LGBTQ INCLUSION STARTS WITH YOU!

Preparing your classroom and school for the new LGBTQ standards

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Gender Binary:
The categorization of gender into two distinct, opposite sexes.

Trans*/Transgender:
An umbrella term applied to those whose gender identity is not the same as the sex they were assigned at birth.

Cisgender:
Someone who is not transgender.

Genderqueer:
A term applied to individuals who do not identify within the gender binary.

Transition:
The process of changing one’s gender expression to match their gender identity.

For more information, go to www.transstudent.org
The Genderbread Person v2.0

Gender is one of those things everyone thinks they understand, but most people don’t. Like inception. Gender isn’t binary. It’s not either/or. In many cases it’s both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for understanding. It’s okay if you’re hungry for more.

Gender Identity
- Nongendered
- Agender
- Asex
- Biological Sex
- Attraction

Expression
- Masculine
- Feminine
- Female-ness
- Male-ness

Sex
- Woman-ness
- Man-ness

Identity
- Non-binary
- Genderqueer
- Genderfluid
- Gender

Attracted to
- Men/Males/Masculinity
- Women/Females/Femininity
Activity #1

The Genderbread Person

Identity

Woman  Genderqueer  Man
Gender identity is how you, in your head, think about yourself. It’s the chemistry that composes you (e.g., hormonal levels) and how you interpret what that means.

Gender Expression

Feminine  Androgynous  Masculine
Gender expression is how you demonstrate your gender (based on traditional gender roles) through the ways you act, dress, behave, and interact.

Biological Sex

Female  Intersex  Male
Biological sex refers to the objectively measurable organs, hormones, and chromosomes. Female = vagina, ovaries, XX chromosomes; male = penis, testes, XY chromosomes; intersex = a combination of the two.

Sexual Orientation

Heterosexual  Bisexual  Homosexual
Sexual orientation is who you are physically, spiritually, and emotionally attracted to, based on their sex/gender in relation to your own.
Where do you fall on the Gender Identity continuum?

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*We need to make sure we are not putting “stereotypical” constraints on our students.*
Human Rights Campaign

● Glossary of Terms (as of 6/19)
## Pronouns 101

<table>
<thead>
<tr>
<th>Type</th>
<th>Name</th>
<th>Example</th>
</tr>
</thead>
<tbody>
<tr>
<td>Feminine</td>
<td>She, her, her</td>
<td>She went to the store. I spoke to her. It was her apple.</td>
</tr>
<tr>
<td>Masculine</td>
<td>He, him, his</td>
<td>He went to the store. I spoke to him. It was his apple.</td>
</tr>
<tr>
<td>Gender Neutral</td>
<td>They, them, their</td>
<td>They went to the store. I spoke to them. It was their apple.</td>
</tr>
<tr>
<td>Gender Neutral</td>
<td>Ze, zir/zem, zirs/zes</td>
<td>Ze went to the store. I spoke to zir/zem. It was zirs/zes apple.</td>
</tr>
</tbody>
</table>

Please note that these are not the only pronouns. There are an infinite number of pronouns as new ones emerge in our language.

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I'm seeing Jeremy this weekend. They're going to take me skateboarding. Then I'm going to go with them to the movies.

Brittany brought me to this awesome concert! Ze is so fun. I can't wait to hang out with zir again.

For more information, go to [www.transstudent.org/graphics](http://www.transstudent.org/graphics)
Pronoun Dos and Don'ts:

When someone asks you to use a different pronoun:

**DON'T**

What? 'Zie' isn't a real pronoun. Don't you have something more normal that you use?

**WHY?**

**DON'T**

But it's not grammatically correct to use 'they' as a singular pronoun.
Bathrooms

**Issues:**
- Accessibility
- Terminology
- Stalls
- Male, female & inclusive
Changes in the Medical Field

WHO (World Health Organization)

Being Transgender No Longer Considered A Mental Illness, Says World Health Organization

Issues:
● Insurance companies need to adjust
● Medical field needs a diagnosis
Fun WITH FLAGS

Pride Flags

- Transgender
- Gay
- Lesbian
- Bisexual
- Pansexual
- Asexual
- Intersex
- Genderqueer
- Heterosexual
NJDOE Curriculum Integration

- 2020-2021 Integration Date
- Requirements
  - Social Studies
- Elements
- Going Beyond
  - Social Studies
  - Health
  - Art
  - Math/Science
  - ELA
Understanding LGBTQ history, within the context of the US, requires the learner to be more astute citizens because we need to understand that the law affects people’s rights.
HOW DO WE APPROACH IT?

● Title IX
  ○ "Most laws have openness to them and words that are not clearly defined, and it is understood that agencies under the president or under a particular administration will interpret those congressional laws, and that policymaking is what happens when those laws are interpreted," says Jeannie Suk Gersen, professor of law at Harvard Law School.

