about non binary if you would do people sometimes I guess what happens for me is two people sometimes go in and out of that definition.

Erin: So the short answer is yes. The longer answer is that most of us grew up in a world where there were men, and there were women. And the only time the two met was when you're trying to create a family and women were excluded. From a world of men and men were excluded from the world of women. And that was the stereotype that I that I grew up with. And it wasn't until I was in my 40s when I realized how fortunate I was to be brought up in the world of men even though I didn't identify with them because I got to do things that I couldn't have done if I was a woman.

A lot of that has changed over time and was changing as I was growing up. But there's not a solid defining line between male and female. Okay, how many people in here like to go camping and backpacking? Okay, hiking. Unlike sports well, when I was a kid, my sisters didn't get involved with sports. And in the same conversation with my sister about the day. She said she was jealous of me growing up because she wanted to do the things I was doing. She's not gay. She's not trans. She's just a girl who was able to be an athlete, but that's the extent of what she was able to get.

And so if you start if you think about the fact that those of us who are cisgender, who grew up in a certain way, wanted to kind of push the boundaries on what we were allowed to do. We started looking at that people who are trans, who know that they don't identify what their body said when they were born and want to go overboard the other side, but don't sit entirely with the stereotypes of the other gender. Then there's got to be a place in the middle and that place in the middle was called non binary. And so a lot of people who identify as non binary they kind of are searching for this place where they belong. And some of them and found some of them are like, Yeah, I'm 40% I'm under 40% male and 60% female or 40%, male, 30%, female and 30% of all this, whatever it happens to be left over in the middle. That's what non binary is. It's basically an exploration of where I fit on the gender spectrum. And as we grow, many of us will learn something new about ourselves and realize that that kind of shifts us from one place to the other on the spectrum.

One of the another aspect that in that there are people who have very famously transition from male to female or vice versa, who realize they don't fit and female who then go back to being male who don't acknowledge the fact that there's someplace in the middle that would actually fit them and their lives are miserable. And so, not sure if that answers the question any better. But basically, non binary is, is in the middle of the spectrum between masculine and feminine male and female. And those of us who kind of occupy that territory are the ones who identify that for ourselves. I know people who are trans women who like to do more guy things than I do who identify as trans women, and that's okay. But I kind of realized that, that for me, somewhere in the middle is okay, which is one of the reasons I'm not

worried about my voice. And fortunately, I don't have to worry about my height. The only reason I need to worry about my weight is because of my heart.

Rebecca: So do you think that folks that are kind of looking at that or maybe in the middle of what that are seeing male and female, kind of have a rigid point of view because I guess for me, I struggled with it because I was raised as a tomboy. And I did everything that I wanted to do ride motorcycles, hot fish do everything. But it was also a girly girl. And I've had trouble understanding how people go back and forth with this, because I've had some clients and they've helped me with it. But it's so fuzzy for me.

Erin: But I think part of it is, is yes that for a lot of us, male and female have been very rigid. But also certain aspects of male recluses there's no such thing as a Tom girl. Still for that you can be a top girl.

Rebecca: It's a good point. Yeah.

Erin: There are certain aspects of femininity that are anathema if you identify as male and for a long time, transgender was only considered a male to female thing, because a lot of those who identify as masculine who were born feminine or born female. They could just kind of blend in and so until until the point, having surgery a female bodied person can blend in with masculine capabilities. And even if the world perceives them as still having been born female, it's accepted because they're trying to be part of the dominant culture. They are trying to become masculine, which is what everybody is supposed to want.

Rebecca: Well, that makes sense. That helps a lot. Thank you.

Latricia: I just want to say one right now, I'm getting ready to redo everybody's badge I need and I usually will ask people when they're hired you what pronouns on your ID and they want them on there. I'll put them on there. If not, that's fine too. I have a lot. A lot of these fields. I one of our clients, a lot of this leads to I will get employees or have a different name on your application. You know what, when they give me their social security card or whatever, and I try to respect we have that conversation like we talked about this a little bit. And, and in the HR world, whatever is on their documents, is what I legally have to put on their file. But what I put on your nametag is almost Yes. So that's usually what I do and and so I try to be respectful of that. I wouldn't tell it to anybody who wouldn't have a need to know that, you know, when you're looking in our system for this person, or in payroll, this is the name you're gonna see in our payroll system because that's what has to be on their ID too because it has to be their Social Security, whatever you want as your security guard. But I would only kind of give that information out on a I need to know basis.

So I know we're talking a lot about clients, and this really impacts me as an HR and trying to always be respectful and make sure that I'm always you know, have those conversations and and allow our employees to be who they are as well. And as an organization making sure that if we're if we're saying we do these things for our clients, remember, we also have to do them. And I always say the employees are my friends. So I always try to a lot of the things that we've talked about here making sure that employees and that's something that is really important to me, is making sure that we do that. Because I see some issues in the past and so all of the things that we're trying to incorporate our clients I'm trying to incorporate from an HR perspective for our employees too. So you know that there will be a mass redistributing you just got a wonderful batch maker that's nice and hard plastic and, you know, hopefully I'll show it better. So people will have the option at that time to add their pronouns. If they want to if they don't want to because you also can't make somebody do this. Do that either.

Erin: I will say that if you're gonna have a policy that honors that, you can require them pronouns to beyond the name.

Latricia: Because our legal team says something different.

Erin: Yeah, well, I can if you want and I will get several attorneys are familiar

Latricia: Because that's been a little bit of a struggle whether we can make employees present information or not folks.

Erin: 15 years ago, the battle was we have to put the name on their social security card on their name. And yet, they only did that for transgender people because Brian and his nametag had BJ you for George had made because his middle name was Michael and he was everybody knows. Okay. And so he was not a legal requirement. It was a procession of a requirement. And so attorneys are always very cautious because they want to protect themselves and your organization. But there's no I will, I will get a couple. Give you the name of a couple of attorneys understand this

Latricia: a little bit. And then our other thing is just what occupations and what's on their licensure, having to be what they sign as to so I mean, I've run into you know, things like that. Over the years. But even our time this, somebody gets married and they never changed their name. And then I'll put him on application. They'll give you their social and like, you're they're different. They're like, Oh, I didn't change. I got married. I didn't change my name. I'm like, do this legally. But we can go by you know, so there's always there's lots of data, but the more education I have the better SWANA dependency. I appreciate it.

Erin: But it's good that you're thinking about that because that is one piece of the larger signal or of a larger image that is being presented and is there's a whole Anybody got a three and four year old or three and four year old. If there's a way for them to wiggle through something, they're gone and it doesn't change. It doesn't change when we get to be in our 60s. We're still looking for ways to wiggle through we and the reason it's important to explain why it's being done. It's not being done so much for a it's a good thing to do. And it's not being done simply for an activist purpose. It's being done to help the clients hope the people you're working with know that it's a safe place. And so if you've got somebody that not willing to do their nametag and they're the first person to meat somebody at the door, what signal is that sending.

Barbara: Thank you, I want to thank you so much for coming and spending the time with us. But does anyone have a question? So because we do have, we have to move on.

Erin: And I'm willing to come back I'm willing to do a broader presentation.

Barbara: But I can see that this was really helpful. I'm sure we've all really learned a lot so thank you so much for your time.