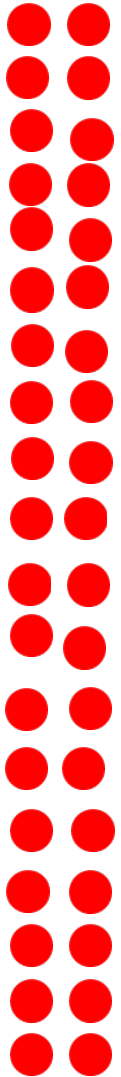


Entry Activity-Mapping

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



Logistics to Remember

Parking lot

Bathroom

Materials

Food

Room Temperature

Karla as Resource

Questions

AFSE Support

Room Cleaning



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

But what if I want to say more....

Time at the End and
Start of the Day.

So...make note of what
You want to ask or
continue



Introductions- Training Team



Natasha Eckart
She/Hers
Vermont



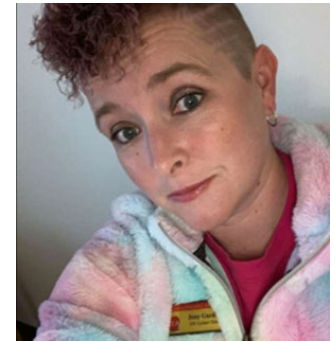
Michelle Couture
She/Hers
New York



Barb Whitman
She/Hers
Utah



Ben West
He/Him
California



Jeny Gardner
All Pronouns
Wyoming



Grat Dalton
He/Him
Michigan



Lucy Griswold
She/Hers
Washington, D.C.



Bekah Saxon
She/Hers
Connecticut

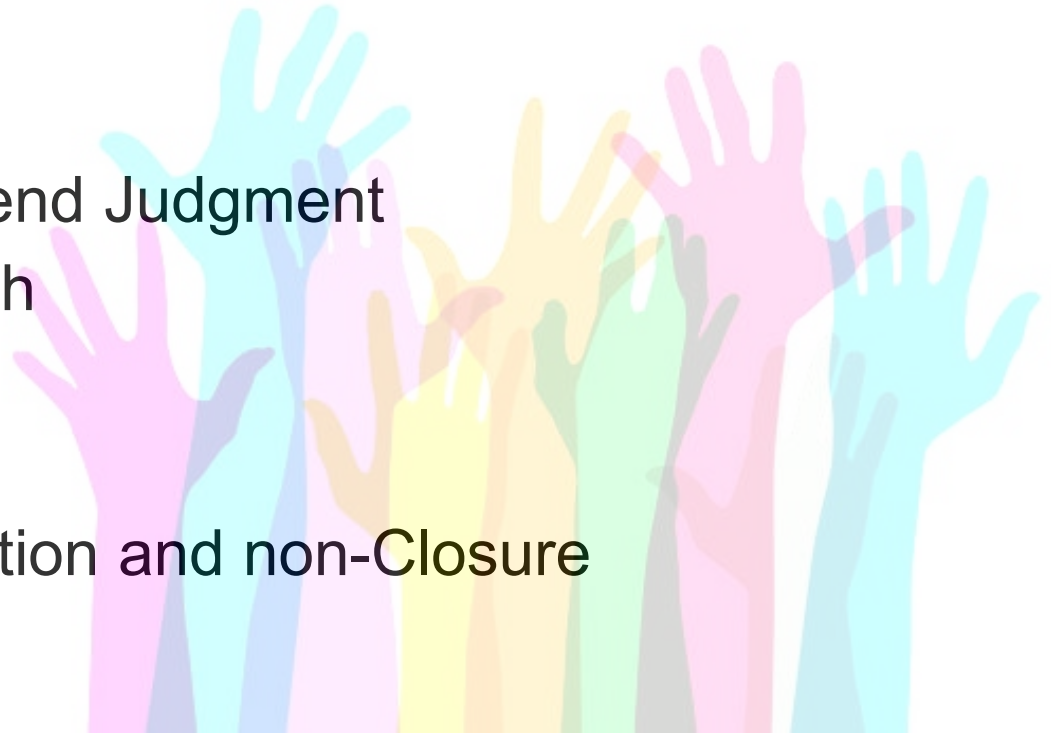


Anthony Brisson
He/Him
Washington, D.C.



