

# Gender Matters

## Engaging in Dialogue with Trans and Nonbianary Youth

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**Why might it be important to talk to youth about their sexual orientation or gender identity?**

① Start presenting to display the poll results on this slide.

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**What are the implications of not talking to them?**

① Start presenting to display the poll results on this slide.

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# Terminology

# The Acronym

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- LGBTQ
- LGBTQIA
- LGBTQIA2S

# LGBTQ

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- Lesbian
- Gay
- Bisexual
- Transgender
- Queer  
Questioning

# LGBTQIA

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- Lesbian
- Gay
- Bisexual
- Transgender
- Queer
- Questioning
- Intersex
- Asexual

**Sex** -Used to label a person as “male” or “female”. When a person is assigned a sex at birth, it is often mistakenly assumed that this will equate with their gender; it might, but it might not.

**Gender** - A social construct of norms, behaviors and roles that varies between societies and over time.

**Gender Identity** - One's own internal sense of self and their gender, whether that is man, woman, neither or both.

**Gender Expression** - How we outwardly present our gender in the world through clothing, behavior, other perceived characteristics.



**Cis Gender** - Refers to people whose Gender identity aligns with their assigned sex at birth.

**Transgender** - A term used to describe someone whose gender identity differs from their sex assigned at birth.

**Non Binary** - An umbrella term for gender identities that are not exclusively masculine or feminine.

**Agender** - Describes a person who does not identify as any gender.

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**Gender Expansive -**

Someone with a more flexible gender identity than might be associated with a typical gender binary.

**Queer** - An umbrella term that can be used to describe sexual orientation or gender identity.

**Questioning** - Describes a person that is unsure about their gender identity or sexual orientation. This can happen at any age and it not always a on time event.

# Gender Identity

*noun* : the internal perception of an one's gender, and how you label yourself based on how much you align or don't align with what you understand your options for gender to be. Often conflated with biological sex, or sex assigned at birth.

- Transgender
- Queer
- Questioning
- Two Spirit
- Non-binary

# Sexual Orientation

*noun* : the type of sexual, romantic, and/or emotional attraction one has for some others. Often confused with gender identity.

- Lesbian
- Gay
- Bisexual
- Queer
- Questioning
- Asexual

# The Gender Binary

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## **Biological Sex:**

hormones, genitalia,  
secondary sex  
characteristics

## **Gender Identity:**

“I am...”

