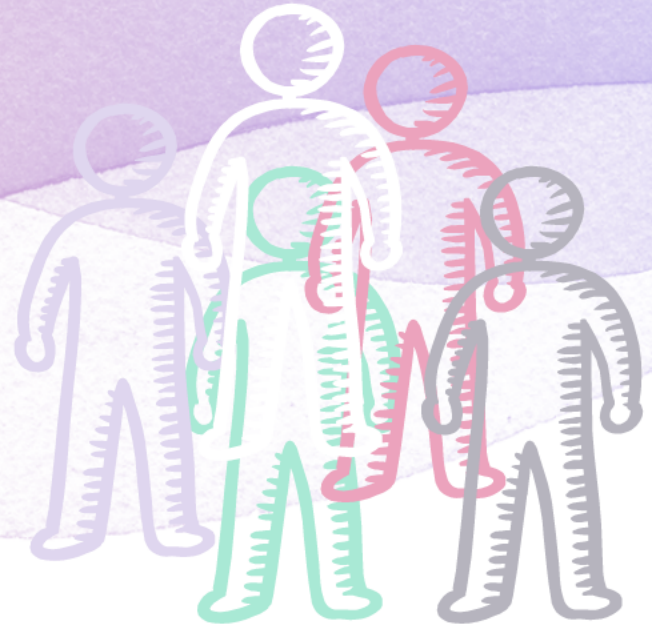


*Supporting our Gender Variant
Scholars*





Hello!

I am [REDACTED]

I use she/her and [REDACTED]
they/them/their pronouns

My honorific is Mx. (mix)

[REDACTED]
x2061

Overview

- Learning Target/ Success Criteria
- Why Gender?
- Statistics
- Gender 101
- How to support gender variant scholars
- One Big Thing

Learning Target and Success Criteria

We are learning about gender variance and how to support gender diverse scholars.



We are successful when we can:

- Understand how gender identity differs from gender expression and sex assigned at birth,
- Define key terms and concepts
- Explain the importance of using people's correct pronouns and chosen names.
- List ways to support gender diverse scholars.

Why are we discussing gender?

**Gender can be a
taboo topic.**

**Taboo topics are
usually avoided to
allay discomfort.
Avoiding gender
pushes it further
into darkness.**

**This training seeks
to illuminate this
topic for the
benefit of all.**

“When someone with the authority of a teacher... describes the world and you're not in it, there's a moment of psychic disequilibrium, as if you looked into a mirror and saw nothing.”

-Adrienne Rich



Hostile School Climate

- School Safety
 - 59% of LGBTQ students felt unsafe due to their sexual orientation
 - 42.5% because of their gender expression
 - 37.5% because of their gender

- The 2019 National School Climate Survey on the Experiences of LGBTQ Youth in Our Nation's Schools

Hostile School Climate

- Anti-LGBTQ Remarks
 - 98.8% of students report hearing the word “gay” used in a negative way
 - 91% felt distressed because of this language
 - 13.7% reported that school staff intervened

- The 2019 National School Climate Survey on the Experiences of LGBTQ Youth in Our Nation's Schools

Hostile School Climate

- Harassment and assault at school
 - 86.3% of students experienced harassment or assault
 - 56.6% of LGBTQ students did not report because they doubted effective intervention
 - 60.5% of students who reported said school staff did nothing or told them to ignore it.

- The 2019 National School Climate Survey on the Experiences of LGBTQ Youth in Our Nation's Schools

Effects of a Hostile School Climate

LGBTQ Students are:

- ❑ 3x as likely to miss school
- ❑ Lower GPAs than less harassed students
- ❑ More likely to be disciplined
- ❑ Lower self esteem
- ❑ Higher levels of depression
- ❑ Higher dropout rates
- The 2019 National School Climate Survey on the Experiences of LGBTQ Youth in Our Nation's Schools

**TRANSGENDER STUDENTS
IN SCHOOL**

ALMOST **2%** OF
HIGH SCHOOL STUDENTS
IDENTIFY AS
TRANSGENDER



**TRANSGENDER STUDENTS
FACE HEALTH RISKS**



27% FEEL
UNSAFE AT OR
GOING TO OR
FROM SCHOOL



35% ARE
BULLIED AT
SCHOOL



35% ATTEMPT
SUICIDE

**SAFE AND SUPPORTIVE
SCHOOLS CAN HELP!**

- **CREATE AND ENFORCE ANTI-BULLYING POLICIES**
- **IDENTIFY AND TRAIN SUPPORTIVE SCHOOL STAFF**



District Policy on Gender Equity

- Our Governing Board is committed to a policy of nondiscrimination in regard to gender identity.
- Harassment based on actual or perceived gender identity, transgender status or gender transition will be handled **in the same manner as other discrimination.**
- When the school is notified by a student or the student's parent that the student will assert a gender identity that differs from school records, **the school will begin treating the student consistent with the student's gender identity.**
- No official documentation is required.
- Dress code will **not** be enforced on the basis of gender or gender stereotypes.
- Media/ Community Communication- single spokesperson (Veronica Sanchez)
- Training for all stakeholders

