SUPPORTING TRANSGENDER AND GENDER EXPANSIVE STUDENTS

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She/her/hers

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GOALS FOR OUR TIME

- Review language and terminology
- Discuss factors influencing gender development
- Review professional and practical skills for creating gender inclusive school environments

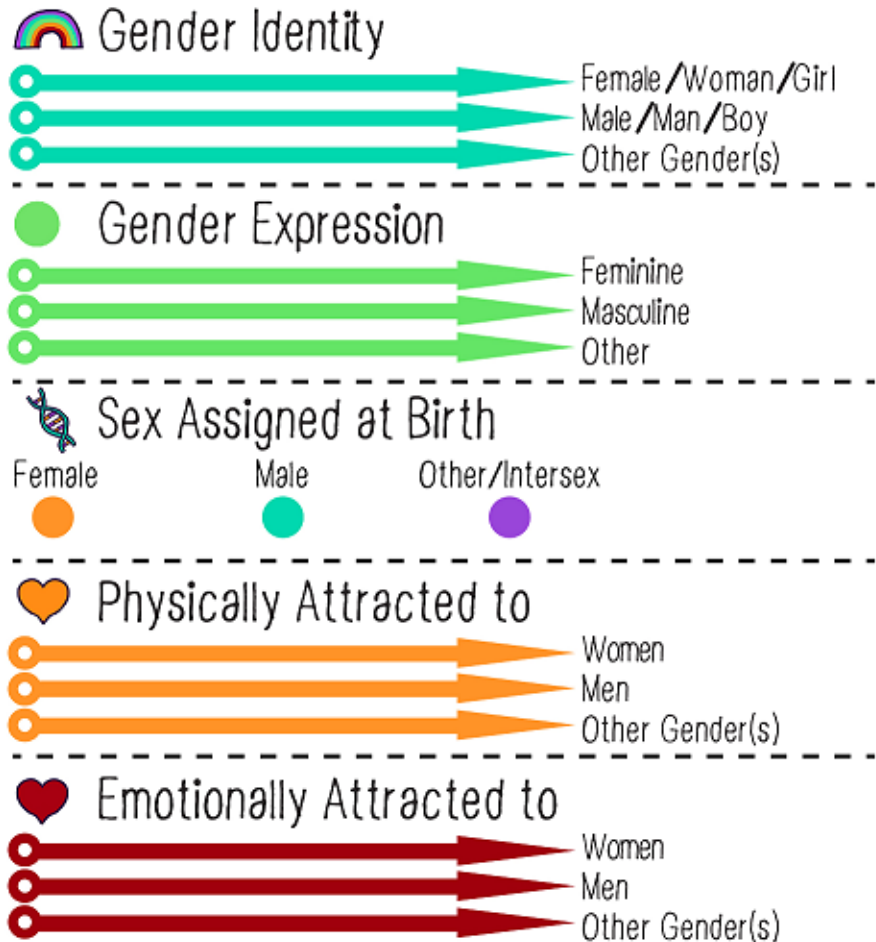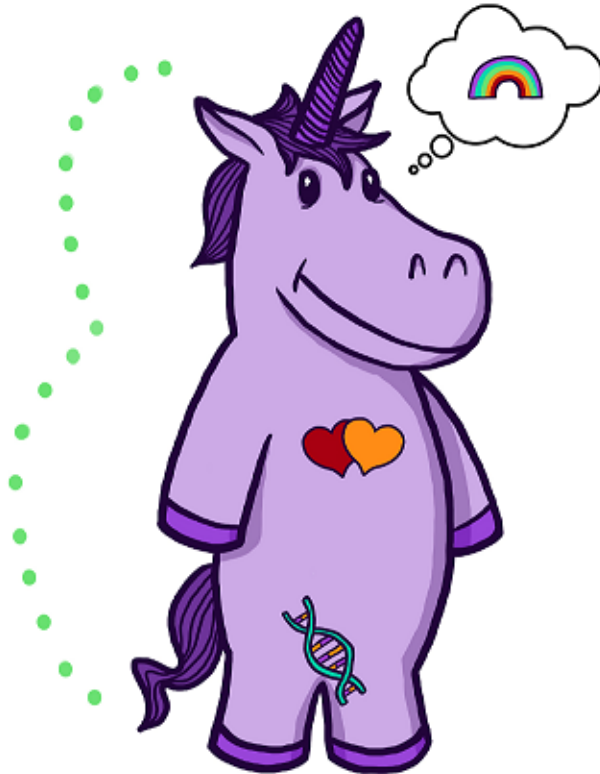**Children's Hospital of Philadelphia**®

