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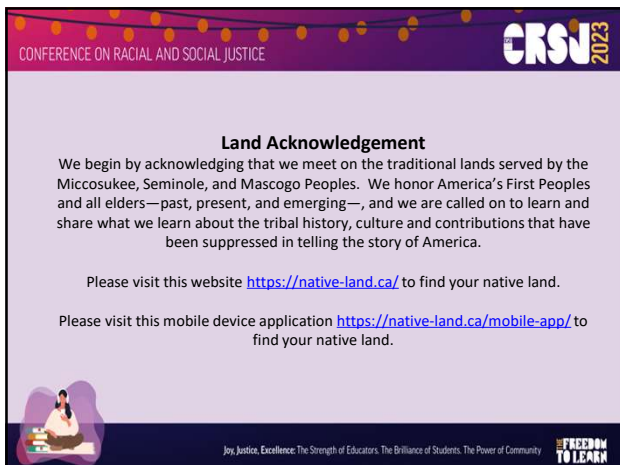
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CONFERENCE ON RACIAL AND SOCIAL JUSTICE **CRSJ 2023**

**NEA Standards of Conduct**

NEA has adopted a Standards of Conduct policy to ensure that all of our gatherings are welcoming to all and free from discriminatory, harassing or otherwise unacceptable behavior. Discrimination or harassment based on race, color, ethnicity, religion, sex, age, national origin, sexual orientation, disability, gender identity or expression, or any other characteristic protected by law will not be tolerated. If you experience any discriminatory, harassing or otherwise unacceptable behavior please contact [Christine Sampson-Clark \(CClark@nea.org\)](mailto:CClark@nea.org) to report the incident.

Thank you for your commitment to ensuring a positive event for all.

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The Conference on Racial and Social Justice is presented by NEA's Center for Racial and Social Justice. The purpose of the conference is to provide a unique space for educators, students, parents and families, organizers, community members and leaders to unite for the advancement of Justice in Education.

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Engage with us and share your CRSJ 2023 experience by using

**#NEACRSJ2023**  
**@NEAToday**

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## Our Time Together

### 90 Minute Dash

- Starting the conversation outside the umbrella
- Issues
- Framework for Determining Actions
- A Little Law Talk
- Lessons Learned and Actions to Apply



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## Community Agreements

- Awareness and Self-Knowledge
- Listen for Understanding
- Be Gracious
- Stay Engaged
- Be Open and Suspend Judgment
- Say "I"- tell your truth
- Seek Discomfort
- Reach for Empathy
- Expect non- Resolution and non-Closure



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## Why we are here!

- LGBTQ youth are more than four times as likely to attempt suicide than their peers.
- A majority of LGBTQ+ people say that they or an LGBTQ+ friend or family member have been threatened or non-sexually harassed (57 percent), been sexually harassed (51 percent), or experienced violence (51 percent) because of their sexuality or gender identity. [2]
- NEA RA Support and Part of NEA Mission and Vision

[1] Human Rights Campaign Foundation. (2017, July). Mental health and the LGBTQ community. [https://suicidepreventionlifeline.org/wp-content/uploads/2017/07/LGBTQ\\_MentalHealth\\_OnePager.pdf](https://suicidepreventionlifeline.org/wp-content/uploads/2017/07/LGBTQ_MentalHealth_OnePager.pdf)

[2] National Public Radio, the Robert Wood Johnson Foundation, & The Harvard T.H. Chan School of Public Health. (2017, November). Discrimination in America: Experiences and views of LGBTQ Americans. Retrieved June 24, 2020 from <https://www.rwjf.org/en/library/research/2017/10/discrimination-in-america--experiences-and-views.html>



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### The Words of Our Members

**"Know that even if you do not personally know of any LGBTQ+ staff person in your district, they are there. Be an ally even if you do not know them. Speak up when you hear, see, or perceive bias and/or discrimination. Advocate for inclusive policies for both students and staff."**



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### Building Beyond the Umbrella

**How do you begin the work with your colleagues of seeking justice with those who don't share the experiences, identities, and issues that you do?**



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### Building Beyond the Umbrella

**Solidarity**  
sol / i / dar / i / ty  
Noun

1. Unity or agreement of feeling or action especially among individuals with a common interest, mutual support; mutual support within a group.




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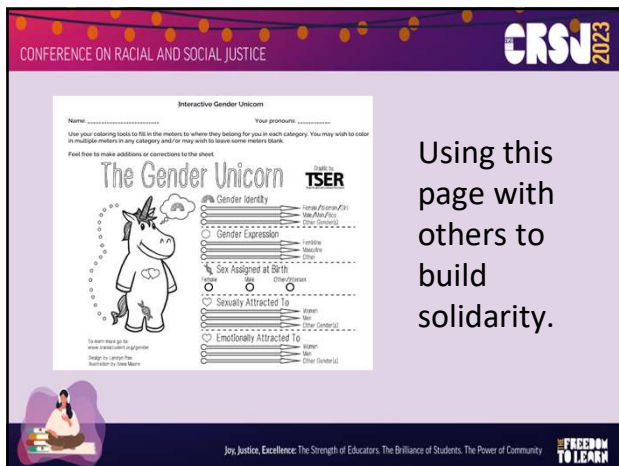
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Using this  
page with  
others to  
build  
solidarity.