Ellen Holmes
She/Hers
NEA

- 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



Introduction Whip -Who are you?

- Name
- Pronouns
- Your title
- 15 Seconds Each





Anthony

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 Pg 7

[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

[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>

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.”

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>

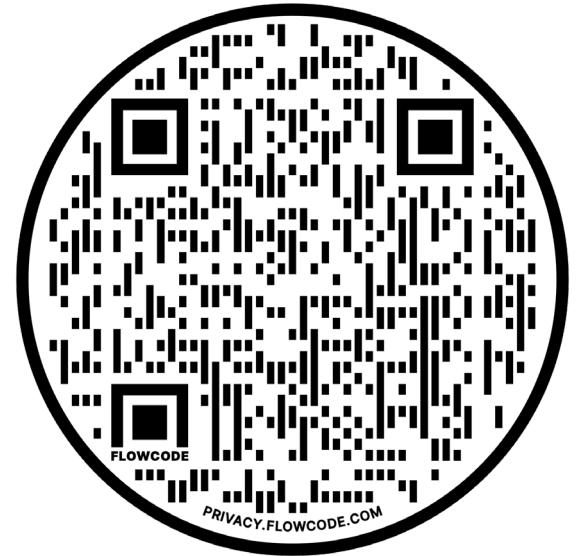
Safe, Just, and Equitable Schools

Adopted by the 2022 NEA Representative Assembly

NBI 32

Training on Trans Gender Advocacy Issues for Affiliate Staff

NEA Online Toolkit – LGBTQ Resources







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





Bekah

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 can often be 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

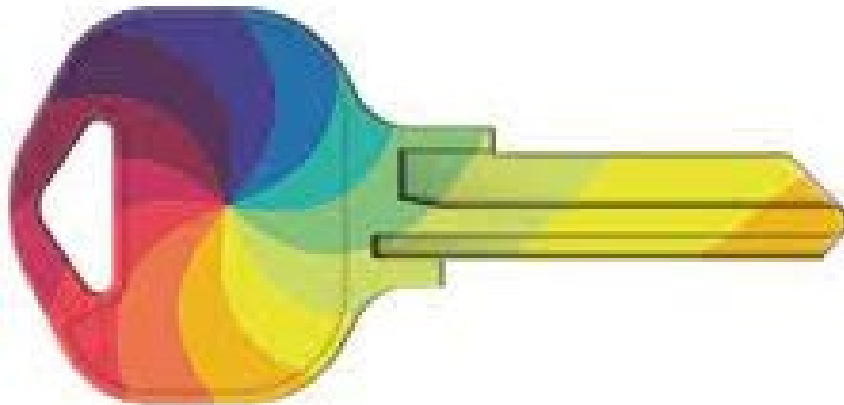
****15 Seconds Each****

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.



Ben



Gather around an identity of your choosing

Answer the following discussion questions:

- Why did you select this piece of your 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?





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

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



Michelle

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

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



Barb

First Impressions Activity pg 17

On your own first



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.



Natasha

Movement and Change



Timeline Activity

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



Movement and Change



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!)



Natasha

- 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.



Bekah

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.



**Grat and
Michelle**

What makes a word a slur?



Terminology Four Corners

1. On the slide will be the definition of LGBTQ+ terminology along with 4 possible options for words.
2. Get up and move to the corner that matches the word you think correctly matches the definition.

Terminology Four Corners-

How to find the answer?

- You already know.
 - Use context clues.
 - Ask someone in the room that you trust.
- (Yes, conversation is allowed and encouraged).

An internal, deeply felt sense of being female, male, a blend of both, or neither. Refers to how individuals perceive themselves and what they call themselves. Can be the same as or different from their sex assigned at birth.

