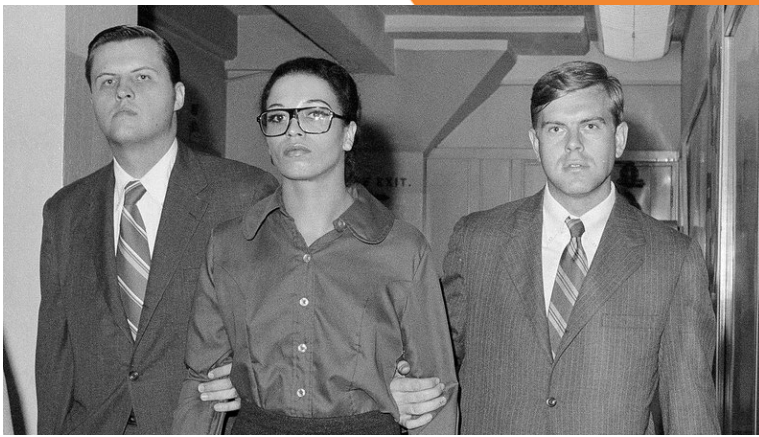




As you enter ...

Scan this QR Code to listen to NPR's, "This Forgotten Women's Prison Helped Cement Greenwich Village's Queer Identity"



Scan this QR Code to view Jeffry Marsh's Blog and Video on Pronouns



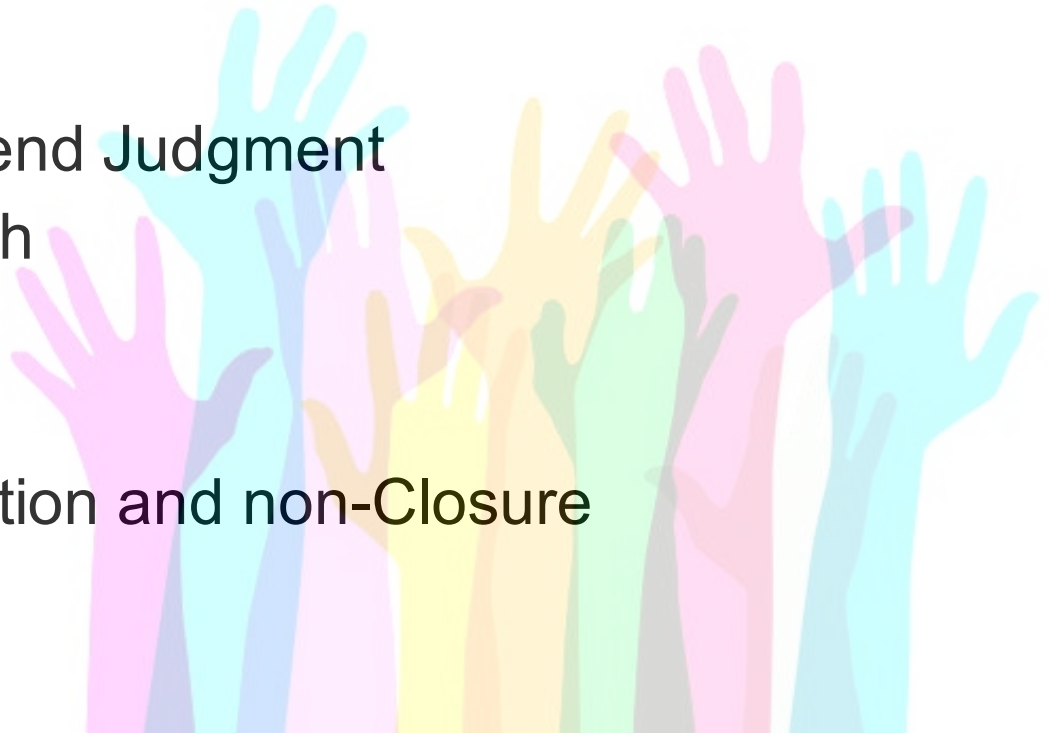
Advancing LGBTQ+ Justice

Feedback on Your Feedback

Your Words

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



Today's Agenda

8:30 – 10:15 -- Review and expand on key concepts

10:15-10:30 -- Break

10:30 -12:00 -- Content

12:00 -1:00 -- Lunch

1:00 – 2:00 -- Content

2:00 – 3:30 -- Panel

3:30 - 4:15 -- Break and Conversations

4:15 – 4:30 -- Wrap Up and Reflect

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



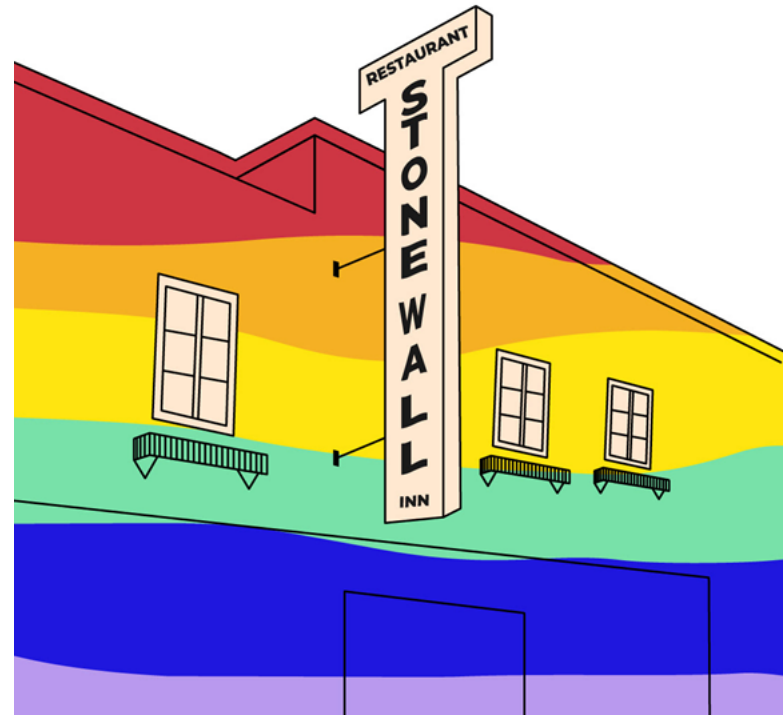


Beth

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 of 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?
- How do your reactions to today's prompts compare to yesterday?





Discreet identities bind us

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

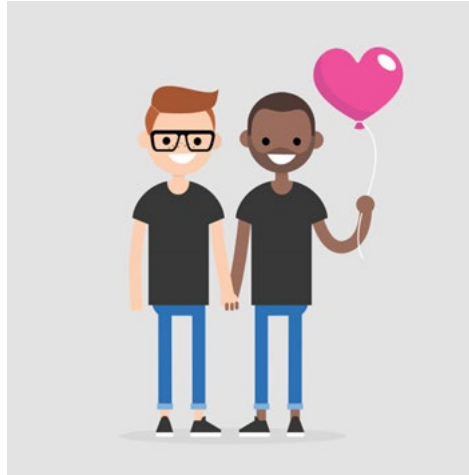
We don't get to assign a person's identity for them



**Pete and
Anthony**

Digging into Key Terminology 102

What is Sexual Orientation?



