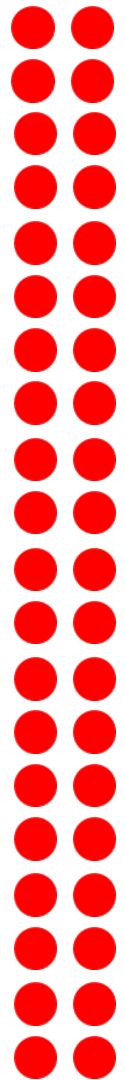
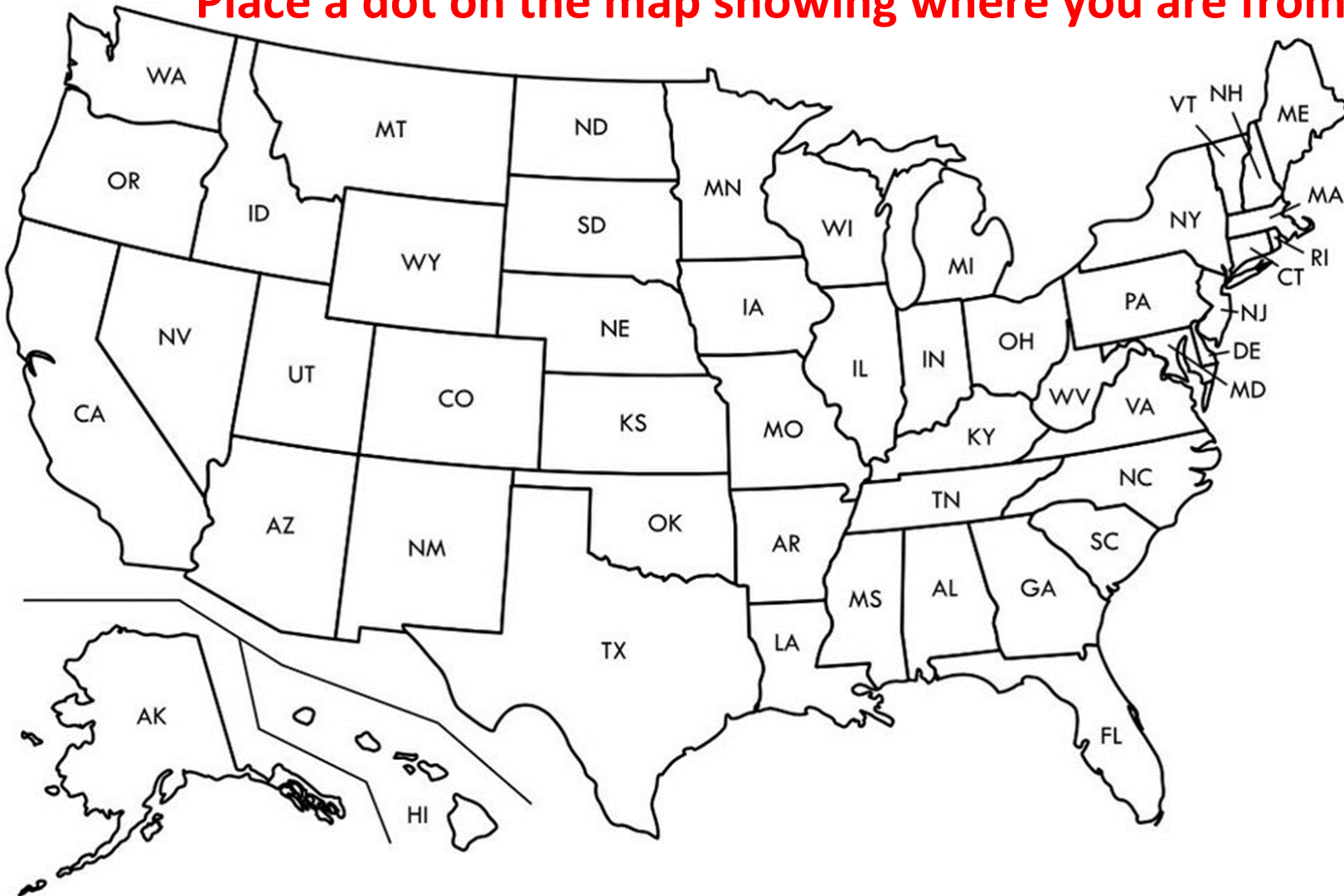


