



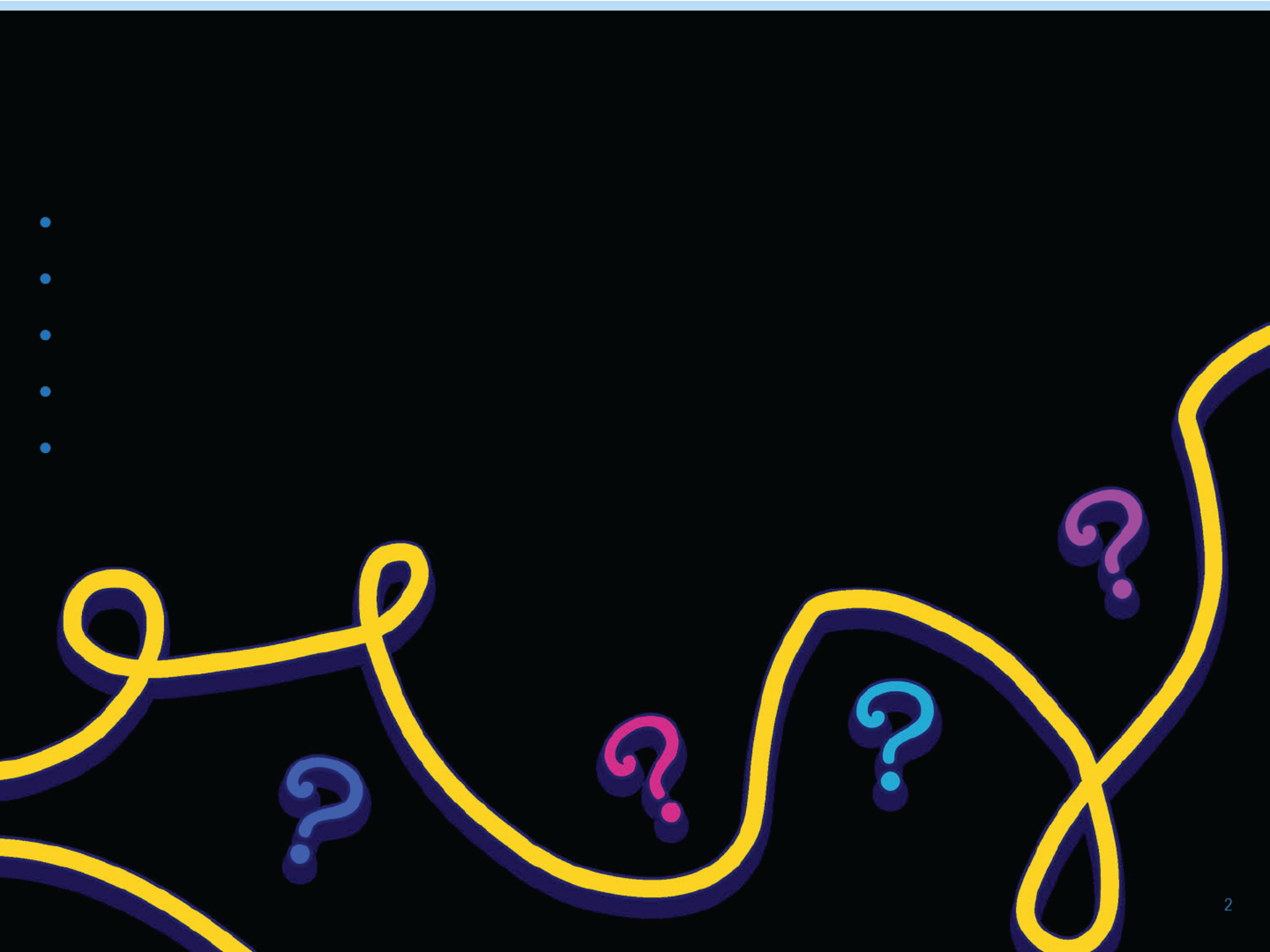
Children's Hospital of Chicago®

Beyond Binary: Gender in Schools

The Potocsnak Family Division
of Adolescent & Young Adult
Medicine

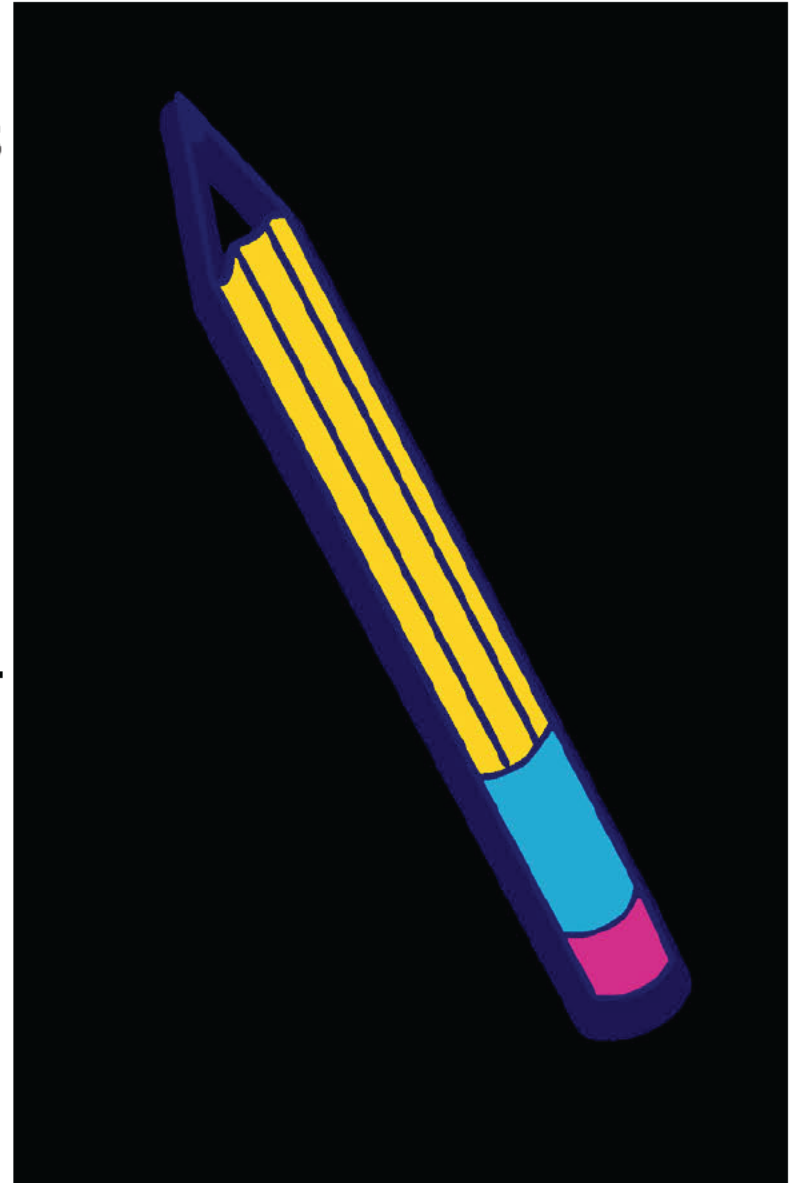
Hadeis Safi (*they/them*)





Objectives

- Provide an overview of key terms and concepts related to gender
- Outline characteristics of gender inclusive schools and tactics to personally implement inclusivity
- Discuss how to talk about gender diversity with students, parents, and the school community



- Why are staff from Lurie Children's Hospital facilitating this discussion?
- Why is our goal to be an affirming institution?



Gender & You

- What does it mean to be **female** or **male**?
- What is your gender? How do you know?
- How would you describe your gender without discussing how you look?
- Have there been times when limits or expectations have been placed on you based on your gender or perceived gender?
- How do these experiences impact your ability to do your best work?



