Review of LGBTQ+ 101 & Creating Inclusive and Affirming Spaces for Youth

EQ COUALITYMAINE

SUBJECTS

TODAY'S AGENDA



■ LGBTQ+ & Gender 101

• PART II: BEST PRACTICES

• PART III: DATA & HISTORY

Scenarios & LivedExperiences

• EXTRA RESOURCES







ON YOUR STICKY NOTES

- On your purple sticky: What is one question you have about supporting LGBTQ+ youth?
- On your blue sticky: What is one goal you have for your classroom or school culture related to LGBTQ+ competency?



EQUALITYMAINE

Founded in 1984, EqualityMaine, which includes SAGE Maine, works to support Maine's diverse LGBTQ+ population through community building, educational programs, and advocating for inclusive policies and laws.

ADVOCACY



EDUCATION



COMMUNITY





NETWORK FOR OLDER ADULTS

SAGE Maine merged with EqualityMaine in November of 2019. In 2023, the name was changed to the Network for Older Adults, or NOA. NOA provides advocacy, services and community building for older adults in Maine.









NEW LEADERS PROJECT

The New Leaders Project is a week long camp for LGBTQ+ Youth in Maine during which promotes leadership, community building, resiliency, and self empowerment. New youth programs will begin in 2023-2024.









GROUND RULES



- This is a learning opportunity
 - Allow for mistakes
 - Trust Intent, Honor Impact
- What's shared here stays here / What's learned here leaves here
- Expect lack of closure
- Any others?



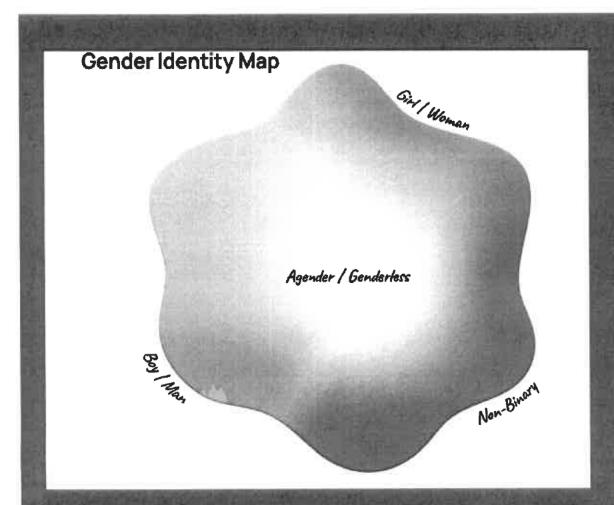
"ONCE THEY REALIZE THAT WE ARE INDEED THEIR CHILDREN, THAT WE ARE INDEED EVERYWHERE, EVERY MYTH, EVERY LIE, EVERY INNUENDO WILL BE DESTROYED ONCE AND FOR ALL."