A- Gender Identity

B- Gender Fluid

C- Gender Expression

D- Gender Queer

An internal, deeply felt sense of being female, male, a blend of both, or neither. Refers to how individuals perceive themselves and what they call themselves. Can be the same as or different from their sex assigned at birth.

A- Gender Identity

LGBTQ+ Terminology

A teaching methodology focused on identity, diversity, justice, and action. ABAR pedagogy helps students develop a strong sense of self-worth, empathize with others, learn the impact of unfairness, and take action when they observe, or experience injustice.

A- Non-Binary

B- LGBTQ+

C- Transgender/Trans

D- Anti-Bias Anti-Racist (ABAR)

LGBTQ+ Terminology

A teaching methodology focused on identity, diversity, justice, and action. ABAR pedagogy helps students develop a strong sense of self-worth, empathize with others, learn the impact of unfairness, and take action when they observe, or experience injustice.

D- Anti-Bias Anti-Racist (ABAR)

LGBTQ+ Terminology

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

A- Intersex

B- Transgender/Trans

C- Gender Expression

D- Non-Binary

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

D- Non-Binary

LGBTQ+ Terminology

A broad term referring to people who do not behave in a way that conforms to the traditional expectations of their gender or whose gender expression does not fit neatly into a category.

A- Gender Fluid

B- Gender Expression

C- Transgender/Trans

D- Gender Non-Conforming

A broad term referring to people who do not behave in a way that conforms to the traditional expectations of their gender or whose gender expression does not fit neatly into a category.

D- Gender Non-Conforming

LGBTQ+ Terminology

A modern umbrella term used across the U.S. Native American and Canadian First Nations communities to describe Native people who fulfill a traditional third-gender or gender-variant ceremonial and social role in their cultures. Because being Two-Spirit also denotes one's spirituality, not all transgender or non-binary Indigenous people consider themselves to be Two-Spirit. It is not a term appropriate for a non-Native person to use for their own identity. It's an Indigenous term, thereby open solely to Indigenous community members.

A- Bisexual/Bi+

B- Two-Spirit

C- Intersex

D- Lesbian

B- Two-Spirit

Terminology Four Corners

Continuing from here you no longer need to move to the correct answer.

- Stay at your table and discuss the options.
- When you come to an agreement hold up the letter that correctly matches the word to the definition.

LGBTQ+ Terminology

A term that describes a person whose gender identity aligns with the sex assigned to them at birth.

A- Agender

B- Cisgender

C- Gender Fluid

D- Transgender/Trans

LGBTQ+ Terminology

A term that describes a person whose gender identity aligns with the sex assigned to them at birth.

B- Cisgender

LGBTQ+ Terminology

A term used to describe someone who is actively supportive of LGBTQ+ people. It encompasses straight and cisgender allies and those within the LGBTQ+ community who support each other (e.g., a lesbian who is an ally to the bisexual community).

A- Queer

B- Genderqueer

C- Ally

D- Gender Expression

LGBTQ+ Terminology

A term used to describe someone who is actively supportive of LGBTQ+ people. It encompasses straight and cisgender allies and those within the LGBTQ+ community who support each other (e.g., a lesbian who is an ally to the bisexual community).

C- Ally

LGBTQ+ Terminology

A term that describes a person who is emotionally, romantically, or sexually attracted to people of more than one gender, sex, or gender identity.

A- Bisexual/Bi+

B- Intersex

C- Gay

D- Two-Spirit

LGBTQ+ Terminology

A term that describes a person who is emotionally, romantically, or sexually attracted to people of more than one gender, sex, or gender identity.

A- Bisexual/Bi+

LGBTQ+ Terminology

A term that describes a person who is emotionally, romantically, or sexually attracted to some members of the same gender.

A- Sexual Orientation

B- Transgender/Trans

C- Gay

D- Intersex

LGBTQ+ Terminology

A term that describes a person who is emotionally, romantically, or sexually attracted to some members of the same gender.

C- Gay

LGBTQ+ Terminology

A term that describes the clinically significant distress a person experiences when their assigned birth gender does not match their gender identity. According to the American Psychiatric Association's Diagnostic and Statistical Manual of Mental Disorders (DSM), the term—which replaces Gender Identity Disorder—“is intended to better characterize the experiences of affected children, adolescents, and adults.”

