Let Them Be - Supporting our LGBTQIA+ Youths

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Welcoming Schools

Welcoming Schools Video
What does LGBTQIA+ Mean?

• LGBTQIA+- Lesbian, Gay, Bisexual/Pansexual, Transgender, Queer/Questioning, Intersex, Asexual/Aromantic and more
  – Lesbian- Someone non-male who is attracted to people who are non-male
  – Gay- Someone non-female who is attracted to people who are non-female
  – Bisexual- Someone who is attracted to more than one gender but still has preference on gender
  – Transgender- Someone whose gender identity does not match the sex they were assigned with at birth
  – Queer/Questioning- This word has been used against the LGBTQIA+ community, but it can now be used as a label to express uncertainty is someone sexuality
  – Intersex- A person that is born with a varying combination of male and female biological traits (chromosome patterns, gonads, or genitals) that don't fit typical binary notions of male or female bodies
What does LGBTQIA+ Mean?

- **Pansexual** - Someone who is attracted to anyone of any gender and does not have preference of gender
- **Asexual** - Someone who doesn’t experience any sexual attraction to anyone
- **Aromantic** - Someone who doesn’t experience any romantic attraction to anyone
- **Two spirit (2s)** - Two spirit is an Indigenous-created word for traditionally recognized identities. It means different things in each nation and to each person who holds that identity, and it is an identity that is culturally-specific, meaning that it belongs to Indigenous communities and cannot be used by non-Indigenous.
Genderbread Person

- Identity
- Orientation
- Expression
- Sex
**Assigned Sex vs. Gender Identity**

- **Assigned Sex** - male or female status assigned at birth usually based on the appearance of external anatomy – “binary” options

- **Intersex possibility**

- **Gender Identity** - A person's internal, deeply held sense of their gender

- ‘Transgender’ = an umbrella term for people whose gender identity does not match the sex they were assigned at birth.
Gender Identity vs. Sexual Orientation

- How I identify myself
  - Cisgender (identity aligns with assigned sex at birth)
  - Transgender (identity is different than assigned sex at birth)
  - Male, Female, Trans/Non-binary: both a specific identity and an umbrella term for gender identities outside of the gender binary. Gender fluid, etc...

- Who I am attracted to (physically, sexually, socially, emotionally)
  - Heterosexual, homosexual, asexual...gay, lesbian, straight, bisexual, queer, pansexual
Terminology changes but we can never go wrong with just asking and responding to how a person wishes to be addressed.

Mirroring: Regardless of their sex assigned at birth-
-If a person has the gender identity of boy, they are a boy.
-If a person has the gender identity of a girl, they are a girl.
The Gender Unicorn

Gender Identity
- Female/Woman/Girl
- Male/Man/Boy
- Other Gender(s)

Gender Expression
- Feminine
- Masculine
- Other

Sex Assigned at Birth
- Female
- Male
- Other/Intersex

Physically Attracted to
- Women
- Men
- Other Gender(s)

Emotionally Attracted to
- Women
- Men
- Other Gender(s)

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

Design by Landyn Pan and Anna Moore
Why do we ask pronouns

• To show respect for all individuals

• Some fearful to initiate sharing
  • Safety is a concern, and fear of rejection is powerful too

• To avoid Microaggressions
  • Indirect, subtle, or unintentional comments or actions that make an individual of a marginalized group feel unwelcome, disrespected, or insulted (this is a subtle form of discrimination).
  • Examples of Microaggressions for LGBT+: -"that’s so gay" - "It's Adam and Eve, not Adam and Steve" - "You're not man enough" "Science says there are only 2 genders"

• To express inclusion and acceptance of all = sense of belonging = safe space = ideal conditions for best learning
Normalize Talking About Pronouns

The community wants to normalize sharing pronouns or displaying pronouns. Even if you aren’t part of the community or think your pronouns are “obvious”, sharing your pronouns in different ways help people whose pronouns don’t seem as “obvious” to be able to share their pronouns without seeming weird.

Different ways to share your own pronouns:

Using your pronouns when you introduce yourself.
   In person: Hello, my name is Sam, and I use she/her pronouns.
   In writing: Hello I’m Alex (she/they).

Putting your pronouns in your email signature

Have something in your classroom that shows your support for the community.
   Flag, Pronouns, sign, sticker…

We are all changing, and a someone you knew a year ago might not be 100% the same now. Give people that chance to reintroduce themselves. If you have a question about a person’s name or pronouns, ask them privately!
# Gender Pronouns

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

<table>
<thead>
<tr>
<th>Subjective</th>
<th>Objective</th>
<th>Possessive</th>
<th>Reflexive</th>
<th>Example</th>
</tr>
</thead>
<tbody>
<tr>
<td>She</td>
<td>Her</td>
<td>Hers</td>
<td>Herself</td>
<td>She is speaking. I listened to her. The backpack is hers.</td>
</tr>
<tr>
<td>He</td>
<td>Him</td>
<td>His</td>
<td>Himself</td>
<td>He is speaking. I listened to him. The backpack is his.</td>
</tr>
<tr>
<td>They</td>
<td>Them</td>
<td>Theirs</td>
<td>Themselves</td>
<td>They are speaking. I listened to them. The backpack is theirs.</td>
</tr>
<tr>
<td>Ze</td>
<td>Hir/Zir</td>
<td>Hirs/Zirs</td>
<td>Hirself/Zirself</td>
<td>Ze is speaking. I listened to hir. The backpack is zirs.</td>
</tr>
</tbody>
</table>

Design by Landyn Pan

For more information, go to transstudent.org/graphics
**Sentence Starters**

- If you are not certain which pronoun to use, ask the person,
  
  “Are you comfortable sharing the pronouns that you use?”