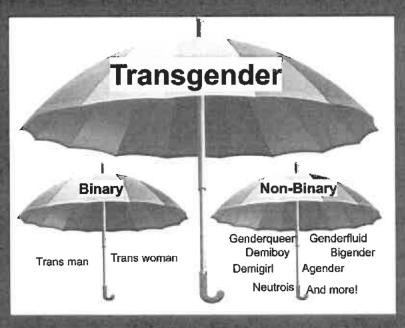
HARVEY MILK, GAY RIGHTS PIONEER & POLITICIAN

REVIEW

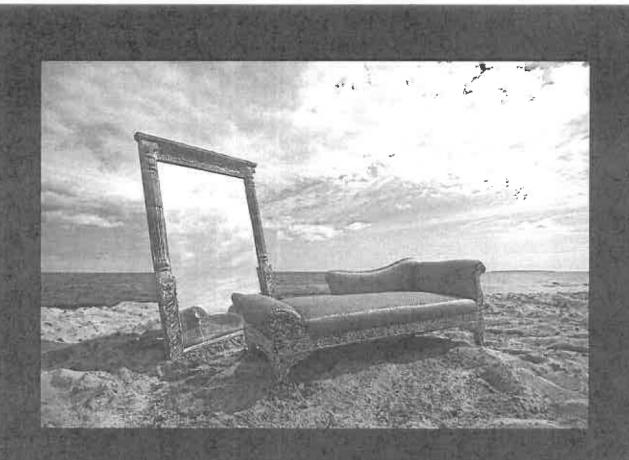
ROME ROMANIA

Sexual Orientation	Gender Identities
Lesbian - A woman/femme (or non-man) who is attracted to other women/femmes (or non-men). Some women prefer the term gay; some non-binary people use lesbian.	Transgender - An umbrella term for people whose gender identity does not align with their sex assigned at birth
Gay - People who are attracted to the same gender. Can be an unmbrella term, or used to describe men specifically.	Non-binary - someone whose gender identity is outside of, between, or rejects our societal understanding of the gender binary
Queer - In a basic sense, people who are not hetero and/or cis	Genderqueer, Gender Expansive, Gender non- confirming - gender identitiy or expressions does not conform to societal constructs of the binary
Bisexual+ - Attraction to two or more genders Pansexual - Attraction regardless of gender or any/all	Two-Spirit (2S) - A modern term to bridge Indigenous and western ideas of sexuality and gender
Asexual - Little to no sexual attraction/desire	Agender - Lack of gender









Language Evolution & Mirroring



Gender

Gender describes the set of societal ideas about what it means to be masculine or feminine. Gender is different from assigned sex at birth. It is socially constructed, varies from culture to culture, and changes over time.

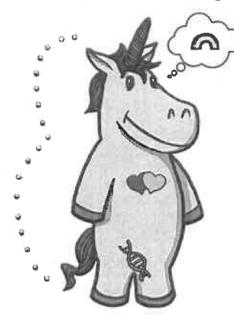
vs. Gender Identity

Gender identity is our deeply held and personal sense of our own gender identity



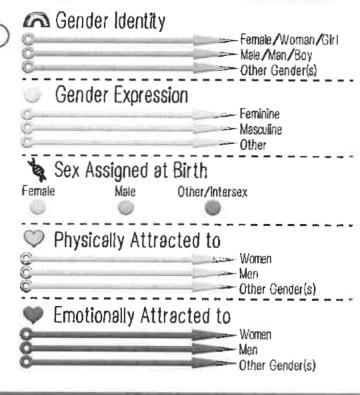
The Gender Unicorn





To learn more, go to: www.transstudent.org/gender

Design by Landyn Pan and Anna Moore





Gender Discussion - Group Discussion

At your groups/tables: Discuss a time when you had to perform gender.
What was the context? How did it feel?

Or, in small groups, discuss your sticky note respone to:

What is one goal you have for your classroom or school culture related to LGBTQ+ Competency?



Gender Identities	Continued.	Continued.		Sex / Assigned Sex
Transgender	Girl/Woman	Cisgender		at Birth
Non-binary	Boy/Man	Agender	1/57	Female
Genderqueer	Transfemme/ Transfeminine	Pangender		Male
Two-Spirit (2S)	Transmasc/ Transmasculine	Third Gender		AFAB*
Bigender	Gender Fluid	and so on		AMAB*



"ACTIONS MAY SPEAK LOUDER THAN WORDS BUT PATTERNS SCREAM THE LOUDEST."

CHRISTINE E. SZYMANSKI

Common Pronouns

She	He	They
Her	Him	Them
Hers	His	Theirs



Gender-Neutral & Neopronouns ze/zir ze/kir xe/xem ze/hir ey/em/eir They/It They/She They/He Fae/Faer/Faers She/They

They/Them Pronouns

- 3 a → used with a singular indefinite pronoun antecedent
 - No one has to go if they don't want to.

Everyone knew where they stood ...