Entry Activity-Mapping

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



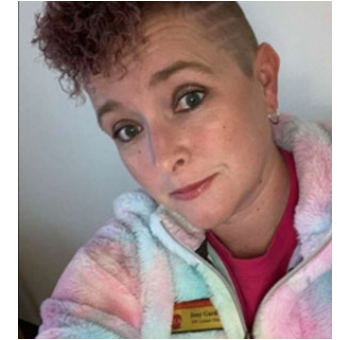
Michelle Couture
She/Hers
New York



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



Bekhah 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

[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.”

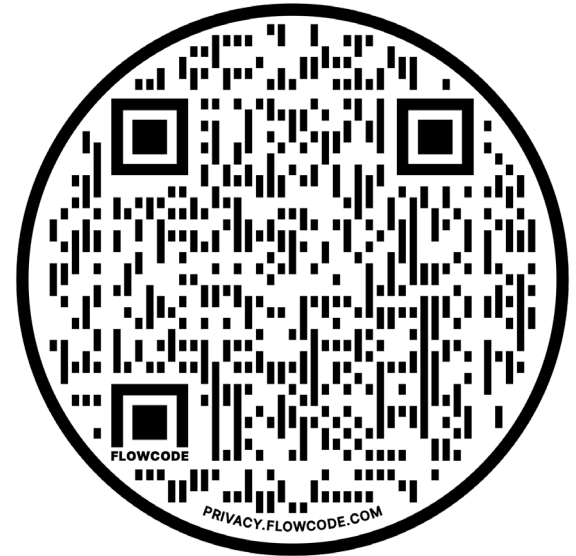
Safe, Just, and Equitable Schools

Adopted by the 2022 NEA Representative Assembly

NBI 32

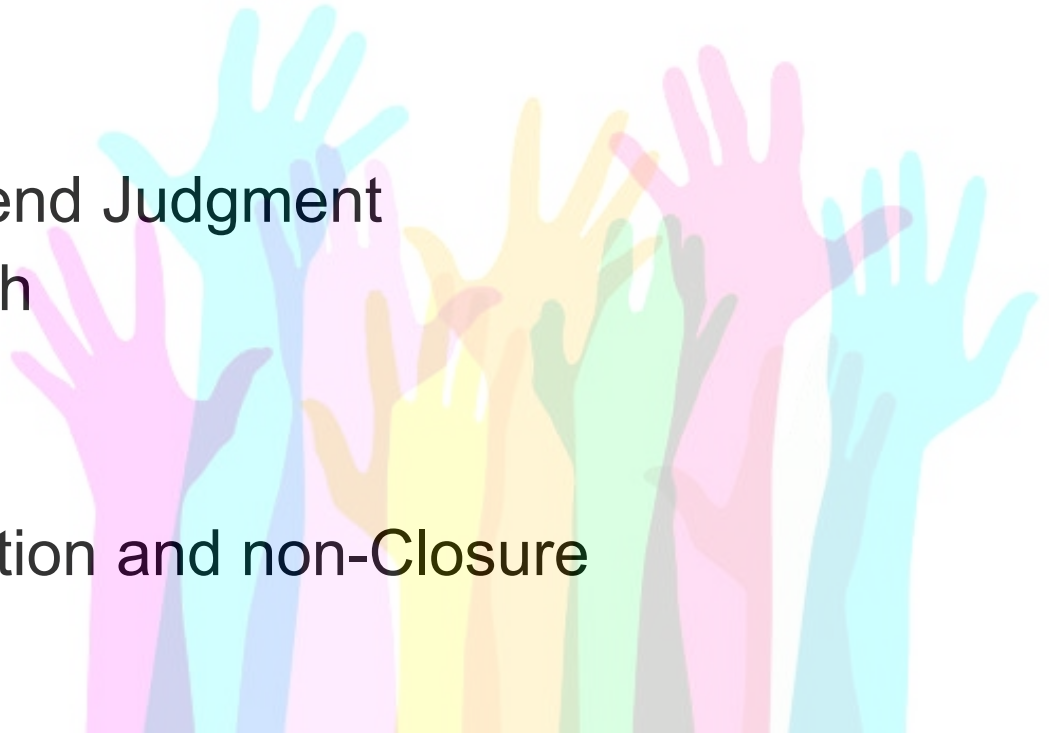
Training on Trans Gender Advocacy Issues for Affiliate Staff

