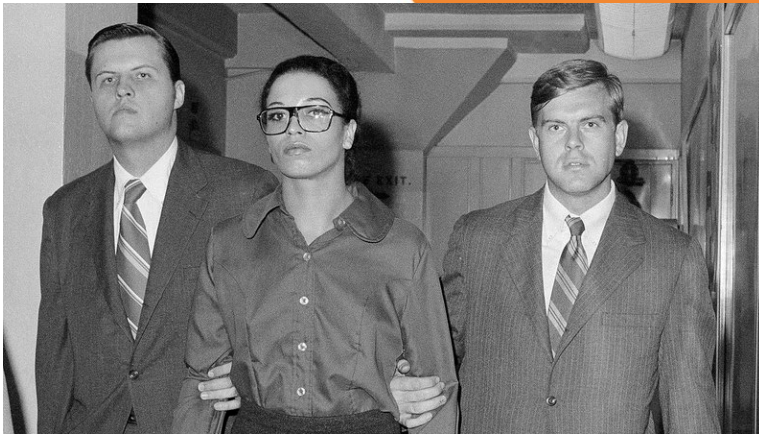




As you enter ...

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

We were at 33% response – High of 4.8 and Low of 4.2 out of 5.
High was for facilitators and the morning, low for logistics.

Words commonly used – thoughtfulness, thankful, appreciation, useful, meaningful

Themes – Great care has been taken by the facilitators; meaningful materials and great modeling for taking this back to our work

High points – Shoe Activity, Unicorn Activity, Core Values
Points to Grow – Vocabulary, Unicorn Activity

I really appreciate the thoughtfulness that has gone into the creation and application of resources. The activities that we've done so far have made me run the gamut of emotions, understand others better, and facilitated my own journey to self improvement. Thank you.

I was really starting to fade by the time we started the last couple of activities. I wish we could start out with the "heavy" while everyone has the energy and finish with lighthearted things that don't require as much mental capacity.

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
- Two Protocols for Bending Time
 - Fist to Five
 - Turn and Take the Final Two



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



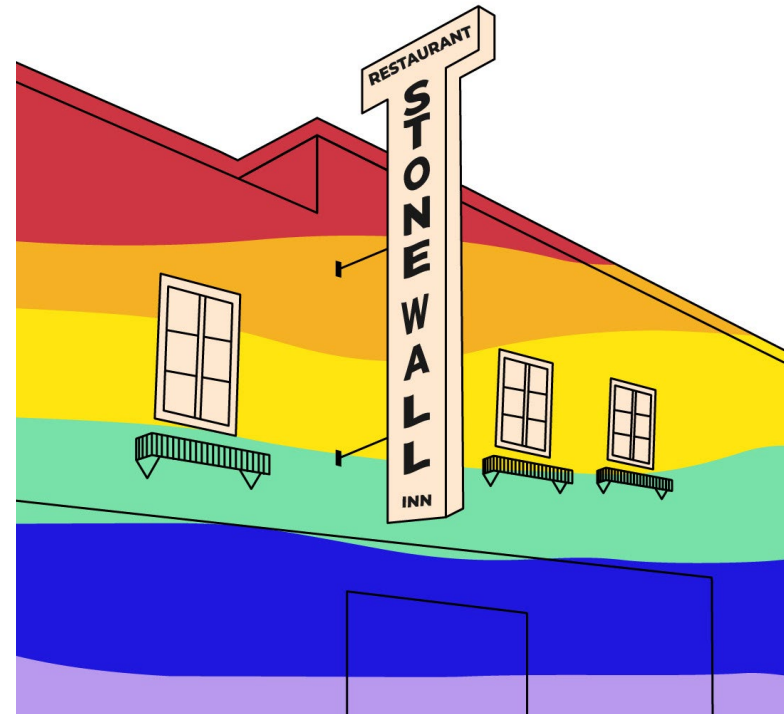


Barb

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?





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

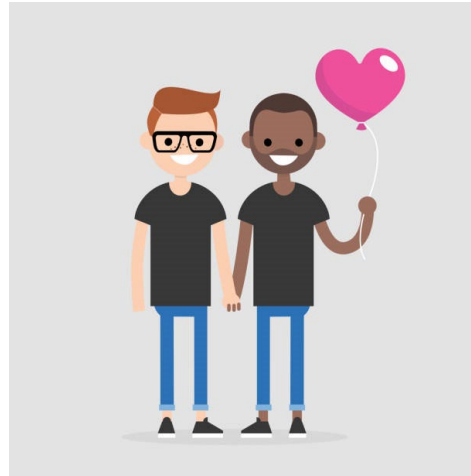


Jeny and Ber

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 vs. 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