- E. L. Doctorow
- b → used with a singular antecedent to refer to an unknown or unspecified person

An employee with a grievance can file a complaint if they need to.

- The person who answered the phone said *they* didn't know where she was.
- c → used to refer to a single person whose gender is intentionally not revealed

A student was found with a knife and a BB gun in their backpack Monday, district spokeswoman Renee Murphy confirmed. The student, whose name has not been released, will be disciplined according to district policies, Murphy said. *They* also face charges from outside law enforcement, she said.

- Olivia Krauth
- **d** → used to refer to a single person whose gender identity is nonbinary (see NONBINARY sense c)



A GUIDE TO PRON

Best Practices - Inclusive Language

Instead of This....

Boys and Girls

Ladies and Gentlemen

Lady, Woman, Man, Guy, Mom, Dad

Try This...

Friends, Everyone, Folks

Folks, Attendees, Visitors

This Person, This Visitor, This Parent

Turn the activity into a title! Artists, Sceintists,

Mathmeticians, Writers, etc



Outdated & Updated Language

河 搏 轉 肾 肾 肾 胃 肾 肾 胃 胃 胃 胃 胃 胃

Outdated Words/Terminology

Affirming Words/Terminology

Lifestyle or Preference, Preferred

Hermaphodite

Transsexual*

Sex Change, Sex Reassignment

Homosexual

Orientation, Identity, Pronouns

Intersex

Trans or Transgender (NOT Transgendered)

Gender Affirming Care, Transition Care

Gay / Lesbian / Other Identities







- Ask people for their names and pronouns, if they're comfortable
- Adopt gender-inclusive language = Avoid gendered language
- Avoid assumptions about people
- Mistakes happen there are best practices for correcting mistakes
- Everyone in the LGBTQ+ community is an individual

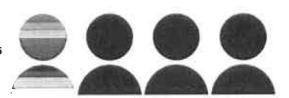


PART III - Data & History

"DO YOU ELEVATE LGBTQ
LIVES AND CRITICALLY
EXAMINE THE INVISIBILITY OF
MAJORITY CHARACTERISTICS?
ONE OF DATA'S STRENGTHS IS
ITS POWER TO TELL STORIES,
WHICH CAN SHIFTS HEARTS
AND MINDS AND ENCOURAGE
OTHERS TO TAKE ACTION."

KEVIN GUYAN, QUEER DATA

26.2% of Maine high school students identify as LGBTQ+ (more than 14,000).



That's more than 1 in 4 students.

MAP - Movement Advancement Project

https://www.lgbtmap.org/

Maine Integrated
Youth Health Survey

LGBTQ+ students are more likely to experience violence and discrimination at home and at school than non-LGBTQ+ students.



LGBTQ+ students are **twice as likely** to say that violence or the threat of violence in their home made them consider leaving home.

LGBTQ+ 34%



LGBTQ+ students are twice as likely to have four or more adverse childhood experiences.*

LGBTQ+ 42%



LGBTQ+ students are more likely to experience offensive comments or be attacked at school because of:

Perceived sexual orientation

Gender expression

LGBTQ+ 34%

34%

34%

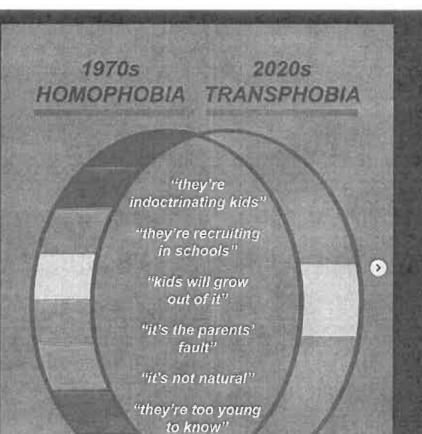
34%



LGBTQ+ students are more likely to be bullied at school in the past 12 months.

