




Why Creating LGBTQ+ Safe Spaces Matters

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Where are
we going
with this?

- Socially
- Legally
- Psychologically
- Biologically

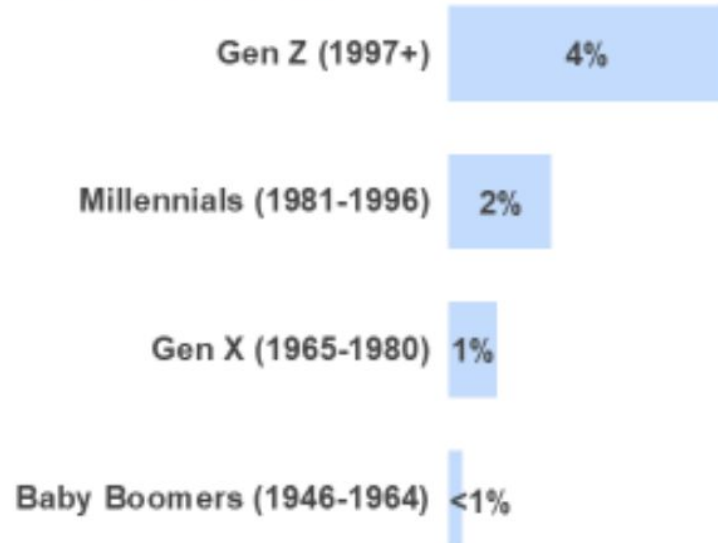


Socially – A generational change



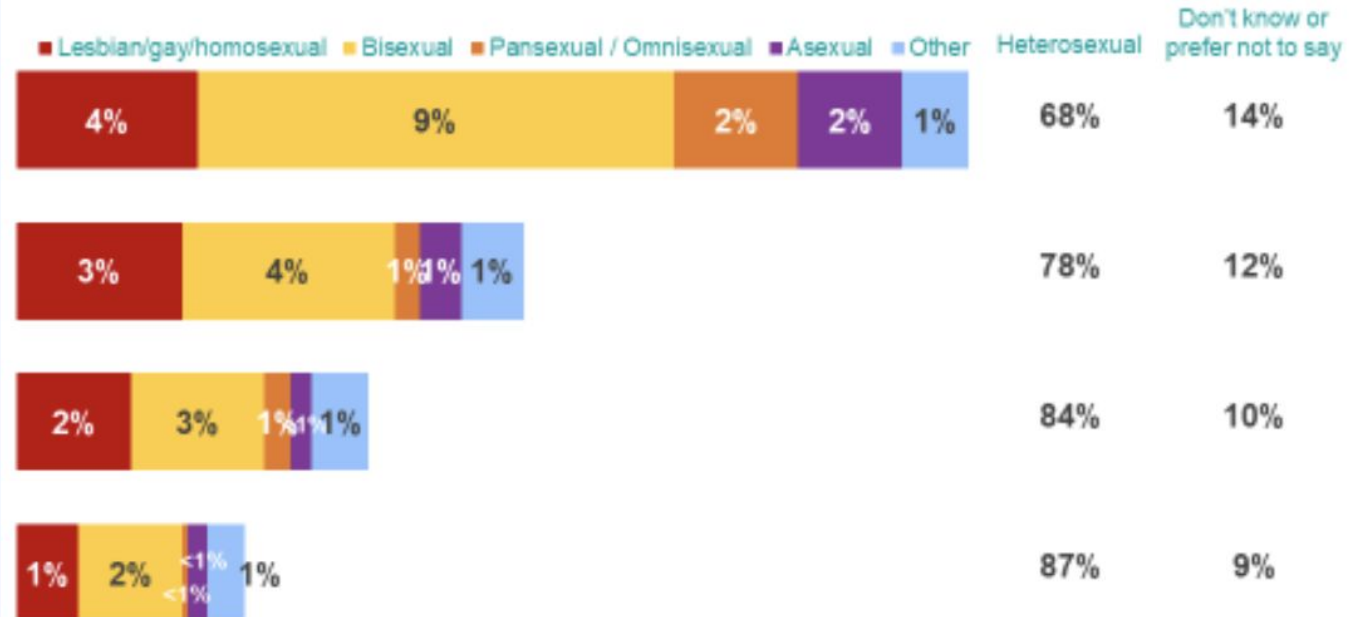
GENDER IDENTITY AND SEXUAL ORIENTATION BY GENERATION (GLOBAL COUNTRY AVERAGE)

