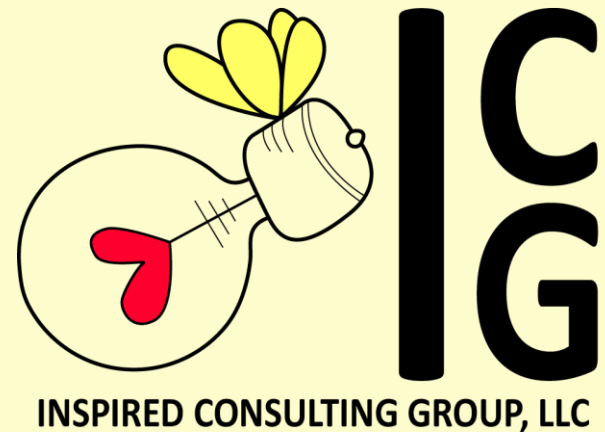


LGBTQIA+ Inclusion: Becoming an Ally in Education

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Learning Objectives



To bring awareness of the risk factors and disparities associated with LGBTQIA+ students



To educate school staff on basic terms and definitions associated with LGBTQIA+ students



To prepare educators to respond to LGBTQIA+ students with empathy and compassion and be best prepared to meet their identified education needs

LGBTQIA+ 101



AGENDER



AROMANTIC



ASEXUAL



BISEXUAL



DEMISEXUAL



GENDERFLUID



GENDERQUEER



INTERSEX



LESBIAN



PANSEXUAL



POLYSEXUAL



PROGRESS



NON-BINARY



TRADITIONAL



TRANSGENDER

Key Terms – Trans and Gender Diverse



Binary System: A binary system is something made up of two opposing parts. Gender (man/woman) and sex (male/female) are examples of binary systems.

Cisgender: A person who identifies with the sex they were assigned at birth. For example, if you were told you were “male” at birth and still identify that way, you would be cisgender.

Gender: An idea created by society (A.K.A. a social construct) that tells us what certain genders are “supposed” to be like, based on a group of emotional, behavioral and cultural characteristics (like how we express our feelings or how we dress).

Gender Diverse: Describes a person whose gender expression is, or appears to be, different from what we would expect from their assigned gender. Other terms include “gender variant” or “gender non-conforming.”

Gender Expression: How we express our gender identity on the outside.

Gender Identity: Our internal, personal sense of what our gender is. Everyone has a gender identity.

Genderqueer: A term that describes someone whose gender identity is not just a man or a woman. This identity can mean different things to different people.

Key Terms



Intersex: Describes a condition in which a person is born with a sex that doesn't fit the typical definitions of female or male due to genetic, hormonal, or anatomical differences.

Non-Binary: Anything that falls outside of the binary system (see definition above). Intersex, genderqueer, and bisexuality are all examples of non-binary identities.

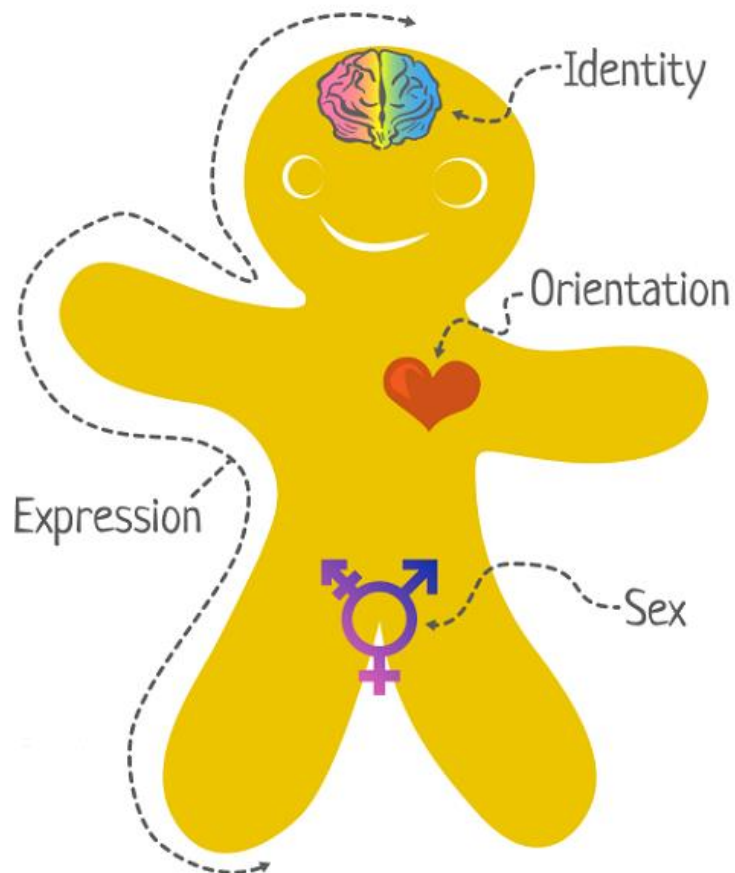
Transgender (Trans): An umbrella term used to describe people whose true gender identity does not “match” the sex or gender they were assigned at birth. Many identities fall under the transgender umbrella. However, not all genderqueer or non-binary people identify as transgender – and some people who have transitioned to their true gender choose to identify as just a “man” or “woman” instead of transgender. Always be respectful of how someone chooses to identify, and use their preferred identity, name, and pronouns.