Key Concepts



Key Concepts

Sex Assigned at Birth

Intersex

Gender Identity

- *Raise your hand if you have a gender identity*

Gender Expression

Key Concepts

Gender Expansive (Nonconforming/Creative)

- Long-standing occurrence – not a fleeting curiosity or interest
- Gender nonconformity is a normative variation of human diversity

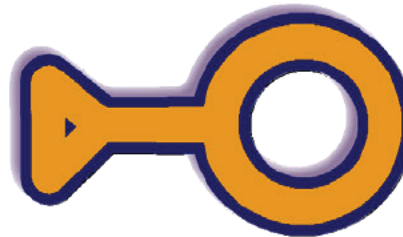


Key Concepts

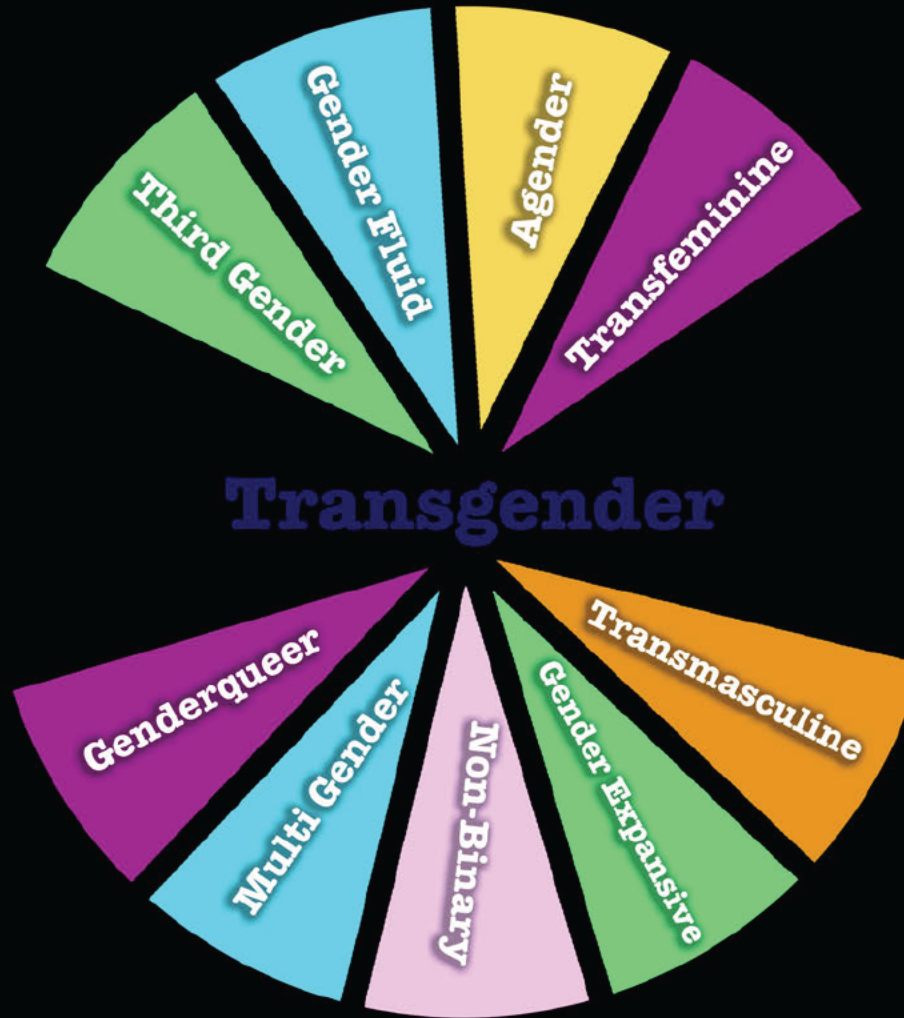
Cisgender (Cis)

Transgender (Trans)

Non-Binary Gender



Transgender Umbrella



International Gender Diversity



Source: PBS Independent Lens

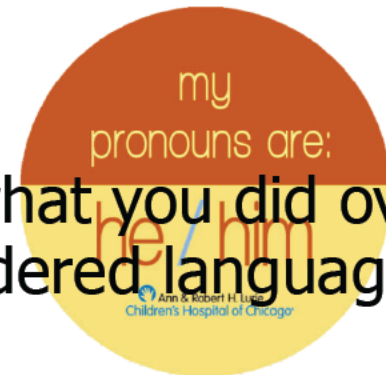
Key Concepts

Pronouns

- It's okay to ask people what pronouns they use
 - they/them/theirs
 - she/her/hers
 - he/him/his
 - other pronouns

Quick Activity!

Turn to your neighbor and discuss what you did over the weekend without using any gendered language.



