SUPPORTING AND INCLUDING TRANSGENDER STUDENTS IN THE CLASSROOM AND BEYOND

A Comprehensive Overview
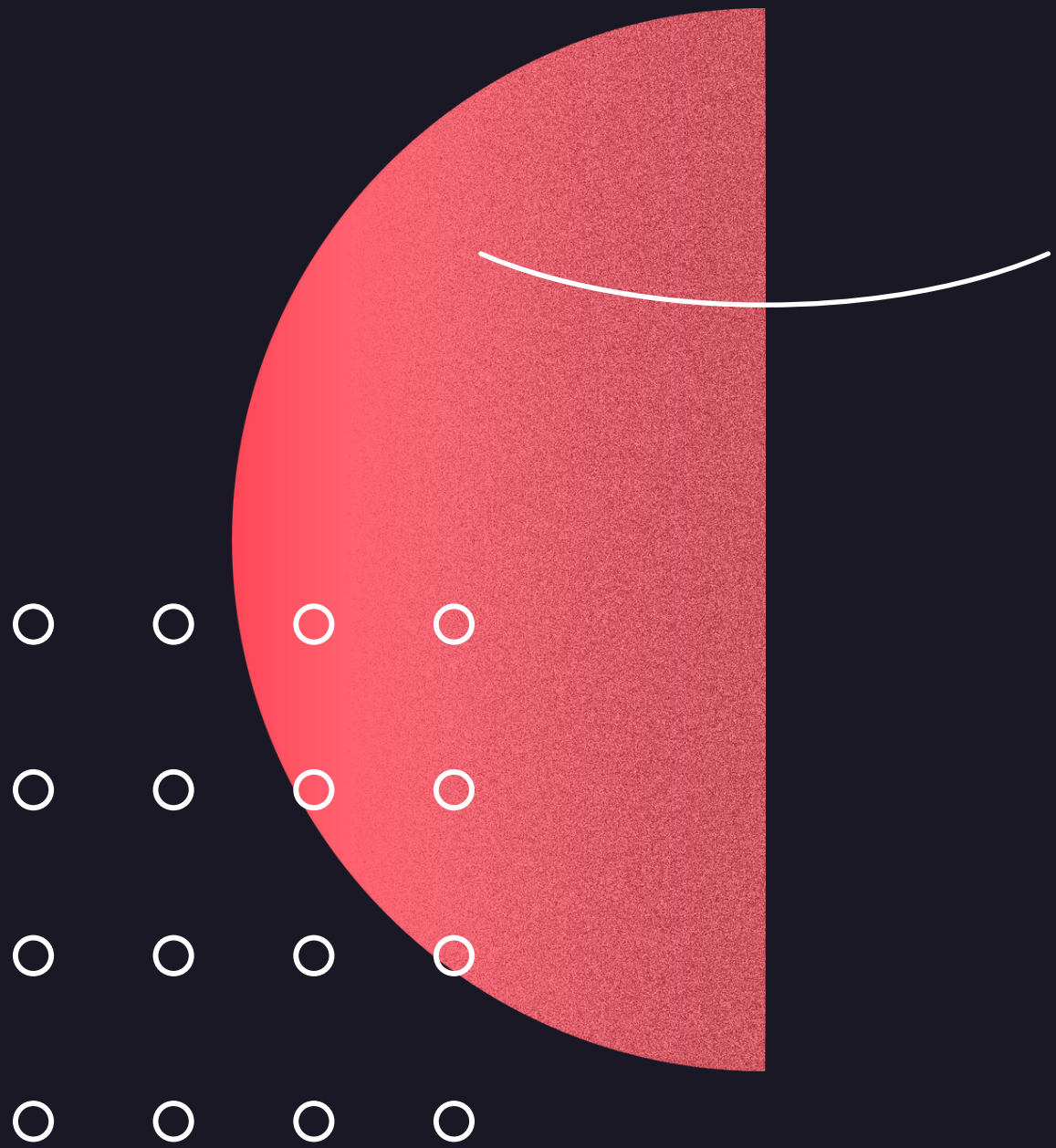Presented By Shane Diamond