Sexual orientation is who you are emotionally, romantically, and/or physically attracted to.
Sexual orientation is not dependent on your gender.

SEX

Biological attributes that include physical features, chromosomes, internal and external reproductive organs, hormones, and anatomy.

VS.

GENDER

A person's innermost, deeply held reality of self as male, female, both, in between or neither.

Gender Identity

How you feel. Female, male, both, or neither.

Gender Expression

The ways you show your gender identity.

Gender Role

A social role based on a person's sex.

Explaining Gender Identity



Range of Gender Identities

Gender Expression



A transgender woman
in an office.



A transmasculine person in a
winter coat.



A gender-fluid woman on a city
sidewalk.

Photos courtesy of the Gender Spectrum Collection.

ACTIVITY | GENDER-NEUTRAL WORLD

- Topics related to sexual orientation and gender come up in society more often than we may realize.
- Stereotypes about gender and sexual orientation often inform policies, practices, and traditions.
- Reflect on the customs and norms within your learning community and answer the following questions in table groups.

ACTIVITY | GENDER-NEUTRAL WORLD

How/When do people have to disclose their gender at your school? work? community?

Make a T-Chart labeled at the top with the word **assumptions** on the left and the word **corrections** on the right.

On the left, list examples of times when you make assumptions about someone's gender.

ACTIVITY | GENDER-NEUTRAL WORLD

Assumptions	Corrections
Giving all the women in the office a flower for Mother's Day	

Binary & Non-binary

Gender Identities

BINARY

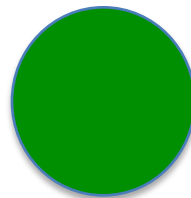
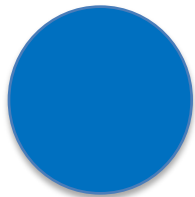
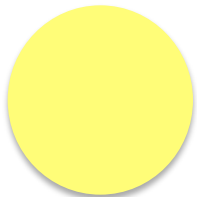
MAN WOMAN

NON-BINARY

A person who does not identify exclusively as a woman or man. They may be both, somewhere in between, or outside the categories of woman and man.

NON-BINARY

*“It’s not that I don’t fit into being a man or woman.
I don’t see a difference.”*



Non-binary Voices



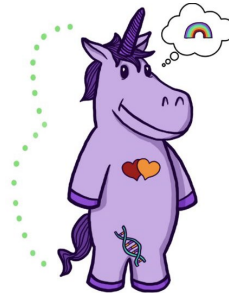
Tilda Swinton
*Academy Award
Winning Actress*

“I don't know if I could ever really say that I was a girl—I was kind of a boy for a long time. I don't know, who knows? It changes.”



Steven Tyler
*Lead singer of
Aerosmith*

“I’ve been misquoted as saying I’m more female than male. Let me set the record straight—it’s more half and half.”

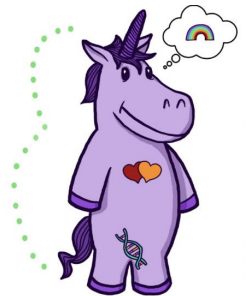


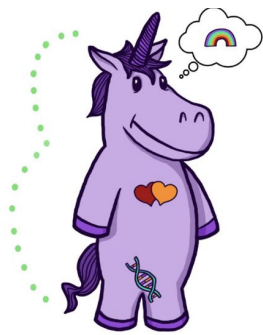
Non-binary voices



Alok Vaid-Menon
(they/them)

“Being non-binary isn’t just about being defined by my absence (I am not a man or a woman), but also by my abundance (I am far too expansive to be encapsulated by the gender binary). Being non-binary is about embracing my fluidity, my becoming, my journey without a fixed destination.”





Non-binary voices



“Throughout my life, I have made so many stops all along the gender and sexuality spectrums. Each one felt like home until it didn’t. I’d stumble across a new shell and try it on. If it fit, I’d keep it, and leave my old one behind.



So I’ve been gay. I’ve been gender non-conforming. I’ve been queer. I’ve been genderqueer. And now I’m non-binary. And sometimes a demiwoman.”

Karari Olvera Orozco (they/she)

Activist, writer, co-founder and former editor-in-chief of xQsí Magazine, an online LGBTQ Latin@ Multimedia Publication.



- Gender identities are constructed as binary, however, people's identities are much more fluid.
- People who identify as non-binary express their gender identity in many ways
- People's gender identity and sexual orientation can shift at different times.

- Refer to the T-Chart you created earlier.
- Thinking about why the assumptions on the left are problematic, use the right side of the chart to develop a way to correct that assumption.

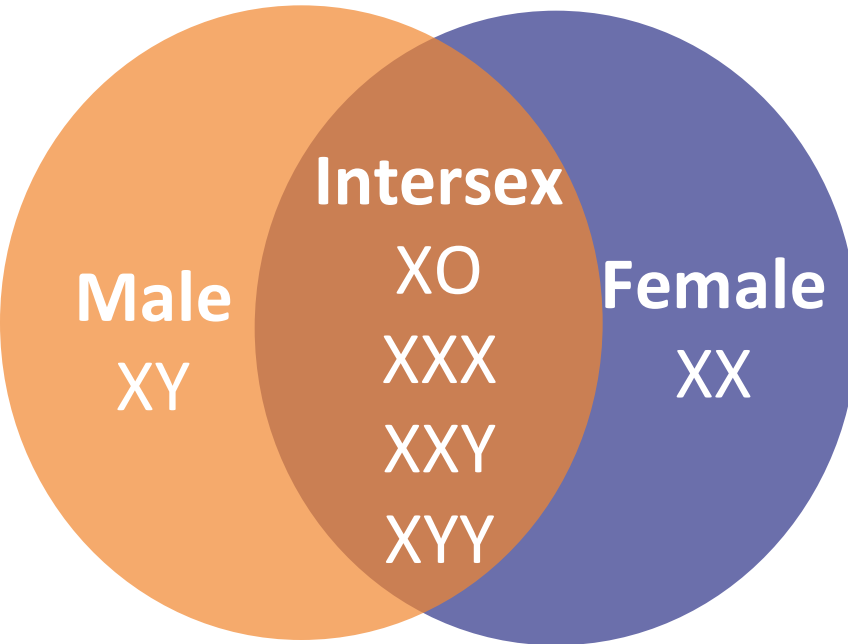
ACTIVITY | GENDER-NEUTRAL WORLD

Assumptions	Corrections
Giving all the women in the office a flower for Mother's Day	Give all people in the office flowers on May Day. <i>For example, while I can't get Hallmark to stop celebrating Mother's Day, I can get my workplace to acknowledge the complexity of parenting and gender by not focusing any celebration on the day.</i>



- We can intentionally create more gender inclusive spaces.
- Focus on what is within our control.

