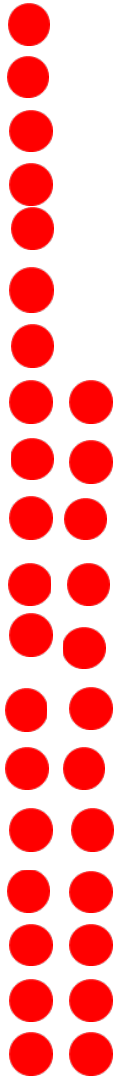


Entry Activity-Mapping

Place a dot on the map showing where you are from



Advancing LGBTQ+ Justice

Land Acknowledgement

We begin by acknowledging that we meet on the traditional lands served by the Lenape people. We honor America's First People and all elders, past, present and emerging and we are called on to learn and share what we learn about the tribal history, culture, and contributions that have been suppressed in telling the story of what we now call the United States America. We invite you to think about the spaces you are inhabiting and the Indigenous people who came before them and were stewards of the land.

Our Time Together

Days 1 & 2: 8:30 am- 5:00 pm

- 15 Minute AM + PM Break
- Lunch 12:00 – 1:00pm
- 4:30 - 5:00 pm “Adult Choice Networking”

Day 3: 8:30 am -2:00 pm

- 15 Minute AM + PM Break
- Lunch 1:00 pm
- 1:00 - 2:00 pm “Adult Choice Networking”



Today's Agenda

8:30 – 10:15 -- Getting Started and Building Our Community

10:15-10:30 -- Break

10:30 -12:00 -- Who am I in the work

12:00 -1:00 -- Lunch

1:00 – 2:30 -- LGBTQ History & Terminology

2:30 – 2:45 -- Break

2:45 - 4:15 -- Gender Identity

4:15 – 4:30 -- Wrap Up and Reflect

4:30 – 5:00 -- Adult Choice Networking



Beyond the Bell Walking Tour

Logistics to Remember

Parking lot

Bathroom

Materials

Food

Room Temperature

Karla as Resource

Questions

Room Cleaning



Introductions- Training Team



Natasha Eckart
She/They
Vermont



Dawn Moretz
She/Her
Montgomery County, MD



Pete Clancy
He/Him
Iowa



Beth Anderson
She/Hers
Minnesota



Grat Dalton
He/Him
Michigan



Ellen Holmes
She/Hers
NEA



Bekah Saxon
She/Hers
Connecticut



Anthony Brisson
He/Him
Washington, D.C.

Community Agreements pg 2 (Pre-Attendance)

- 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



Reminder about sensitive topics

The content we are going to explore may bring up strong feelings. Throughout our time together, we will explore examples of racism, ableism, heterosexism, and sexism.

These oppressive ideas and assumptions are offensive, problematic and false. Yet, over time, they have become as pervasive and invisible as the air we breathe. We need to examine them so that we can understand and ultimately challenge them.

Modified ADL

Circling Up -Who are you and how are you feeling?

30 Minute Circle

- Name
- Pronouns
- Your title
- How are you feeling in this moment?





Anthony

Why we are here!

- 41% of LGBTQ young people seriously considered attempting suicide in the past year. [1]
- 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 (in "Additional Resources" on POPS)

[1] The Trevor Project, "2023 U.S. National Survey on the Mental Health of LGBTQ Young People"