% describing themselves as "transgender",
"non-binary/non-conforming/gender-fluid"
or "in another way"



**rather than "male", "female" or "prefer not to say"*

% identifying as



We Are Here: LGBTQ+ Adult Population in United States Reaches At Least 20 Million, According to Human Rights Campaign Foundation Report

by **Laurel Powell** • December 9, 2021

Top-line data points from HRC's report:

Approximately 8% of respondents self-selected lesbian, gay, bisexual, or transgender when asked about their identity. (A further 2% of participants "identify with a sexual orientation other than lesbian, gay, bisexual, or straight." This could encompass a number of other orientations such as pansexual, asexual, and others.)

Data suggests more than 1%, or more than 2 million, people identify as transgender - an increase from prior estimates of approximately 1.4 million.

Bisexual people made up the largest single demographic, at about 4% of respondents.

California and Texas were the states with the largest number of LGBTQ+ adult residents, with an estimated 2.6 million and 1.7 million respectively.

Culturally specific terms for gender diversity

- **South Asian** person, they may talk about the hijra community.
- Someone from **Samoa** might speak about being fa'afafine.
- A native **Hawaiian** might speak about being māhū.
- A person from **Oaxaca** in southern Mexico might talk about being a muxe.
- Many **Native communities** have words that describe people of diverse genders (e.g. wíŋkte, nádleeh, ininiikaazo, etc.). **Two-spirit** is also a word used by some **Indigenous and First Nations** people who are not cisgender and/or heterosexual.
- **Judaism** recognizes four genders in addition to man and woman: androgynos, tumtum, ay'lonit, saris.

Gender Identity Definitions

- **Cisgender** - An adjective used to describe people who are not transgender. A cisgender person is a person whose gender identity is aligned with the sex they were assigned at birth.
- **Gender Identity** - A person's internal, deeply held knowledge of their own gender.
- **Gender Expression** - External manifestations of gender, expressed through a person's name, pronouns, clothing, haircut, voice, and/or behavior.
- **Gender Non-conforming** - A term used to describe people whose gender expression differs from conventional expectations of masculinity and femininity.
- **Transgender** - An adjective to describe people whose gender identity differs from the sex they were assigned at birth.
- **Intersex** - An adjective used to describe a person with one or more innate sex characteristics, including genitals, internal reproductive organs, and chromosomes, that fall outside of traditional conceptions of male or female bodies.
- **Nonbinary/genderqueer** - Nonbinary is an adjective used by people who experience their gender identity and/or gender expression as falling outside the binary gender categories of "man" and "woman."
- **Questioning** - An adjective used by some people who are in the process of exploring their gender identity.

Sexual Orientation Definitions

- **Bisexual**- The *bi* in bisexual refers to genders the same as and different from one's own gender.
- **Pansexual** - An adjective used to describe a person who has the capacity to form enduring physical, romantic, and/ or emotional attractions to any person, regardless of gender identity. This is one of several terms under the bi+ umbrella.
- **Queer** - An adjective used by some people, whose sexual orientation is not exclusively heterosexual.
- **Questioning** - An adjective used by some people who are in the process of exploring their sexual orientation.
- **Asexual** - An adjective used to describe a person who does not experience sexual attraction. Sometimes shortened to "ace."