WHO I AM

PHOTO COURTESY OF CHRISTINA WNEK FOR MAINE MAGAZINE
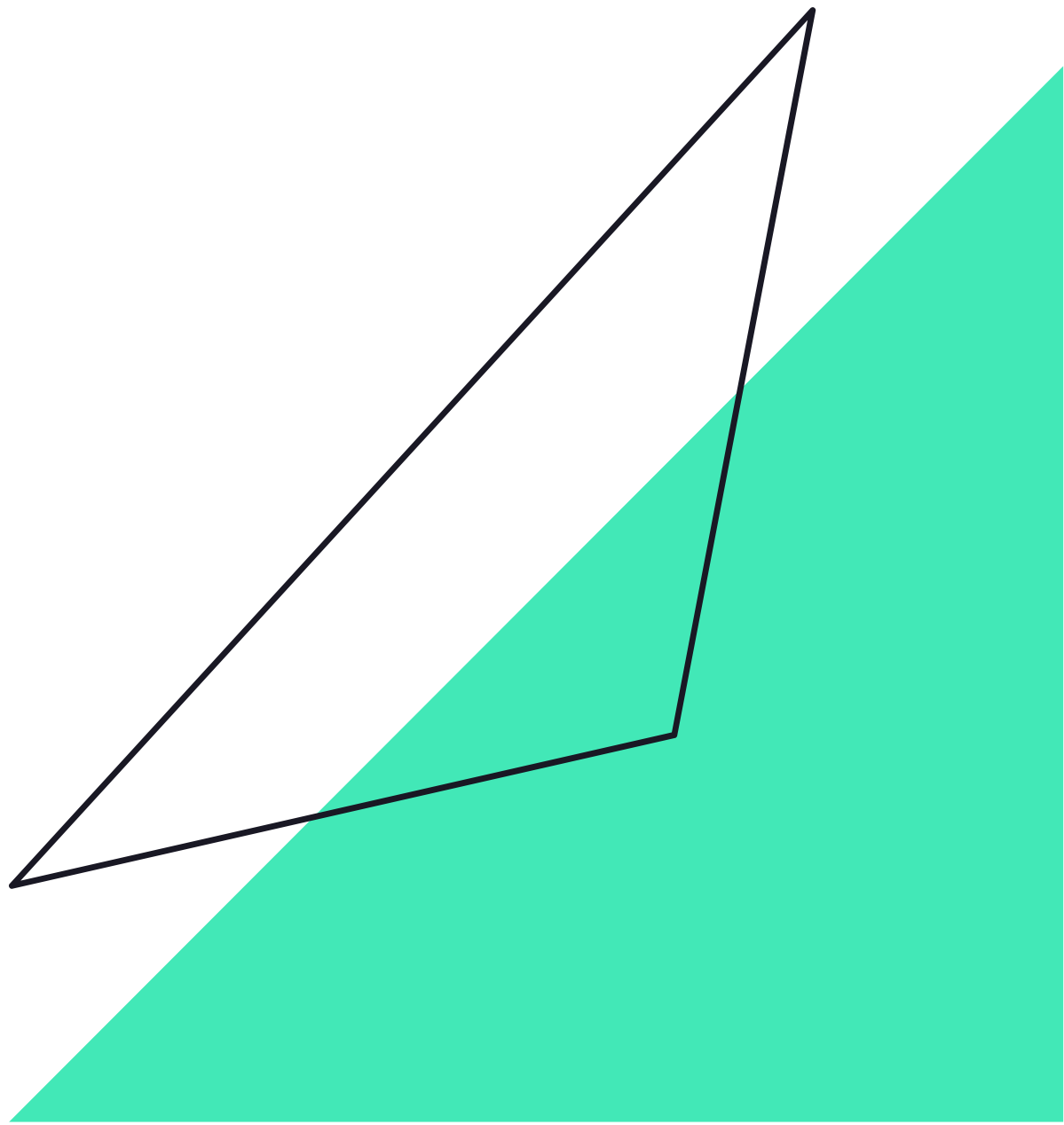
I'VE ALWAYS BEEN
WHO I AM

Outline

1. Learn some stuff

2. Do some stuff

3. Ask some questions

4. Change some stuff

Goals

01. Gain a basic level of knowledge about the transgender community directly from a trans person

02. Learn what makes a good trans-inclusive policy

03. Provide a safer space to ask questions

04. Have fun while getting it done

RULES & EXPECTATIONS

Be Present

Try and limit distractions to the best of our abilities. We'll assume that everyone is doing their best to stay engaged even if their video is off.

Listen Generously

Be mindful of your own presence in this conversation. We're all here to learn today and keep an open mind, so let's actively listen to one another and assume positive intent.

What's learned here leaves here/ What's said here stays here

While you'll learn a lot of things you can apply to your life in this training, remember that we're having a very personal dialogue, so use discretion and take the knowledge you've learned away but leave the details from the conversations here.

LANGUAGE MATTERS

The way we talk to people says a lot about how we view and respect others. In order to be fully respectful of others, we have to recognize their complete identity.

This also means understanding where curiosity and education end and privacy begins.

During this portion of the workshop we'll learn the basic language trans people use to identify themselves and the language to avoid.

Frequently Used Terms

GENDER

A spectrum influenced by societal ideas of binary gender.

GENDER IDENTITY

Your internal sense of gender, how you see yourself in your gender.

GENDER EXPRESSION

Your outward expression of your gender identity, how you want others to see your expression of your gender.

SEX // SEX ASSIGNED AT BIRTH

Sex assigned at birth based on visible genitalia.

TRANSGENDER // TRANS

A person whose gender identity differs from the one assigned to them at birth.

CISGENDER // CIS

A person whose gender identity matches the one assigned to them at birth.

Frequently Used Terms

NON-BINARY OR NONBINARY

An umbrella term for people who identify outside the gender binary. Includes genderqueer, genderfluid, agender, etc.