[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>

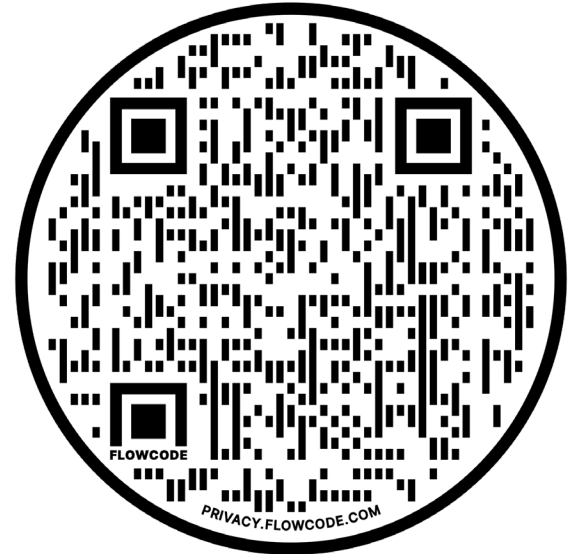
Safe, Just, and Equitable Schools

Resolution adopted by the 2022 NEA Representative Assembly

2021 NBI 32

Training on Transgender Advocacy Issues for Affiliate Staff

NEA Online Toolkit – LGBTQ+ Caucus Resources



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.”

TikTok
@justflintisfine



Language Around Suicide

Language matters when discussing issues of suicide. Language reflects our attitudes and influences our attitudes and the attitudes of others. Words have power; words matter. The language we choose is an indicator of social injustice and has the power to shape our ideas and feelings in very insidious ways.

Say this	Instead of this
Died of suicide	Committed suicide
Suicide death	Successful attempt
Suicide attempt	Unsuccessful attempt
Person living with suicidal thoughts or behavior	Suicide ideator or attempter
Suicide	Completed suicide
(Describe the behavior)	Manipulative, cry for help, or suicidal gesture
Working with	Dealing with suicidal crisis

Language Matters: Why We Don't Say "Committed Suicide"

IRMI: International Risk Management Institute

<https://www.irmi.com/articles/expert-commentary/language-matters-why-we-dont-say-committed-suicide>



Grat

1. Find a partner that is not from your state
2. Be prepared to share a fun fact about your state or city with the group





Dawn

Core values are the fundamental beliefs of a person. These guiding principles dictate behavior and can help people understand the difference between right and wrong – These can often be expressed using one or two words. We are taking a moment to consider our core values because they can provide a basis for solidarity in the midst of struggles.

Core Values



Core values are the fundamental beliefs of a person. These guiding principles dictate behavior and can help people understand the difference between right and wrong – These are expressed using one or two words.

Sharing Values for Solidarity

1. Name
2. Core Value – One or two words that describes a fundamental belief held by you

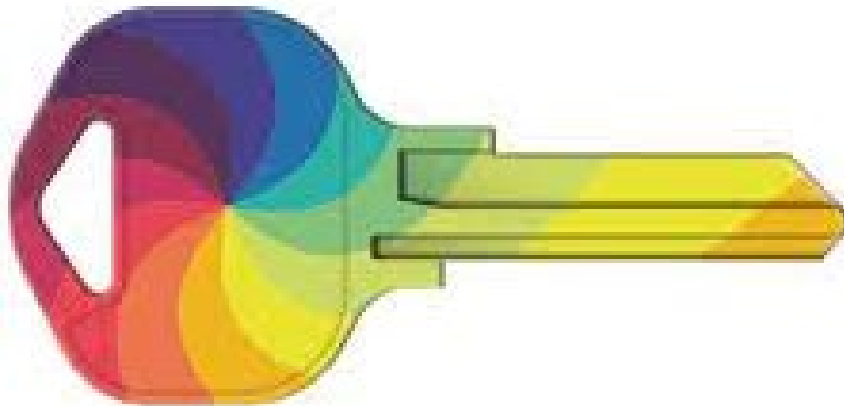
****15 Seconds Each****

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.



- Shared Core Values are critical for building solidarity in our work.

15 Minute Break!

During the break, follow these LGBTQ+ Member Educator Influencers on social media to continue our learning each time we scroll!