"But science says..."



Intersex is a general term used for a variety of people born with a reproductive or sexual anatomy that doesn't fit the typical definitions of female or male.

Trans identities

Trans woman
Trans girl

Someone assigned a male sex at birth who knows themselves to be a woman (or girl).

Trans man
Trans boy

Someone assigned a female sex at birth who knows themselves to be as a man (or boy).

Trans-feminine
Trans-masculine

Descriptive terms that transgender people use to explain where their gender expression lies.

Other Gender Identities



Gender Fluid

Genderqueer

Agender

TERMINOLOGY TO AVOID:

<i>Don't use...</i>	<i>Because...</i>	<i>Use...</i>
a Transgendered	Trans is not a noun! Trans is an adjective that helps describe someone's gender identity.	"Person who is Transgender" or the identity the person chooses for themselves!
Homosexual/ Homosexuality (unless someone chooses it for themselves)	This term comes across clinical and dog whistle-y	The identity someone chooses! LGBTQ+ as an umbrella.
"Sexual preference", "homosexual lifestyle"	These words have been co-opted as dog whistles to suggest gayness is a choice.	"Sexual Orientation"
"Sex Change", "Pre-op/Post-op"	These are antiquated and centralize surgeries and anatomy as a determining factor in gender identity.	"Transition" or "gender confirmation surgery"
"Biologically male/female"	It is rarely relevant what sex someone was assigned at birth and this suggests that trans women/men are not "real" women/men	IF NECESSARY... Assigned Female/Male at Birth (AFAB/AMAB)
"Hermaphrodite"	This is a super stigmatized word!	Intersex

Best Practice: People first thinking—ask the individual what they would like to be called!

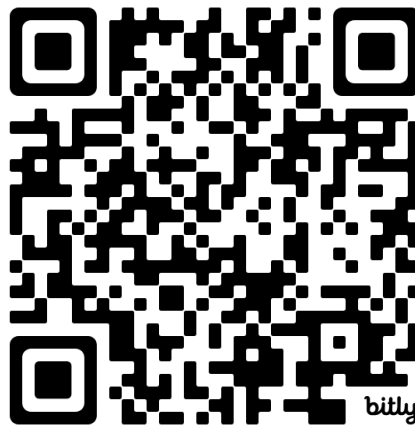


- There is a long history of language being weaponized to harm members of the LGBTQ+ community.
- We must be intentional with our language and how we show up.
- Again, a lot of this language is constantly changing, it is our responsibility to adjust and learn.

15 Minute Break!

Check out this site! It includes accurate and up to date maps that track LGBTQ+ policies across the nation. (We will revisit this map later)

<https://www.lgbtmap.org/equality-maps>





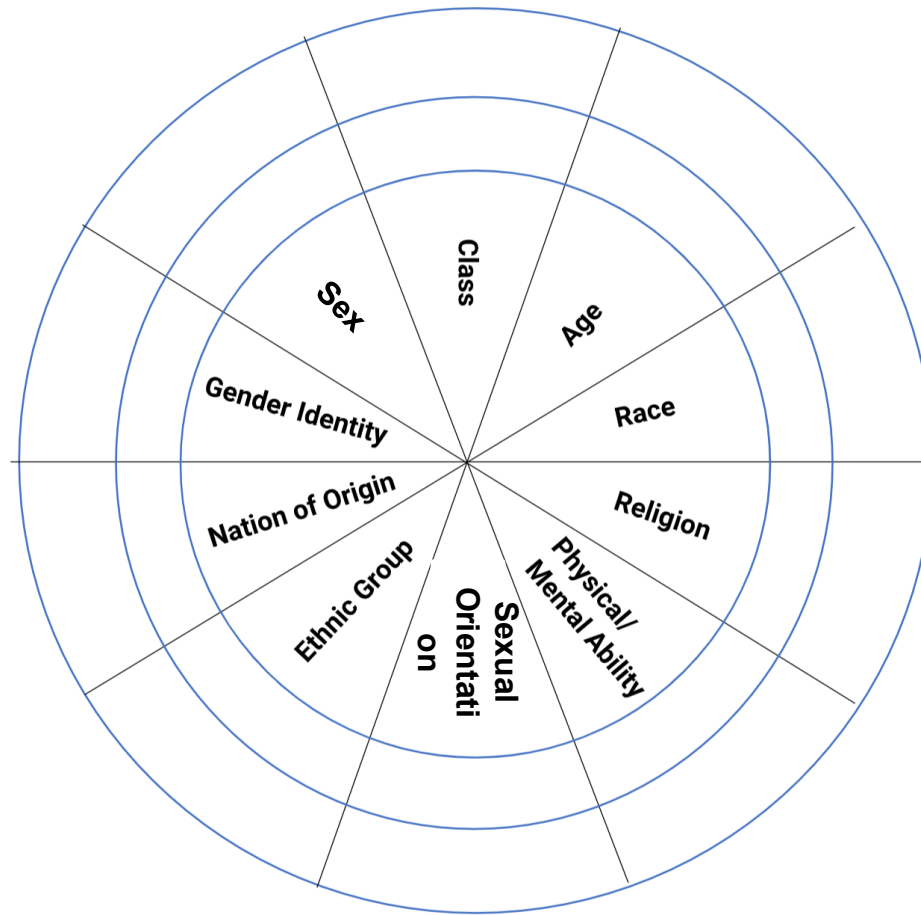
Natasha

Reminder: Definition of Privilege

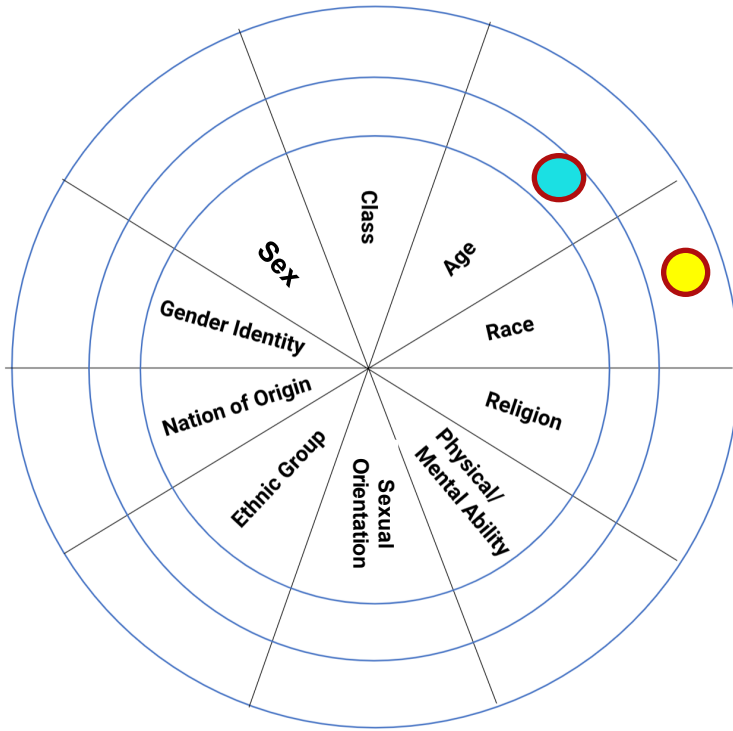
A special right, advantage, or immunity granted by our unique relationship to a system of power.