- “I want to be supportive and I’m uncertain what words to use.”

- “I’m still learning so please let me know if I make a mistake as I don’t mean to be disrespectful.”

How comfortable are you asking an individual their pronouns?

(Not at all, Somewhat, Mostly, or Completely)
Tripping gracefully

• We all mess up sometimes, and that’s okay.
• It’s important to understand how to minimize harm and move forward:
  • Apologize
  • Immediately correct your mistake
  • Move on with new learning
<table>
<thead>
<tr>
<th>Instead of this Gender-Based Practice</th>
<th>Try this Gender-Neutral Option</th>
</tr>
</thead>
<tbody>
<tr>
<td>Referring to students as “boys and girls,” “ladies and gentlemen” Or Referring to a group as “guys”</td>
<td>Refer to students as friends, learners, scholars, pals, folks, humans, people, everyone</td>
</tr>
<tr>
<td></td>
<td>Refer to students as experts in the field they’re working in (Readers, writers, scientists,</td>
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<tr>
<td></td>
<td>mathematicians, historians, artists, athletes, etc.)</td>
</tr>
<tr>
<td>Assuming someone’s gender means they will like something (A girl student is asked if her favorite</td>
<td>Ask students what their interests are without making assumptions about the answer</td>
</tr>
<tr>
<td>color is pink. A boy student is asked if he likes football.)</td>
<td></td>
</tr>
<tr>
<td>Separating by boys/girls for two groups</td>
<td>Separating by last names (A-L and M-Z)</td>
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<tr>
<td></td>
<td>Separating by birthday month (January-June and July-December)</td>
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<td></td>
<td>Separating by a “this or that” question (Fall or Winter? Carrots or broccoli? French toast or</td>
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<td></td>
<td>Pancakes?)</td>
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<td></td>
<td>Count off by 2s</td>
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<td></td>
<td>Equity Sticks (Popsicle sticks)</td>
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<td>Events such as Father-Daughter Dances</td>
<td>Family Dances</td>
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<tr>
<td>Prom King and Prom Queen</td>
<td>Royal Court</td>
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<tr>
<td>Boys play with trucks and blocks Girls play dress up and with cooking toys</td>
<td>Let all children participate in all activities</td>
</tr>
<tr>
<td>Blue graduation gowns for boys White graduation gowns for girls</td>
<td>One color for all graduates or let students choose</td>
</tr>
<tr>
<td>For formal events, boys must wear pants and girls must wear dresses</td>
<td>For formal events, wear white tops and black bottoms</td>
</tr>
</tbody>
</table>
The Data

- 45% of LGBTQIA+ youth seriously considered attempting suicide in the past year.*
- 14% of LGBTQIA+ youth attempted suicide in the past year.*

- Fewer than 1 in 3 transgender and nonbinary youth found their home to be gender-affirming.*

- 60% of LGBTQIA+ youth who wanted mental health care in the past year were not able to get it.*
  
  *The Trevor Project, 2022 National Survey on LGBTQ Youth Mental Health
Support

• LGBTQIA+ youth who felt high support from their family reported attempting suicide at less than half the rate of those who felt low or moderate social support.*

• LGBTQIA+ youth who found their school to be LGBTQIA+-affirming reported lower rates of attempting suicide.*

• LGBTQIA+ youth who live in a community that is accepting of LGBTQIA+ people reported significantly lower rates of attempting suicide than those who do not.*

*The Trevor Project, 2022 National Survey on LGBTQ Youth Mental Health
Current Legislation

• 45 states have introduced over 650 bills aimed at limiting the rights of LGBTQIA+ youth and communities.
• **A record 70** anti-LGBTQ laws have been enacted so far this year, including:
  • Laws banning gender affirming care for transgender youth: 15
  • Laws requiring or allowing misgendering of transgender students: 7
  • Laws targeting drag performances: 2
  • Laws creating a license to discriminate: 3
  • Laws censoring school curriculum, including books: 4
LGBTQIA+ Youth in School

- 84% of trans and nonbinary youth feel unsafe at school.

- Nearly 82% of LGBTQIA+ students ages 13-21 reported feeling unsafe while at school last year.

- 68% said they felt unsafe because of their sexual orientation and gender identity or expression.
Being an Ally

Being a good ally has 3 components.
1. Being accepted
2. Taking Action
3. Having Humility
Being Accepting

• Feeling safe and supported.
• Wanting equal rights for everyone and caring that people are treated fairly.
• Letting them know that you are a safe space for them.
Taking Action

• Advocate for the group, raise awareness, defend the group.
• Allies are people who take action to improve the climate around them and themselves.
  • Do you educate yourself?
  • Confronting bias, ex: your friend makes a comment, do you respond?
Having Humility

• Being a good listener.
• Open to correction.
• Willing to learn.
• Listen more than you speak.
  • It’s not about you. Don’t be afraid to listen to the story of others without bringing yourself in.

Understand that mistakes will be made, you just need to keep trying!
Thank You!

• Did you know NYS Pride PTSA is a Statewide Unit!

• Have you joined?