Gender Identity

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

Gender Expression

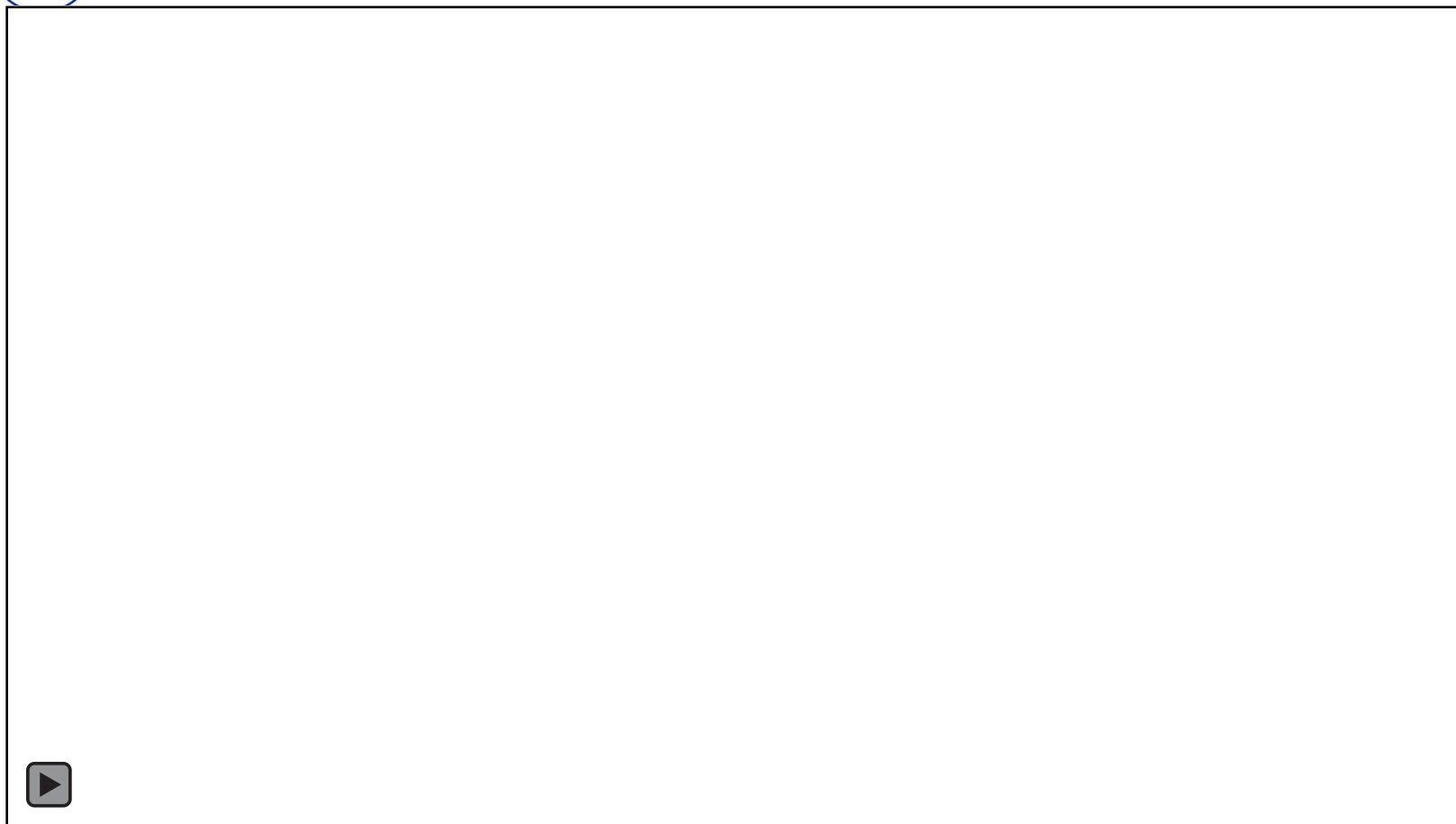
The ways you show your gender identity.

Gender Role

A social role based on a person's sex.



Explaining Gender Identity



Range of Gender Identities



1. How many of you grew up thinking the only gender options were male or female?
2. Unlearning the gender binary takes a lot of work. What questions do we still have?
3. What is the relationship between transgender and non-binary?



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

How/When do people have to disclose their gender at your school? work? community? Make a T-Chart with the times they have to disclose their gender on the left.

Possible Examples:

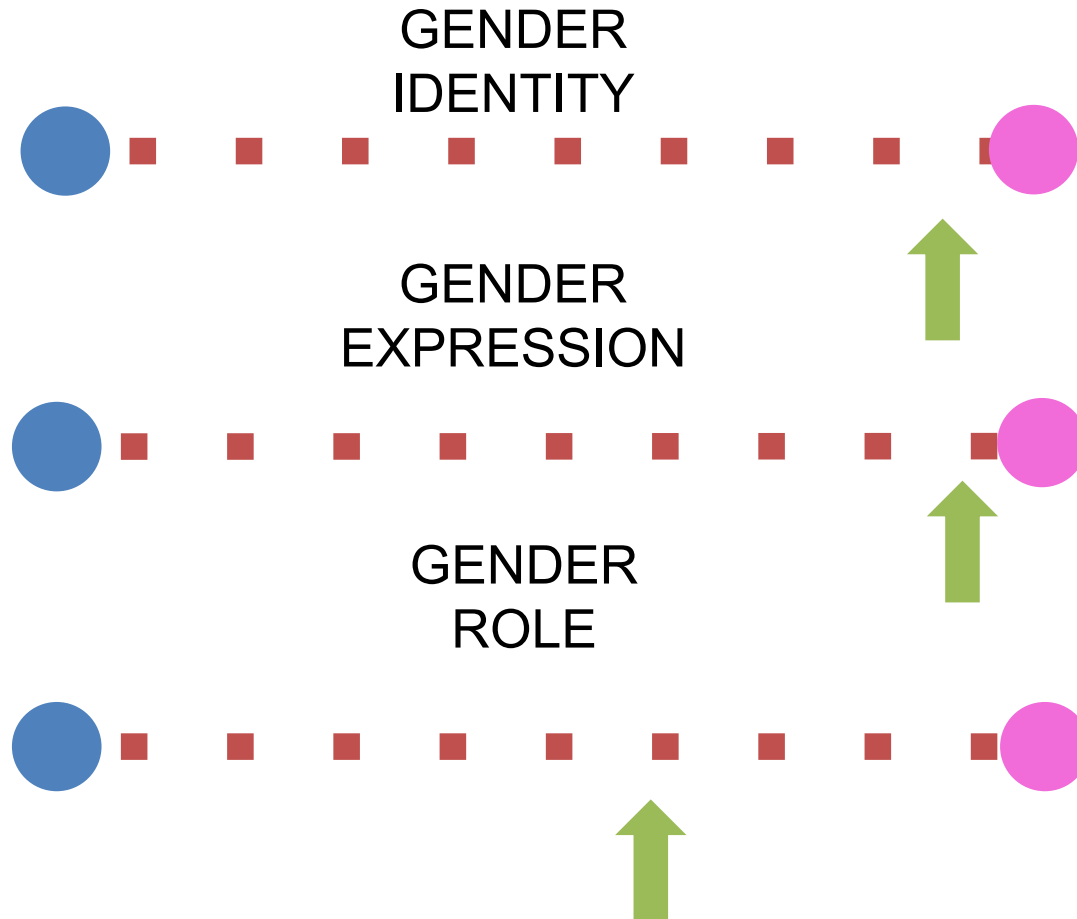
- Giving all the women in the office a flower for Mother's Day
- Saying Sir or Ma'am to a stranger
- Choosing a bathroom from only men's and women's choices