Outdated Words

- **Homosexual** - Outdated clinical term considered derogatory and offensive. The Associated Press, The New York Times, and The Washington Post restrict usage of the term.
- **Sexual Preference** - inaccurately suggests that being gay, lesbian, or bisexual is voluntary and "curable." Orientation is preferred.
- **Lifestyle** - Inaccurate term used by anti-LGBTQ activists to denigrate LGBTQ people and inaccurately imply that being LGBTQ is a voluntary or a "choice."
- **Queer** – Use with caution. When Q is seen at the end of LGBT, it typically means queer. In a setting for support, particularly for youth, it may mean questioning. Ask people how they describe themselves before labeling their sexual orientation.
- **NB** - Nonbinary is sometimes shortened to "enby." Do not use "NB", as that is often shorthand for non-Black..
- **Transexual, Cross-dresser or Transvestite** - older terms that originated in the medical and psychological communities.
- **TERF and Gender Critical** - Terms used to describe anti-trans activists who seek to exclude trans women from women's spaces. The term TERF is an acronym for "Trans-Exclusionary Radical Feminist." (JK Rowling)

What Does the Legal System Say?

- You are lucky to live in California, where laws are among the most progressive in the country and many groups exist to actively support LGBTQ youth.
- California laws only cover public or charter schools, not private or religious schools.



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- Public, charter, and non-religious private schools that receive state or federal funding are legally required to protect against harassment of LGBTQ students. Sections 200-220 of the California Education Code say that schools must protect students from different kinds of bias and discrimination, including harassment based on actual or perceived sexual orientation, gender identity, or gender expression.

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- California Education Code Section 220 prohibits discrimination on the basis of gender identity and gender expression—in addition to sexual orientation and other protected characteristics—in public schools or non-religious private schools. This means that a school must respect a transgender or gender non-conforming student's gender identity and/or expression. This includes calling them by their chosen name and gender pronoun, allowing you to dress in conformity with your gender identity or in gender non-conforming ways, and providing access to sex-segregated spaces such as restrooms and locker rooms, and activities such as gym class, in a way that corresponds to your gender identity.

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- Under California Education Code Section 51500, public schools can't provide instruction or sponsor activities that promote or reflect bias or discrimination against any person on the basis of their sexual orientation, gender identity, gender expression, or gender. This means that your school can't teach biased or discriminatory things about LGBTQ people or promote and reinforce gender stereotypes.

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- Under Sections 51930-51939 of the California Education Code, a sex ed class, like all other classes, can't reflect or promote bias against any person on the basis of their gender or sexual orientation. This means that your school's sex ed class or required HIV/AIDS instruction can't assume that all students are straight, or teach that being LGBTQ is different, unnatural, unhealthy, or wrong. Nor can your school use religious materials in their instruction. Abstinence-only sex ed is also not allowed in California. If your school has a sex ed class, then it must teach unbiased, comprehensive and accurate information.

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- Under Education Code Sections 234-234.5, administrators, faculty and staff are required to intervene when they witness discrimination, harassment or bullying if they can do so safely. In addition, both the California and U.S. Constitution guarantee all students equal protection under the law.

LGBTQ+ Students Legally Can...

- Express themselves about LGBTQ+ issues, on t-shirts, badges, buttons, armbands, bulletin boards, printed materials, petitions, and school publications.

When Parents Object

- Under the California and U.S. constitutions, you have a protected right to privacy, which includes the right to keep your sexual orientation, gender identity or that you are transgender private (what courts call a “reasonable expectation of privacy”). In other words, you have the right to control to what extent and to whom you disclose highly personal information about your sexual orientation or gender identity. This means that even if you are “out” about your sexual orientation or gender identity at school, and you’re not ‘out’ to your parents at home, and you can reasonably expect that they’re not going to find out, then school staff can’t tell your family that you are LGBTQ without your permission. Being open about your sexuality in school doesn’t mean you automatically give up your right to privacy outside school.

Bullying, Suicide & Mental Health

“Recent political attacks aimed at transgender and nonbinary youth have not only threatened their access to health care, support systems, and affirming spaces at school, they’ve also negatively impacted their mental health.”

Dr. Jonah DeChants (he/him)
Research Scientist, The Trevor Project

45% of LGBTQ youth seriously considered suicide in the past year

including more than half of transgender and nonbinary youth (53%) and 1 in 3 cisgender youth (33%).

14% of LGBTQ youth attempted suicide in the past year

including nearly 1 in 5 transgender and nonbinary youth (19%) and nearly 1 in 10 cisgender youth (9%).