Power Shield P. 4

With one
Correction on
the handouts

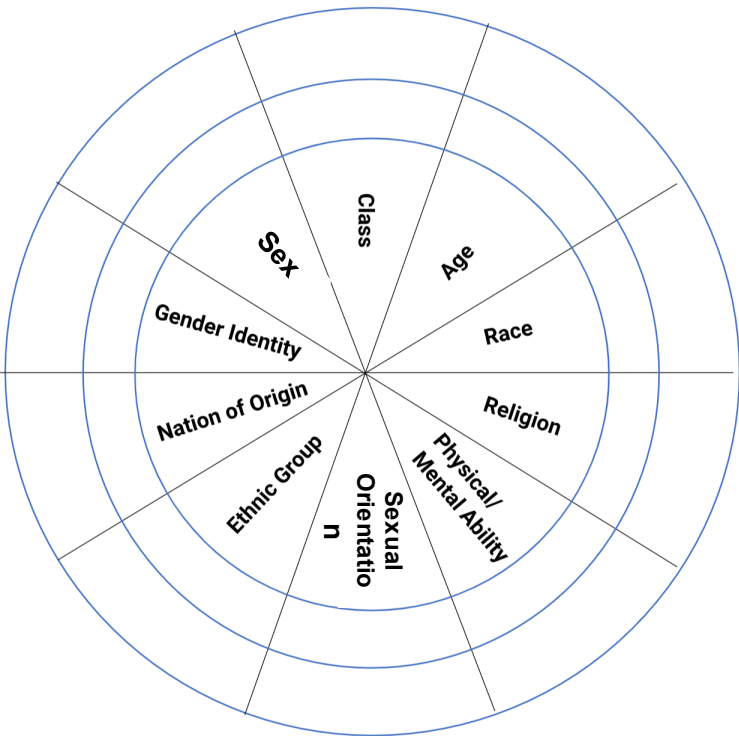


Power Shield Activity



- Analysis of Power and Privilege as Individuals
- Inner Ring – Dominant Identities
- Outer Ring – Oppressed Identities
- First on your own, then discuss as a group

Power Shield Activity



- On your own --
- Mark the inner or outer ring of each trait to describe your identity.
- Consider as a table group:
- How many of your segments are not dominant, meaning you do not share those areas of power conferred by society?
- What insight does this provide on how you have been treated as a person of privilege or a marginalized person?
- Which Identity brings you the most discomfort or confusion?

INTERSECTIONALITY



INTERSECTIONALITY



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.

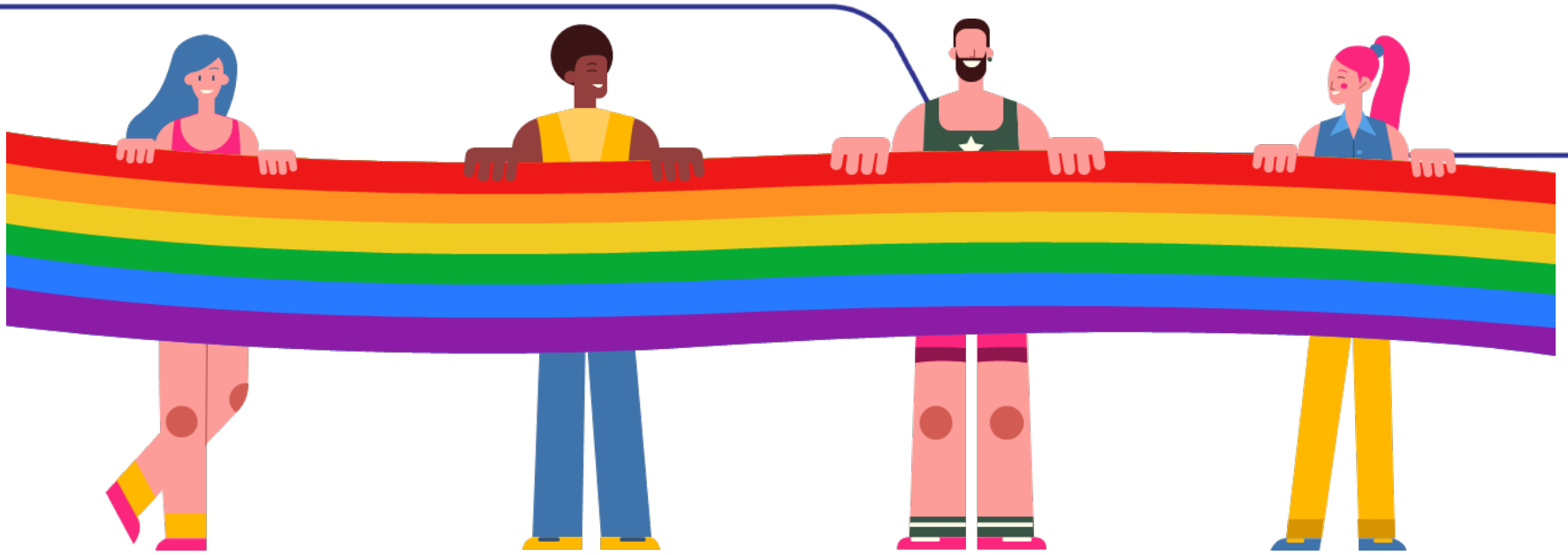
LEVELS OF EXPRESSION OF OPPRESSION

I n d i v i d u a l	<i>Internalized Oppression</i> lies within individuals. These are our private beliefs and biases about others, influenced by our culture, that reside inside our minds .	S y s t e m i c	<i>Institutional Oppression</i> occurs within institutions 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.
	<i>Interpersonal Oppression</i> occurs between individuals . Once we bring our private beliefs into our interactions with others, we are now in the interpersonal realm.		<i>Structural Oppression</i> is bias across institutions and society . It's the cumulative and compounded effects of an array of factors that systematically privilege some and disadvantage others.