GENDER EXPANSIVE

A term for people who don't embody the societal expectations of binary gender. Many cisgender people are gender expansive.

QUEER

A reclaimed umbrella term for someone who is a member of the LGBTQ+ community.

TRANSITION

The process a trans person goes through to live as their authentic self. May include social, medical, or legal intervention, though it doesn't necessarily.

PRONOUNS

The words used to refer to a person other than their name. Common pronouns are they/them, he/him, she/her.

Frequently Used Terms

INTERSEX

People born with sex characteristics that don't fit binary male/female definitions. Intersex people don't all identify as trans, but it's common practice for doctors to force intersex children to undergo surgeries to "fix" their genitals. Because the child rarely has any say in this process, it's common for intersex people to identify as trans.

TRANSGENDER PERSON // TRANS PERSON
TRANSGENDER WOMAN // TRANS WOMAN
TRANSGENDER MAN // TRANS MAN

The most commonly used self-identifiers for trans folks. Trans is an adjective, not a noun.
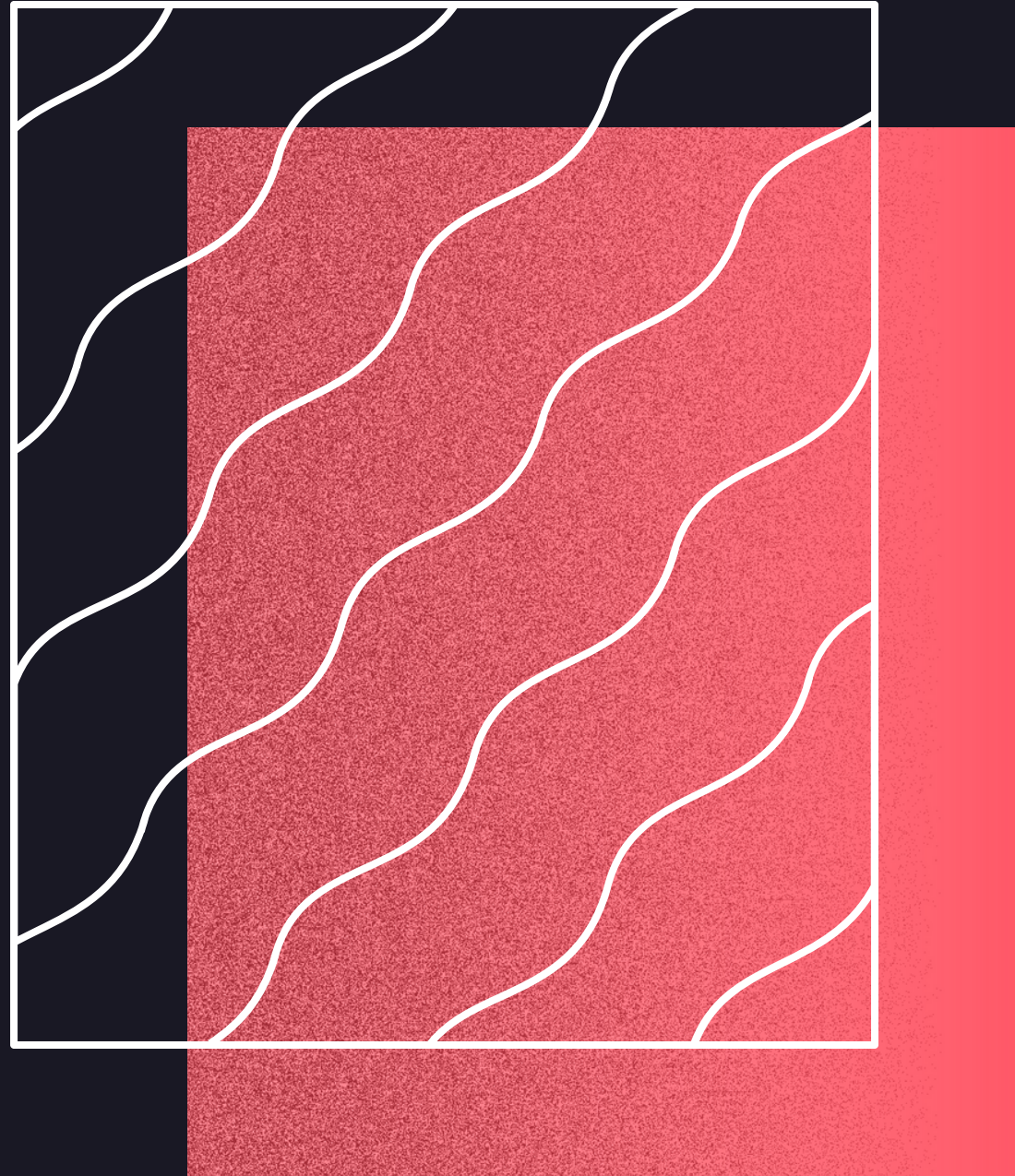
ACTIVITY TIME!