A- Intersex

C- Transgender/Trans

B- Gender Queer

D- Gender Dysphoria

LGBTQ+ Terminology

A term that describes the clinically significant distress a person experiences when their assigned birth gender does not match their gender identity. According to the American Psychiatric Association's Diagnostic and Statistical Manual of Mental Disorders (DSM), the term—which replaces Gender Identity Disorder—“is intended to better characterize the experiences of affected children, adolescents, and adults.”

D- Gender Dysphoria

The external appearance of one's gender identity, usually expressed through behavior, clothing, haircut, or voice, that may or may not conform to socially defined behaviors and characteristics typically associated with being either feminine or masculine.

A- Gender Expression

B- Intersex

C- Gender Non-Conforming

D- Queer

The external appearance of one's gender identity, usually expressed through behavior, clothing, haircut, or voice, that may or may not conform to socially defined behaviors and characteristics typically associated with being either feminine or masculine.

A- Gender Expression

LGBTQ+ Terminology

An acronym for “lesbian, gay, bisexual, transgender, and queer.” The “+” represents additional gender identities and sexual orientations that include intersex, agender, and asexual, among many others.

A- Gender Expression

B- Queer

C- LGBTQ+

D- Non-Binary

LGBTQ+ Terminology

An acronym for “lesbian, gay, bisexual, transgender, and queer.” The “+” represents additional gender identities and sexual orientations that include intersex, agender, and asexual, among many others.

C- LGBTQ+

A woman who is emotionally, romantically, and/or sexually attracted to women. This includes cis, trans, and other people who are women.

A- Lesbian

B- Sexual Orientation

C- Gender Non-Conforming

D- Cisgender

LGBTQ+ Terminology

A woman who is emotionally, romantically, and/or sexually attracted to women. This includes cis, trans, and other people who are women.

A- Lesbian

LGBTQ+ Terminology

An inherent or immutable enduring emotional, romantic, or sexual attraction to other people.

A- Gay

B- Gender Expression

C- Sexual Orientation

D- Agender

An inherent or immutable enduring emotional, romantic, or sexual attraction to other people.

C- Sexual Orientation

LGBTQ+ Terminology

An umbrella term for people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth. Being transgender does not imply any specific sexual orientation.

A- Gender Queer

B- Transgender/Trans

C- Gender Fluid

D- Two-Spirit

LGBTQ+ Terminology

An umbrella term for people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth. Being transgender does not imply any specific sexual orientation.

B- Transgender/Trans

LGBTQ+ Terminology

Describes someone who has the potential for emotional, romantic or sexual attraction to people of any gender though not necessarily simultaneously, in the same way or to the same degree. Sometimes used interchangeably with bisexual.

A- Gender fluid

B- Intersex

C- Pansexual

D- Gender Non-Conforming

Describes someone who has the potential for emotional, romantic or sexual attraction to people of any gender though not necessarily simultaneously, in the same way or to the same degree. Sometimes used interchangeably with bisexual.

C- Pansexual

LGBTQ+ Terminology

A term people often use to express fluid identities and orientations. This term is often used interchangeably with “LGBTQ+.”

A- Intersex

B- Pansexual

C- Non-Binary

D- Queer

LGBTQ+ Terminology

A term people often use to express fluid identities and orientations. This term is often used interchangeably with “LGBTQ+.”

D- Queer

Describes a person who does not have a gender.

A- Gender Fluid

B- Agender

C- Intersex

D- Pansexual

LGBTQ+ Terminology

Describes a person who does not have a gender.

B- Agender

A person who does not identify with a single fixed gender or has a fluid or unfixed gender identity.

A- Intersex

B- Pansexual

C- Gay

D- Gender fluid

A person who does not identify with a single fixed gender or has a fluid or unfixed gender identity.