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.



Remember, it is all a spectrum!



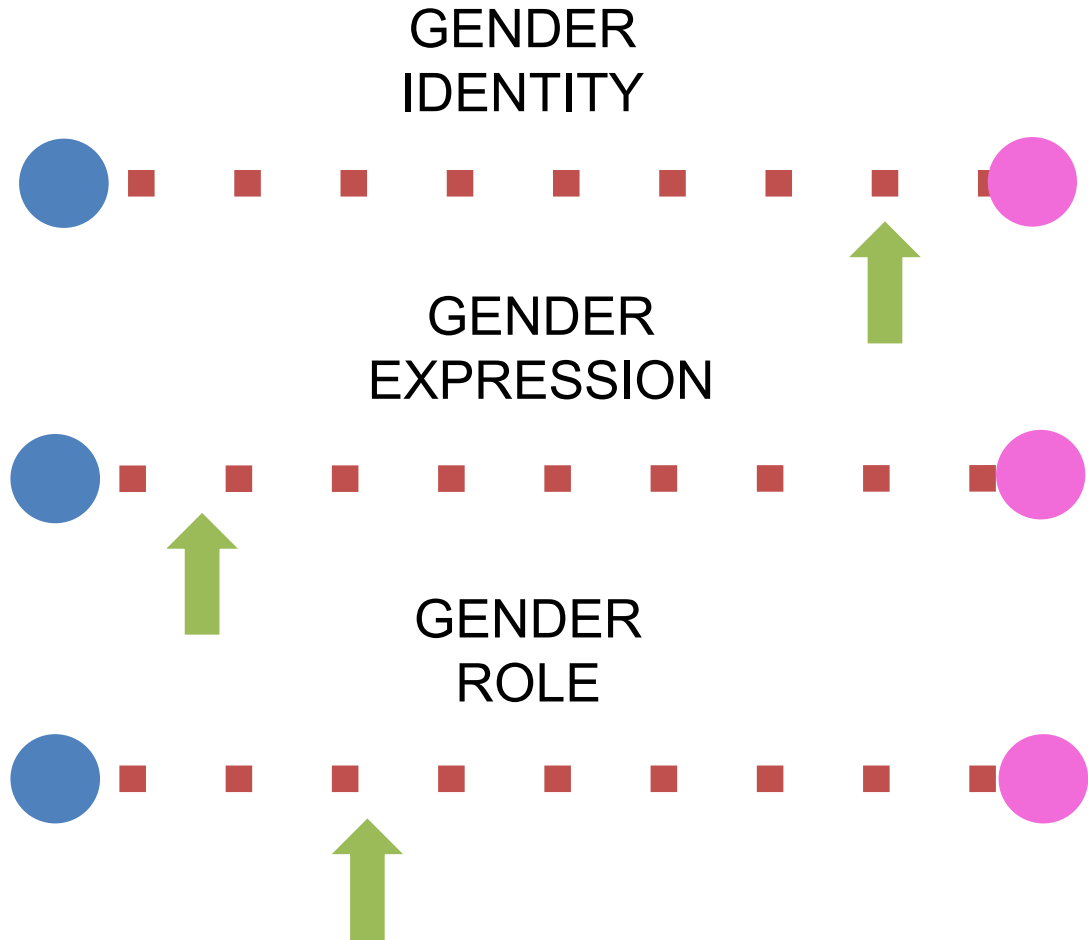
Reese Witherspoon as Elle Woods in the 2001 film, *Legally Blonde*.



Remember, it is all a spectrum!



Lea DeLaria, actress in
Orange is the New Black, 2013





Binary & Non-binary

Gender Identities

BINARY

MAN WOMAN

NON-BINARY

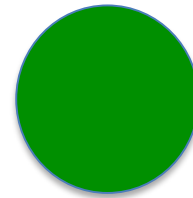
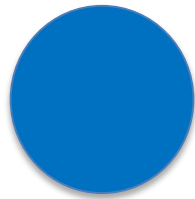
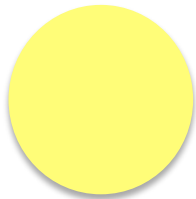
A person who does not identify exclusively as a woman or man. They may be both, somewhere in between, or outside the categories of woman and man.



