



Transgendered Officers

Thomas McMillian, Esq.

Deborah Ontiveros, Ph. D.

Special Guest: Julie Callahan

Definitions:

- **Transgender** – Multifaceted
- People self identify as transgender. There is no “one way” to be transgender.
- Gender identity, internal sense of “who I am” is different from sex assigned at birth.
- Gender identity is considered to be more a spectrum than binary.
- Gender identity, internal sense of “who I am” is different from sex assigned at birth which is usually which is usually based on external genitalia.
- Gender identity is not the same as sexual orientation.
- **Transition** – The process by which a trans or gender nonbinary person makes medical, legal, and/or social changes in order to affirm their gender identity and/or to alleviate dysphoria.
- **Assigned sex/gender** – The sex/gender that was ascribed to a person at birth, which may or may not align with that person’s true sex/gender.
- **MAAB/FAAB** – male-assigned at birth/female-assigned at birth
- **Gatekeeping** – The practice by which professionals (including social workers) have been empowered by the medical industrial complex, legal and governmental systems, and other members of society to decide the validity of a trans or gender nonbinary person’s identity, and to authorize or deny necessary steps in transition.
- **Binary gender system/the gender binary** – The social construct of two specific and exclusive categories of gender: masculine men who are physically male, and feminine women who are physically female

Definitions:

- **Gender** – A socially constructed system of classification that ascribes qualities of masculinity and femininity to people. Gender characteristics can change over time and are different between cultures.
- **Nonbinary, Genderqueer** – A person whose gender cannot be accurately and/or fully defined by the terms, “male” or “female.” While a nonbinary or genderqueer person may also identify as male and/or female, many do not. Many see these terms as “anti-labels” that tell others more about how a person does not identify, than about how they do. Nonbinary or genderqueer people may or may not be transgender.
- **Cisgender** – A person who is not transgender
- **Affirmed Gender** – A trans person’s self-identified gender.
- **Gender Expression** – The way a person uses appearance, mannerisms and other personal traits to communicate their gender. Gender expression can be any combination of traditional masculine, feminine, and androgynous traits.
- **“Pass”** – The experience of a binary-identified trans person being perceived as a cisgender member of their self-identified gender.
- **Stealth** – to conceal one’s trans identity. This is often done in response to feeling unsafe in certain situations.
- **Gender pronouns/personal pronouns** – She/her/hers. He/him/his, they/them/theirs, se/hir/hirs, etc. – Terms to substitute a person’s name, that (in English) usually denote gender. Gender-neutral pronouns should be used for any individual who requests them, or when a given person’s pronouns are unknown and there has not been an opportunity to ask.
- **Binding** – The process by which a person wears a tight-fitting undergarment or other accessory designed to flatten the appearance of the chest beneath a shirt.

Definitions:

- **Gender Fluid** – A person whose gender identity shifts and changes over time. Gender fluid people may sometimes feel male, and other times feel female, but gender identities experienced by gender fluid people are not limited to the binary.
- **Gender nonbinary** – A person whose gender identity or expression does not conform to societal ideas about what a an/boy or woman/girl should be like.
- **Dead Name/Dead-Naming** – A trans or gender nonbinary person's given name, which the person no longer uses/calling a person by said name.
- **Detransition/Detrans** – cessation or reversal of some degree of transgender medical, legal, or social identification (sometimes temporary)

A Helpful Way
to Frame Social
and Medical
Transition



A CAREER HISTORY

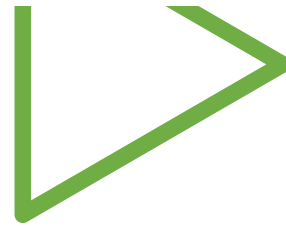


- **What has changed about pre-employment screening practices in relation to gender identity?**

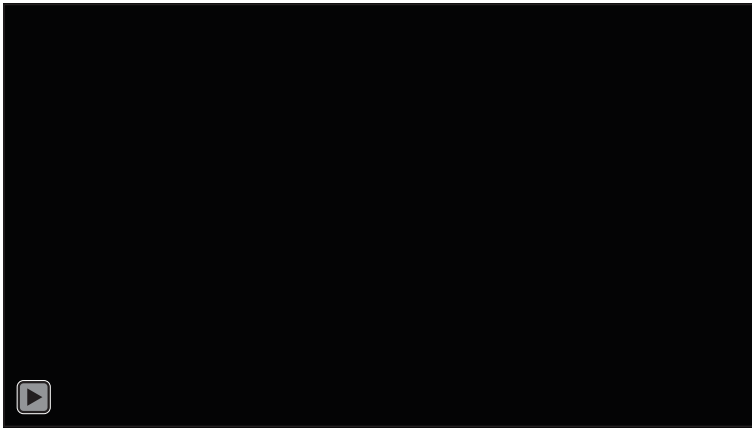


A Transition Story

- How successful are agencies in encouraging open dialogue between TGD officers and executives?



Officer Safety in Workgroup



- How can safety issues be addressed during counseling interventions?
- How can safety be addressed at the organizational level/with executives?

Fit for Duty Considerations

- How can you assure a FFDE is based on bona fide work performance issues?



TCOPS International

AKA: The
Transgender
Community of
Police & Sheriffs

TCOPS is peer
support, education,
& advocacy group
(Internet)

TCOPS is on
Facebook, Twitter,
Instagram, and
LinkedIn

Affiliated with about
50 LGBTQ law
enforcement groups
from around the world

International conference
of LGBTQ Criminal
Justice Professionals
every 4 years, Recently
Amsterdam & Toronto

Conferences include
professional,
educational, & social
components



**Food for
thought
from TCOPS:**

There are transgender law enforcement officers from around the world, in more than 32 countries

There are about 6,400 known transgender LEOs globally

There are about 3,850 known transgender LEOs in the United States

About 500 transgender officers have transitioned genders on-the-job, in the United States between 1975 and 2020

There have been transgender officers in law enforcement as far back as Civil War times, but probably earlier

The first transgender officer to transition on-the-job in modern times, was in about 1975 at the Washington, D.C. Police Department.

Some things
Julie would like
you to consider:

**Statistically, if an agency has 60+ sworn officers,
*at least one person in the ranks is transgender***

**At one agency of 1400+ officers, there were *at
least 12 transgender officers***

**At one agency of 1400+ officers, there were *at
least 27 family members* of the department with
a transgender mother, father, step-parent,
grandparent, child, sibling, or other familial
relation**

Statistics gathered:

- Statistics gathered through personal contacts with TCOPS between November 1998 & August 2022

- “Transgender” includes those who self-identify as: transsexual, transgender, gender-questioning, gender-queer, gender non-binary, gender non-conforming, or gender-fluid

- Contacts were vetted law enforcement officers or law enforcement support personnel

- Contacts are active, retired, or former LEOs or LESPs



TCOPS International

Julie Callahan, Founder

Patrick Callahan, CEO & PIO

1380 U.S. Highway 95A N.

Suite 1-404

Fernley, NV. 89408

831-206-0540 (cell)

jdc.TCOPS@gmail.com

[Web: www.TCOPS-International.org](http://www.TCOPS-International.org)

On Facebook: *TCOPS International*

On Twitter: *TCOPS Intl*

On Instagram: *TCOPS Intl*

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