NEA Online Toolkit – LGBTQ Resources





- 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



Barb

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

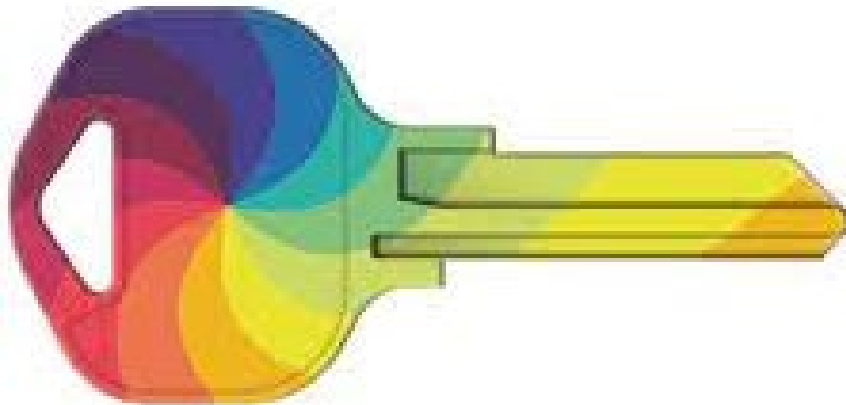
****15 Seconds Each****

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.



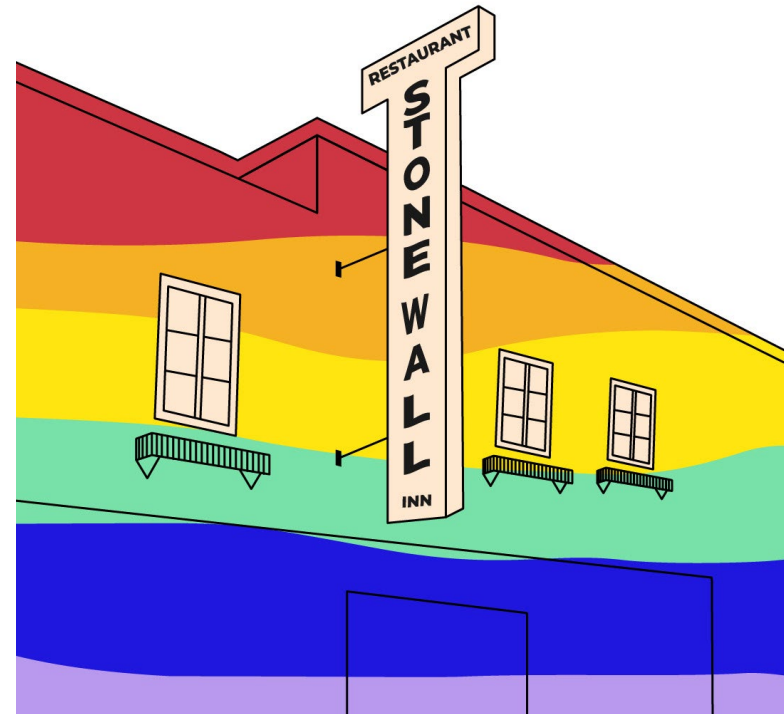
Ben



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



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

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



Michelle

First Impressions Activity pg 15

On your own first





- 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



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 Grat

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 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?