Transitioning: The social, legal, and/or medical process a trans* person may go through to make their gender identity fit their gender expression, presentation, or sex. This word means many different things to different people, and a person doesn't have to experience all or any of these common transitioning elements to identify as their true gender.

The Idea of Spectrums

The Genderbread Person

by www.ItsPronouncedMetrosexual.com



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



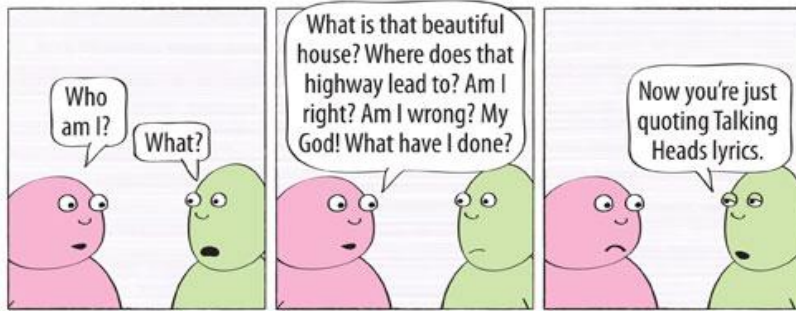
Biological sex refers to the objectively measurable organs, hormones, and chromosomes. Female = vagina, ovaries, XX chromosomes; male = penis, testes, XY chromosomes; intersex = a combination of the two.



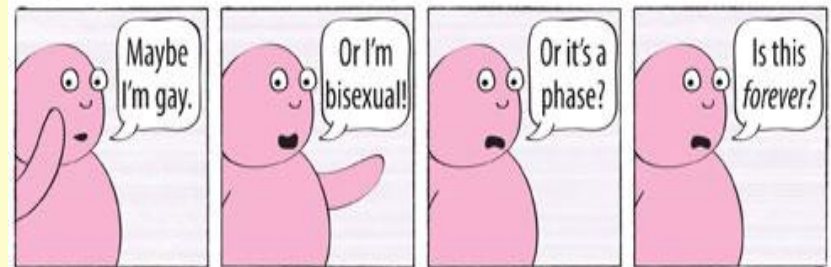
Sexual orientation is who you are physically, spiritually, and emotionally attracted to, based on their sex/gender in relation to your own.

Stages of Coming Out

Identity Confusion You notice your attraction to the same sex and question what it really means.



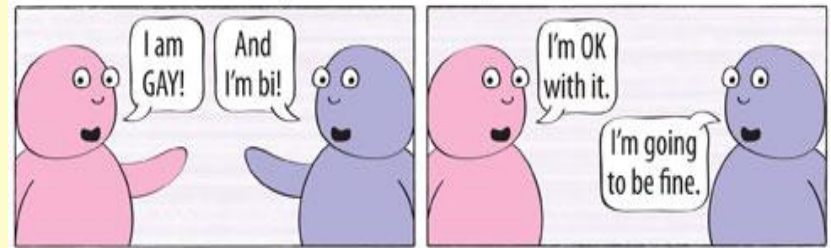
Identity Comparison You might try to find an explanation for the feelings you are having.



Identity Tolerance You might begin to accept that you probably are lesbian, gay, bisexual, etc.

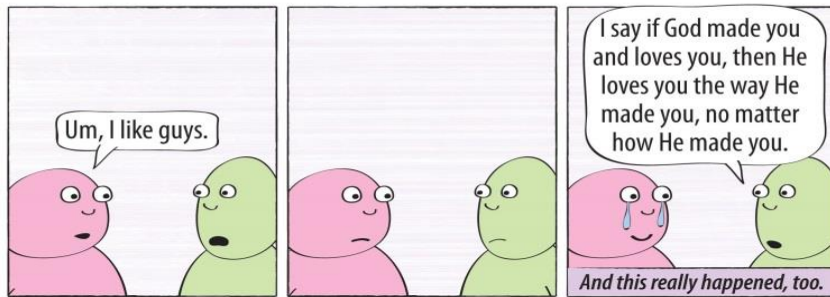


Identity Acceptance, part 1 You begin to accept your sexual identity, rather than just tolerate it.



Stages of Coming Out, continued

Identity Acceptance, part 2 You begin to tell your family and close friends that you're gay, lesbian, bi, etc.



Identity Synthesis Being gay, lesbian, bi, etc. is so much a part of you that you rarely think about it.



patrickgarvin.com/blog

Identity Pride You feel a sense of belonging in the community and come out to more and more people.



Some Reminders...



Responding to a Student Who Comes Out to You

- Remind the youth that you care for them unconditionally
 - Listen and offer open-ended questions
 - Ask about personal pronouns and preferred name(s)
 - Take it seriously
 - Remind the youth they are not alone
 - Commit to finding resources and learning together
-
- × Don't label as a “phase”
 - × Don't frame this as something to “outgrow”
 - × Don't focus on the WHY
 - × Don't “out” them to others (even parents/caregivers) without permission
 - × Don't shy away from asking about safety



Social Determinants of Health – CDC Framework



1

28% of trans and gender diverse individuals have postponed medical care when sick or injured due to discrimination and/or disrespect in the health care environment