13%





merican.



mattxiv 🌼



802 posts

matt bernstein he

friendly queer jew host of @abitfruity @ link.chtbl.com

Followed by brittany



nails



playlists



coming out



Creating Welcoming and Affirming Spaces

- Names and Pronouns
- Athletics
- Restrooms and Facilities
- Field Trip / Overnight Policies
- Gender Transition Support Policies
- Dress Codes
- Classroom Routines, Language Use







Four Core Principals

Educate

Training, Curriuculum

Affirm

Policies, Practices

Include

Windows and Mirrors, Inclusive Classrooms and extracurriculars

Disrupt

Students, Parents, Community





Four Core Principals

Educate

Training for School Leaders, Staff, Curriuculum Development

Affirm

Policies, Practices

Include

Windows and Mirrors, Inclusive Classrooms and extracurriculars

Disrupt

Ask Questions, promote school norms/culture, provide resources



Scenario I

You're on hall way duty and an openly gay student walks into the bathroom. You hear another student to his friends "well now I need to be careful when I go to the bathroom".

What do you do? How do you respond? In whats way can this be prevented?



Scenario II

A trans middle school student reports that several of their classmates are deadnaming them. You have not heard the students use the person's deadname, but the student insists that it is happening regularly.

What do you do? How do you react? How could this be prevented?



Scenario III

You are co-facilitating a multi-age learning event outside in small groups. All students begin by sharing their names and pronouns. During the event, you hear your co-facilitator continue to misgender a student who shared that they use they/them pronouns. You do not have the privacy/time to have a private conversation with the co-facilitator; what do you do?



Trans & Non-binary Youth Quotes

"I want my teachers to understand that even if I wear dresses, wear pink, do my make-up, I am still a transguy- my name and pronouns do not change base on what I'm wearing."

"I want my teachers to just get my pronouns right. Don't apologize everytime - just get it right."



More Resources - Continue Learning

GLSEN

Our mission is to ensure that every member of every school community is valued and respected regardless of sexual orientation, gender identity or gender expression.