BREAKING IT ALL DOWN

- Sex – biologically defined

- Gender & Gender roles– socially constructed

- Gender identity – how an individual sees oneself as a gendered being

- Sexual orientation – how an individual describes their attraction to others

Gender Identity ≠ Sexual Orientation

The Gender Unicorn

Graphic by: TSER — Trans Student Educational Resources

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

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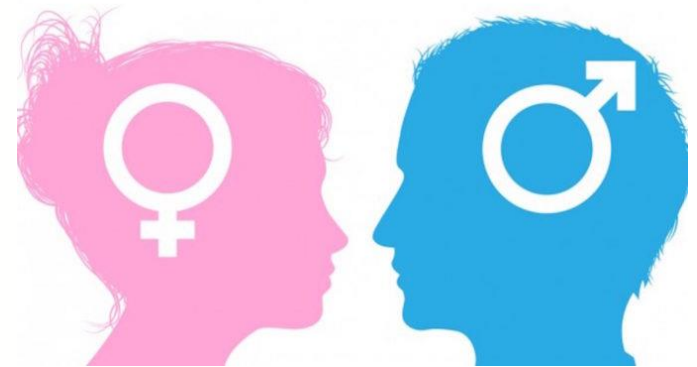
WHERE DO WE LEARN THE RULES ABOUT GENDER?

- Share and discuss:

What are messages you received about gender while growing up from your parents/family?

- Where else do we receive messages?

GENDER IS ALL AROUND US

- Often receive our first messages about gender at a young age

- Messages may embody stereotypes or challenge such stereotypes

- Influenced by social norms

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TRADITIONAL BINARY IDENTITY MODEL

Biological sex   **Male**   **Female**

                            ↓   ↓

Gender Identity   **Man**   **Woman**

                        Cisgender

                            ↓   ↓

Sexual Orientation   **Attracted to Women**   **Attracted to Men**

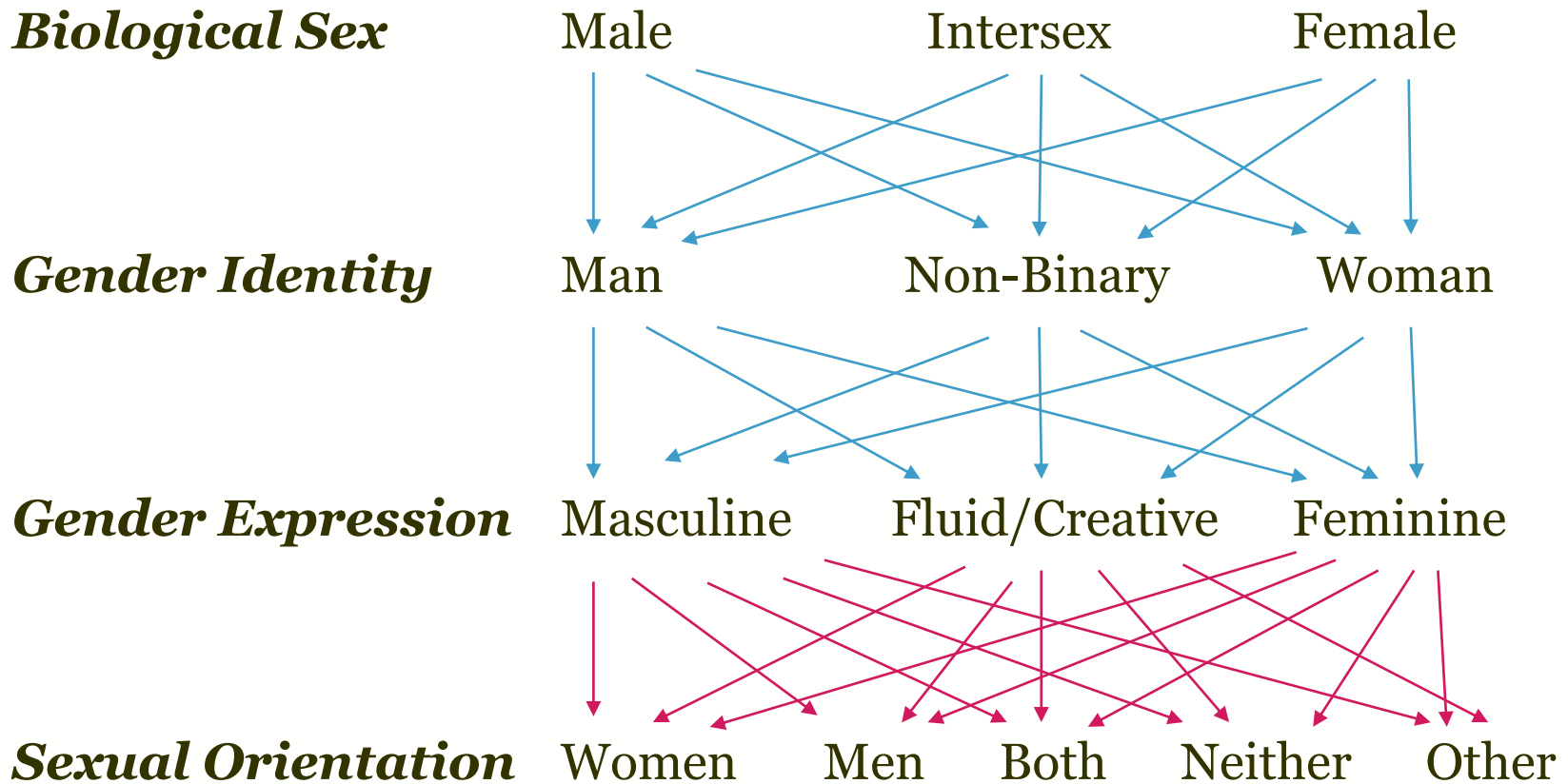   **Heterosexual**

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TERMINOLOGY

- Transgender
  - Umbrella term
  - Often refers to individuals whose gender identity does not align with their gender assigned at birth
  - *Note that transgender does not have an "ed" at the end*