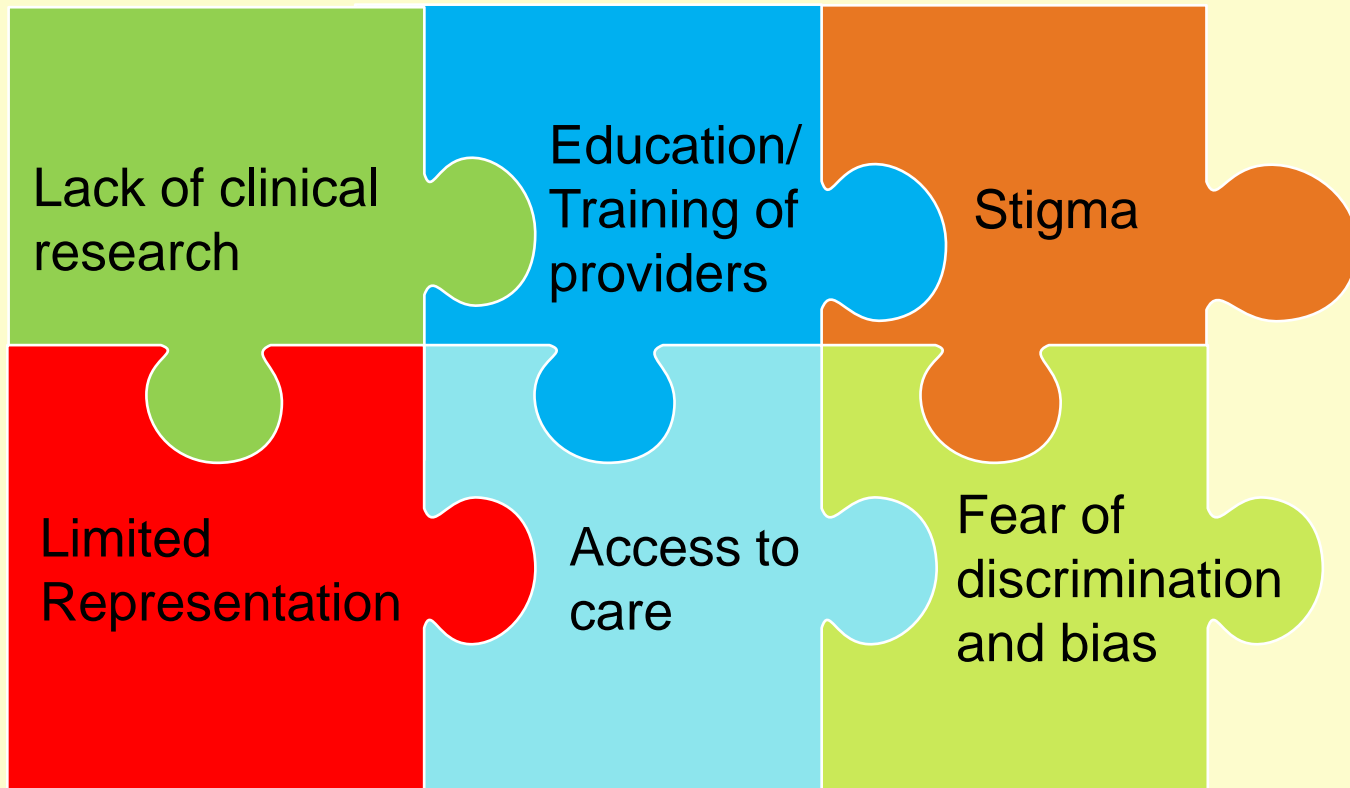
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30% of trans adults are living in poverty with 9% being unemployed

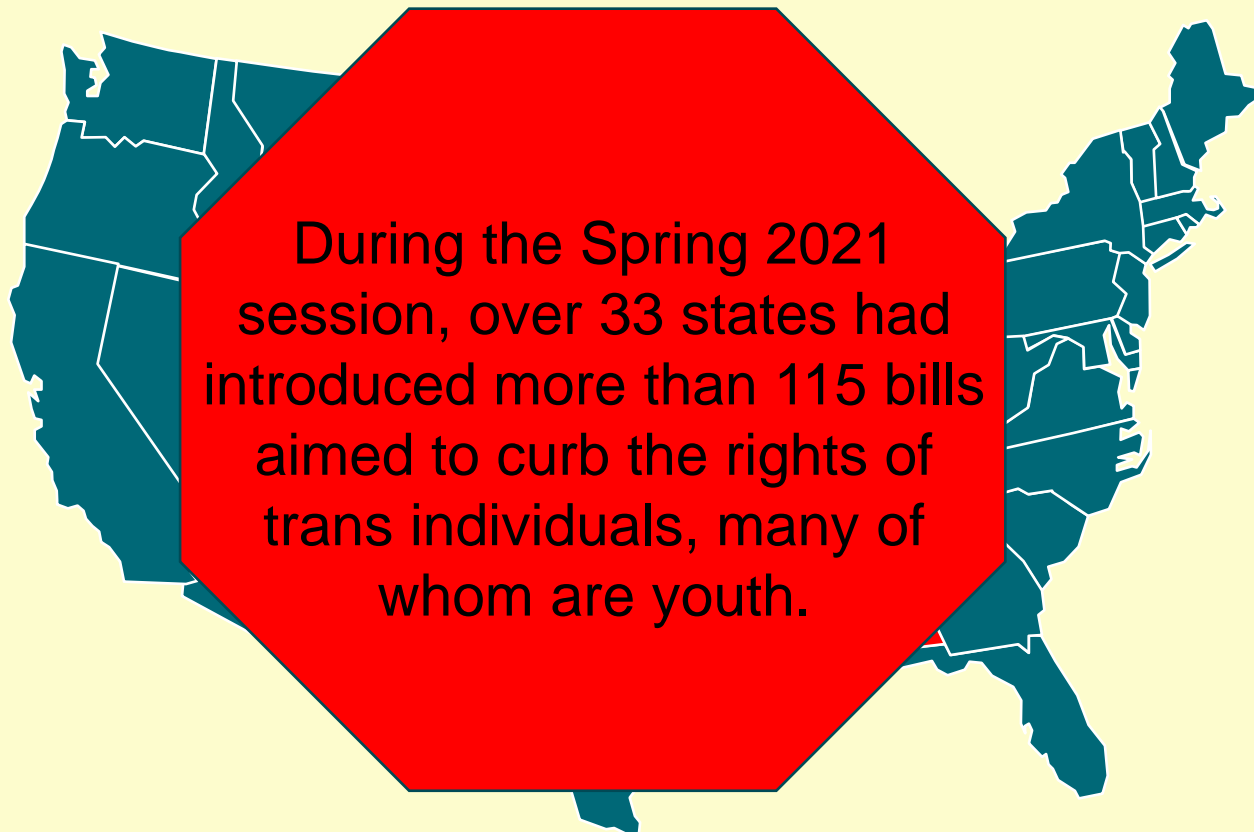
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20% of trans individuals have experienced discrimination when seeking a home and 10% have been evicted due to their gender identity