Binary & Non-binary

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



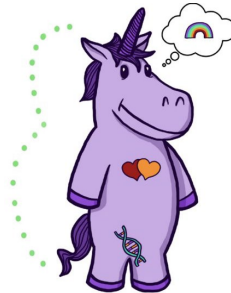
Tilda Swinton
*Academy Award
Winning Actress*

“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.”



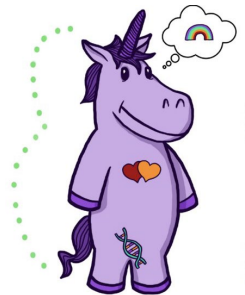


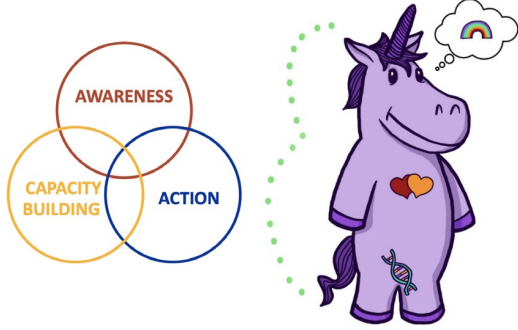
Non-binary voices



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



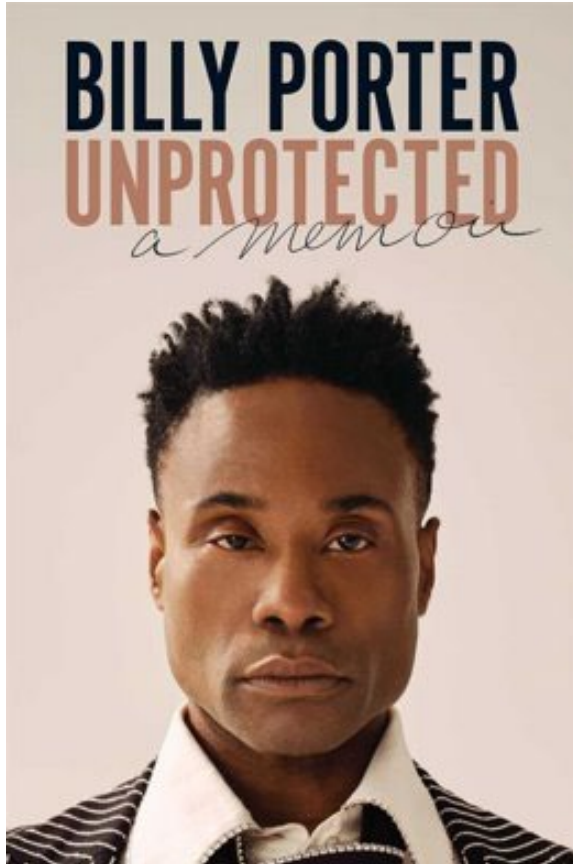
“Throughout my life, I have made so many stops all along the gender and sexuality spectrums. Each one felt like home until it didn’t. I’d stumble across a new shell and try it on. If it fit, I’d keep it, and leave my old one behind.



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.





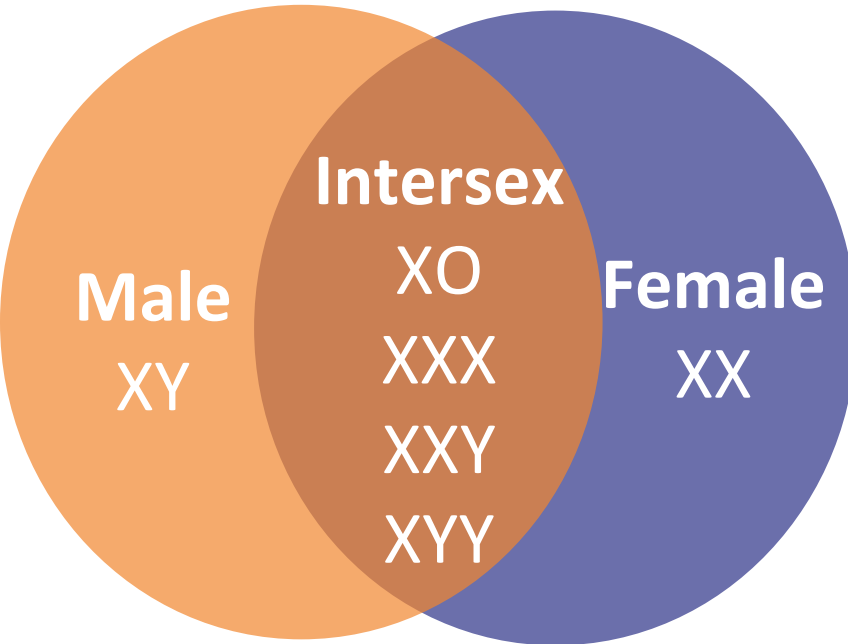
- What do we assert via our clothing choices?
- How do people experience the gender binary in styling choices?
- How are people harmed by the application of gender binary in styling choices?
- Practical Application: Dress Codes



- 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.
- On the right side of the chart list the reason why someone is disclosing or assuming their gender in each scenario.

"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

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

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 terminology AND Ask (respectfully)



- 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.

As a group, discuss ways we can intentionally create more gender inclusive spaces.

