

## 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
- Jasmine as Resource
- Questions
- Strike Support
- Room Cleaning



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

Time at the End and  
Start of the Day.

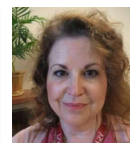
So...make note of what  
You want to ask or  
continue



## Introductions- Training Team



Sara Fitouri  
She/Hers  
Colorado



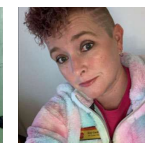
Michelle Couture  
She/Hers  
New York



Barb Whitman  
She/Hers  
Utah



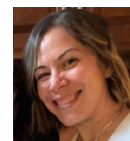
Ben West  
He/Him  
California



Jeny Gardner  
She/Her  
Wyoming



Grat Dalton  
He/Him  
Michigan



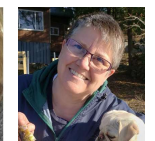
Linda Torres  
She/Hers  
Pennsylvania



Bekkah Saxton  
She/Hers  
Virginia



Colleen O'Connell  
She/Hers  
South Carolina



Ellen Holmes  
She/Hers  
NEA

## Introduction Whip -Who are you?

- Name
- Pronouns
- Your title
- 15 Seconds Each



## 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 5

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

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

## 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.”**

## NEA Vision, Actions, Resources

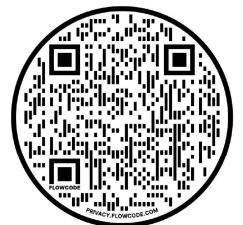
### Safe, Just, and Equitable Schools

*Adopted by the 2022 NEA Representative Assembly*

### NBI 32

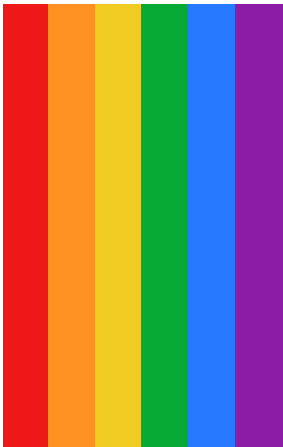
*Training on Trans Gender Advocacy Issues for Affiliate Staff*

### NEA Online Toolkit – LGBTQ Resources



## Community Agreements Pg 2

- 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

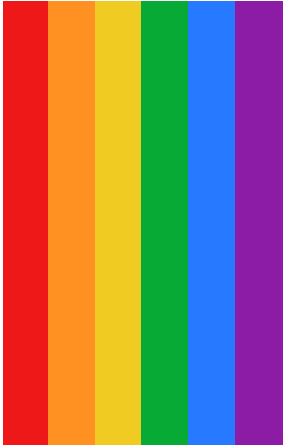


Grat

## Ice Breaker

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





Barb

## Core Values pg 11

*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

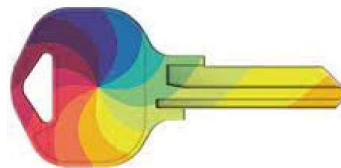
**\*\*15 Seconds Each\*\***

## Solidarity

sol / i / dar / i / ty

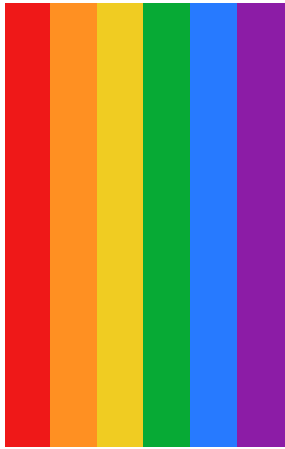
Noun

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

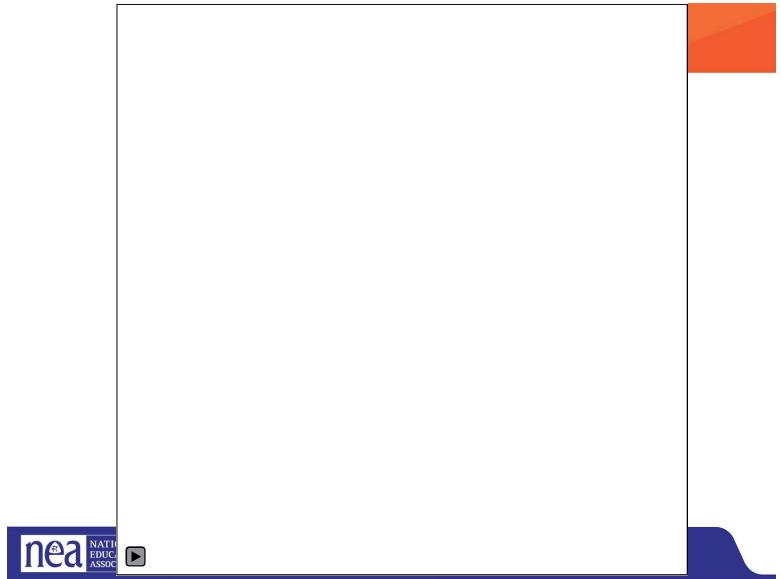


## Key Ideas

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



Ben

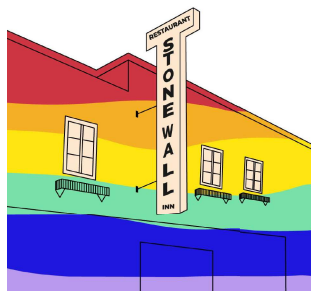


Shared Identity

Gather around an identity of your choosing

Answer the following discussion questions:

- Why did you select this piece of your identity?