SEX, GENDER, EXPRESSION

BIOLOGICAL SEX
(chromosomes, hormones, anatomy, etc.)

| male | intersex | female |

GENDER IDENTITY
(internal sense of self)

| man | non-binary | woman |

GENDER EXPRESSION
(pronoun, hair, clothes, etc.)

| masculine | gender non-conforming | feminine |

graphic borrowed from GLAAD

SEX, GENDER, EXPRESSION

BIOLOGICAL SEX
(chromosomes, hormones, anatomy, etc.)

male · · · · · · · · · · · intersex · · · · · · · · · · · female ✗

GENDER IDENTITY
(internal sense of self)

✗ man · · · · · · · · · · · non-binary · · · · · · · · · · · woman

GENDER EXPRESSION
(pronoun, hair, clothes, etc.)

masculine ✗ · · · · · · · · · · · gender non-conforming · · · · · · · · · · · feminine

SEXUAL ORIENTATION
(romantic, emotional, or sexual feelings)

men · · · · · · · · · · · both/any/all ✗ · · · · · · · · · · · women

PREFORMING GENDER

When were you first aware of your gender identity?

Where did you learn to preform or express your gender? Who were or are your gender role models?

As an adult, do you feel safe or unsafe in your gender? When? Where?

Can you imagine what it might be like to do the same activities (going to the grocery store, traveling through TSA) if you didn't know how safe it would be for someone of your gender?

Things to keep in mind

GENDER IDENTITY ≠ SEXUAL ORIENTATION

Gender identity and sexual orientation are completely different. Gender identity informs the gender you are and sexual orientation informs how you experience attraction.
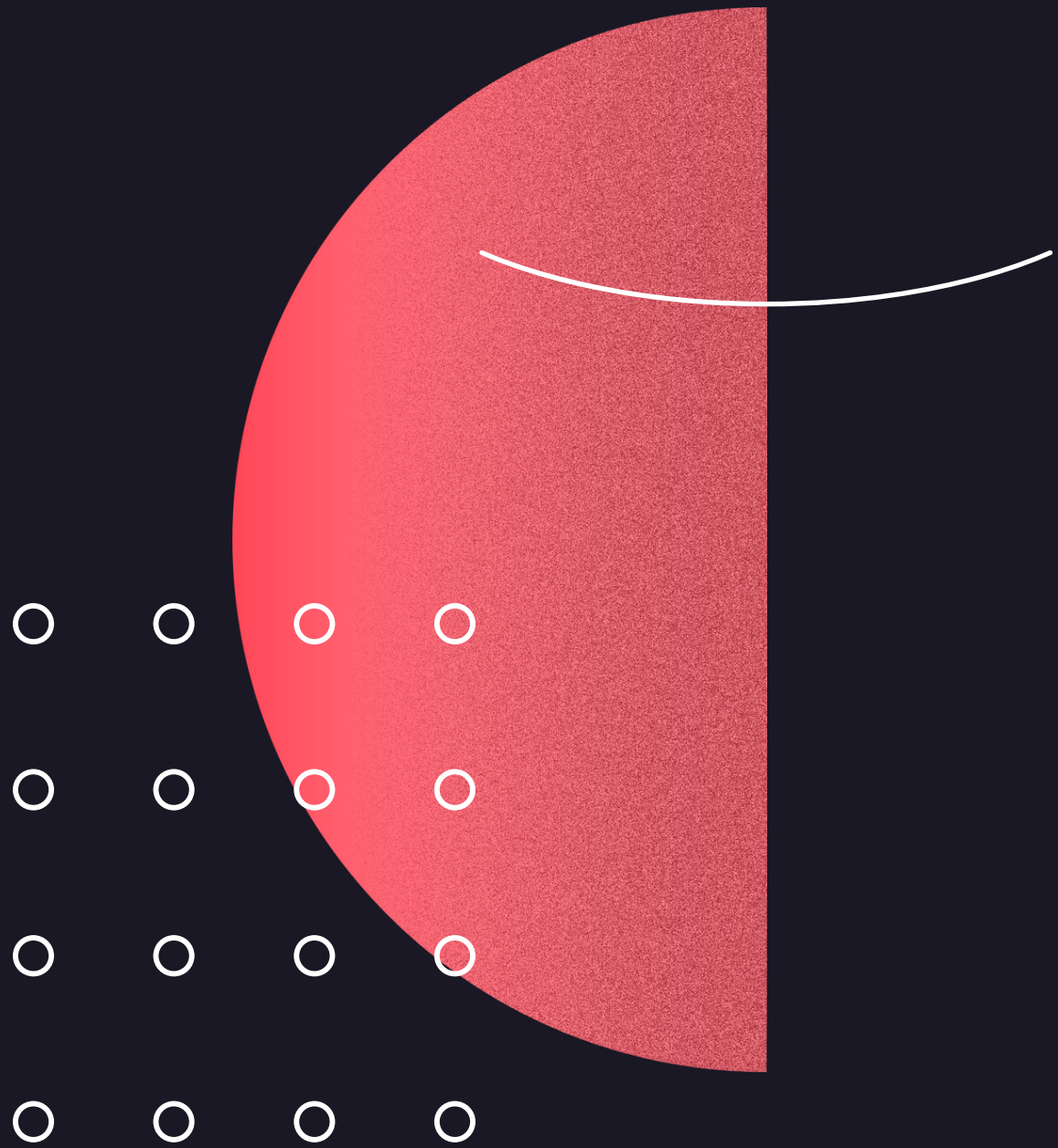
LANGUAGE IS EVOLVING

The more you know, the more you know.