ACTIVITY: UNDERSTANDING EXPRESSIONS OF OPPRESSION

Drawing on your knowledge base and experiences:

- **Independently analyze the scenarios and determine the expression of oppression.**
 - Scenarios can be found in POPs in "Additional Participant Handouts", the last resource at the bottom- Levels of Expression of Aggression
- **Discuss at your tables and reach consensus about the expression of oppression in each scenario.**
- **TOTAL Report Out – 3 Minutes be prepared to report a 2 Sentence Summary of your scenario and the Consensus Decision about what level of oppression is being expressed and why.**



What did you struggle with?

What was clear to you?



1. 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

...

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



- There are not hard and fast lines between the levels – and changing one can affect another.
- This framework helps us think about the size of the solution we need to fight the injustice at a particular level.



**Grat and
Bekah**

8.1 Million

TRUE OR FALSE

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

TRUE OR FALSE

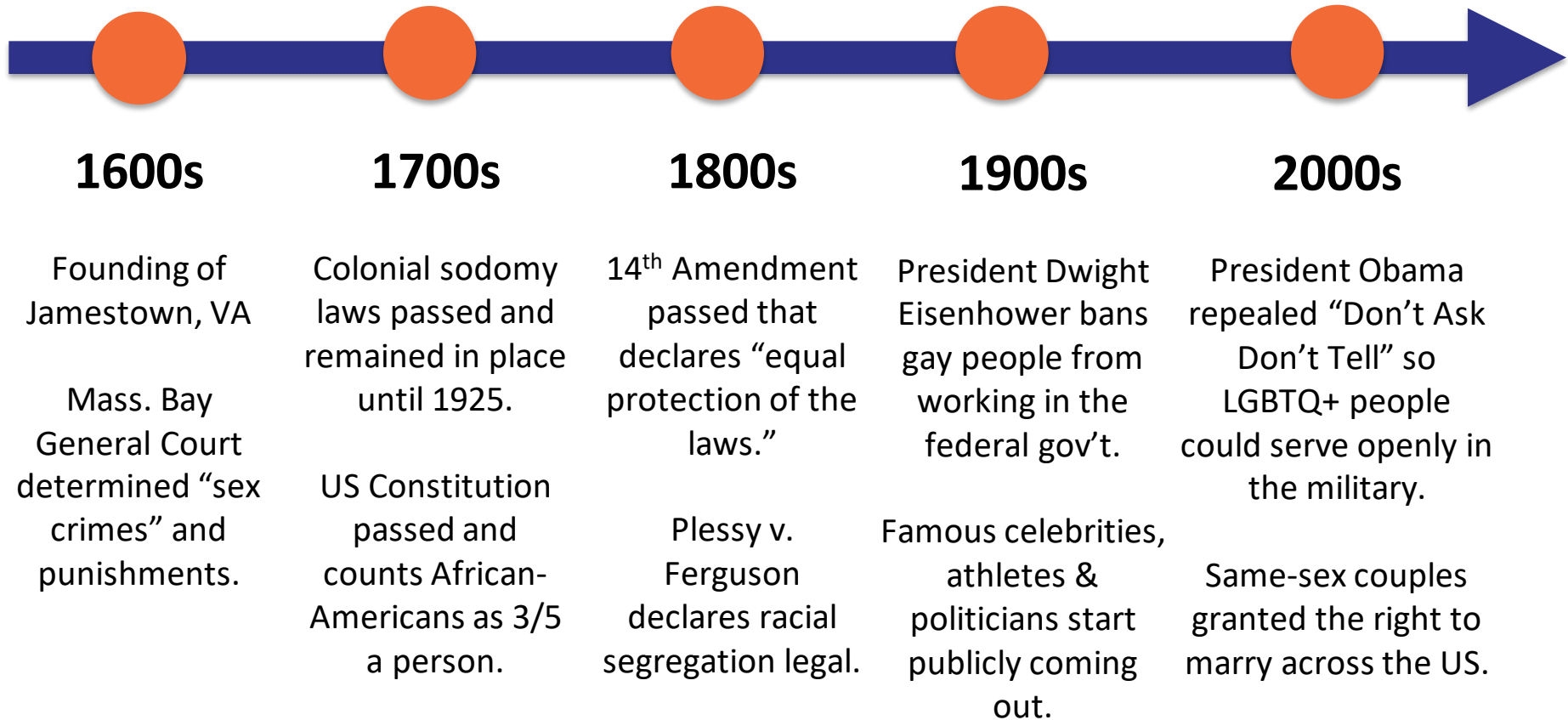
In my state, an employee can be fired for being a lesbian.

FALSE!

There are federal laws that protect LGBTQ+ workers from workplace discrimination in ALL states (yes, even yours).