- Gender Expansive/Variant/Non-Binary
  - Goal of having fluidity of gender and/or blending of gender identities and expression

- Pronouns
  - She/her, He/him, They/theirs
  - www.mypronouns.org

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INCLUSIVE IDENTITY MODEL

Biological Sex   Male   Intersex   Female

Gender Identity   Man   Non-Binary   Woman

Gender Expression   Masculine   Fluid/Creative   Feminine

Sexual Orientation   Women   Men   Both   Neither   Other

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HONORING THE MOMENT OF SHARING

Thank you for sharing that with me!

Can you tell me what that means for you?

How can I incorporate this into our work together?

sexual orientation
safe zone
gender expression
gender identity

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GENDER EMERGENCE: MID-ZONE CHILDHOOD

- When does this fit into the family/social environment?

- Puberty Development

- Access to language and resources
  - Misconception: Peer pressure is contributing to identity emergence

- Exploration is valid and normal

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GENDER EMERGENCE: ADOLESCENCE

- Post puberty
- Increased access to language and resources
- Period of identity formation
- Increased independence
- Neurodiversity
  - 3-9% of TGNC adults are also neurodiverse

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CREATING GENDER INCLUSIVE AND AFFIRMING EDUCATIONAL ENVIRONMENTS
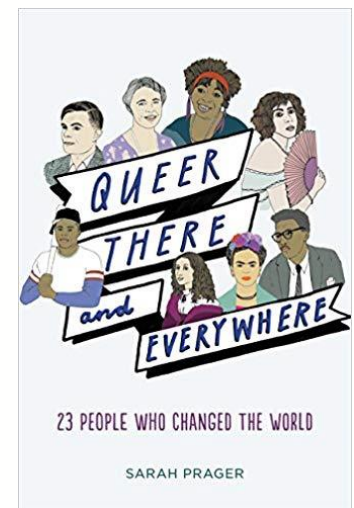
FOCUSING ON GENDER

Consider your language
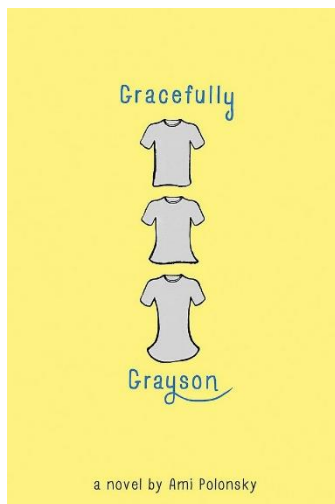
- Use students versus boys & girls

- Reduce gendering of skills & abilities

- See how often you use a pronoun instead of someone's name

Consider your classroom

- Un-gendering activities or grouping

- Representations of all genders succeeding

- Examples of LGBTQ people in lessons

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MIDDLE/HIGH SCHOOL CLASSROOM SUPPORT

- Critically examine gender roles and messages (now and throughout history)
- Build allies and advocacy

KEY TAKEAWAYS

- Remember SOGIE
- If you don't know, ask
  - However, utilize Google for curious questions
- Gender is valid regardless of someone's age or expression (past or present)
- Mistakes happen – practice our recovery
- You don't have to understand someone's identity in order to respect it

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RESOURCES

- Websites
  - www.mypronouns.org
  - www.genderspectrum.org
  - http://www.lgbtsocialwork.com/lgbt-basics.html
  - https://www.glaad.org/transgender
- Books
  - Gender Born, Gender Made
  - The Transgender Child / The Transgender Teen
  - https://pflag.org/resource/transgender-reading-list-adults

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LESSON PLAN IDEAS

- Math: Diversify examples in word problems
- Science: Gender Inclusive Biology
  - https://www.genderinclusivebiology.com/
- English/Language Arts: highlight books written by LGBTQ+ folks and/or have LGBTQ+ characters
- Health and Sex Education: https://wwww.genderspectrum.org/articles/puberty-and-health-ed
- Social Studies/History: https://www.pbs.org/independentlens/content/two-spirits_map-html/
- Lesson plans and online support groups: https://www.genderinclassrooms.com/

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LANGUAGE RESOURCES

- Stay up to date on how language is evolving: https://www.washingtonpost.com/world/2019/12/15/guide-how-gender-neutral-language-is-developing-around-world/
  - Spanish, Arabic, Hebrew, German, French, and Swedish

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RESOURCES

- Set up Google Alerts (ie: transgender schools)
- Schools in Transition Guide: https://www.aclu.org/report/schools-transition
- GLSEN: http://www.glsen.org/
- Gender Spectrum: https://www.genderspectrum.org/
- HRC Welcoming Schools: http://www.welcomingschools.org/
- Trans Educators Network: https://www.transeducators.com

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CONTACT INFORMATION

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