@justflintisfine

@sabocat

@thegayschoolcounselor

@keithkmusic



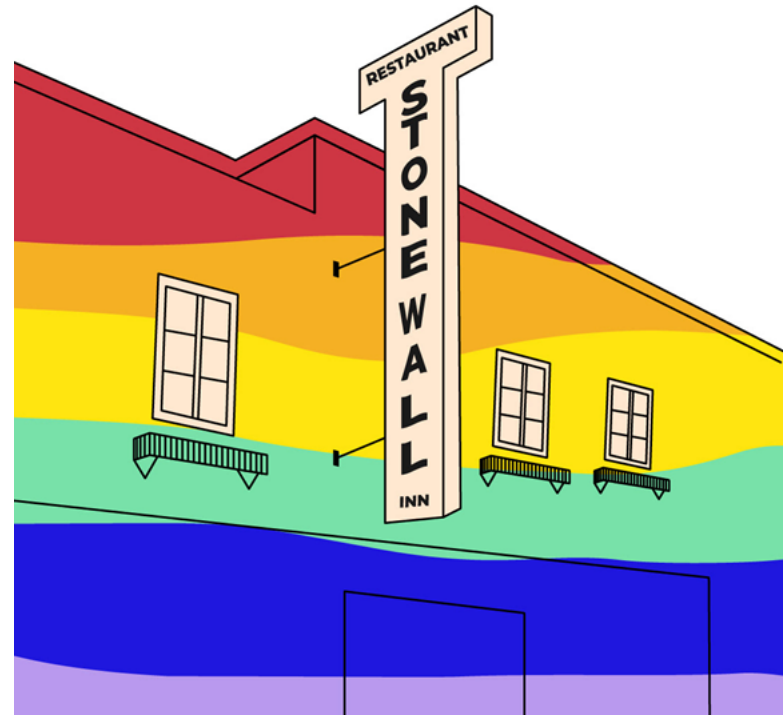
Beth

WHAT HAPPENS WHEN WE 'UNBOX' EACH OTHER...

Gather around an identity of your choosing

Answer the following discussion questions:

- Why did you select this piece of your identity?
- What are some challenges you face with this identity?



Debrief:

- What was something you learned about someone else?
- What was easy/hard about this activity?
- How safe did you feel sharing in this activity?
- What is similar about each of these identities?