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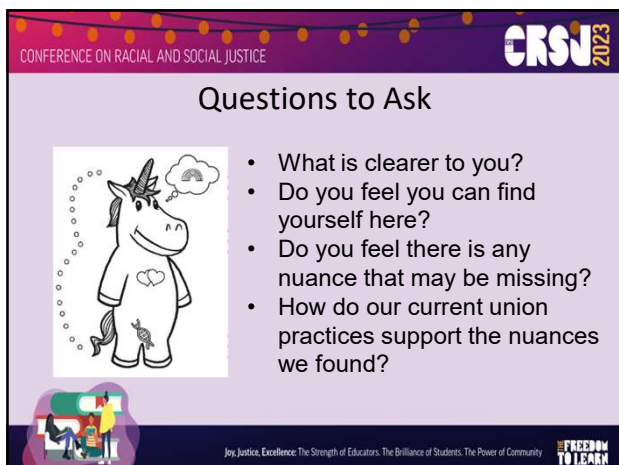
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- What is clearer to you?
- Do you feel you can find yourself here?
- Do you feel there is any nuance that may be missing?
- How do our current union practices support the nuances we found?

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### Key Ideas



- Our society and our unions reinforce the gender and sex binary – this is a construct.
- People under the umbrella AND people not under the umbrella suffer from the binary construct.
- Building shared understanding and shared values IS the best way to begin.

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### What are all the issues that LGBTQ+ people face in their work and union lives?



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### What are the issues?

At Your Tables –



- Take a stack of post-it notes.
- For 3 FULL Minutes, list one issue per post-it that LGBTQ+ members face in their work or union life.
- Then for 5 Minutes – as a table, sort the issues into categories/themes – name the categories/themes and then write each category/theme ON THEIR OWN Post-it.
- Last 5 Minutes – bring those to the wall and cluster those that are alike.

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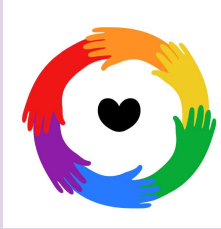
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## What are the issues?



- What did you see that was common?
- What was new to you?

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## PROBLEM vs. ISSUE

- **Campaigns** start with issues that workers have value-based solidarity around.
- An **issue** is a slice of a workplace *problem*.
- Often a **problem** can have **different issues** depending on the perspective of the people we are working with.
- It is **KEY** to get enough input on what the **issues** are that make up the *problem* so that **YOU** do not drive the solution.
- Investigating the issue is necessary but not sufficient – we also need to identify workers' **SHARED** values – **WHY** is this an issue? **WHY** do you want to fix this?

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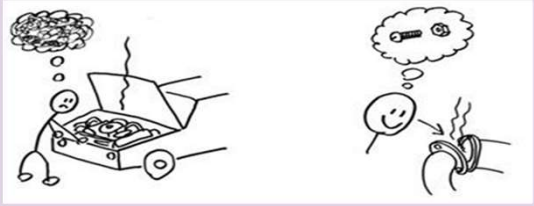
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## PROBLEM vs. ISSUE



Values that build a relatable "why"  
Deserve safe and reliable transportation  
Access to quality parts

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## EXAMPLE- Problem and Issue

**PROBLEM** -Our school is hostile to LGBTQ+ staff and students

- **Issue** – There are no gender inclusive bathrooms and/or transgender students are forced to use the wrong restroom

**Values** – Equity, Safety, Personal Choice, Student Choice

- **Issue** – Our healthcare and leave benefits do not cover non-“traditional” family structures or are not fully accessible to people with same-gender partners.

**Values** – Equitable Access, Fair Pay, Family

- **Issue** – Our administration forces us to “out” trans and queer students to their families.

**Values**- Professional Judgement, Safety, Student Choice



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## Issues Lead to Collective Action



- It is widely felt
- It is deeply felt
- It is winnable
- It builds the union and builds leaders
- It has a connection to students and the public



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## Key Ideas



- Problems are disabling.
- Issues build solidarity.
- We don't choose the issues, the people who want the change choose the issue AND work to build a bigger base.



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## Using Intersectionality to Build Solidarity



**Intersectionality** is a framework for understanding a person, group of people, or social problem as affected by a number of discriminations and disadvantages. It takes into account people's overlapping identities and experiences in order to understand the complexity of prejudices they face.