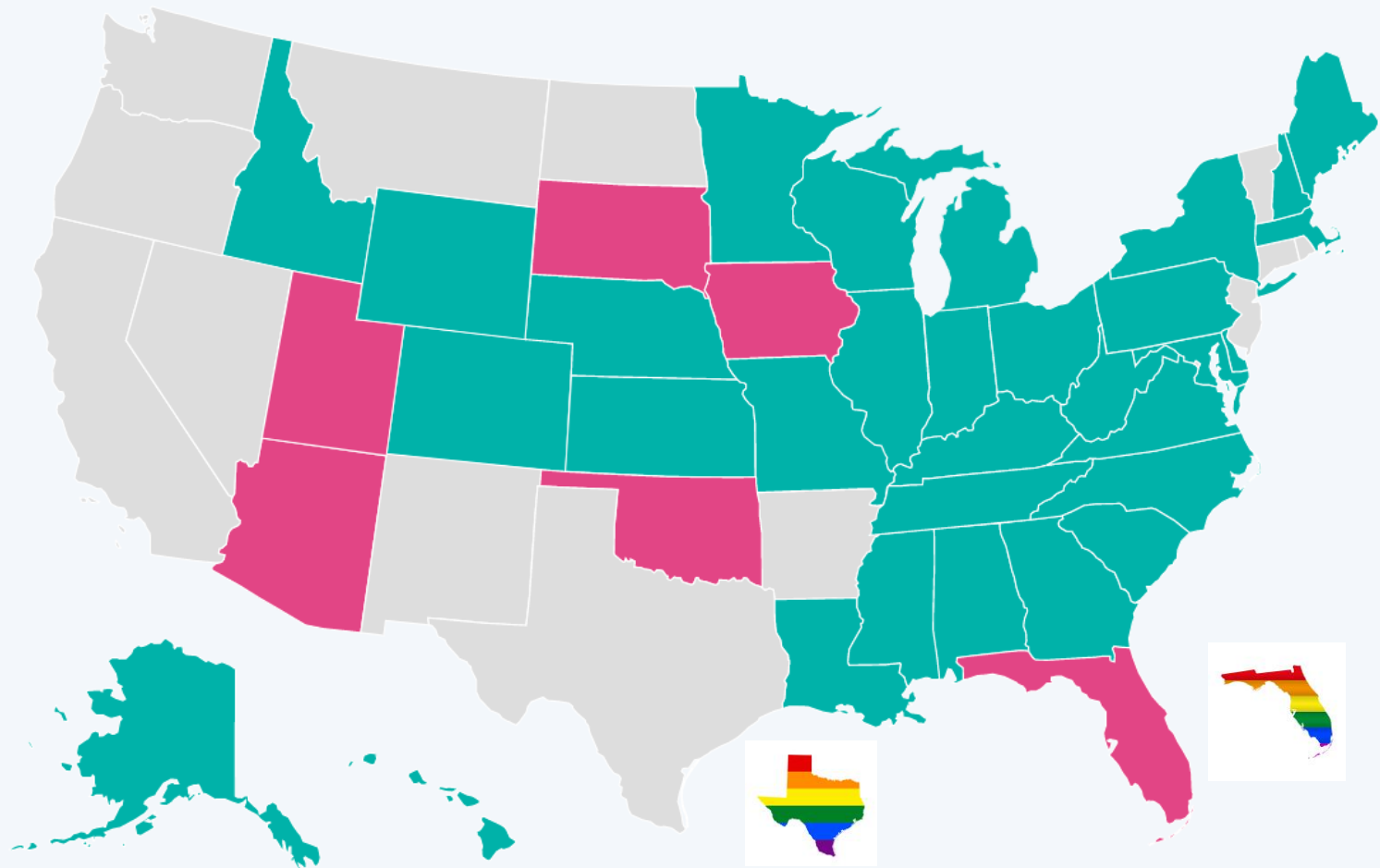
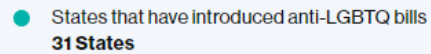
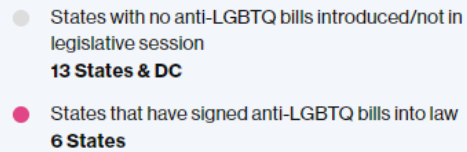
Causes of Disparities



“What’s The State of our Nation” – A. Hamilton



2022 Legislative Session



Another Key Issue - Violence

There were **57** transgender/gender diverse individuals murdered in the US in 2021, making 2021 the worst year on record for transphobic violence.