D- Gender fluid

LGBTQ+ Terminology

..... people typically reject notions of static categories of gender and embrace a fluidity of gender identity and often, though not always, sexual orientation. People who identify as this may see themselves as being both male and female, neither male nor female or as falling completely outside these categories.

A- Intersex

C- Gender Identity

B- Gender Queer

D- Gender Fluid

..... people typically reject notions of static categories of gender and embrace a fluidity of gender identity and often, though not always, sexual orientation. People who identify as "genderqueer" may see themselves as being both male and female, neither male nor female or as falling completely outside these categories.

B- Gender Queer

LGBTQ+ Terminology

.... people are born with a variety of differences in their sex traits and reproductive anatomy. There is a wide variety of difference among variations, including differences in genitalia, chromosomes, gonads, internal sex organs, hormone production, hormone response, and/or secondary sex traits.

A- Intersex

C- Non-Binary

B- Gender Queer

D- Transgender/Trans

LGBTQ+ Terminology

.... people are born with a variety of differences in their sex traits and reproductive anatomy. There is a wide variety of difference among intersex variations, including differences in genitalia, chromosomes, gonads, internal sex organs, hormone production, hormone response, and/or secondary sex traits.

A- Intersex

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?

Tomorrow we are going to talk about the Q in the LGBTQ+

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

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



- 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!

15 Minute Break!

Break time!

Ok... so all this means the sex ed we were taught is outdated and excludes a whole bunch of identities. 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/>

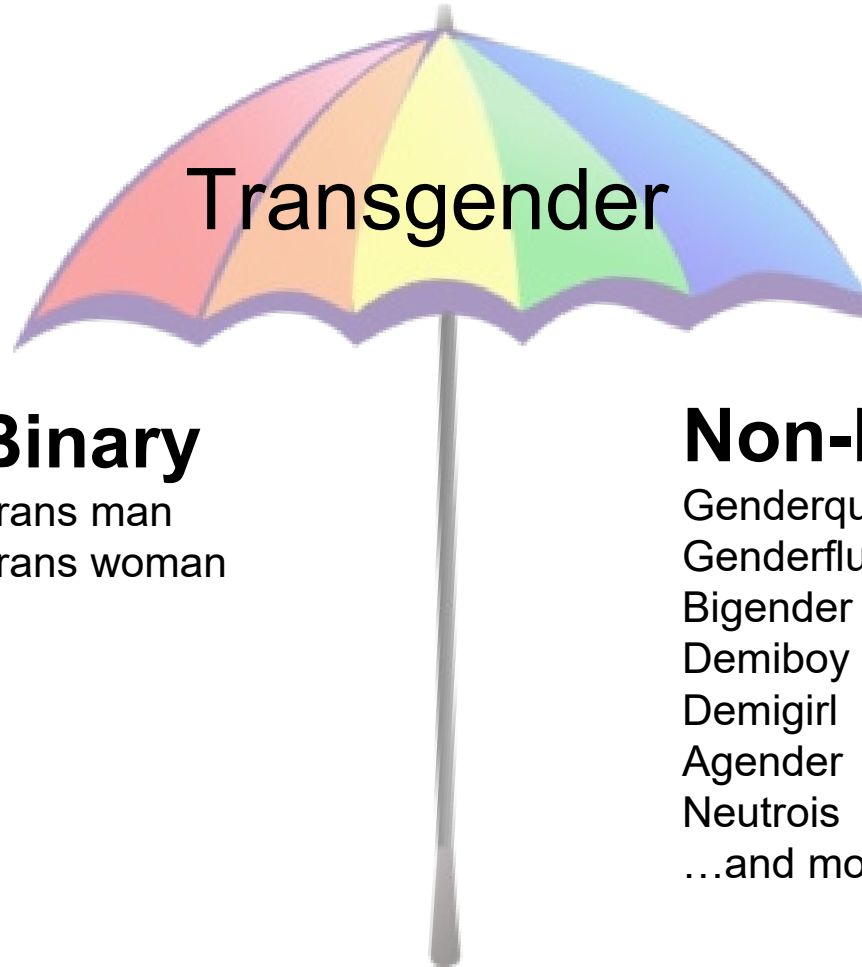




Jeny



Transgender Terminology



Binary

Trans man
Trans woman

Non-Binary

Genderqueer
Genderfluid
Bigender
Demiboy
Demigirl
Agender
Neutrois
...and more!