## **Gender Expression:**

mannerisms, role, social  
context

## **Sexual Orientation:**

erotic, emotional attraction  
to others



Male



Man



Masculine



Women

Female



Woman



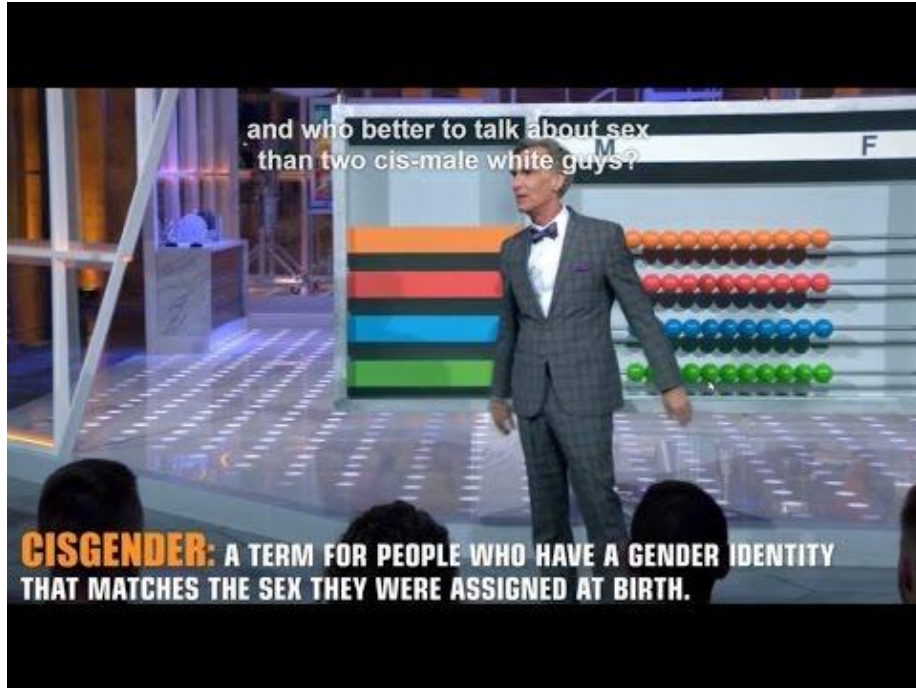
Feminine



Men

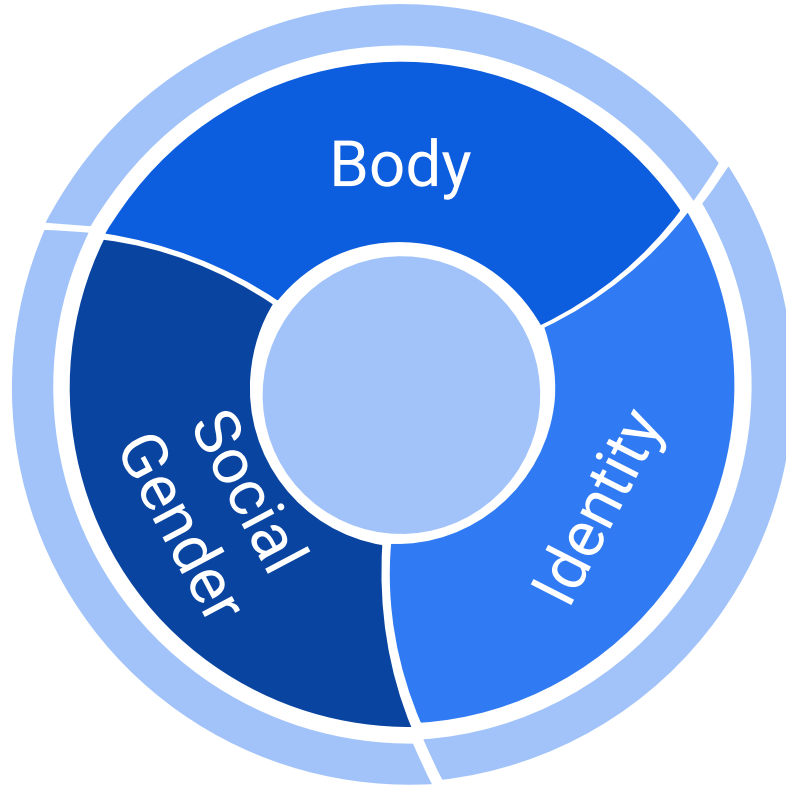
\*GENDER LINE \* DO NOT CROSS!

# The Sexual Spectrum with Bill Nye



# Dimensions of Gender

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# Body

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- Our experience of our own body
- How society genders bodies
- How others interact with us based on our body

# Identity

—— The name we use to convey our gender based on our deeply held, internal sense of self.

- Binary
  - Man
  - Woman
- Nonbinary
  - Genderqueer
  - Genderfluid etc.
- Ungendered
  - Agender
  - Genderless
  - Gender neutral ect.



# Social Gender

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- How we present our gender in the world
- How individuals, society, culture, and community perceive, interact with and try to shape our gender
- Includes gender roles and expectations
- How society tries to enforce conformity to current gender norms

# Congruence

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- Feeling of harmony in our gender
- Experiencing comfort in our body as it relates to our gender
- Naming of our gender that adequately corresponds with our internal sense of who we are
- Expressing ourselves through clothing, mannerisms, interests and activities
- Being seen consistently by others as we see ourselves
- Finding congruence is an ongoing process throughout each of our lives

# Personal Gender

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While the dimensions of gender and the desire for congruence are common to us all, ultimately gender is personal. Each dimension of gender is informed by our unique intersection of identities, experiences, and personal characteristics.

# How do you know?

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- Children often know their gender by age 3 or 4
- Trans boys often figure it out more around puberty because gender roles are more flexible for girls
- Sometimes kids think they will grow into the person they want to be. When puberty strikes their bodies betray them.