- 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

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

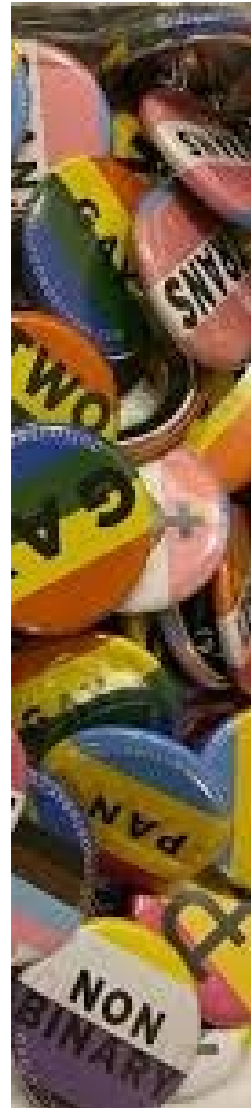
GAY

SEXUAL ORIENTATION

ALLY

BISEXUAL/BI+

TRANSGENDER/TRANS



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



- 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/>

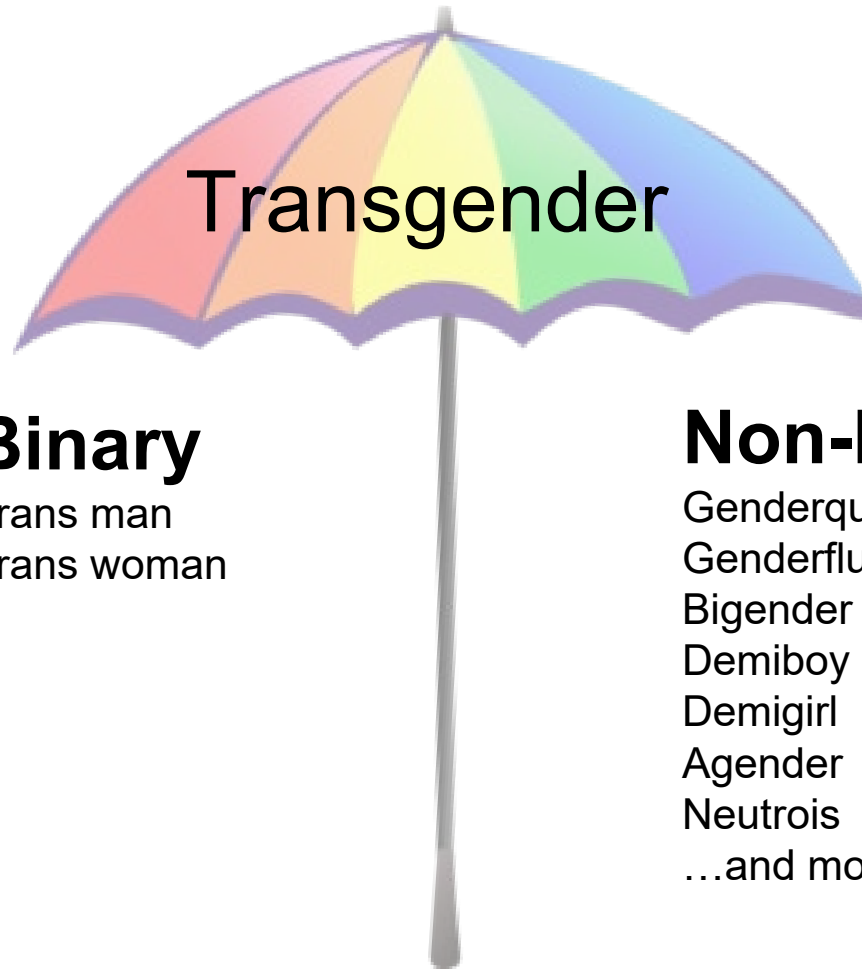




Sara



Transgender Terminology



Binary