Rates of considered and attempted suicide among LGBTQ youth by age

Considered suicide
in the past year

50%

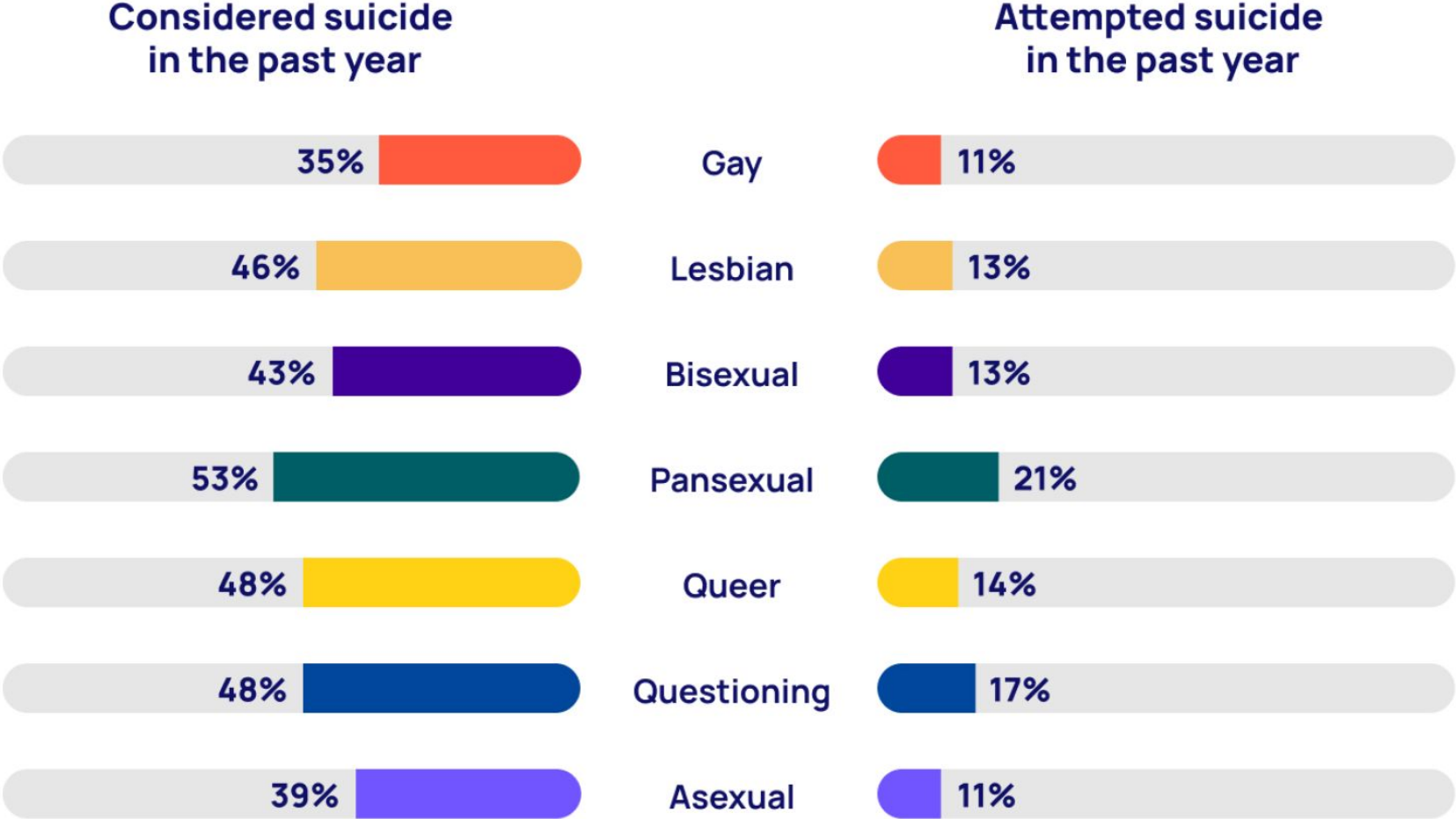
Ages 13–17

Attempted suicide
in the past year

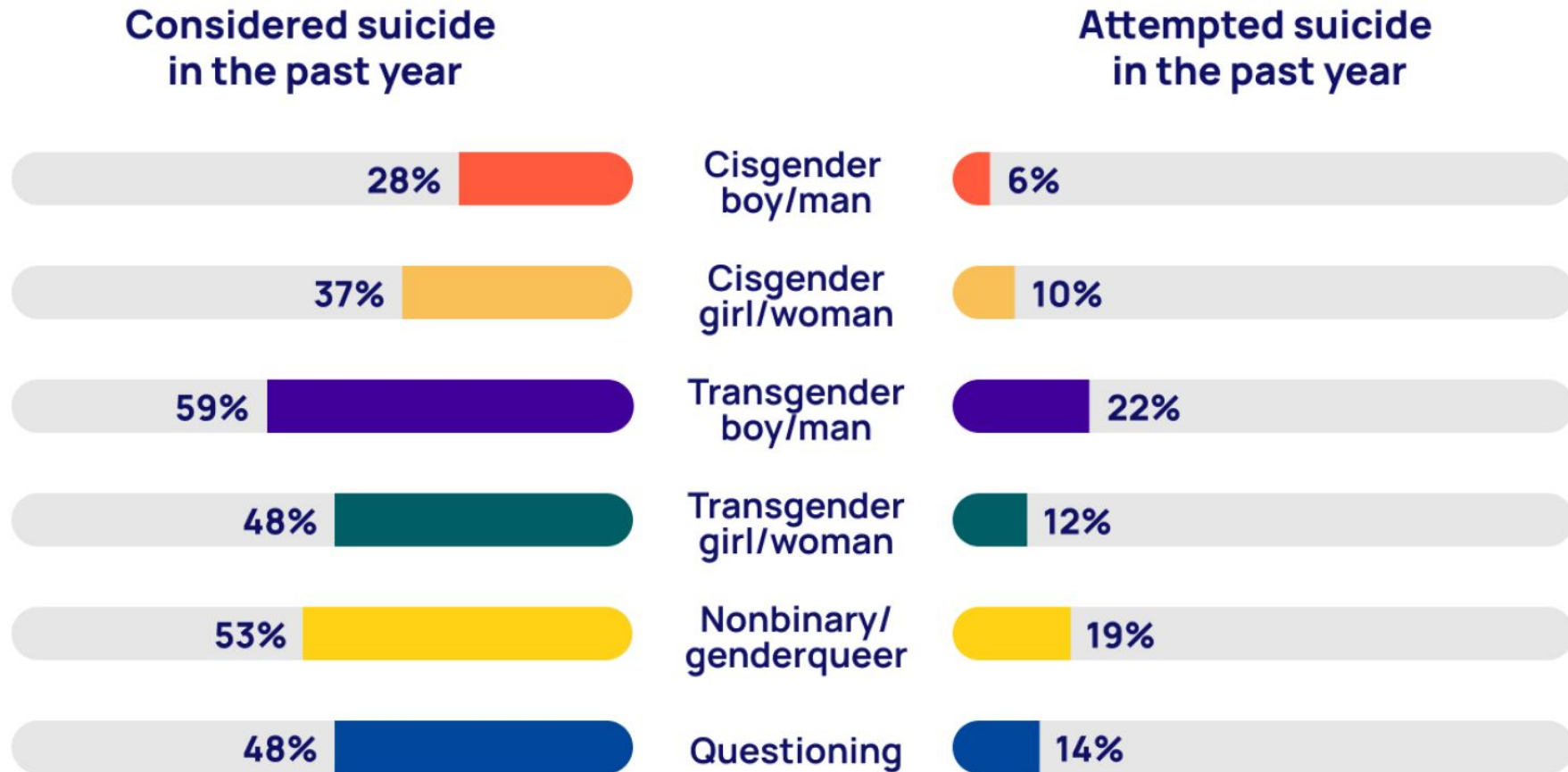
18%



Rates of considered and attempted suicide among LGBTQ youth by sexual orientation



Rates of considered and attempted suicide among LGBTQ youth by gender identity



60% of LGBTQ youth who wanted mental health care in the past year were not able to get it.