# How do you know?

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1

**Persistent**

Firmly saying "I'm not a boy I'm a girl" for example

2

**Consistent**

Saying it across settings and across time

3

**Insistent**

Saying it frequently

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# Best Practices

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THERE IS NO  
magic formula



# Best Practices



Documentation  
& Follow-up

Community  
Standards

Visible Symbols of Support

Don't Make Assumptions



# Best Practices

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## **Documentation and Follow-up**

- ★ An effective and prompt response is a way to prevent future bias from happening
- ★ Procedures for reporting incidents should be clear and readily accessed by all students
- ★ Students should know what and how to report bias and discrimination in all its forms

## **Community Standards**

- ★ Make sure that sexual orientation and gender identity/expression are included in any standards or language addressing the acceptance and/or appreciation of diversity and freedom from harassment

# Best Practices

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## Visible Symbols of Support

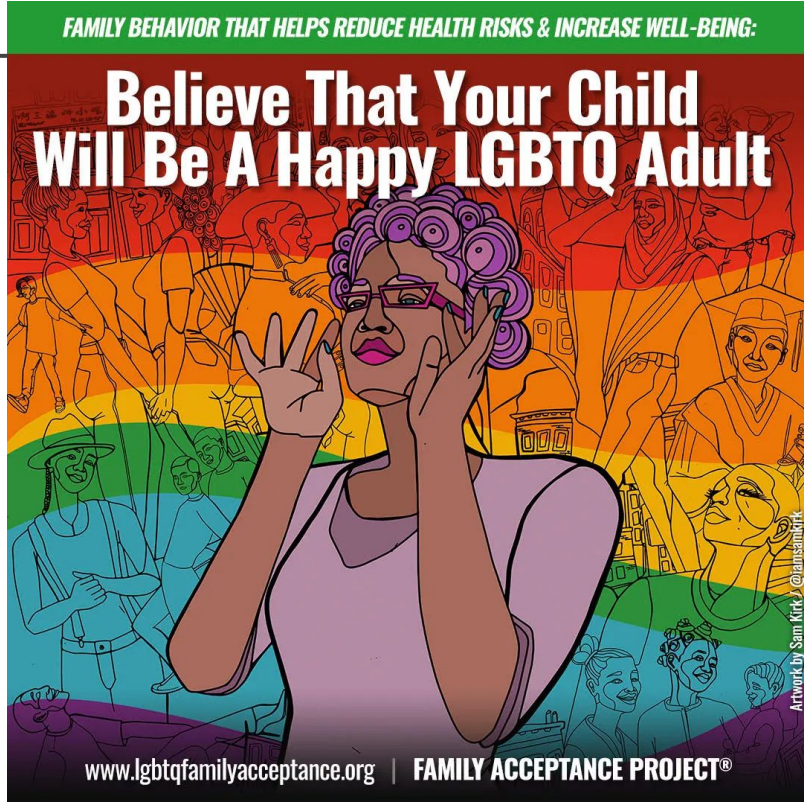
- ★ LGBTQ students will not know that they are supported unless it is clearly communicated
- ★ Display LGBTQ resources, event posters or Ally or Safe Space/Zone stickers
- ★ Go to an LGBTQ event together
- ★ Provide surveys and other assessment tools inclusive of climate questions for LGBTQ issues

## Don't Make Assumptions

- ★ Don't make assumptions about a person's sexual orientation or gender identity
- ★ Ask people what their preferred name and pronouns are
- ★ Use gender neutral language
- ★ Don't assume everyone is straight and cis gender

Source: <https://www.campuspride.org/resources/8stepstoimprovestudenthousing/>

# Family Acceptance



# Family Acceptance

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Remember that the young person hasn't changed. Their name and pronouns might have changed. Their mannerisms and dress may have changed, but they are still the same person at their core.