Gender-Inclusive Biology

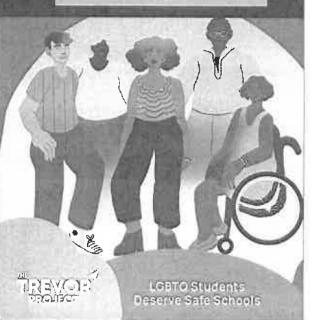


STONEWALL NATIONAL MUSEUM ARCHIVES & LIBRARY

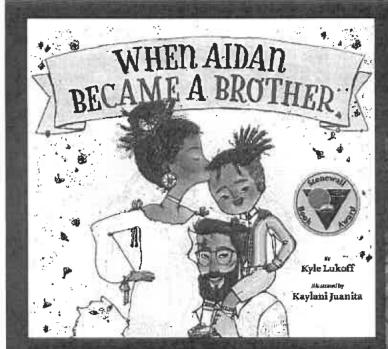


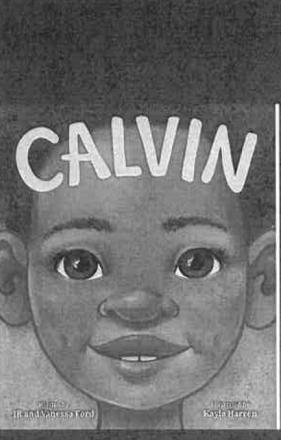










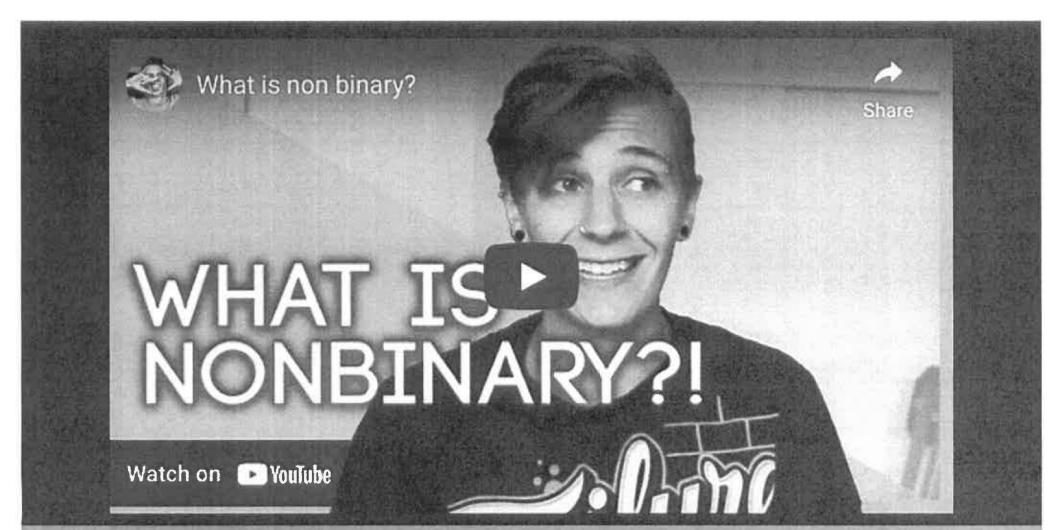






Questions & Final Thoughts



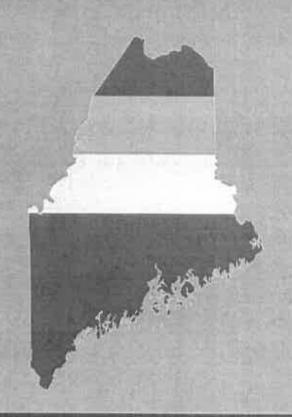


Find more of their videos: https://www.youtube.com/@AWylde



RESOURCES

THE EQUALITY COMMUNITY CENTER EQUALITYMAINE MAINETRANSNET PFLAG PORTLAND OUTRIGHT OUTRIGHT LA **NEW BEGINNINGS** KINDLING COLLECTIVE OUT MAINE GLAD HEAL FRANNIE PEABODY CENTER PLANNED PARENTHOOD MAINE FAMILY PLANNING ACLU MAINE PINETREE LEGAL PEDIATRIC GENDER CLINIC - MAINE MED **FENWAY HEALTH** THE GENDER CLINIC

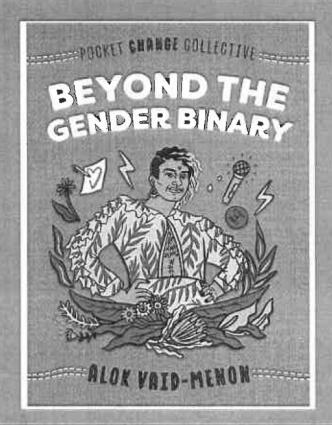


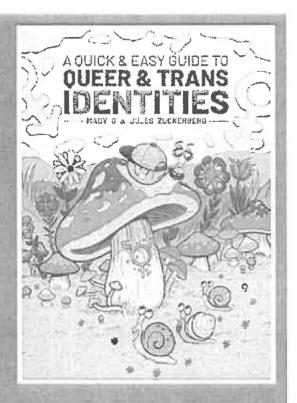


A QUICK & EASY GUIDE TO THEY/THEM PRONOUNS ARCHIE BONGIOVANNI & TRISTAN JIMERSON

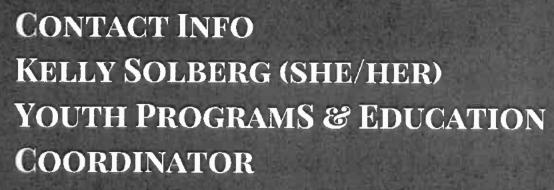


RECOMMENDED RESOURCES











EqualityMaine PO Box 1951 Portland, ME 04104

Email address

Phone number