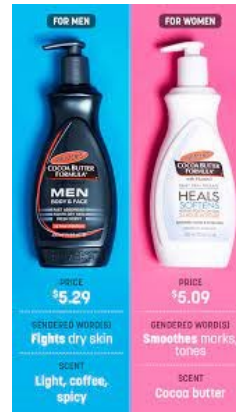
Trans man
Trans woman

Non-Binary

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

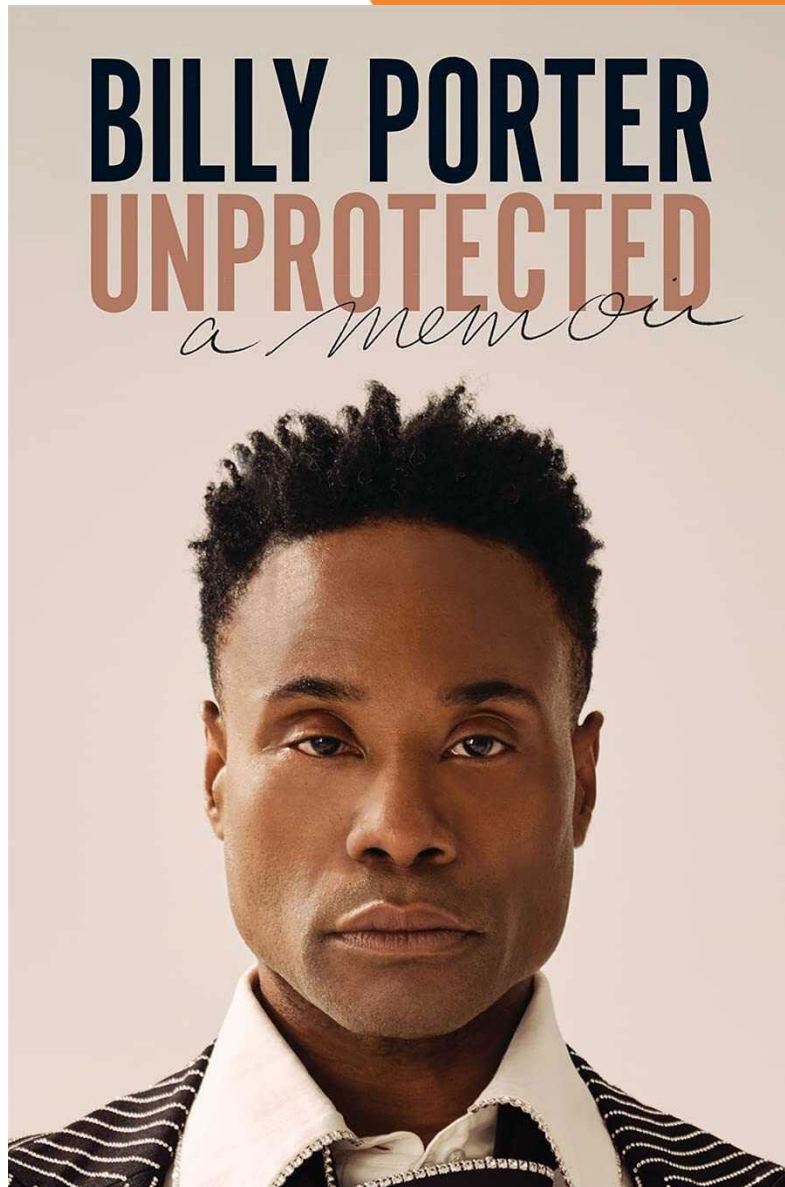


Turn and Share



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





Billy Porter

Pg. 21





- 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



- 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

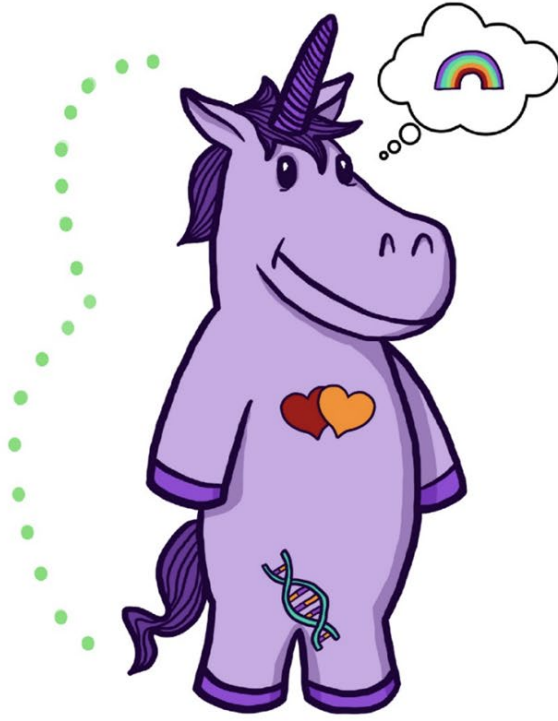


Barb