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.



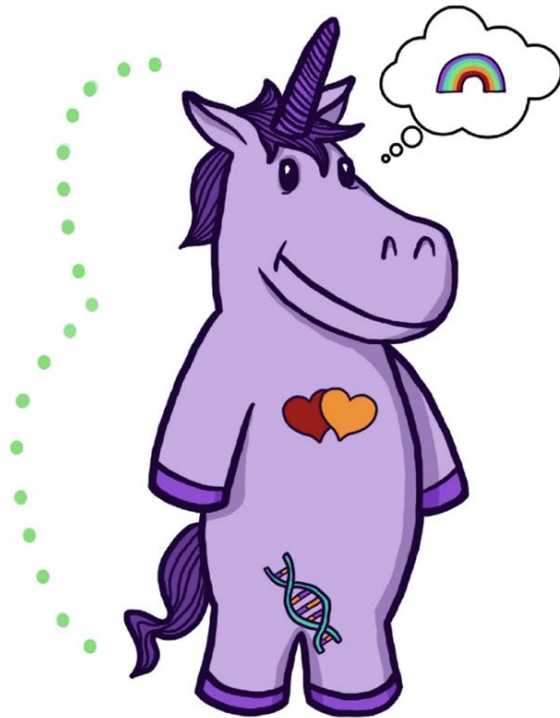
Jeny & Barb



The Gender Unicorn pg. 25

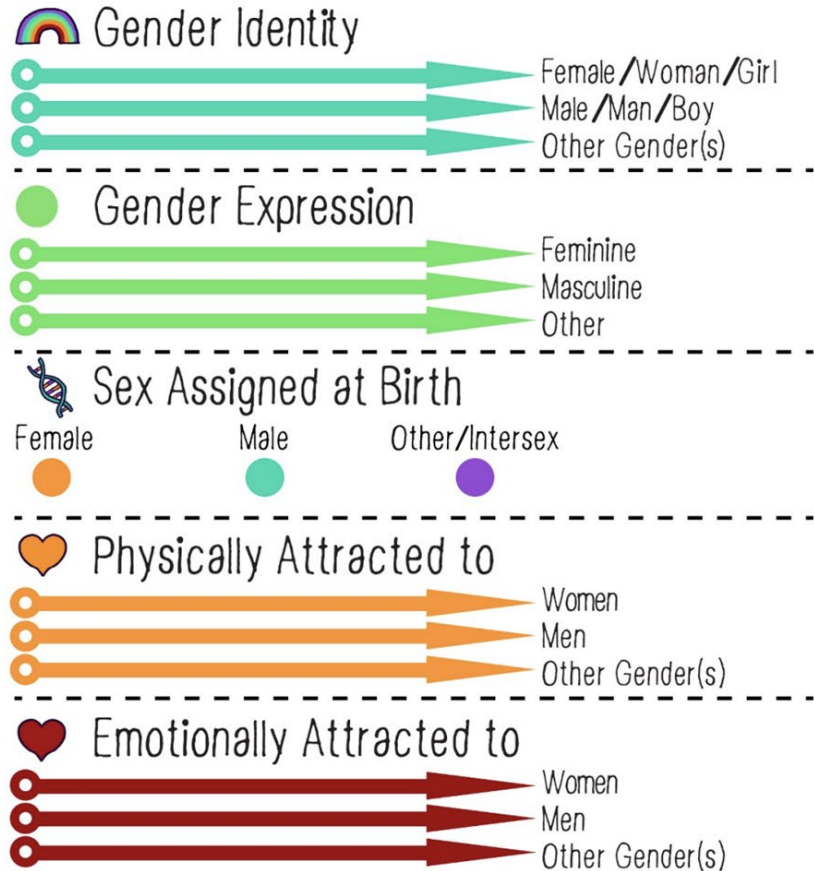
The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