- Focus on what is within our control. For example, while I encourage my children to shop from any part of the toy section, I personally can't change that they have a boy and girl labeled section nor do I sit in on those meetings.

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/democracy-maps/ratings_by_state





Natasha



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.

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.



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

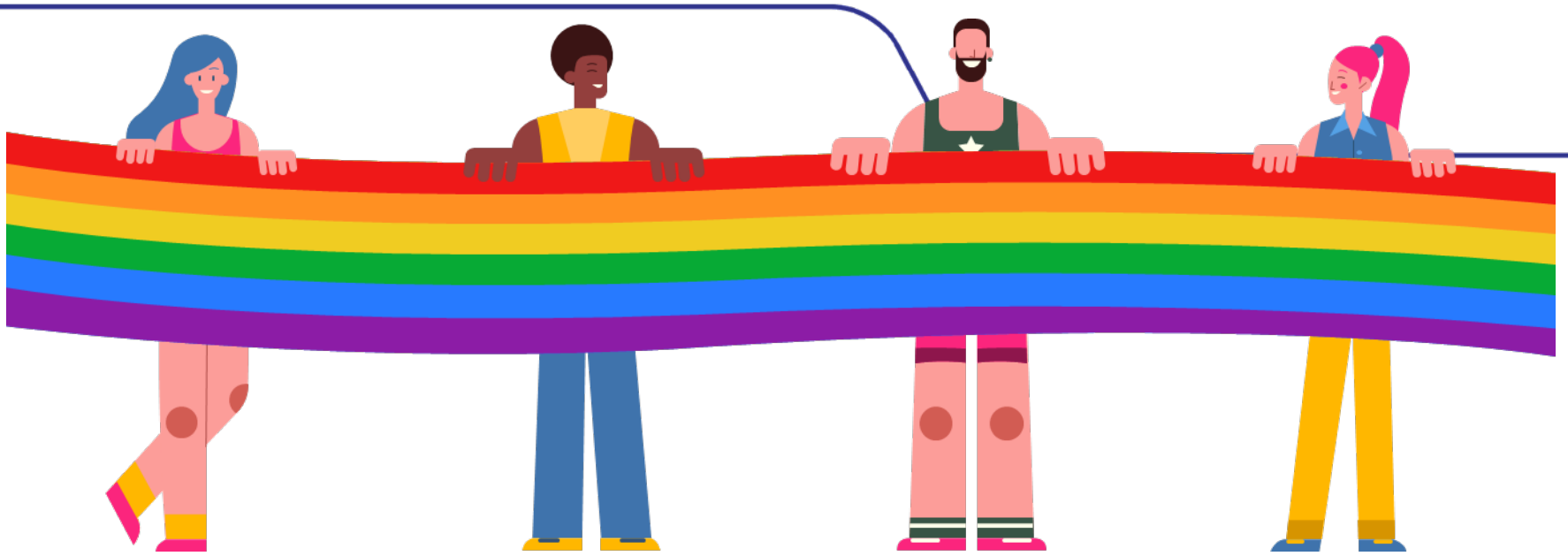
While we believe that the individual is responsible for exploring personal bias

...

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

Drawing on your knowledge base and experiences:

- Independently analyze the scenarios and determine the expression of oppression.
- **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?



- 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

8.1 Million

TRUE OR FALSE

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

TRUE OR FALSE

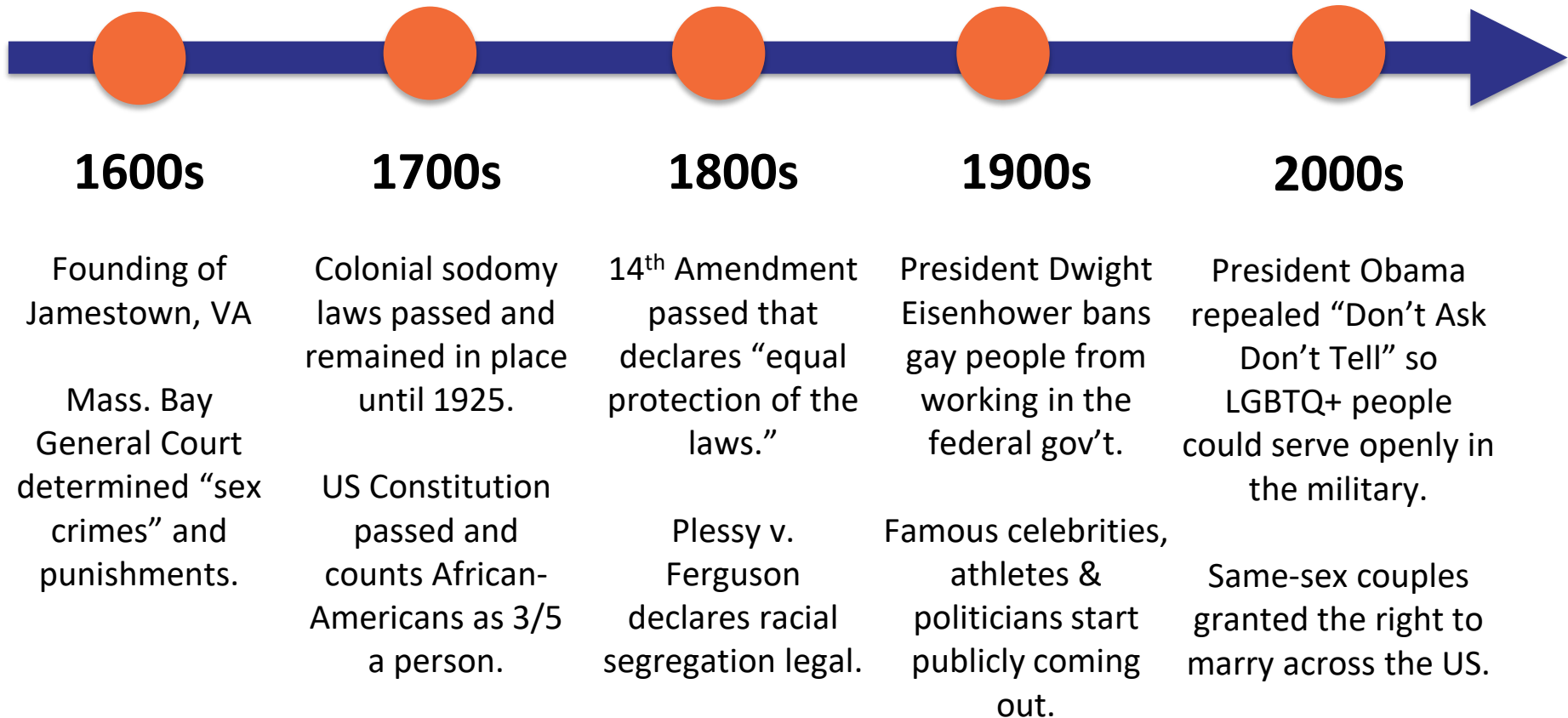
In my state, an employee can be fired for being a lesbian.