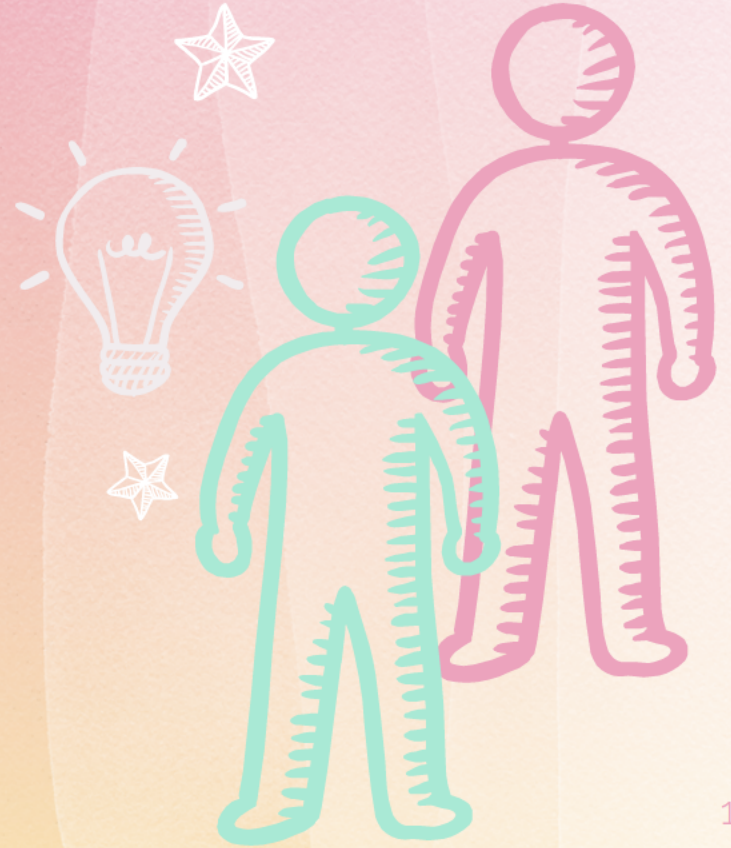
District Policy on Gender Equity

“Every student has the *right* to be addressed by a name and pronoun that corresponds to the student’s gender identity.”

-ACBB Nondiscrimination and Gender Equity

Gender 101

What constitutes gender
variance? What terms should I
use?



*Gender variance has
existed for thousands
of years*

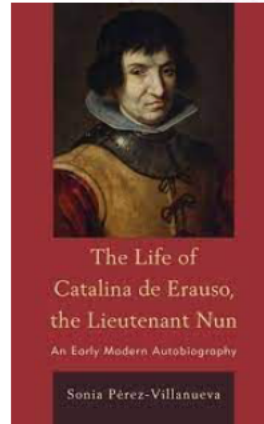
Hijra

Two-Spirit

Mahu

Transgender

Gender Queer



Language, Gender, and Reality

Prescriptive-

From this position, the rules that dictate language are primary for communication to occur.

i.e. can't use the word "they" in reference to a singular person because its incorrect.

Descriptive-

From this position, the rules that dictate how we use language are secondary to constructing meaning.

i.e. "They" is an acceptable pronoun for a singular being.

Changes pertaining to our use of language, with regard to gender, fall in the descriptive category.

Descriptive language is the cornerstone of the democratic spirit.

Discussing Gender: Key terms

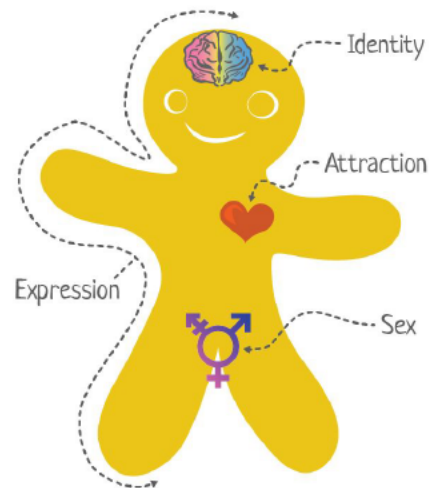
- Cis-gender
 - Gender binary
- Transgender
 - Male to Female (MtF)
 - Female to Male (FtM)
 - Gender Queer
- Gender fluid
 - Femme/ feminine
 - Masc/ masculine
- Misgendering
 - Pronouns
 - Neo Pronouns
 - Deadnaming
- Agender
 - Androgynous
- Gender Nonconforming
 - Gender Queer
 - Gender Expansive

Definitions

Gender identity- refers to a person's internal sense of themselves on the gender spectrum.