GENDER IS FLUID

How we perform and present our gender changes over time regardless if you're cisgender or transgender. It's ok (and fantastic) to try new things, and to support friends or family who do, too.

Why did
we do this?

PREFORMING GENDER

Violence often ensues when people who are expected to perform their gender in a certain way, often in accordance with societal expectations of gender and gender roles, do not conform to those standards. Usually, these gender expectations would adhere to the binary of male and female.
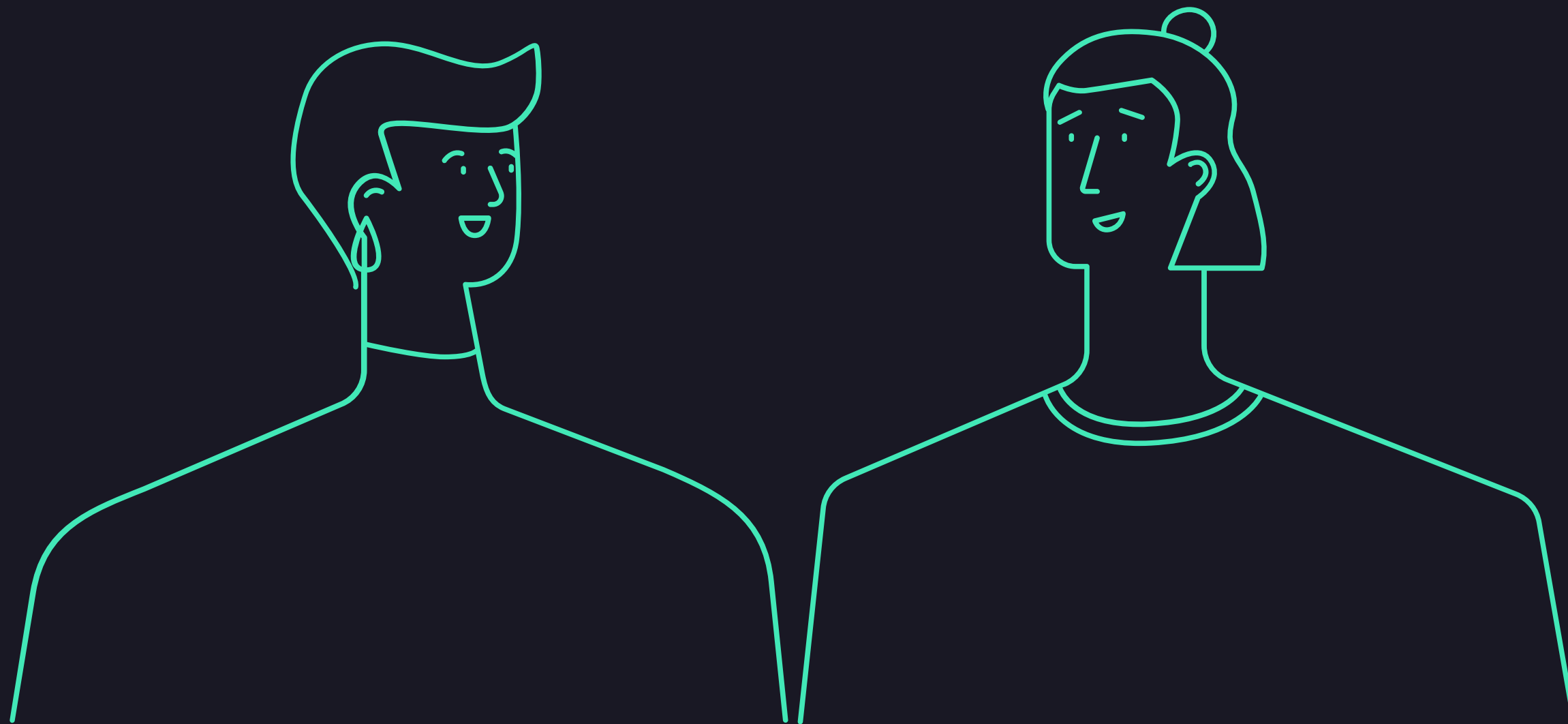
Is my gender expression a threat to you?