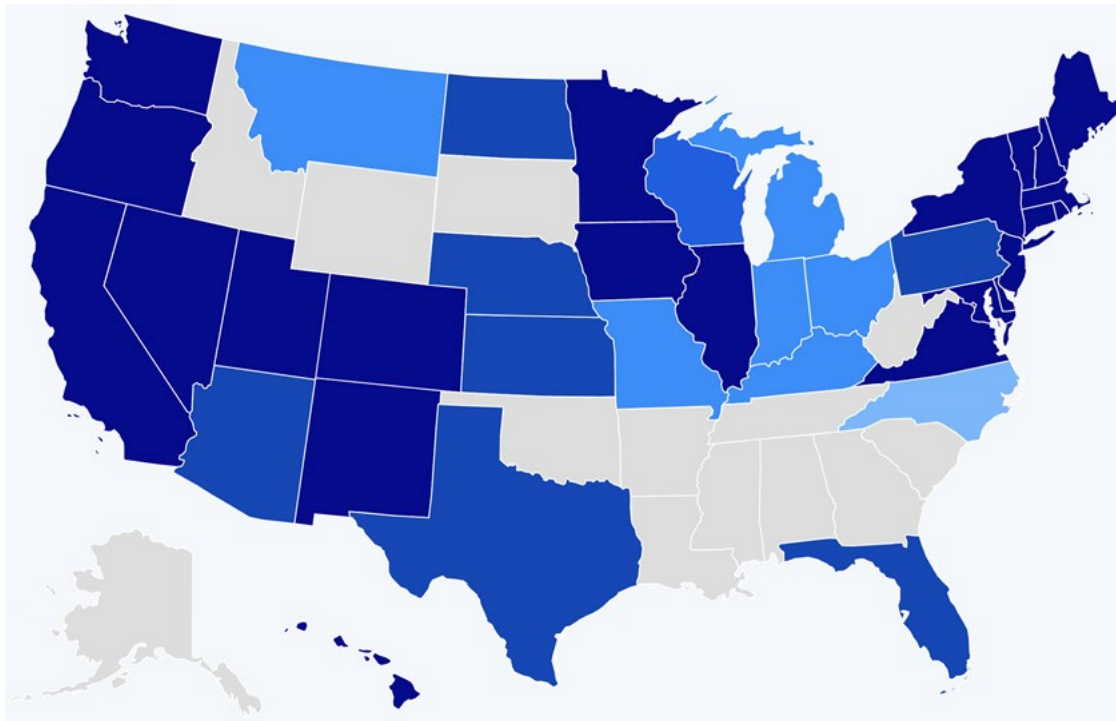
Federal Law

A NATION OF LAWS



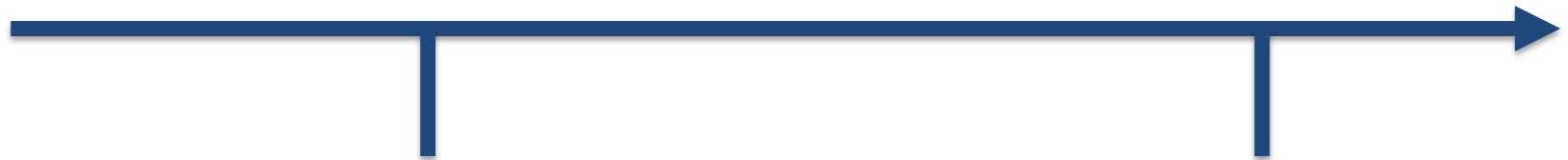
A HISTORY OF BARRIERS

In 2019, Just 22 States + DC Prohibited Workplace Discrimination Based On Sexual Orientation And Gender Identity.



Source: Human Rights Campaign

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.

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.**

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."

Title IX—Update May 2024

- Some schools and districts are implementing gender-affirming policies and practices
- Dozens of states are trying to license LGBTQ+ discrimination under the guise of “protecting children” or by claiming it is a right because of religious freedom.
- More than two dozen states have now passed variations of legislation that limits, further marginalizes, and in some cases criminalizes efforts to support LGBTQ+ youth and adults.
- Many of these attacks on LGBTQ+ people are being challenged in court with hope they will be struck down under the reasoning of Bostock.
- With the current make-up of the Supreme Court and their record of overturning precedent-setting cases, nothing is guaranteed.

ANTI-LGBTQ+ LEGISLATION

Several states have now passed legislation to restrict LGBTQ+ rights, including:

- Prohibiting or criminalizing healthcare for transgender youth
- Mandating single-sex facility restrictions
- Excluding transgender youth from athletics
- Enacting restrictions on identification documents
- Bans on books, curricula, and discussion of LGBTQ+ issues in classrooms
- Exemptions to anti-discrimination laws for “religious or moral” beliefs

Source: ACLU.org

WHAT WE KNOW TODAY

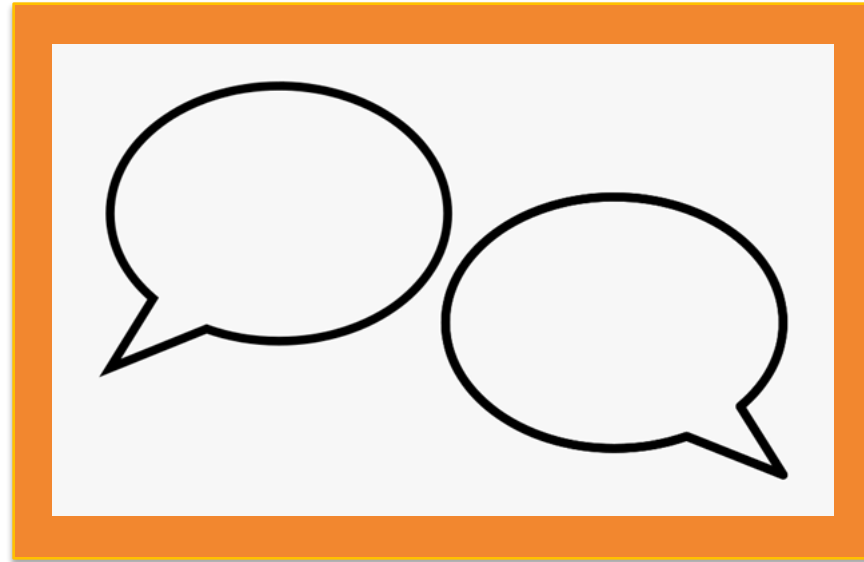
- The Bostock ruling only applies to employment discrimination.
- Discrimination in other areas (e.g., housing) is still legal in many states.
- The Equality Act – a federal law currently stalled in Congress - would end discrimination across all areas for LGBTQ+ people.

1 hour for Lunch!



CUE IT UP!

Add the movie “Pride” to your to watch list. It is based on a true story about an LGBTQ+ group’s solidarity with striking miners. A feel good union story, but make sure to have tissues handy!



1. How have past and recent federal laws impacted LGBTQ+ individuals?
2. How does the Bostock ruling impact LGBTQ+ members? How does it impact the work of UniServ directors?

STATE & LOCAL LAWS ON THE RISE

- In the absence of federal law that protects LGBTQ+ individuals, states are rushing to pass legislation.
- State laws range from being affirming to harmful of LGBTQ+ individuals & their families.
- Local School Boards have joined in passing policies that affirm or further marginalize/erase the history and lived experiences of LGBTQ+ and BIPOC students.



IMPACT ON EDUCATORS



Sim Kern @sim_kern · 13m

All of a sudden, the video I posted 6 months ago about teaching as an out trans nonbinary person is getting a steady stream of hate-comments. To these people, me telling middle schoolers that my pronouns are "they/them" is "grooming."

5

8

41



Sim Kern @sim_kern · 11m

This is their logic--that existing as a queer person near a child is "grooming." They will try to legislate us out of contact with any kids, out of our families. Watch for laws banning first trans ppl, then any queer ppl, from being teaches, counselors, and even parents.

1

3

32



Sim Kern @sim_kern · 10m

Here's the video if you want to stop by and show it some love. (I've reported & blocked all the hate comments as they've come in, so you can't see them, but it's been like one or two a day of people saying the most monstrous ~~shit~~ to me)



youtube.com

What it's like teaching middle school as a trans no...
This summer I've started teaching again, but this time as an out trans person. I just figured I'd share ...