● 14th Amendment
  ○ The 14th Amendment to the U.S. Constitution, ratified in 1868, granted citizenship to all persons born or naturalized in the United States—including former slaves—and guaranteed all citizens “equal protection of the laws.”
THINGS TO CONSIDER

- Need to reassess history
- Undo bias which has been create over history
UNFORTUNATELY, HISTORY HAS SET THE RECORD A LITTLE TOO STRAIGHT.

Assume that all important contributions are made by heterosexuals, and you're not only thinking straight, but normal.

Sexual orientation has nothing to do with the ability to make a mark, let alone make history.

NATIONAL COMING OUT DAY
OCT. 11, 1988
Social Studies Additions

- Significant events/organizations
  - Stonewall riots (trans people profiling)
  - Act Up (pink triangle)
- People who have impacted NJ, US or the World
  - Activists: Marsha P. Johnson, Harvey Milk, Monica Helms
  - Sports: Billie Jean King, Arthur Ashe, Greg Louganis
  - Celebrities: Laverne Cox, RuPaul, Chaz Bono
  - US Media: Rachel Maddow, Robin Roberts, Anderson Cooper
  - And writers, poets, politicians, military, etc...

https://www.globalcitizen.org/en/content/lgbtq-pride-activists-advocates-johnson-milk/
The pink triangle—Originally used to identify gay men for persecution and internment during WWII, the triangle was reclaimed in the 1970s by pro-gay activists. It was used as a point-up triangle by the AIDS Coalition to Unleash Power (ACT UP), beginning in the 1980s with the “Silence=Death” campaign, as a call to action against the AIDS epidemic, a cause to which they are still committed. Today, the pink triangle is one of the world’s most recognizable symbols of pride, resistance, and solidarity for the LGBTQ community, used to champion action for LGBTQ rights.
COME OUT...COME OUT...
wherever you are

National March on Washington for Lesbian and Gay Rights
OCTOBER 11, 1987 - WASHINGTON, DC

OCTOBER 11
NATIONAL COMING OUT DAY
Stonewall Inn Riots/Uprising

Riots’ History  Timeline

Stonewall Inn Uprising (PBS)

Marsha P. Johnson Interview: Pay it no mind (rated R)

50th Anniversary - News Report

LGBTQ History (GLSEN)

*Gay, Lesbian & Straight Education Network (GLSEN)
How do YOU address your students?
- “Boys & girls”
- Gender neutral terms: “students”, “friends”, “class”, etc…
- “Guys, gals and non-binary pals”

How do YOU group your students?
- Boys vs. girls

Do you have two bathroom passes?
- Boys & girls

Are your classroom displays gender inclusive?

Do your textbooks contain examples which include members of the LGBTQ community?
- Social Studies
  - Historical figures
- ELA
  - LGBTQ authors & characters
- Math & Science
  - Word problems
- Health
  - Are we even addressing the LGBTQ community?
Example 2. There are $b$ boys in the class. This is three more than four times the number of girls. How many girls are in the class?

Solution. Again, let $x$ represent the unknown number that you are asked to find: Let $x$ be the number of girls.

(Although $b$ is not known, it is not what you are asked to find.)

The problem states that "This" = $b$ = is three more than four times $x$:

$$4x + 3 = b.$$  

Therefore,

$$4x = b - 3$$

$$x = \frac{b - 3}{4}.$$  

The solution here is not a number, because it will depend on the value of $b$. This is a type of "literal" equation, which is very common in algebra.

Problem 9. A group of 260 persons consists of men, women, and children. There are four times as many men as children, and twice as many women as children. How many of each are there?

(What will you let $x$ equal — the number of men, women, or children?)

Let $x =$

Here is the solution:
Integration through Literature

- Book Lists
  - Authentic authors
  - Vetted
  - Grade appropriate
- Project integration
What is out there already?

Any Thoughts?

Gender in the classroom
Community Support & Community Response

- Building a supportive/inclusive community
  - Events
  - Communication
  - Education
- Avoiding negative responses
  - Stay abreast of the laws
  - Offer training, using vetted organizations
    - Care One
    - HRC
    - Other organizations
WHY THIS IS IMPORTANT?

● LGB youth are almost **five times** as likely to have attempted suicide compared to heterosexual youth.²

● Of all the suicide attempts made by youth, LGB youth suicide **attempts were almost five times as likely to require medical treatment** than those of heterosexual youth.²

● In a national study, **40% of transgender** adults reported having made a suicide attempt. **92%** of these individuals reported having attempted suicide before the age of 25.³

● LGB youth who come from highly rejecting families are **8.4 times** as likely to have attempted suicide as LGB peers who reported no or low levels of family rejection.⁴

https://www.thetrevorproject.org/resources/preventing-suicide/facts-about-suicide/
HOW YOU CAN HELP:

A few guidelines to assist your site in making an LGBTQ youth feel safe:

- Be aware of personal values and biases related to gender and sexual orientation.
- Do not impose personal values on the youth.
- Be open to using the pronouns/labels/language that a young person prefers. If a youth identifies as one gender or the other, please use the appropriate language for their identification. If you make a mistake, quickly correct yourself.

YOU can make ALL the difference in someone’s life :)