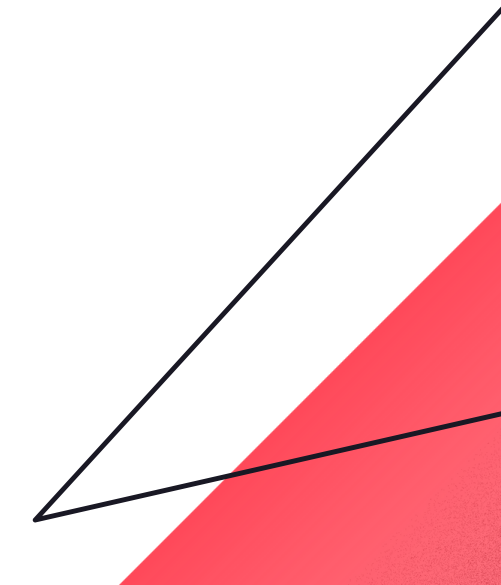
What's the next step?
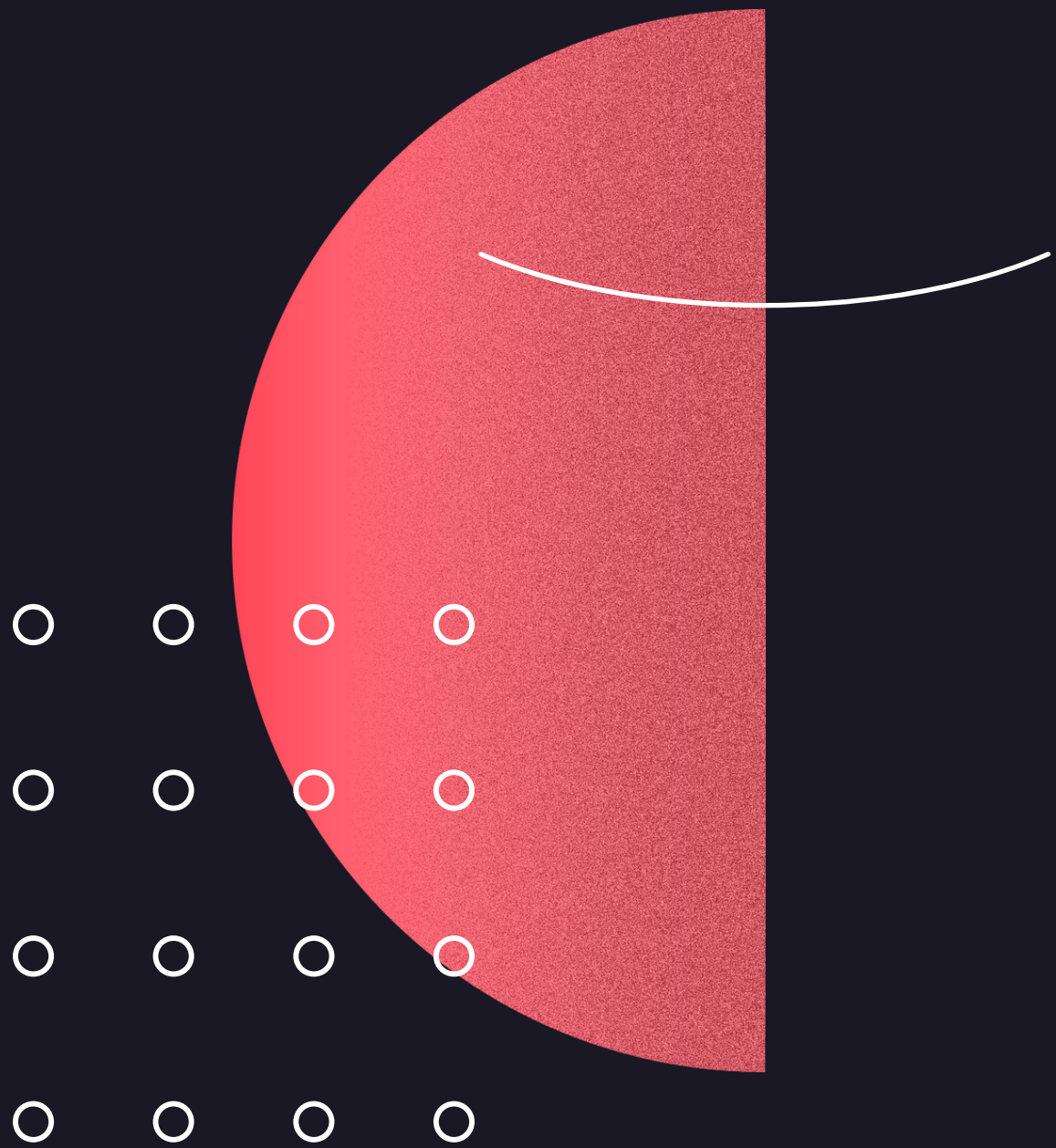
SUPPORTING
TRANS YOUTH

You want to do it!
We want you to do it!

What does support mean to the trans community?

Simply existing in a world that's still debating our humanity causes a lot of undue trauma. The people most impacted by hardships and discrimination within the trans community are transgender women of color. The life expectancy for a Black trans woman in America is 36 years. Being an ally is much more than not misgendering trans people when you talk to them.