2



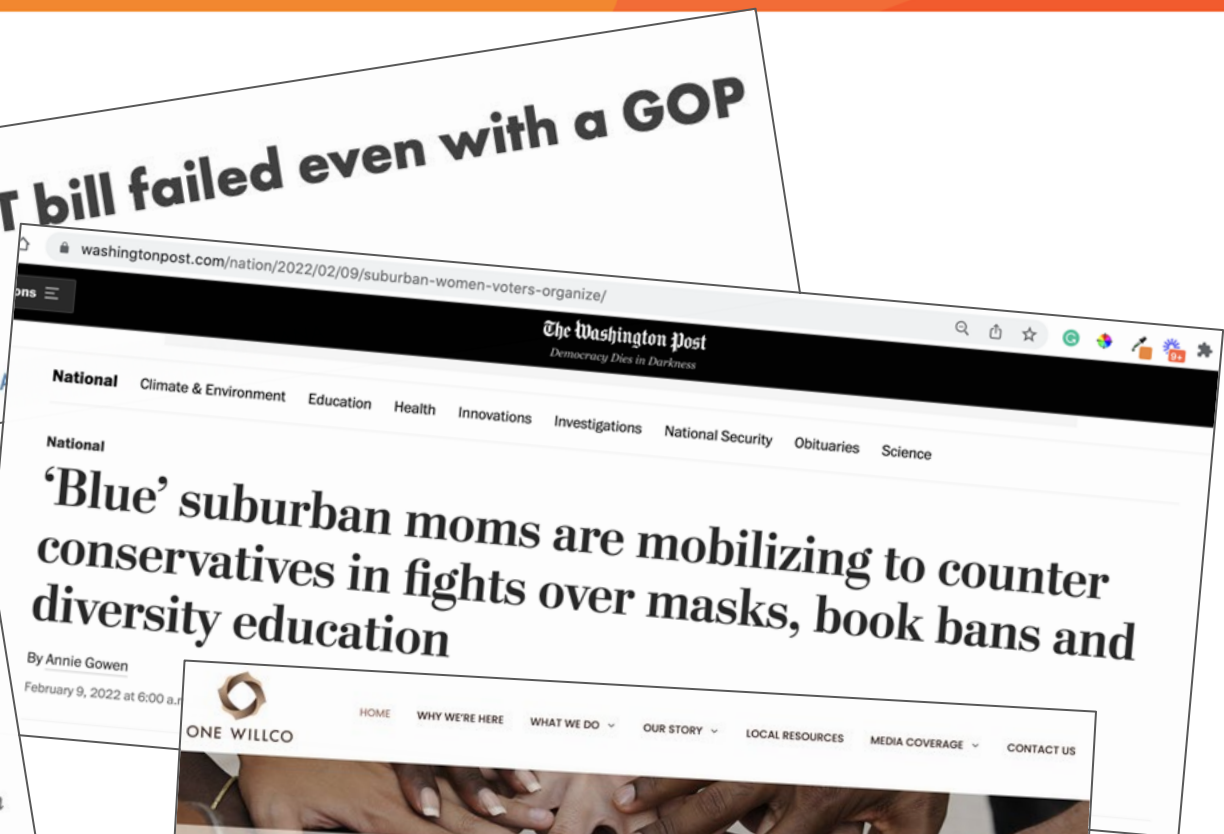
14



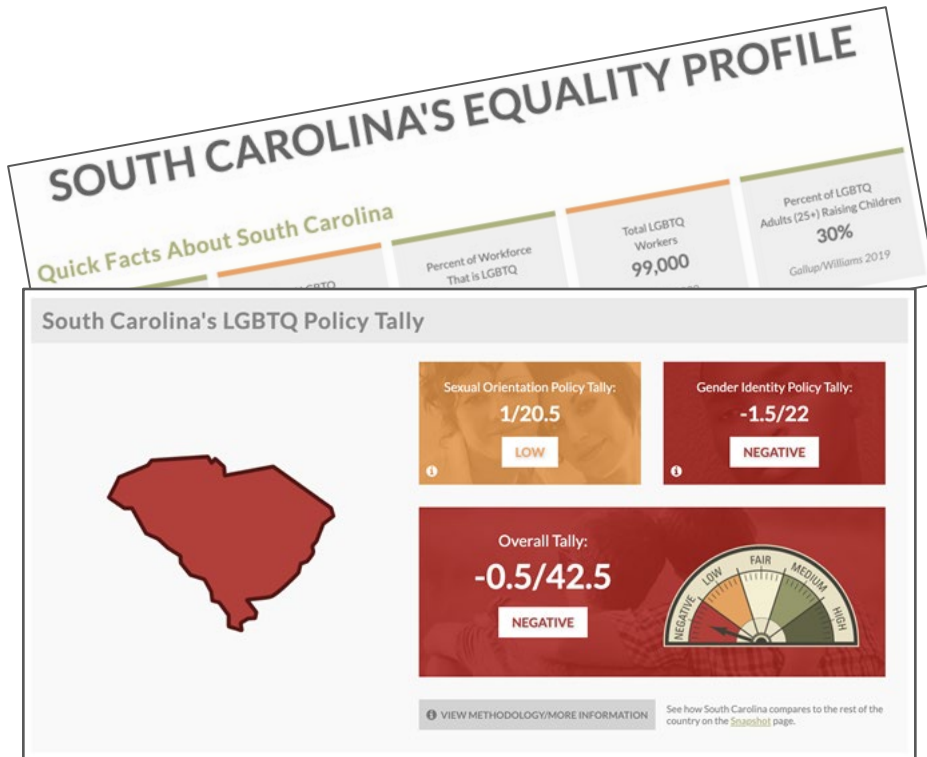
MARCH 11, 2022

How Indiana's anti-CRT bill failed even with a GOP supermajority

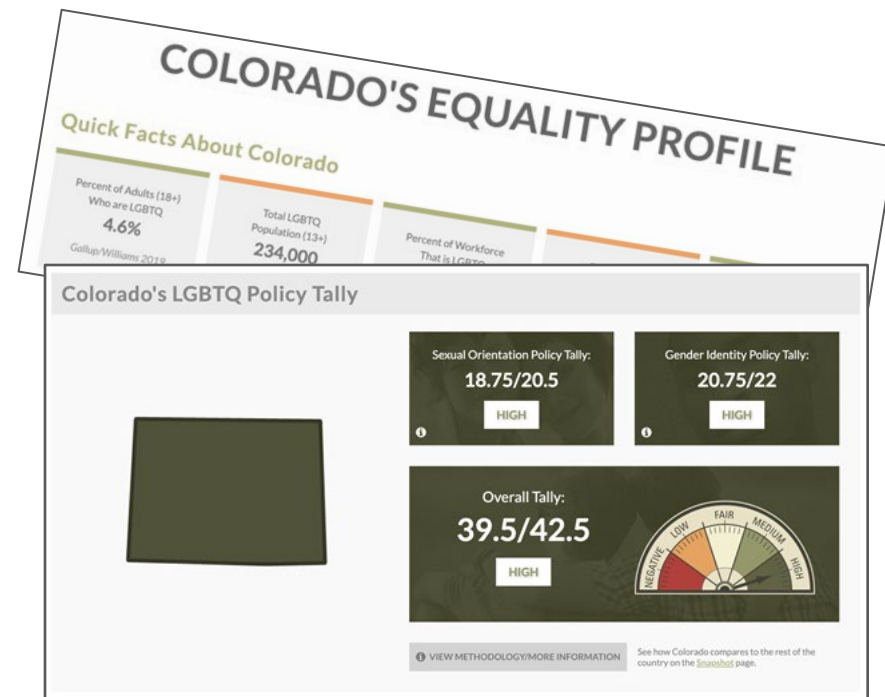
STEPHANIE WANG - CHALKBEAT INDIANA & ALEKSANDRA



Review the Laws in Your State



Adoption Reform			
Foster Care Nondiscrimination Protections			
Recognition for Parents Using Assisted Reproduction	0/0.5		
Recognition of De Facto Parents	0/0.5		
State Family Leave Laws	2/6		0/1
LGBTQ-Inclusive Definitions of Spouse/Partner			
LGBTQ-Inclusive Definitions of Children/Parents			
Subtotal			
Relationship and Parental Recognition Total			2/7