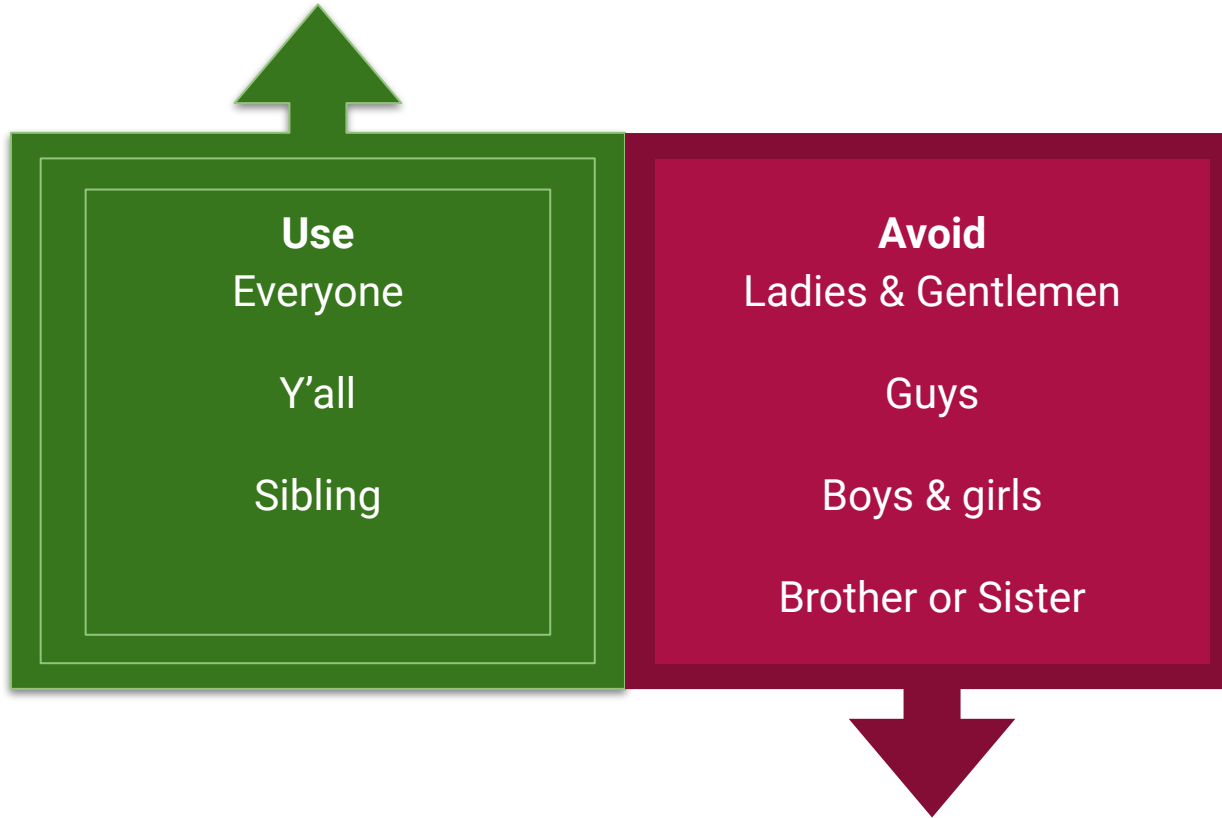
# Acceptable Terminology

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Acceptable Terminology		
1	Transgender and Trans	✓
2	Proper Pronouns	✓
3	Proper Name	✓

# Avoid Gendered Language

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# Terms to Avoid

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It

Born female

Transgendered

Born female

Born Male

Transgenders

Born male

Female -bodied

Transvestite

He-she

Male-bodied

Transexual

A gay

Hermaphrodite

A transgender

# Pronouns Matter

HELLO  
MY PRONOUNS ARE

She/Her/Hers      They/Them/Theirs      He/Him/His





# Pronouns Matter

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# Coming Out

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- Different for everyone
- Happens in stages
- Not a one time event
- Different for trans people vs  
LGBQ people

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**How might coming out about gender identity be different from coming out about sexual orientation?**

① Start presenting to display the poll results on this slide.

# When Someone Comes Out

*Remember AAA*

**APPRECIATION**-express  
gratitude for their sharing

**ASSURE** confidentiality

**ASSESS** support level

# Transitioning

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- Legal
- Social
- Medical

# Tips for Parents

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- Let them know they are loved
- Encourage Dialogue
- Learn the Facts
- Stay involved with the school
- Look out for signs of bullying
- Seek Support
- Ensure they form healthy relationships

# What happens if I make a mistake

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You will make mistakes. That's Ok!

- Apologize and move on
- If are unsure why your action was a mistake ask
- Work not to make the same mistake again

# Resources

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## In Maryland

Trans Maryland: <https://transmaryland.org/>

FreeState Justice: <https://freestate-justice.org/>

MoCo Pride Center: <https://www.mocopridecenter.org/>

Trans Latinx DMV <https://www.translatinxdmv.org/>

## National

The Family Acceptance Project: <https://familyproject.sfsu.edu/> (has resources in Spanish)

Trans Youth Equality Foundation: <http://www.transyouthequality.org/>

Gender Spectrum: <https://genderspectrum.org/>



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