DO

- Refer to a person by their current name and pronouns, especially if that's how they've introduced themselves to you
- Ask Google your general questions
- If you're unsure about someone's pronouns or gender identity, it's ok to ask!
- Assume best intentions
- Apologize if you make a mistake and move on
- Ask trans folks how you can support them
- Listen to what trans people share with you

DON'T

- Ask invasive questions including their name "before" or what's in their pants
- Use a dead name or pronoun
- Make assumptions about people's identities; ask someone's pronouns behind their back in front of them
- Dwell on *your* mistakes
- Use alienating language that erases or ignores trans folks - a group of people could be "y'all," not "guys"
- Accidentally out trans people without their consent (don't introduce someone as "My trans friend Lucy." etc.)

WHY IT MATTERS

The need to support trans people is more urgent than ever

- 1.8% of Gen Z identifies as transgender compared to 1.2% of millennials. In 2016, it was estimated that only .6% of US adults identified as transgender.
- 1.7% of the population have intersex traits or variations

During the 2021 legislative session, over 300 anti-LGBTQ bills were introduced across the country, making it the worst year in recorded history for LGBTQ legislative attacks. More than 75 bills in 36 states attempted to deny transgender youth the right to play sports with their peers. 9 states now have laws that ban transgender youth from participating in sports.

According to the Trevor Project, 42% of LGBTQ youth seriously considered attempting suicide in the past year, including more than half of transgender and nonbinary youth.

LET'S TALK TANGIBLE

What is a transgender-inclusive policy?

Are all trans-inclusive policies created equal?
- If a policy allows a trans person to participate as their affirmed gender only if they meet certain requirements, is that policy trans-inclusive?

Examples of model trans-inclusive policies

She's a model

Establishing Gender Identity

Gender-related identity can be shown by providing evidence in various ways, including, but not limited to:
(1) medical history,
(2) care or treatment of the gender-related identity,
(3) consistent and uniform assertion of such an identity, or
(4) any other evidence that the identity is sincerely held, part of a person's core identity, or that the person is not asserting such an identity for an improper purpose. However, this list is not exhaustive and does not describe all the ways in which gender-identity may be established.

She's a model

Consistency of Expression Not Required: While consistency and uniform assertion may be a way for an individual to indicate their gender identity, this is not a requirement that an individual consistently and uniformly assert or express themselves as "male" or "female." A student who consistently asserts their identity as gender fluid may express that gender in ways which conform with more than one gender, even from one day to the next.

Documentation Not Required: Students are not required to produce identification documents that reflect their gender identity in order for the school to treat such students consistent with their gender identity. Requiring such identification — which students are often unable to obtain — has the practical effect of limiting or denying students equal access to educational programming and activities. In general, schools must treat students consistent with the student's stated gender identity even if their education records or identification documents indicate a different sex. The school's obligation to treat a student consistent with the student's gender identity or expression does not require notice from the parent or guardian

The cheese cannot stand alone
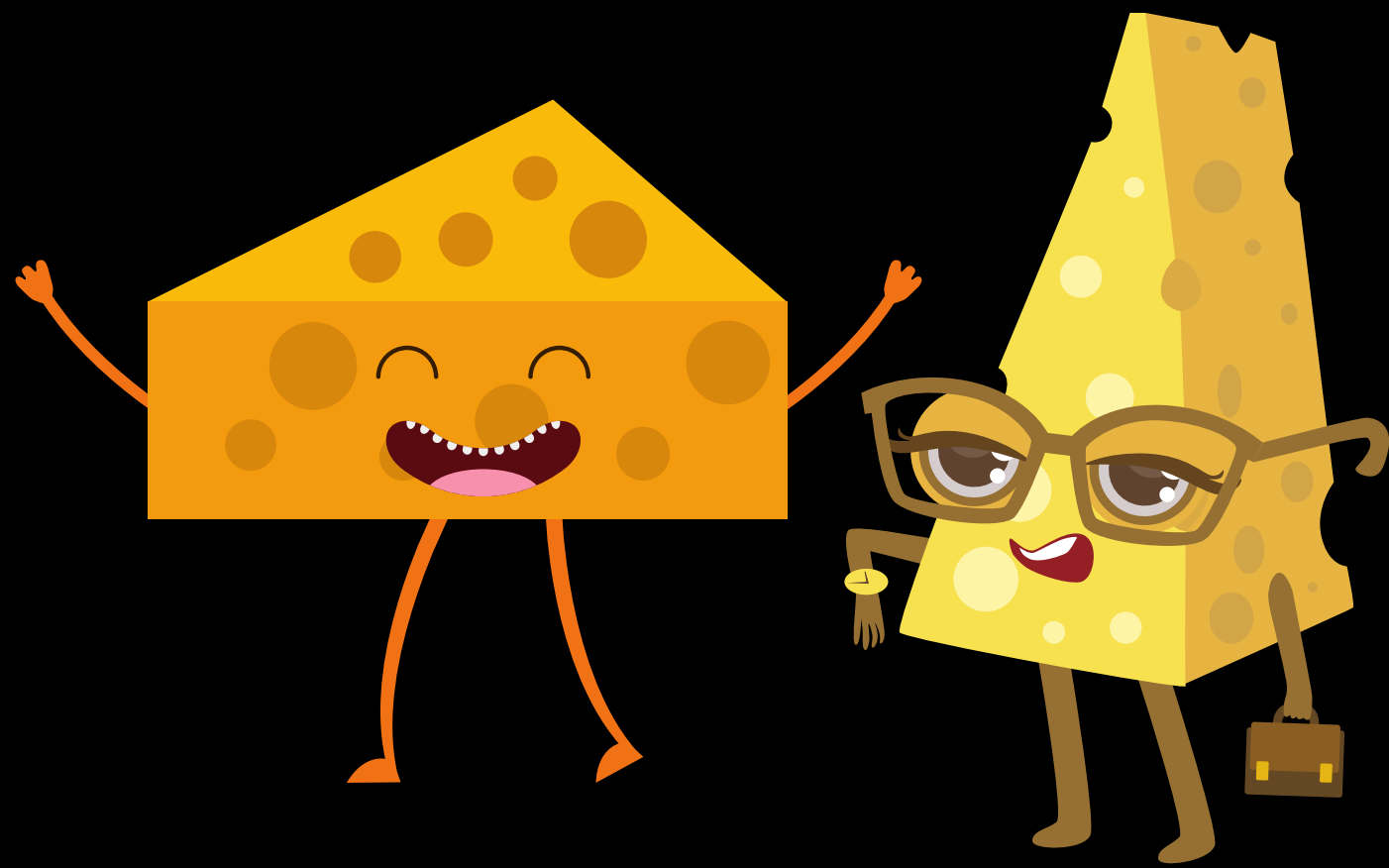
GLSEN POLICY RECOMMENDATIONS