Discreet identities bind us



We all have pre-conceptions that might not match an actual identity of another

We don't get to assign a person's identity for them



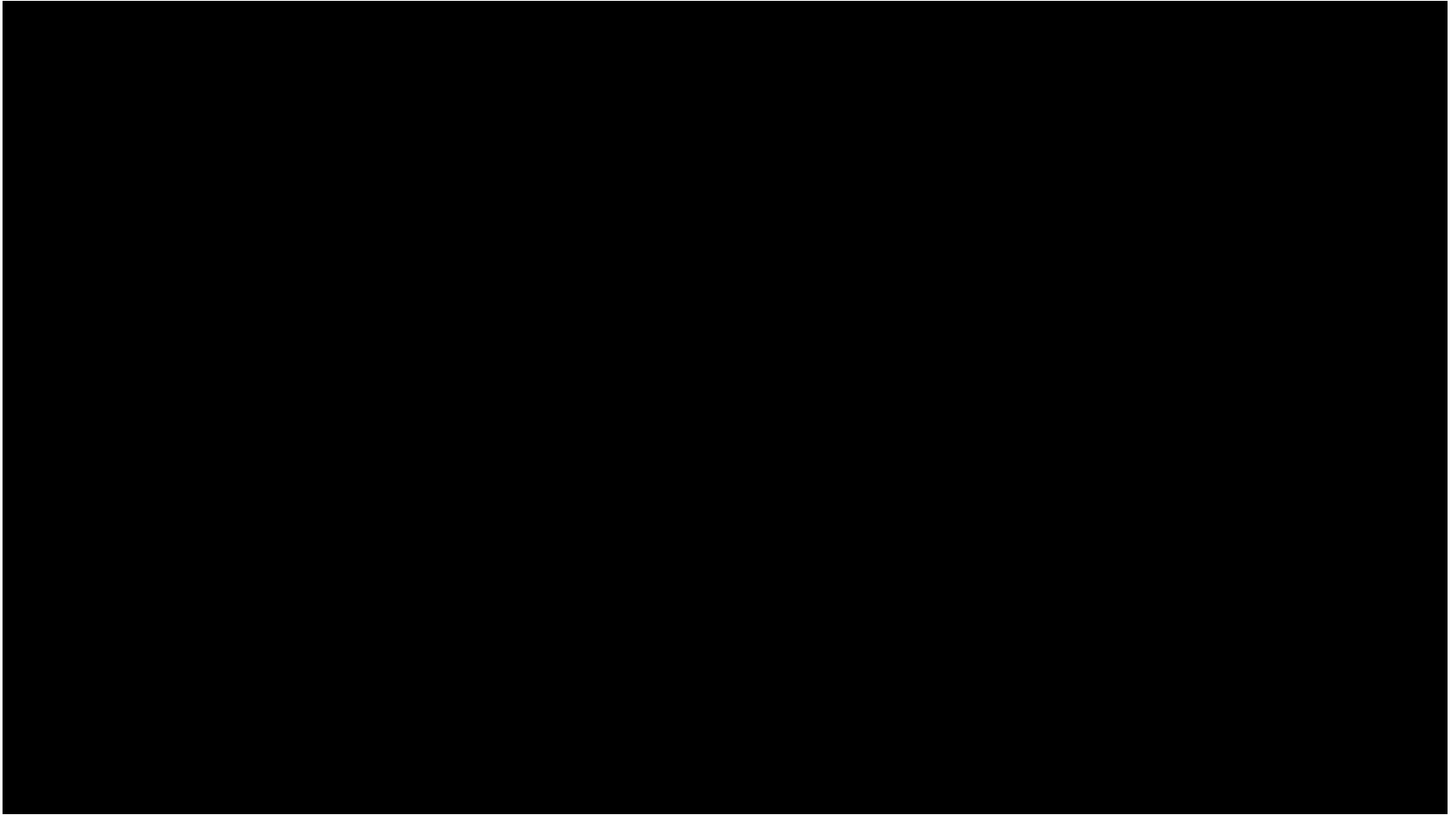
Pete

Where I am From

- George Ella Lyons Poet Laureate, Author, Teacher from Kentucky.
- Widely used as a way to get people to think about where they are from as more than a place.
- It is in the sharing that we see how we are remarkably different and yet we have overlapping similarities.



Kenneth is from...



I am From by George Ella Lyons

I am from clothespins,
from Clorox and carbon-tetrachloride

I am from the dirt under the back porch
(Black, glistening it tasted like beets)

I am from the forsythia bush,
the Dutch elm whose long gone limbs I
remember as if they were my own.

I'm from the fudge and eyeglasses,
from Imogene and Alafair.

I'm from the know-it-alls and the pass-it-ons,
from perk up and pipe down.

I'm from He restoreth my soul with a
cottonball lamb and ten verses I can say
myself.

I'm from Artemus and Billie's Branch,
fried corn and strong coffee.

from the finger my grandfather lost
to the auger

the eye my father shut to keep his sight.

Under my bed was a dress box
spilling old pictures, a sift of lost faces
to drift beneath my dreams.

I am from those moments—
snapped before I budded—
leaf-fall from the family tree

----George Ella Lyons

I Am From Poem

Activity: I Am From POEM



I Am From...

Familiar foods, especially those associated with family gatherings



I Am From...

Sights, sounds, and smells from your neighborhood



I Am From...

Familiar sayings heard repeatedly growing up



I Am From...

Familiar people, family members, friends, and ancestors



- We are all individuals with unique sets of experiences and yet...
- There are many points of common ground



Natasha

First Impressions Activity

On Your Own First...