FALSE!

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

Federal Law

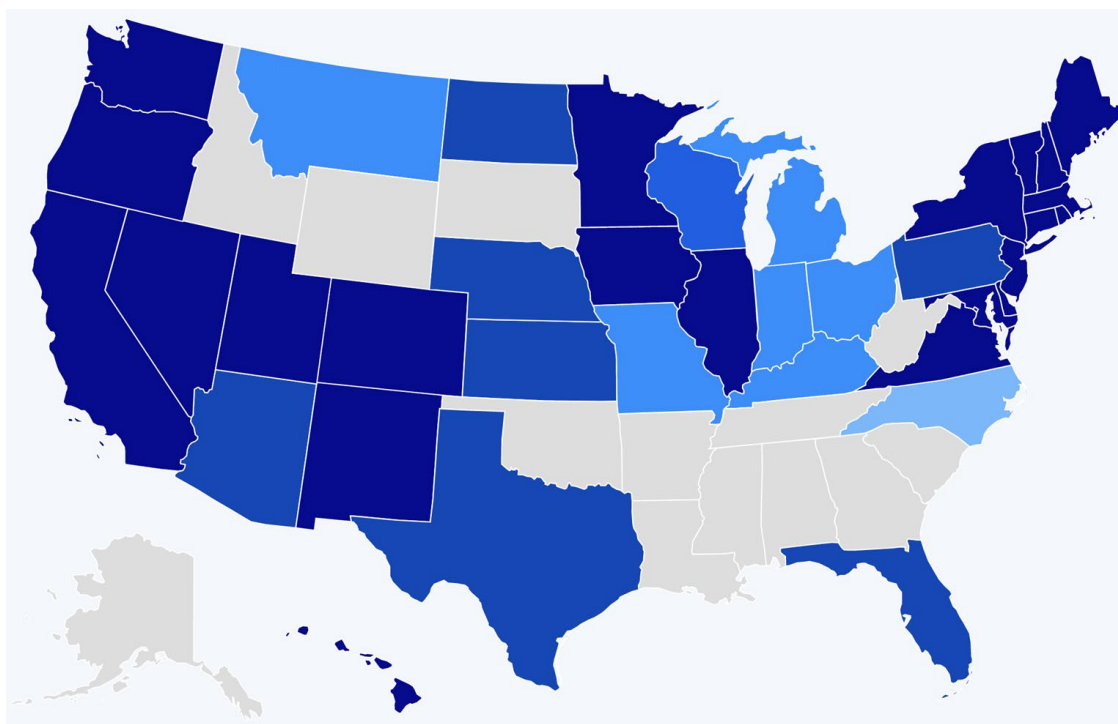
A NATION OF LAWS





A HISTORY OF BARRIERS

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



Source: Human Rights Campaign



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.



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."



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



ANTI-LGBTQ+ LEGISLATION

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

- Exemptions to anti-discrimination laws for “religious or moral” beliefs (JENY IS GOING TO ADD THE LATEST GUIDANCE FROM NEA LEGAL)

Source: ACLU.org

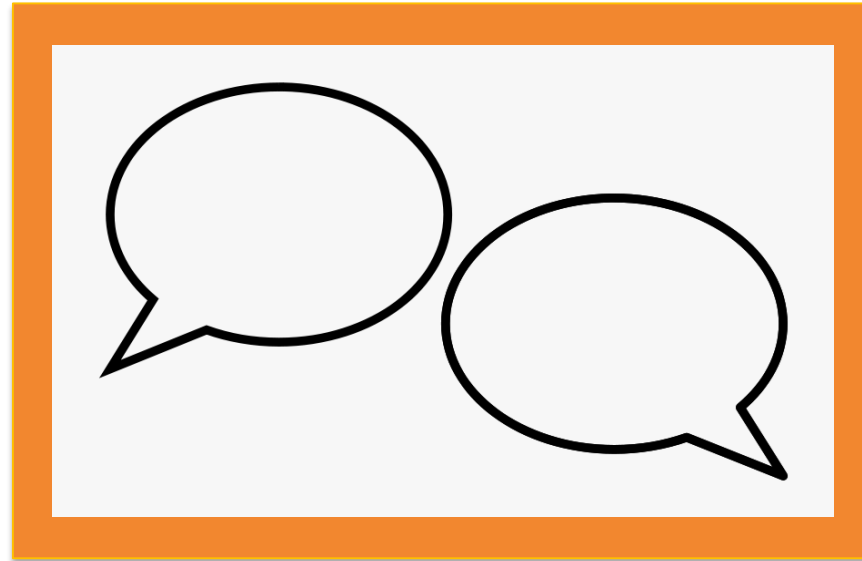


WHAT WE KNOW TODAY

- 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.