- Trans women of color are at highest risk
- Transgender hate crimes have risen **81%** since 2018



LGBTQIA+ Youth in Maine: MIYHS

2019:

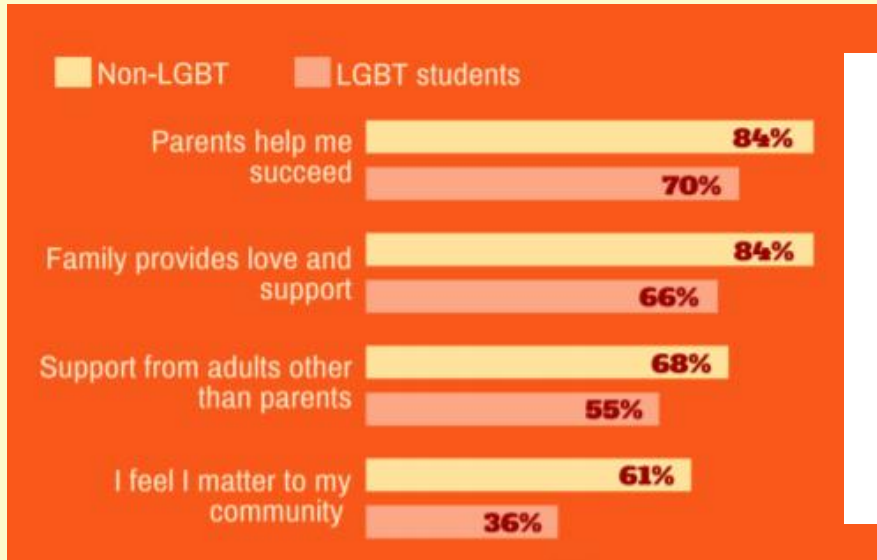
- 17% of Maine high school students identify as “LGBQ”
- 3% identify as transgender, non-binary, or questioning
- 41% of LGBT Maine students reported suicidal thoughts in the past year compared to 12% of heterosexual students
- 19% of gay or lesbian and 19% of bisexual Maine high school students reported attempting suicide within the past year compared to 6% of heterosexual students
- 54% of transgender Maine high school students reported suicidal thoughts within the past year compared to 14% of non-transgender students



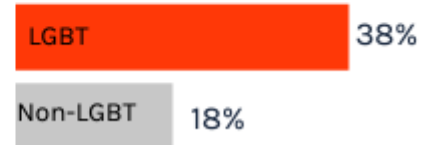
82% of high school students who identify as LGBTQIA+ report bullying at school



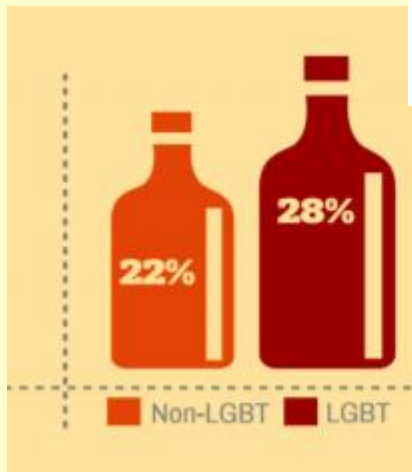
LGBTQIA+ Youth in Maine: MIYHS



LGBT students are significantly more likely to say that **violence in their home or the threat of violence made them consider leaving home.**



LGBT students are twice as likely to have four or more adverse childhood experiences* (**LGBT: 44%** vs Non-LGBT: 18%).



LGBT students were significantly **more likely** to report **using alcohol** in the past 30 days



Barriers to Care

LGBTQIA+ youth can struggle to get health care needs met:

- ☐ Parental permission
- ☐ Homelessness
- ☐ Stigma
- ☐ Isolation in the community (rural areas)
- ☐ Payment for services
- ☐ Transportation
- ☐ Emotional support
- ☐ Access to Q+ providers
- ☐ Fear of being “outed”

2020 Trevor Project
national study of over
40,000 Q+ youth (13-24)
found that **84%** wanted
behavioral health care
services but couldn't access
it (over half due to costs
and permissions)