Reflect on Your Own – Create a Word Doc

1. When's the first time you can remember learning that some people are lesbian, gay, bisexual, or queer?
2. Where did most of the influence of your initial impressions/understanding of lesbian, gay, bisexual, and queer people come from? (e.g., family, friends, television, books, news, church)
3. When's the first time you can remember learning that some people are transgender?
4. Where did most of the influence of your initial impressions/understanding of transgender people come from? (e.g., family, friends, television, books, news, church)
5. How have your impressions/understanding of LGBTQ (lesbian, gay, bisexual, transgender, and queer/questioning) people changed or evolved throughout your life?

Debrief- First Impressions Activity

- What was it like to do that activity?
- Does anyone have something that came up for them while they were answering the questions that they would like to share? Does anyone have an experience that was significantly different that they'd be interested in sharing?
- What about question 5, would anyone share how their understanding of these issues have changed over time?



- Our perceptions, beliefs, and biases are shaped passively, intentionally and reside in our unconscious.
- These can be reshaped.

1 hour for Lunch!



Over lunch, learn more about ACT UP!
Add the documentary “United In Anger” to your cue!
(available on Prime and Youtube!)



**Bekah &
Beth**

Movement and Change



Timeline Activity

Look and read your Arc of LGBTQ+ Oppression and Justice Over Time card.



Movement and Change



- What were new events that you learned about?
- Why do you think this was new to you?
- What other communities of people in the United States have had their history erased?
- What impact do you think this has on people who hold these identities?
- What impact do you think this has on people who don't hold these identities?



- Oppressed people's stories are deliberately kept out of the telling of the story of what we know as the United States of America.

Shoe Debrief



- How did it feel to have your shoes on the wrong feet?
- What connections can we make between the uncomfortable, awkward feelings of having your shoes on the wrong feet to what transgender or gender non-conforming people may experience while in public?



- What we now call the United States of America is still an uncomfortable, awkward, and sometimes unsafe place to be a member of the LGBTQ+ community.

15 Minute Break!

Break time!

In the pre-attendance work, there were a lot of terms we never learned in sex ed! Check out this website of best practices for talking with kids about sex. (You might learn something new, too!)

<https://sexpositivefamilies.com/10-best-sex-ed-resources-for-families/>





Grat and Dawn

Turn and Talk (5 minutes):

1. What terms did you mark as unclear or confusing?
2. What terms were new to you?
3. Were there any definitions that differed from your prior understanding?

Report out-Large Group :

What terms still have unresolved questions?

- Terminology around race and ethnicity changes every 10 years.
- Terminology around gender, identity, and sexual orientation changes every 2 years.

What makes a word a slur?

(or)

Who decides what makes a word offensive?



- Words you might hear on the tour...be prepared.
- Oppressed communities are not monoliths. Ask don't assume.

Let's Ask the Room Debrief

What surprised you?

What is your biggest opportunity for growth?

Who has a helpful “hint”?

What else may you need?