TURN & TALK



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

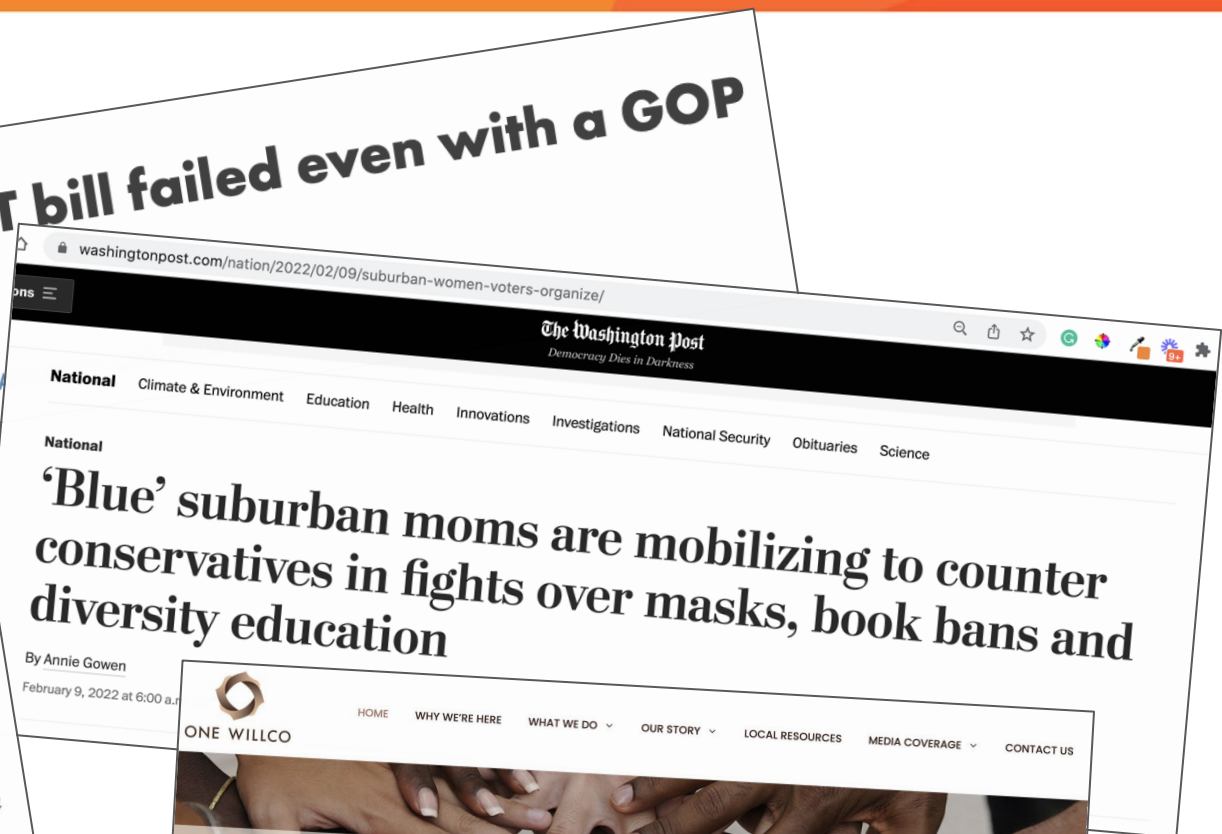


FIGHTING BACK

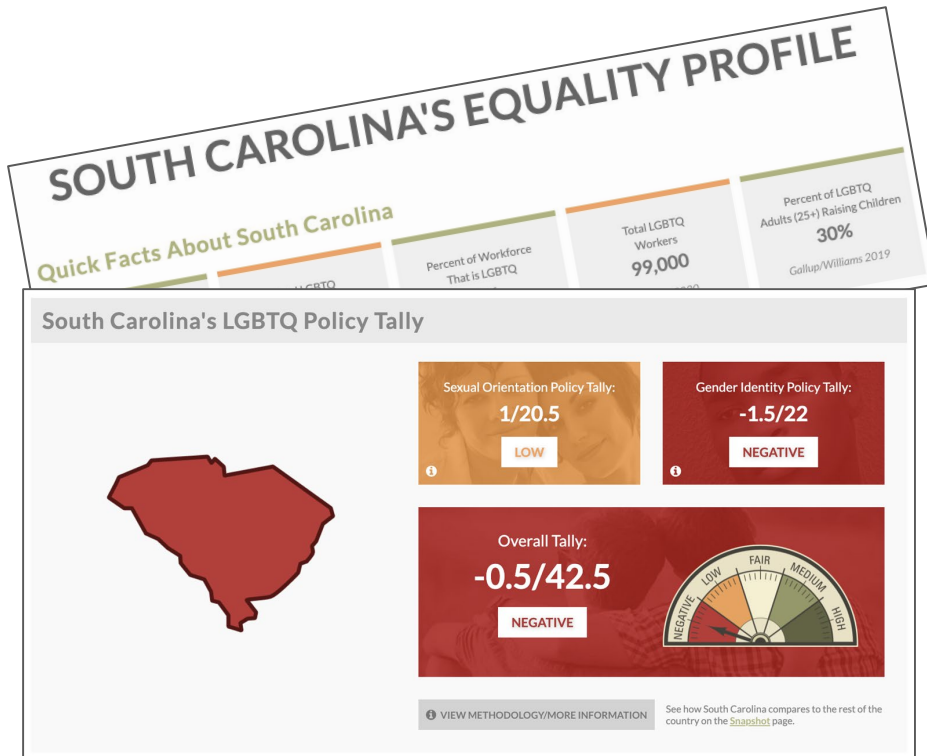
MARCH 11, 2022

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

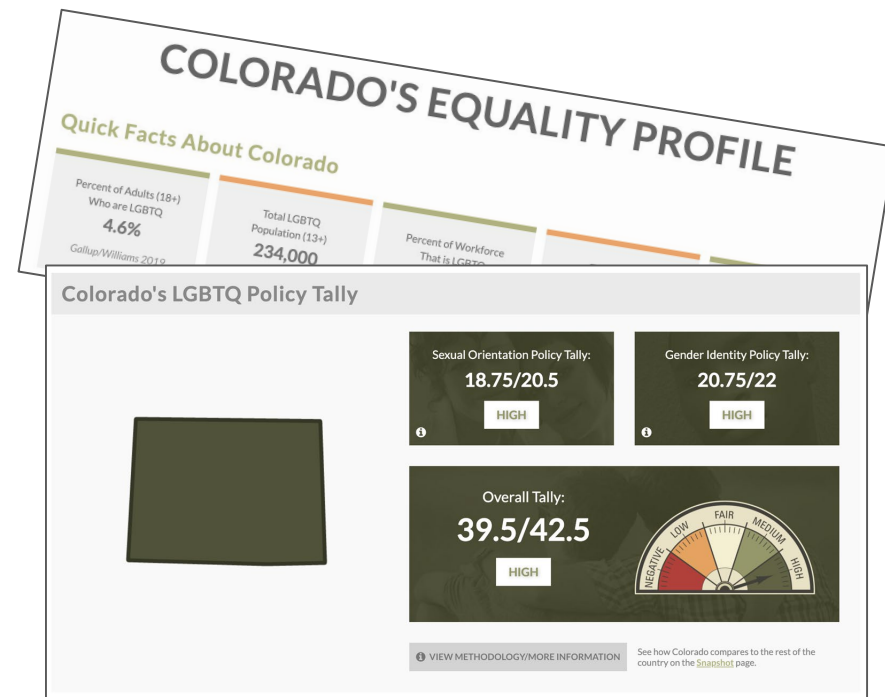
STEPHANIE WANG - CHALKBEAT INDIANA & ALEKSANDRA



Review the Laws in Your State



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



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

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.

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!

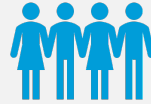


Michelle

What Does It Mean To Transition?



Individuals May Go Through Various Transitions



Social Transition



Legal Transition



Physical Transition



SOCIAL 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