Family Services Nondiscrimination Laws			
Adoption Nondiscrimination Protections for LGBTQ Parents	✓	1/1	
Foster Care Nondiscrimination Protections for LGBTQ Parents	✓	0.5/0.5	✓
Recognition for Parents Using Assisted Reproduction	✓	0.5/0.5	✓
Recognition of De Facto Parents	✓	0.5/1	
State Family Leave Laws	✓	0.5/1	
LGBTQ-Inclusive Definitions of Spouse/Partner	✓		
LGBTQ-Inclusive Definitions of Children/Parents	✓	0.5/0.5	
Subtotal		5/8	1/1
Relationship and Parental Recognition Total			6/7

Review the Laws in Your State

1. Go to 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?

Legislative Trackers

ICNL INTERNATIONAL CENTER
FOR NOT-FOR-PROFIT LAW

ACLU



AAFPF

THE AFRICAN AMERICAN POLICY FORUM

FREEDOM
FOR ALL AMERICANS



THE
TREVOR
PROJECT



The Florida legislature recently passed **HB 1557**, the notorious "Don't Say Gay or Trans" bill. If it is signed by Governor DeSantis, **it will take effect on July 1, 2022.**

Key Ideas



- At least for now, ALL LGBTQ+ workers are protected under Bostock.
- BUT Bostock is limited to Employment.
- Affirming and destructive policies are popping up everywhere- The map resource is a good way to stay up to date.
- With the current Supreme Court, we don't know how long Bostock will survive.



Anthony

What Does It Mean To Transition?

Individuals May Go Through Various Transitions



Social Transition



Legal Transition



Physical Transition

Social transition is when a transgender person makes others aware of their gender identity.



Theo Germaine, actor in
Netflix's *The Politician*
They/Them and He/His

LEGAL TRANSITION

Legal transition is when a transgender person legally changes their existing documentation to match their gender identity.

These can be done by court order or state law.



PHYSICAL TRANSITION

Physical transition is when a transgender person undergoes medical treatments so that their sex characteristics better match their gender identity. **Before puberty, there are no medical interventions. Ever.**



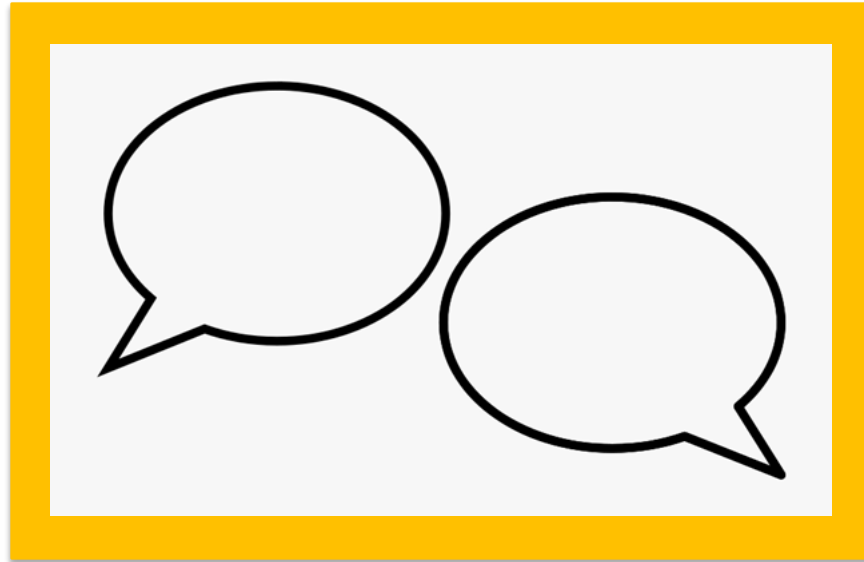
Janet Mock (She/Her), Writer,
Director & Transgender Activist

So, what about Drag?



Transgender refers to a personal gender identity and an authentic, lasting sense of self. In contrast, “drag” is a temporary and deliberate performance of gender.

Shoe Groups of 4



1. Describe a time when you had to make a transition. Why did you want to make this change and did you face any barriers?
2. Based on what you know, what are some of the barriers members can face when transitioning?

BARRIERS TO TRANSITIONING

Not all trans people can transition as they would like to because of any number of factors, including:

- Financial cost
- Legislative rules/roadblocks
- Lack of access to competent healthcare
- Health problems
- Unhappy with options available
- Unsupportive family/family instability
- Homelessness/domestic violence
- Other personal reasons

- When someone calls you and tells you they are transitioning, do not question them about what they are doing.
- Ask how you can support them and find out the answers to their questions.
- Put the person in the driver seat; do not be the driver.
- NEVER try to talk someone out of transitioning or question their decisions around their identity.



15 Minute Break!



Beth and Grat

Panel





Pete and Dawn

SCENARIO: Supporting a Trans Educator

You are a Uniserv Director in a medium-sized conservative school district. A member reaches out to you and asks for your help. She explains to you that she is a returning employee who is transgender and began transitioning over the summer break. She is nervous about coming back in the fall and is asking for your help in navigating her 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.

- 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?
- For additional support see the document in Additional Resources section of POPS called, "Gender Diversity in the Workplace."

Questions and Topics to Avoid

- **Questions about genitalia or anatomy**

It's not your business!

- **Questions about sexual experiences**

Also, not your business

- **Any questions that imply someone should delay or stop transitioning**

Are you sure you want to switch your pronouns this school year?

- **Any comments on someone's transition**

"I never would have known! You pass so well! You don't look trans!"

- **Questions or comments about, or using a person's dead name**

A dead name is the birth name of a transgender person who has changed their name

- **Anything that assumes they are the expert on everything LGBTQ+**

It's not their job to teach you or to speak for an entire, diverse community

- When someone calls you and tells you they are transitioning, do not question them about what they are doing.
- Ask how you can support them and find out the answers to their questions.
- Put the person in the driver seat; do not be the driver.
- NEVER try to talk someone out of transitioning or question their decisions around their identity.





Discussion

Advancing LGBTQ+ Justice