Gender expression- how one demonstrates their gender through how they act, dress, behave, and interact.

The Genderbread Person v4 by its pronounced METROsexual.com



⊖ means a lack of what's on the right side

Gender Identity

⊖ → Woman-ness
⊖ → Man-ness

Gender Expression

⊖ → Femininity
⊖ → Masculinity

Anatomical Sex

⊖ → Female-ness
⊖ → Male-ness

Identity ≠ Expression ≠ Sex
Gender ≠ Sexual Orientation

Sex Assigned At Birth
□ Female □ Intersex □ Male

Sexually Attracted to... and/or (a/o)

⊖ → Women a/o Feminine a/o Female People
⊖ → Men a/o Masculine a/o Male People

Romantically Attracted to...

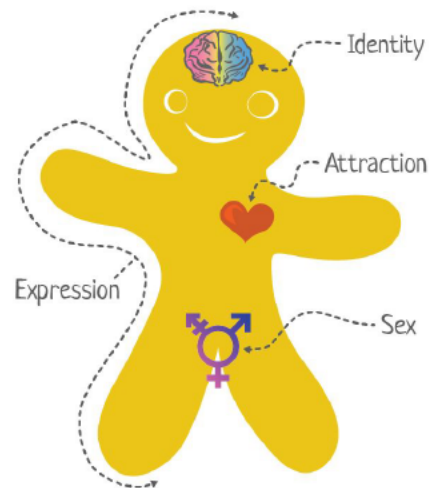
⊖ → Women a/o Feminine a/o Female People
⊖ → Men a/o Masculine a/o Male People

Definitions

Anatomical Sex- can be internal, external, or a mix of reproductive organs.

Sexual Orientation- who one is spiritually, physically, and emotionally attracted to. This includes a lack of sexual attraction (asexual).

The Genderbread Person v4 by its pronounced METROsexual.com



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 Female Intersex Male

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Romantically Attracted to...

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⊖ → Men a/o Masculine a/o Male People

Gender is a Spectrum

⊘ means a lack of what's on the right side

Gender Identity

⊘ → Woman-ness

⊘ → Man-ness

Gender Expression

⊘ → Femininity

⊘ → Masculinity

Anatomical Sex

⊘ → Female-ness

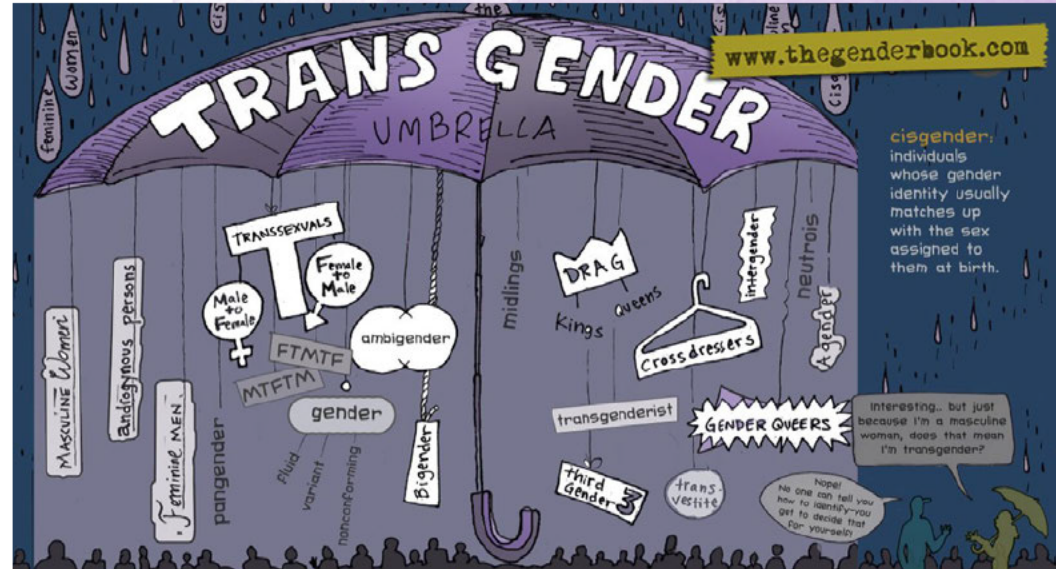
⊘ → Male-ness

What does it mean to be cis- and transgender?