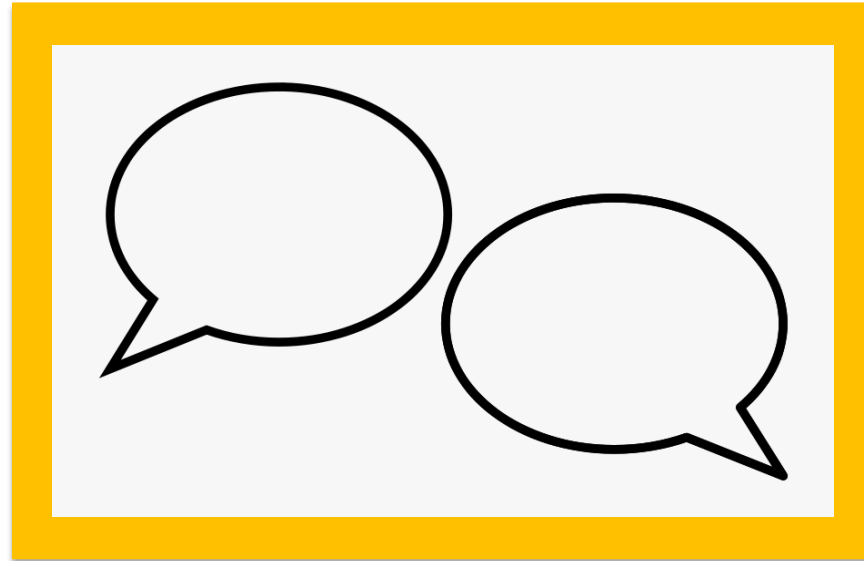
So, what about Drag?



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





Bekah

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?



- We don't have to have all the answers immediately, but we have to know enough to find the information we need.
- We need to follow the lead of the trans individual however, it would be best to have some ideas of steps that can be taken.
- NEVER try to talk someone out of transitioning or question their decisions around their identity.



Lucy and Anthony

Panel



Ebony Ali, they/she



Juliana Vollmer (fae/ze/she/they)



Malik Muhammad (he/him)



Jake Muscato, He/Him/His,



Diamond Anthony (They/She)

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/democracy-maps/ratings_by_state





Discussion

Advancing LGBTQ+ Justice