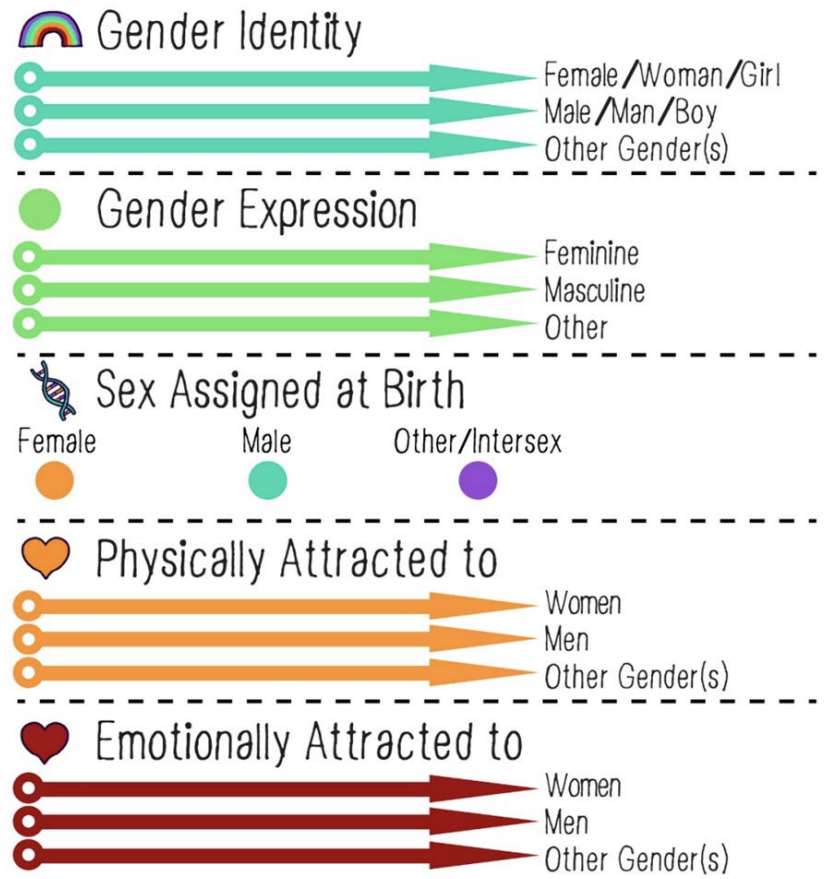
The Gender Unicorn

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: _____

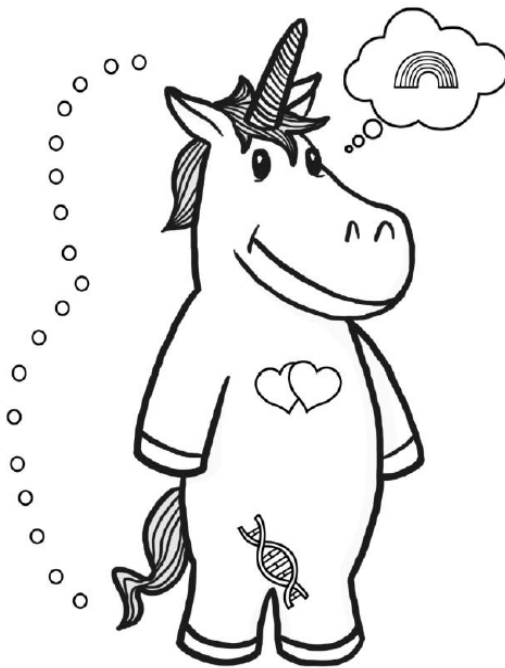
Use your coloring tools to fill in the meters to where they belong for you in each category. You may wish to color in multiple meters in any category and/or may wish to leave some meters blank.

Feel free to make additions or corrections to the sheet.