60%

LGBTQ youth who wanted mental health care but were unable to get it cited the following top ten reasons

Fear of discussing mental health concerns

48%

Concerns with obtaining parent/caregiver permission

45%

Fear of not being taken seriously

43%

Lack of affordability

41%

Fear of care not working

34%

Fear of being outed

29%

Fear of my identity being misunderstood

26%

Concerns with receiving virtual care at home

23%

Lack of transportation options

21%

Lack of parent/caregiver permission

20%

Bullying= Suicide

- LGBTQ youth who experienced anti-LGBTQ victimization...

— *including being physically threatened or harmed, discriminated against, or subjected to conversion therapy* —

...reported more than twice the rate of attempting suicide in the past year compared to those who did not have any of these anti-LGBTQ experiences.

Pronouns Matter

- Transgender and gender-expansive youth's risks of suicide attempt **decrease by 56%** for each additional context (like at home, in school, at a job, etc.) in their life **where their correct name and pronouns are used!**
- Stephen T. Russell et al., "Chosen Name Use Is Linked to Reduced Depressive Symptoms, Suicidal Ideation, and Suicidal Behavior Among Transgender Youth," *Journal of Adolescent Health* 63, no. 4 (October 2018):

“Middle-school students called antigay names report increased anxiety, depression, personal distress and a lower sense of school belonging regardless of their sexual orientation.”

**V. PAUL POTEAT, PH.D. AND
DOROTHY L. ESPELAGE, PH.D.**

The Journal of Early Adolescence

A microscopic image of several rod-shaped bacteria, likely E. coli, with a prominent one in the foreground. The image has a green and purple color scheme.

BIOLOGICAL SEX IS A SPECTRUM

SciDaily

Now that...



Ideas for Teachers: **Guidelines**

"A safe and welcoming school environment is essential for student success. Educators are a critical component in creating an environment that enables all students to thrive!"

LILY ESKELSEN GARCÍA

President, National Education Association

Ideas for Teachers: First Day



Ideas for Teachers: **First Day**

- Name _____
- Name you want me to call you in class _____
- Pronouns (she/her, he/him, they/them) _____
 - May I use these pronouns in front of the class? YES NO
 - May I use these pronouns when I contact home? YES NO
 - May I use these pronouns in front of other teachers? YES NO
 - Would you like to have a private conversation about your pronouns? YES NO

Tell me three things about yourself. This could be interesting facts, hobbies, talents or just things you want me to know about you. Use the back of the paper if needed.

Ideas for Teachers: **Stop It**

Keep it simple

- “Hey. We don’t do that here.”
- “(*Name of student*), you are better than that.”
- “(*Name of student*), we have a strong harassment policy here. That behavior ends now.”
- “It doesn’t matter who said it, I don’t want to hear that kind of language again.”

Ideas for Teachers: Don't Ignore It

- Harassment does not go away on its own.
- It will get worse.
- The targeted student and others will know this is NOT a safe space.
- Almost any response is better than none.
- You can always go back to the student and say or do something else if you feel you did not respond well.

"If name-calling or other discrimination happens at school and goes either unnoticed or is not discussed by adults, students infer that the behavior is widely accepted."

F.E. ABOUD, PH.D.

Handbook of Race, Racism and the Developing Child

Ideas for Teachers: **Educate**

- If you can educate on the spot, do it. If you don't, make time later.
- Be clear that using the word “gay” in a negative way is disrespectful.
- Be clear that using the phrase “That’s gay” is hurtful to other students who may have family members and friends who are LGBTQ.
- In lessons on respect, prejudice or civil rights, include information about discrimination against LGBTQ people and the LGBTQ civil rights movement.

Ideas for Teachers: **Be Proactive**

“Both students who are targeted and students who exhibit bullying behavior have lower academic achievement in school.”

**J. JUVONEN, PH.D., Y. WANG, PH.D.,
AND G. ESPINOZA, PH.D.**

The Journal of Early Adolescence



Faith Community Conflict

- Resources
- Boundaries = Safe Spaces
- Co-exist

“I believe that appreciation is a holy thing, that when we look for what’s bet in the person, we’re doing what God does; so, in appreciating our neighbor, we’re participating in something truly sacred.”

Fred Rogers



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