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

Design by Landyn Pan and Anna Moore



Name: _____

Your pronouns: _____

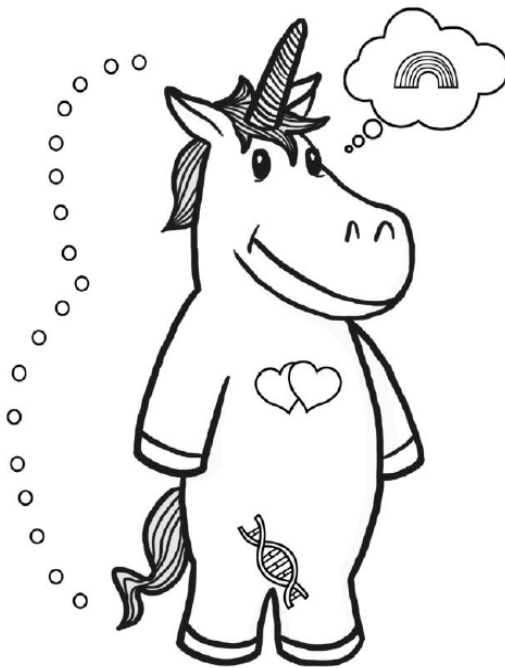
Use your coloring tools to fill in the meters to where they belong for you in each category. You may wish to color in multiple meters in any category and/or may wish to leave some meters blank.

Feel free to make additions or corrections to the sheet.

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources

Your
Turn...
pg. 26



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

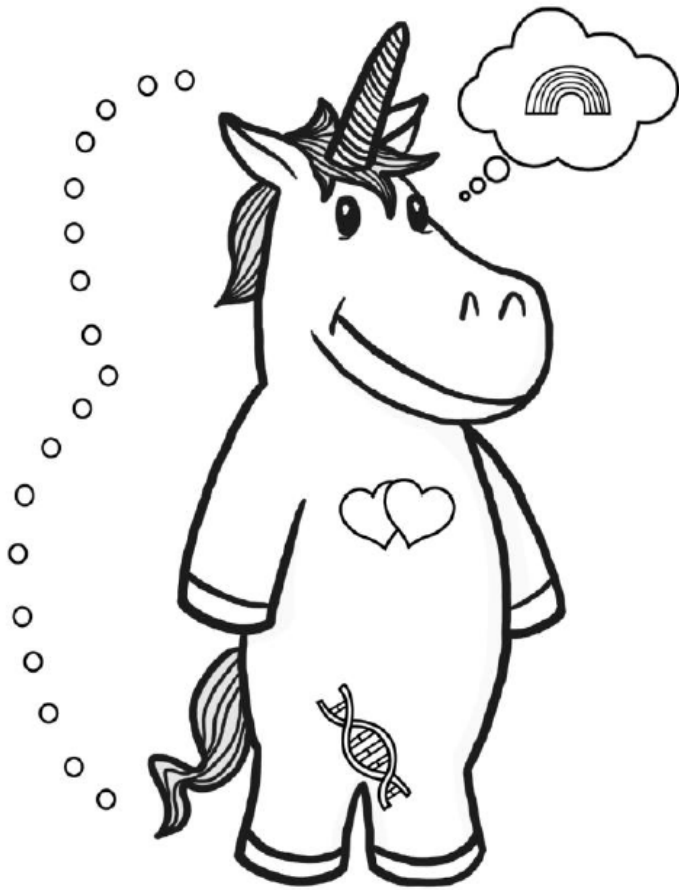
Women
Men
Other Gender(s)

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 is clearer to you?
- Do you feel you can find yourself here?
- Do you feel there is any nuance that may be missing?



- 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



Ben

Pronoun Practice Exercise

Partner up

Share a story of a friend

Replace binary pronouns with **they/them**

Listener should correct every pronoun error

Pronouns Guide is on pg. 4-5



- 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.



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

Entry Activity-Mapping

Place a dot on the map showing where you are from