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources

Your
Turn...
pg 23



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

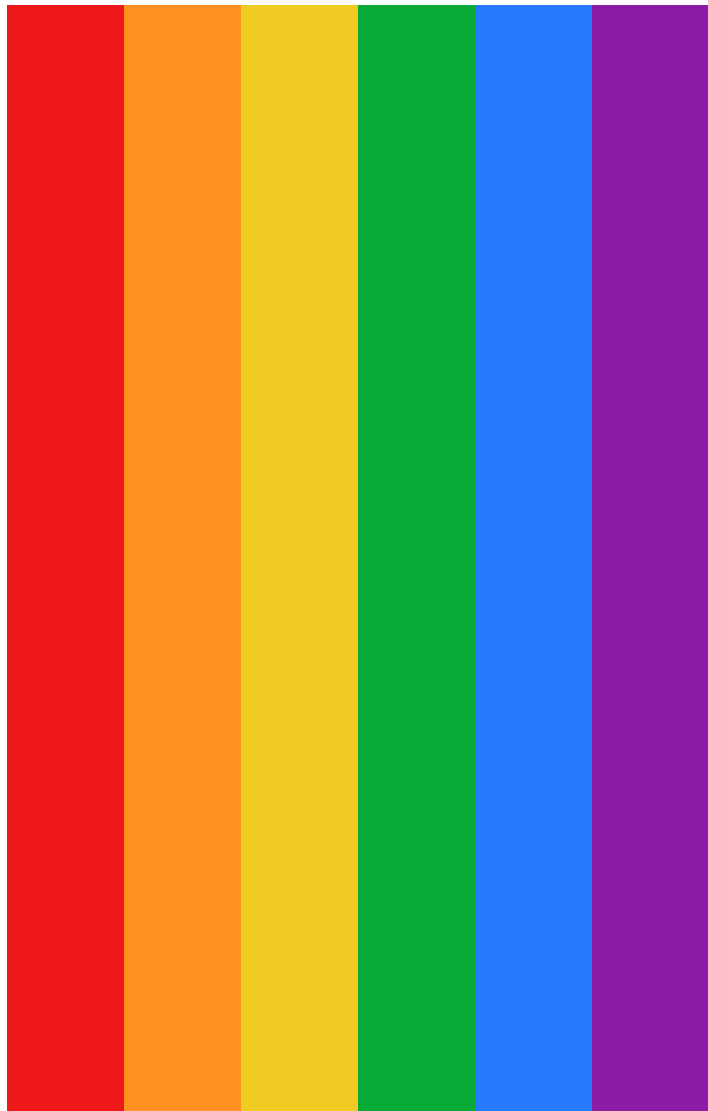
Design by Landyn Pan
Illustration by Anna Moore



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



**Grat, Ellen
and Anthony**

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



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

– Someone smart