“Cis” is derived from the Latin for, “on this side of.”

“Trans” is the Latin for, “on the other side.”

- MtF: Male to Female Transition
- FtM: Female to Male



Social vs. Medical Transition

Social Transition

May include changes in:

- Name
- Pronoun
- Hairstyle
- Clothing
- Non-medical body modifications

Medical Transition

May include:

- Hormone Replacement Therapy
- Gender affirming surgeries

Respect chosen names and pronouns

- Susan, not "Suzy"
- Latinx- not all Latinx people identify with that term
- A gender non-conforming student might not be transgender
- Ask questions and respect what you hear!

PRONOUNS

are a language's shortcuts used to describe people, places, or things. We're most interested in the uses for people. In English, personal pronouns tend to be gendered, though since the 1800s there's been a movement for a gender-neutral pronoun to avoid awkward contractions like s/he, which appeals greatly to folks outside the gender binary.

I used to think these were all the pronouns out there for people, but the more folks I meet, the more I learn. Choosing our own pronouns can be really empowering.

Hey Naomi, so I never did ask: which pronouns should I use for you?

I like ze/hir, thanks for asking, Mel!

Yeah, it's good to know. Sometimes I get offended if people assume my pronouns without asking, you know? I rarely mind a polite question about the words I use to describe myself, as long as it's kind.



www.thegenderbook.com

pronoun	gender	example
he/him	masculine	He left his dog with his pal.
she/her	feminine	She took her power tools.
they/them	neutral	They are a good friend.
ze/hir	neutral	Ze likes to brush hir teeth.
phe/per	neutral	Phe named per goldfish Bob.
thon/thon	neutral	Thon did all of thon's dishes.
ey/em	neutral	Ey looked at em skeptically.

**MORE
Gender
Neutral
Pronouns**

zie, ne,
one, xe,
sie, ve,
tey, e,
yo, co,
re, ne,
hu, ta,
ve

16

try it!

the "pronoun game" is a fact of life for many transgender folks and their allies. See if you can go 24 hours without gendering someone with your language. ("Alex took Alex's dog to the park.") It can be tricky! Often, though, it's the best course of action when you don't know someone's pronouns yet.

Pronouns

- ☐ -Takes time to practice and master
- ☐ -Give yourself time to learn
- ☐ -Use the correct pronoun when corrected

i.e. This is Alex, she is one of my science students.

(you are corrected because Alex uses they/them/theirs pronouns).

Sorry, *they* are one of my science students.
Or Thank you, *they* are one of my science students.

Source: GLSEN Pronoun Guide

Think about it!

What possible challenges do you foresee with using pronouns for someone that are different from how they have expressed their gender in the past?

What are some benefits for all stakeholders in using their appropriate pronoun?

Please type in the chat and our chat moderator will select some responses to share aloud with the group.



How do we support our gender variant scholars?

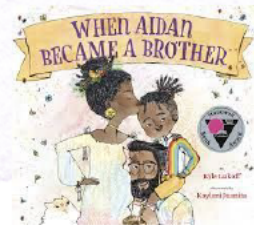
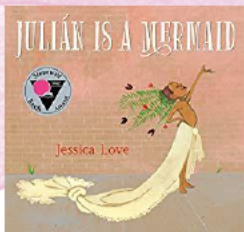
Best practices

- If a student discloses their gender identity or other sensitive information, a *possible response* is, "Thank you for trusting me with your personal business. I see and validate you."
- Support transitioning students by recognizing the urgency and timing of their transition.
- Refer to students by their chosen name and pronoun

Supporting gender variant scholars

Create gender inclusive schools

- Use age-appropriate materials to teach about gender variance.
- Refrain from referring to students as “boys and girls”
- Refrain from lining students up by gender



More ways to support

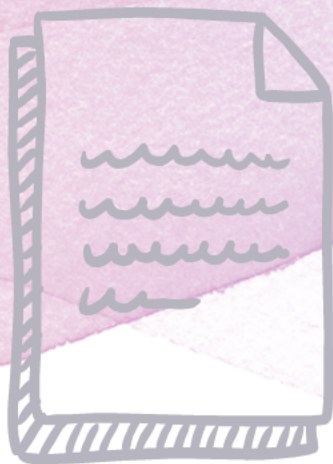
- Protect a student's privacy, especially when they have unsupportive families.
- Any decision to raise the topic with parents ***must be made very carefully and in consultation with the student.***
 - Parent's Bill of Rights
 - A student's right to a safe and supportive school environment

WHAT ARE YOUR Q'S?



One Big Thing

What is one big thing you learned today? Please complete the Google form!





Goodbye!

Need more support?

Call or email



x3945