Implications

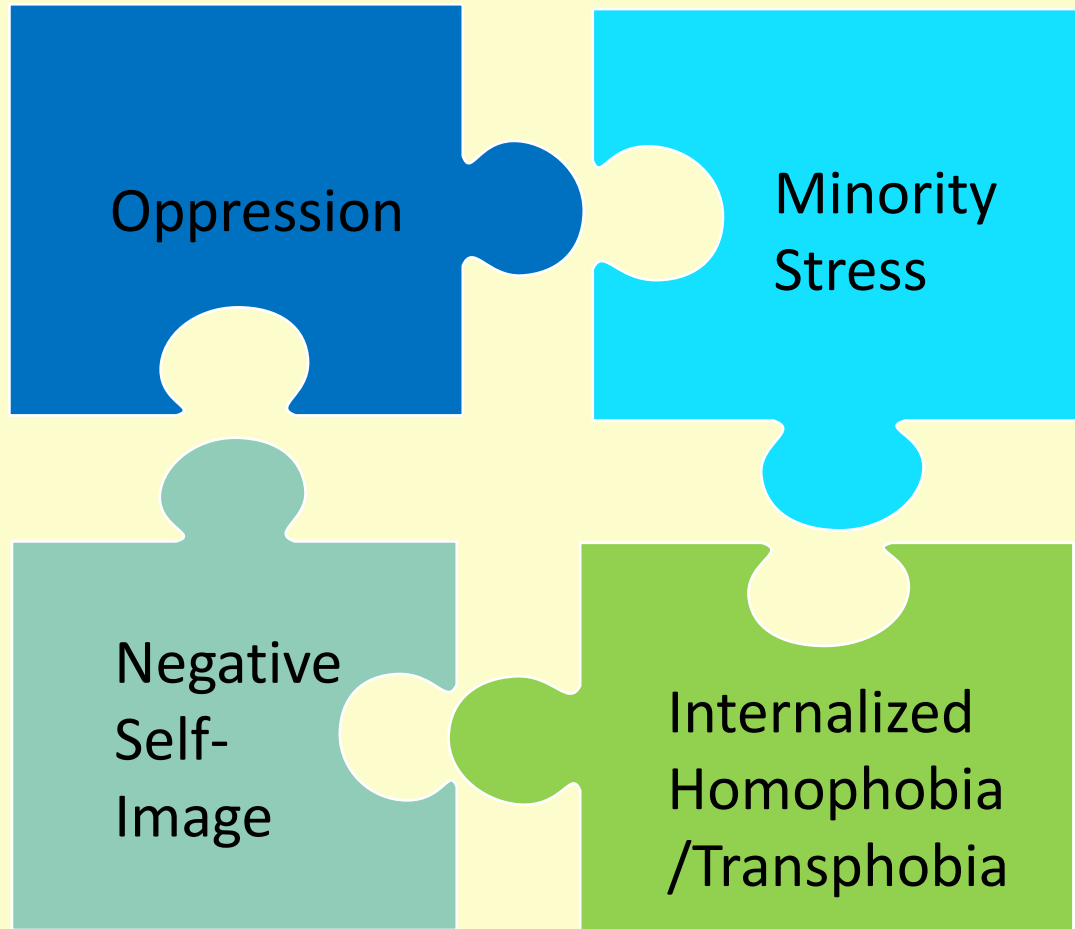
LGBTQIA+ youth are more likely to:

- ☐ Postpone care when sick and put off preventative care/wellness visits
- ☐ Experience barriers when trying to access physical and behavioral health care
- ☐ Withhold their sexual orientation/gender identity from providers
- ☐ Not answer questionnaires or assessment forms honestly

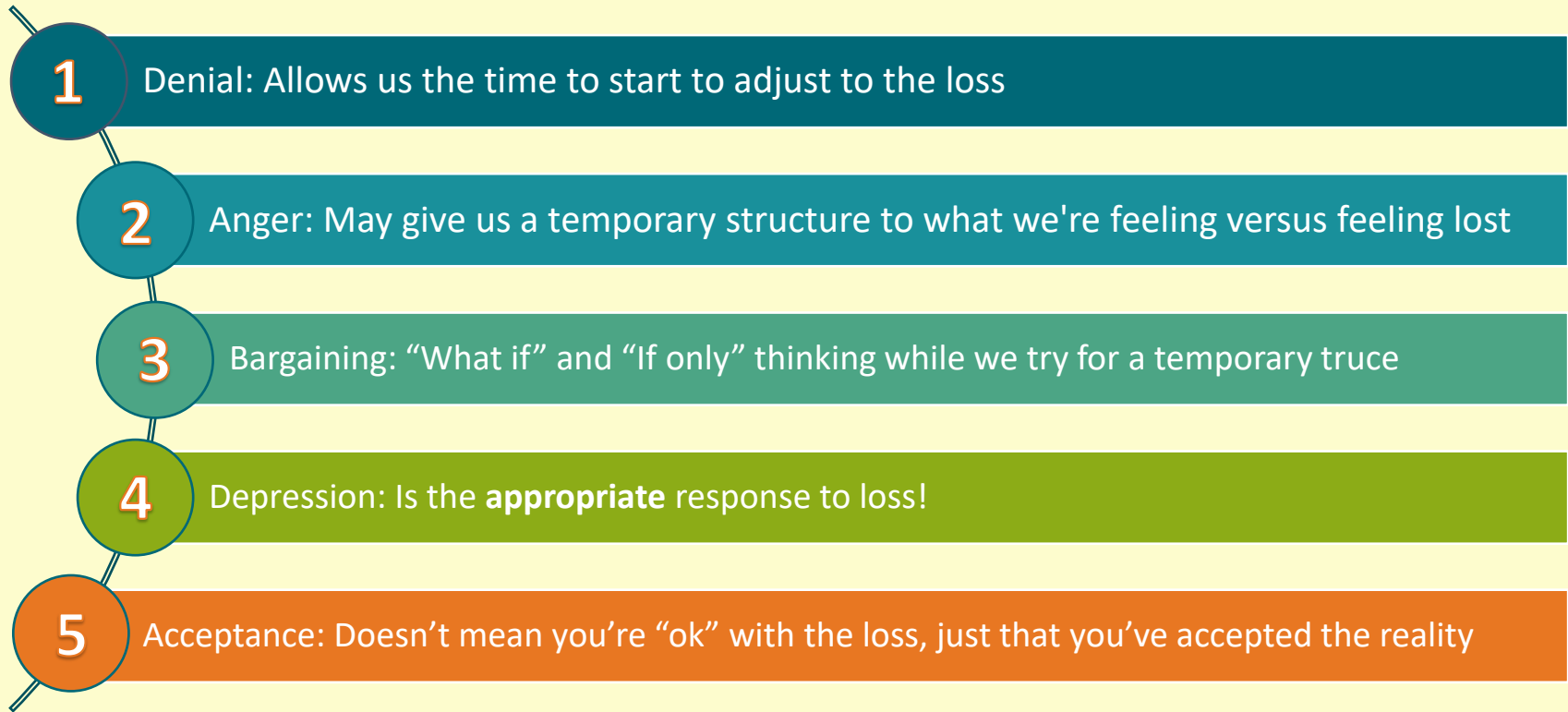
Which can lead to health care disparities such as:

- ☐ Increased risk of depression, anxiety, suicide and substance use disorders (among others)
- ☐ Struggles with weight/eating disorders
- ☐ Risk of HIV or STD infections
- ☐ Increased rates of some types of cancer, sterility, heart disease, or damage to other major organs later in life

Silencing the “Inner Saboteur” – RuPaul Charles



Grief and Loss Stages (Elisabeth Kubler-Ross)



Pronouns

How would you like me to refer to you?

My name is Chris, and my pronouns are he, him, and his. What about you?

Can you remind me which pronouns you like to use for yourself?

Email signatures, Zoom calls, name tags, badge holders, etc...

PRONOUNS

A Helpful Resource

Pronouns are words that substitute for nouns. Gender pronouns are used in place of a person's name. This list is not exhaustive but is a good place to start!

Binary and Gender Neutral Pronouns

	Nominative (Subject)	Objective (Object)	Possessive Adjective	Possessive Pronoun	Reflexive
She	She	Her	Her	Hers	Herself
He	He	Him	His	His	Himself
They	They	Them	Their	Theirs	Themselves
Ze	Ze	Hir	Hir	Hirs	Hirself
Ey	Ey	Em	Eir	Eirs	Eirself

What's in a Name?

“Dead Name” – the name assigned at birth (on birth certificate) which the trans-individual no longer wishes to use.

Not all trans-identified or non-binary individuals go through the process of legally changing their dead name. As with anything else about a person's life, this is a personal decision.

Purposefully using an individual's dead name or deliberately misgendering them is a form of aggression towards that individual. Everyone makes mistakes, but when done with intent to belittle/shame, it's not only offensive but dangerous!



A Reminder...




Microaggressions in the Classroom


Microaggressions often come from a desire to be helpful.


Wow, you don't act gay.


You don't look that trans to me.

That's SO queer!!

 Reactions to same sex physical contact

 Overly intrusive questions

 Bathrooms/changing rooms

 Waiting room/lobby pictures, signage, magazines, etc...

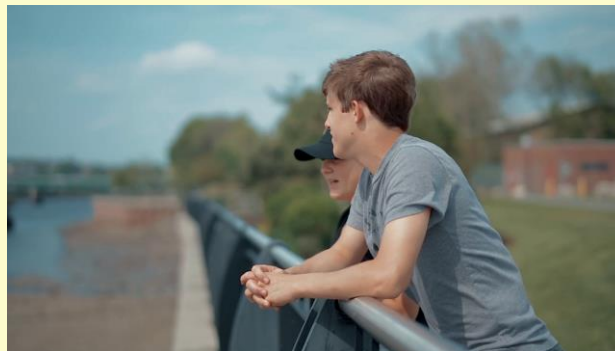
Making assumptions about:

- Boyfriends
- Girlfriends
- Romantic intent

Asking Questions

- ✓ Basic respect goes a long ways! When in doubt, ask your patient, but do it kindly.
- ✓ Is your question “supportive” or “invasive”?
- ✓ Is the information really needed for care and treatment or is it more about your curiosity?
- ✓ Right time?
- ✓ Right place?

“Oh, you’re trans? Have you had ***the surgery*** yet?”



“What’s your **real** name?”