Shared 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?



## Key Ideas



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!

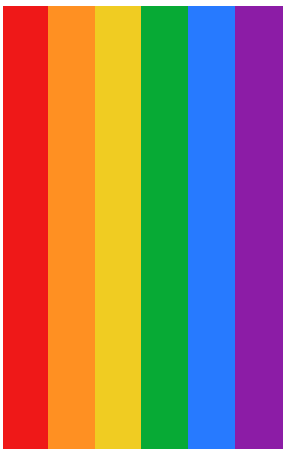
During the break, follow these LGBTQ+ Member Educator Influencers on social media to continue our learning each time we scroll!

@justflintisine

@sabocat

@thegayschoolcounselor

@keithkmusic



Linda

## 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 Pg 12



**I Am From...**

*Familiar foods, especially those associated with family gatherings*

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**I Am From...**

*Sights, sounds, and smells from your neighborhood*

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**I Am From...**

*Familiar sayings heard repeatedly growing up*

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**I Am From...**

*Familiar people, family members, friends, and ancestors*

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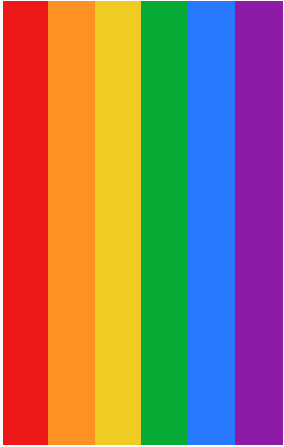
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## Key Ideas



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

Activity:  
I Am From POEM



Michelle

## First Impressions Activity pg 15

On your own first



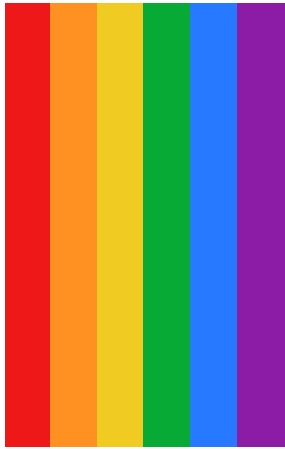
## Key Ideas



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

## 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?



## Grat and Ellen

### Movement and Change



### Timeline Activity

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



### Movement and Change

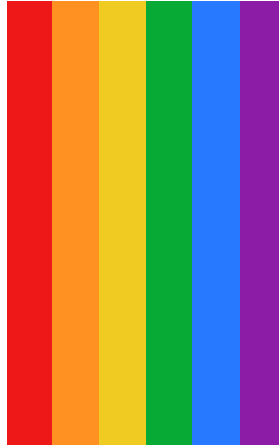


## Lunch

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!)



Ellen and Gra

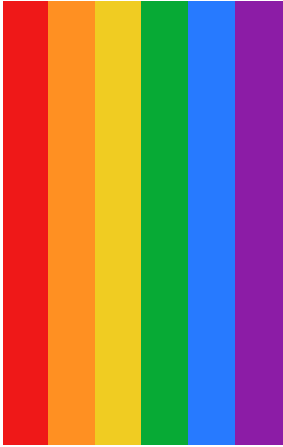
## Timeline Debrief

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?

## Key Ideas



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



Ben



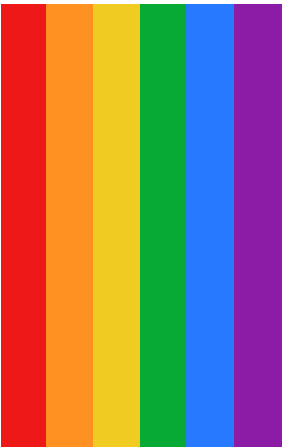
## Shoe Debrief

- 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?

## Key Ideas



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



Jeny

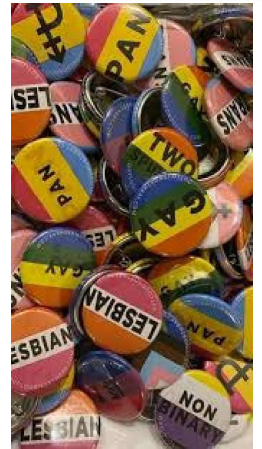
## Turn and Talk

### What makes a word a slur?



## LGBTQ+ Terminology

Terminology Scavenger Hunt  
Using the Word Bank Only  
Go to the wall of definitions  
Write the word you think that  
matches the definition on a  
post it and stick it near the  
definition sign.