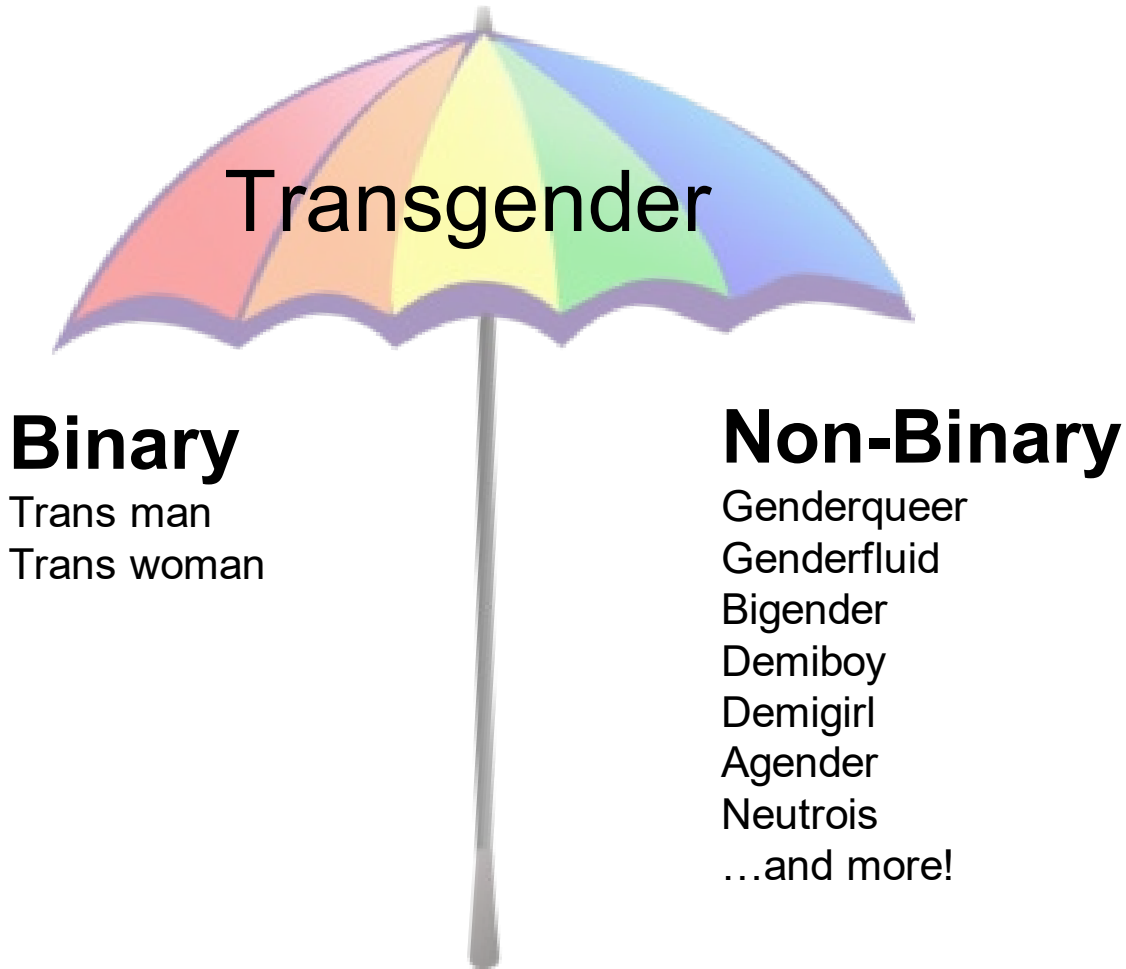


- Terminology matters in making sure that people feel seen and included in spaces.
- The lived experience of someone is more important than what you think you know.
- These terms change rapidly.
- We can never assume we have mastered these concepts.
- We need to continue to be humble and learn!

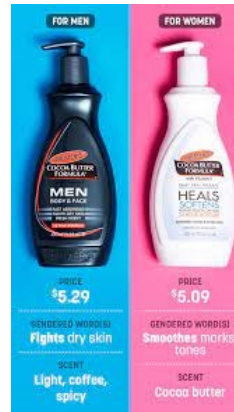


Anthony

Transgender Terminology



Turn and Share



- What surprised you?
- What didn't surprise you?
- How are you benefiting from our gender binary?
- How are you harmed by gender binary?



- We have a rigidly enforced gender binary that we experience in our day to day lives.
- Everyone deviates from gendered expectations in some ways.
- Folks under the transgender umbrella face oppression from these rigid social expectations.