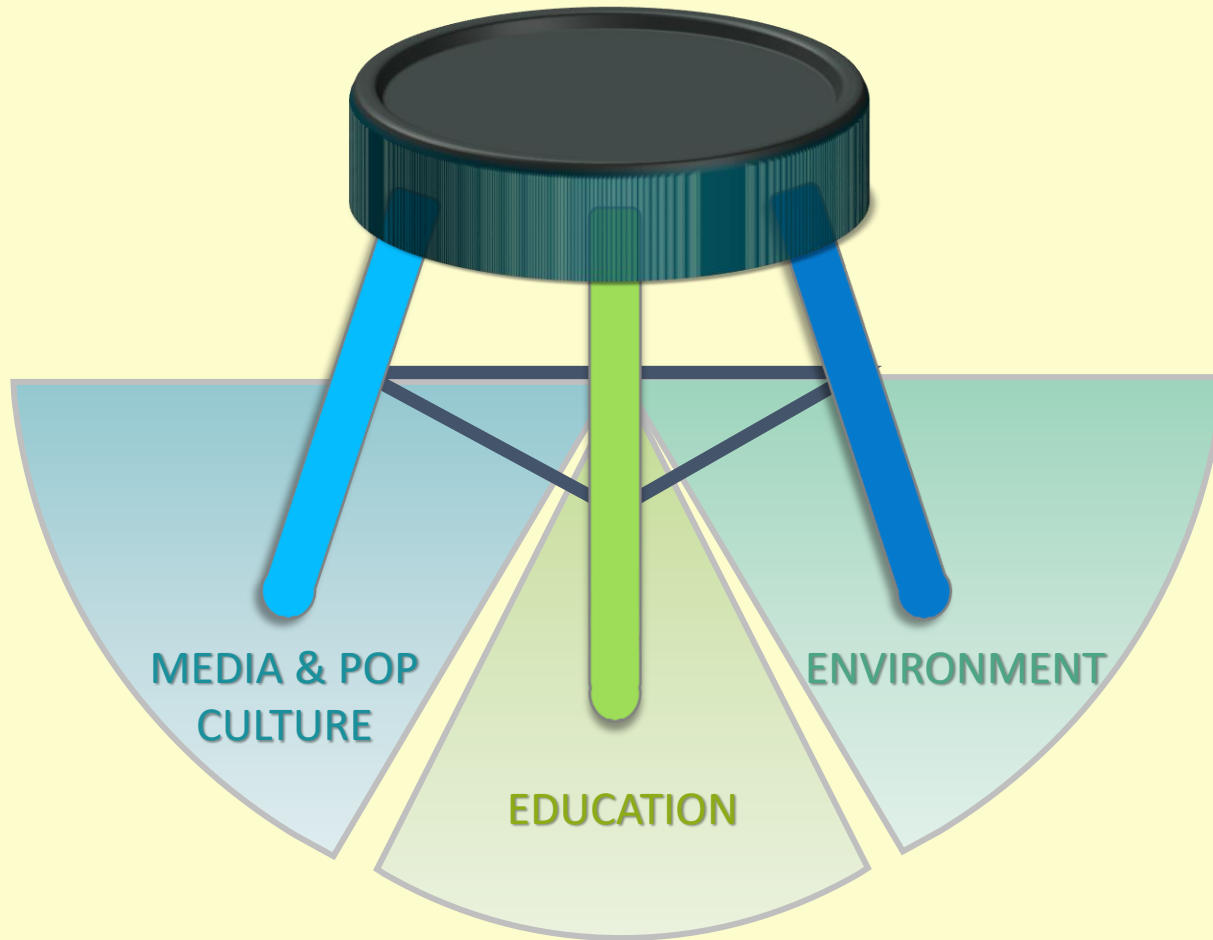
Becoming an Ally

Families, Educators & Providers: *Be An Ally*

- Make sure your environment is safe, welcoming and affirming 100% of the time
- Educate yourself and find resources to keep in your school or work
- Make sure your language (*even when joking*) is respectful and inclusive
- Watch movies or TV shows with LGBTQ characters on them and keep a dialogue going
- Be there to answer questions, offer support, or give a shoulder to cry on when needed
- Display pictures of LGBTQ role models in your classroom and office
- Offer hope whenever possible
- Integrate LGBTQ historical figures in your curriculum
- Don't make assumptions (*asking boys if they have a girlfriend or vice versa*)
- Commit to making your space free from bullying, hate speech, or discrimination
- Offer to help get a GSA (*Gay Straight Alliance or Gender Sexuality Alliance*) started in your school
- Donate to LGBTQ causes if you can, volunteer at your local homeless shelter or offer to take part in your community's Pride celebration every June

REPRESENTATION MATTERS

Representation MATTERS!



Tips for Educators

1

Challenge your documentation: Do your forms include sections for “preferred name” and “personal pronouns”? If not, change them. Remove the binary.

2

Don’t ask your students to bare the burden of having to be the “expert”. Continue to educate yourself and do your homework by staying up to date on current trends.

3

Don’t ask your student to speak on behalf of all LGBTQIA+ individuals. Treat each student as unique with their own story to tell.

4

Remember, there are different ways for trans individuals to transition. Not all want the same things.

5

It’s OK to make mistakes. Apologize sincerely when misgendering errors happen and move on.

6

Ask students which information they want shared and documented in their records to best preserve confidentiality.

REPRESENTATION MATTERS

The Call To Courage!

FORMS

**SURVEY
TOOLS**

LOBBIES

PRONOUNS

BUDDY

LEARN



Remember...

Students may not always look like or act in ways that are congruous with their expressed identity.



Be careful with assumptions!

Microaggressions often come from a desire to be helpful.



Be careful with language!

Every student is unique, every journey is individualized, every vision of one's "true self" is different.



Be careful with generalizations!

Acadia CARES – LGBTQ+ Youth



<https://northernlighthealth.org/Locations/Acadia-Hospital/Featured/Acadia-CARES/Youth-LGBTQ>

Northern Light Health – LGBTQ+ Resource Pages

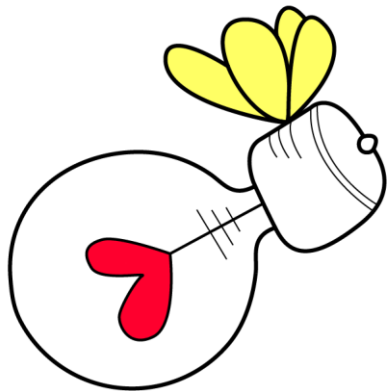
<https://northernlighthealth.org/LGBTQ>



LGBTQ+ Resources

- Home
- LGBTQ+ patients
- LGBTQ+ families and allies
- LGBTQ+ Guide for healthcare professionals
- Transgender
- Video resources
- LGBTQ+ book list

QUESTIONS



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