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## Levels of Expression of Oppression

|                                                                |                                                                                                                                                                                 |                                                    |                                                                                                                                                                                                                                                                                                                                         |
|----------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>I<br/>n<br/>d<br/>i<br/>v<br/>i<br/>d<br/>u<br/>a<br/>l</b> | <b>Internalized Oppression</b> lies within individuals. These are our private beliefs and biases about others, influenced by our culture, that reside <b>inside our minds</b> . | <b>S<br/>y<br/>s<br/>t<br/>e<br/>m<br/>i<br/>c</b> | <b>Institutional Oppression</b> occurs <b>within institutions</b> and systems of power. It is the norms, policies and practices that are structured into political, societal and economic institutions that have the net effect of imposing oppressive conditions and denying rights, opportunity, and equality to identifiable groups. |
|                                                                | <b>Interpersonal Oppression</b> occurs <b>between individuals</b> . Once we bring our private beliefs into our interactions with others, we are now in the interpersonal realm. |                                                    | <b>Structural Oppression</b> is bias <b>across institutions and society</b> . It's the cumulative and compounded effects of an array of factors that systematically privilege some and disadvantage others.                                                                                                                             |

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## Key Points



- There are no hard and fast lines between the levels – and changing one can affect another.

While we believe that the individual is responsible for exploring personal bias

- The way to effect change is by addressing institutionalized and structural oppression – this is where injustice lives.

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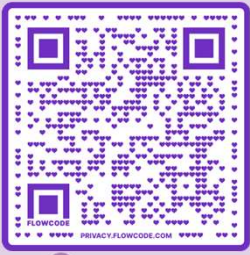
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## Materials



LGBTQ+ Justice and Trans Advocacy materials

- PPTS
- Trainer Agendas
- Handout Files

Flowcode  
PRIVACY.FLOWCODE.COM

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## TRUE OR FALSE

**In my state, an employee can be fired for being transgender.**



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## TRUE OR FALSE

**In my state, an employee can be fired for being a lesbian.**



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## A LANDMARK RULING

### Bostock v. Clayton County

**Prior to June 15, 2020**  
It was **legal** to fire an employee for being gay, bisexual or transgender, in more than half of the 50 states.

**June 15, 2020**  
The Supreme Court rules it is **illegal** to discriminate against or fire an employee based on their sexual orientation or gender identity.

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## BOSTOCK V. CLAYTON COUNTY

### Employment Discrimination is Illegal

**Title VII of the 1964 Civil Rights Act** prohibits employment discrimination based on race, color, religion, sex and national origin. **Bostock interprets "sex" to include gender identity and sexual orientation.**

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## Discrimination in Educational Programs is Illegal

**Title IX of the Education Amendments Act of 1972** states: "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."

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### Review Laws in Your State

1. Go to [www.lgbtmap.org](http://www.lgbtmap.org) and Click Equality Maps or use the QR Code.
2. Select "Choose a State" in the drop down menu.
3. Select a state and review the data.

*How might this data impact members who are transitioning or transgender in your selected state?*




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### Legislative Trackers

**ICNL** INTERNATIONAL CENTER FOR NOT-FOR-PROFIT LAW

**ACLU** **AAPF** THE AFRICAN AMERICAN POLICY FORUM

**FREEDOM FOR ALL AMERICANS**





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### Key Ideas



- At least for now, ALL LGBTQ+ workers are protected under Bostock - BUT Bostock is limited to Employment.
- Title IX has applications to the protection of LGBTQ+ workers in publically funded educational programs.



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### SCENARIO: Supporting a Trans Educator

You are a Leader in a medium-sized conservative school district. A member reaches out to you and asks for your help. They explain to you that they are a returning employee who is transgender and began transitioning over the summer break. They are nervous about coming back in the fall and are asking for your help in navigating their return.

- What additional information would you need? How would you go about finding that information? What resources would you use or seek out?
- What would be your first steps?
- Knowing what we know now about transitioning and gender, what would you avoid doing?

**15 minutes to answer the questions at your table.  
One person from each group will report out on the questions.**

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### DEBRIEF

- What additional information would you need? How would you go about finding that information? What resources would you use or seek out?
- What would be your first steps?
- Knowing what we know now about transitioning and gender, what would you avoid doing?

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### CEA Report and Wins

**LGBTQ+ in Education:**  
Building An Inclusive Public Education through our Unions




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## Ending It Right

What did you learn about today that:

- You're going to immediately tell your union bestie?
- You're going to use in the near future as part of your union work?
- You're going to work to learn more about?




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Thank you for joining our meeting!

This summer, continue to:  
expand your knowledge of social justice;  
engage in conversations about racial justice;  
build connections with a community of activists

#NEACRSJ2023  
@NEAToday



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Please complete the evaluation for this session by using the Conference app.



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