## LGBTQ+ Terminology pg 16-20



## LGBTQ+ Terminology

### Word Bank

**AGENDER**      **GENDER DYSPHORIA**  
**NON-BINARY**      **GENDER EXPRESSION**  
**ANTI-BIAS ANTI RACIST**  
**(ABAR)**      **LESBIAN**  
**GENDER IDENTITY**      **QUEER**  
**CISGENDER**      **GENDER NON-CONFORMING**  
**LGBTQ+**      **PANSEXUAL**      **TWO-SPIRIT**  
**GAY**      **SEXUAL ORIENTATION**      **ALLY**  
**BISEXUAL /BI+**      **TRANSGENDER/TRANS**



## Terminology Debrief

### 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+

## Language Changes

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

## Key Ideas



- 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!

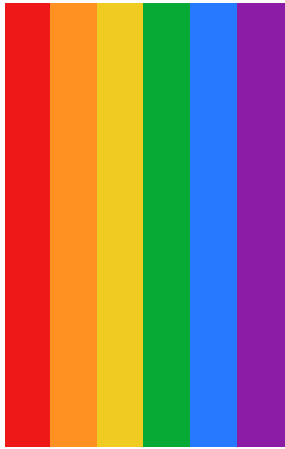
## 15 Minute Break!

### **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/>

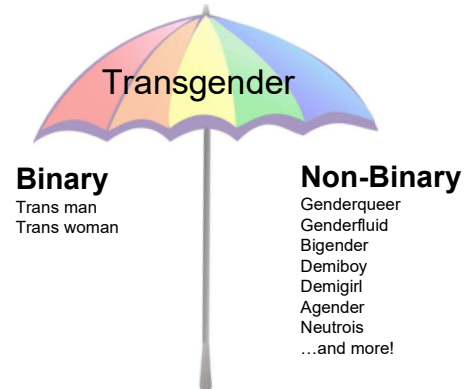




Sara



## Transgender Terminology



## Turn and Share

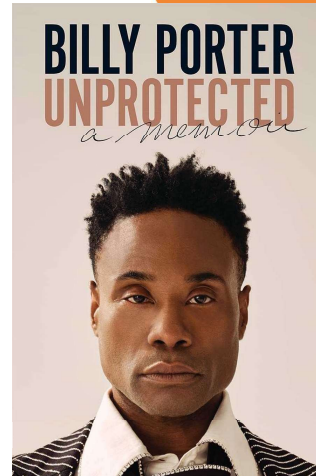


## Debrief

- What Surprised you?
- What didn't surprise you?



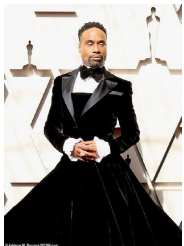
## Billy Porter



Billy Porter  
Pg. 21



## Debrief

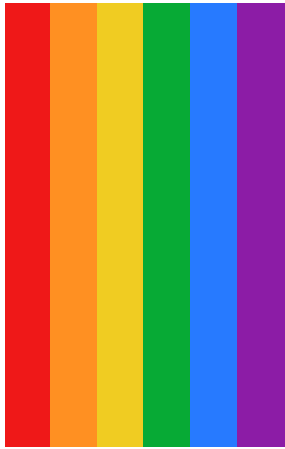


- What do we assert via our clothing choices?
- How do people benefit from adhering to the gender binary?
- How are we all harmed by the gender binary?
- Practical Application: Dress Codes

## Key Ideas



- We have a rigidly enforced gender binary.
- Everyone deviates from gendered expectations in some ways.
- Folks under the transgender umbrella face oppression from these rigid social expectations



Barb



## The Gender Unicorn pg 22

### 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](http://www.transstudent.org/gender)

Design by Landyn Pan and Anna Moore



66

#### Interactive Gender Unicorn

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

**Gender Identity**

Female/Woman/Girl  
Male/Man/Boy  
Other Gender(s)

**Gender Expression**

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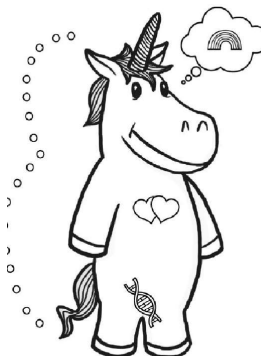
Women  
Men  
Other Gender(s)

To learn more go to:  
[www.transstudent.org/gender](http://www.transstudent.org/gender)

Design by Landyn Pan  
Illustration by Anna Moore

Your  
Turn...  
pg 23

#### Debrief



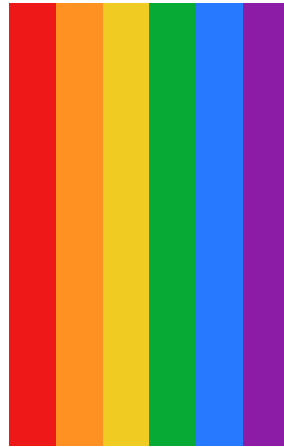
What is clearer to you?  
Do you feel you can find yourself here?  
Do you feel there is any nuance that may be missing?



## Key Ideas



- 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



**Grat, Ellen  
and Anthony**

## Ending It Right

How does YOUR learning  
from today inform your  
work with members?

How might we inadvertently  
cause well-intentioned  
harm?

How can we prevent that?



Open Questions  
Added Information  
Evening Email  
Feedback Forms



## Choice Networking Time

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

– Someone smart