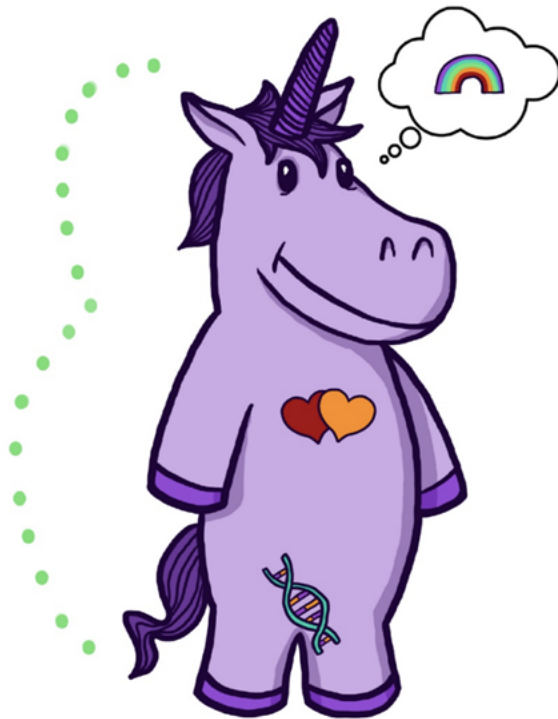


Pete

The Gender Unicorn pg. 5 & 6

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

Name: _____

Your pronouns: _____

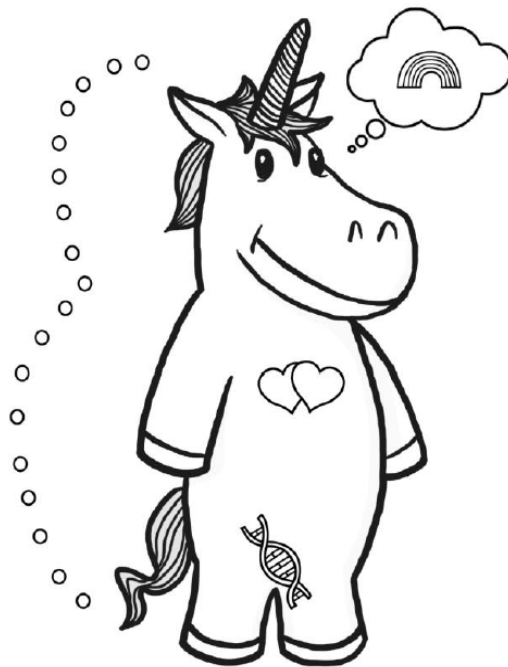
Use your coloring tools to fill in the meters to where they belong for you in each category. You may wish to color in multiple meters in any category and/or may wish to leave some meters blank.

Feel free to make additions or corrections to the sheet.

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources

Your
Turn...
pg. 6



 Gender Identity

_____ Female / Woman / Girl

_____ Male / Man / Boy

_____ Other Gender(s)

 Gender Expression

_____ Feminine

_____ Masculine

_____ Other

 Sex Assigned at Birth

Female Male Other/Intersex
  

 Sexually 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
Illustration by Anna Moore



- What has been made clearer to you after using this tool?
- Knowing we will be continuing to discuss gender, what is still unclear that you will be looking forward to learning more about?



- Our society reinforces the gender and sex binary – this is a construct
- These are spectrums
- These are separate categories and the way YOU present/identify in one is not an automatic indication of how you present/identify in another



Beth

Pronoun Practice Exercise

- Partner up
- Share a story of a friend
- Replace binary pronouns with **they/them**
- **Listener should correct every pronoun error**

(Pronoun Guide is on pgs. 2-3)



- Using someone's correct pronouns is an important way to show respect.
- It is on us to get good at this.
- Using someone's name or neutral pronouns is the most respectful approach if you don't know.



Natasha

Contract and Policy Language (pg. 11-15)

- Count off by 5
- Once grouped, review your language (15 min)
 - Identify who is left out by the language presented
 - Rewrite the language to be more inclusive
 - Identify what barriers may exist to making the changes.

If you finish—look at another issue of your choice

Select a person to provide a 3 min report



- Using language that is inclusive in our contracts and policies is one small way of moving towards LGBTQ+ equity
- When we know better we do better
- Barriers may include our members—we need to be willing to introduce the conversation



Ellen

- How does YOUR learning from today inform your work with members?
- How might we inadvertently cause well-intentioned harm?
- How can we prevent that?



Tomorrow- panel discussion



**“The opposite of
networking is
NOT working”**

– Someone smart