1. Set and reinforce a vision and mission statement that is welcoming and inclusive of LGBTQ students.

2. Assess, strengthen, and monitor school climate on a regular and ongoing basis.

3. Adopt and implement clear, consistent, and comprehensive non-discrimination policies that protect and affirm students' sexual orientation, gender identity, and/or gender expression, among other characteristics (e.g., race, religion, etc.), and prohibit discrimination against students, families, and educators on those bases.

4. Ensure that anti-bullying and harassment policies enumerate and specifically include protections for LGBTQ students.

5. Ensure that discipline policies rely on positive and restorative approaches and do not disproportionately target LGBTQ youth, students of color, English Language Learners (ELL), or students with disabilities.

6. Ensure that district and school policies are designed and implemented to support transgender and gender nonconforming students, who face even more hostile school climates than other students in the LGBTQ community.3

7. Ensure that professional development and educator resources include a focus on creating inclusive learning environments in which all students, including LGBTQ students, feel safe and welcome.

8. Establish a welcoming and affirming environment for LGBTQ students and their allies.

"Each and every one of us has the capacity to be an oppressor. I want to encourage each and everyone of us to interrogate how we might be an oppressor and how we might be able to become liberators for ourselves and for each other."

LAVERNE COX

Creating safer societies for transgender people will benefit everyone. When we shape a culture that enables trans people to live safely and freely as themselves, without fear of discrimination or violence, we liberate everyone to do so.

My freedom is dependent upon yours, and yours on mine.

Q&A

WHAT YOU CAN DO

Do policies at your school or institution adhere to or reinforce the gender binary? If you have policies to support transgender students, are there requirements to medically and/or legally transition to be protected?

Make a charcuterie board!

Learn more about how everyone benefits from trans-inclusive policies by attending the Closing Keynote Session, "Why the fight for trans inclusion in sports is the civil rights issue of our time, and where we all fit into it: A screening and panel discussion of *Changing the Game*"

Next steps

View and support Changing the Game, now on Hulu and follow

us on Instagram and Twitter

Watch Disclosure (trailer here)

Track anti-LGBTQ, specifically anti-trans legislation, with

Freedom for All Americans

Follow folks like Chris Mosier, Athlete Ally, Alok Vaid-Menon,

and Chase Strangio on social media

Support Black Trans organizations

Learn more about gender identity at The Trevor Project

You can also follow me on Instagram and Twitter, or here!

Resources

CT DOE - Guidance on Civil Rights Protections and Supports for Transgender Students
https://portal.ct.gov/-/media/SDE/Title-IX/transgender_guidance.pdf?la=en

GLSEN Respect for All - Policy Recommendations to Support LGBTQ Students
https://www.glsen.org/activity/respect-all-policy-recommendations-support-lgbtq-students

Freedom for All Americans Legislative Tracker
https://freedomforallamericans.org/legislative-tracker/

K-12 Policies for Transgender Inclusion in Sport by State, Chris Mosier
https://www.transathlete.com/k-12

Athlete Ally - The Future of Women's Sports Includes Transgender Women and Girls
https://www.athleteally.org/future-womens-sport-includes-trans-women-girls/

NOW GO OUT AND DO IT!

ONE MUST CHAMPION ONESELF AND SAY