Key Concepts

Misgender/Deadname

What if I make a mistake?

- 1. Apologize**
- 2. Correct yourself**
- 3. Move on**
- 4. Practice!**

Key Concepts

Transition

- Process by which an individual begins living in their affirmed gender
 - Social
 - Legal
 - Medical
 - May or may not include hormonal and/or surgical treatment

No one way to be trans; therefore, no one way to transition



Key Concepts

Sexual Orientation

Sexuality

(who you are
attracted to)

**Gender
Identity**

(who you are)

Transphobia/Cissexism

- Physical Violence
 - One in ten trans people reported being physically attacked within the past year due to being transgender
- Microaggressions
- Systemic Discrimination
 - One in six trans people report having lost a job due to their gender identity; one-quarter report having experienced housing discrimination
- Intersectionality
 - Risk factors are exacerbated when people carry multiple marginalized identities

Try it out!

This person is non-binary.
They use they/them pronouns.

Turn to your neighbor and describe this person using the correct pronouns. Remember, if you make a mistake:

1. Apologize
2. Correct yourself
3. Move on
4. Practice



The Impact of Gender





“The generally accepted rule is pink for boys, and blue for the girls. The reason is that pink, being a more decided and stronger color, is more suitable for the boy, while blue, which is more delicate and dainty, is prettier for the girl.”

-1918 article Earnshaw's Infants' Department trade publication

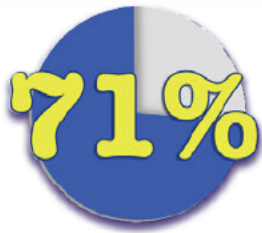


Gender Impacts Everyone

- 50% of elementary bullying is based on gender and/or sexual orientation slurs
- More than 50% report school as an unsafe environment for “not being as masculine as other guys or as feminine as other girls”
- In what ways are you seeing this in your school community?

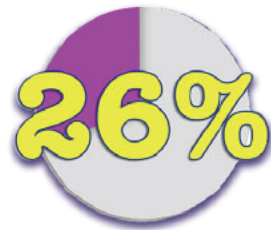
Supporting transgender and gender expansive students



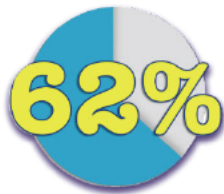


of school mental health professionals described their school's teachers as 'very' or 'somewhat' supportive of LGBTQ students.

But when LGBTQ students were asked....



reported "always feeling safe in the classroom."



reported experiencing LGBTQ-related discriminatory policies or practices at school



heard negative remarks about sexual orientation or gender expression from teachers or school staff

When LGBTQ-related harassment/assault did occur:



55%

of students did not
report the incident

60%

of students who did
report said staff
“did nothing” or
“told the student to
ignore it.”

LGBTQ students in schools with higher levels of victimization:

- Were almost three times as likely to miss school (**63%** vs **21%** in the past month)
- Had lower average GPAs (**3.0** vs **3.3**)
- Were nearly twice as likely to report having “no plans to pursue post-secondary education” (**9.5%** vs **5.0%**)
- Also had measurable impacts on **self-esteem, levels of depression,** and **sense of school belonging**

Parental Impact

■ = transgender youth with family support

Having **one** supportive adult cuts the chance an LGBTQ+ youth will attempt suicide by **40%.**

(Trevor Project, 2019)



Supporting Students Coming Out



If a Student Comes Out to You

- Ask what the student needs
 - Have you shared this with anyone else?
 - Do you want anyone else to know?



If a Student Comes Out to You

- Take the student's identity and expression seriously
- Respect the student's name/pronouns
- Do not disclose the student's sexual orientation or gender identity without their consent.
 - Including to parents/guardians and school staff
- Counselors are allowed up to **8** 90-minute sessions with students age 12+ without notifying a student's guardians



If a Student Comes Out to Class

- Keep language simple and affirming
- Remind youth that it's OK to be curious, but it's not OK to ask overly personal questions
- Know how to respond if someone calls the student by the wrong name
- Remind parents it's not OK to ask about other people's children
- Don't be afraid of questions!



Institutional Inclusion



Gender Support Plans

- Districts/schools should have model support plans available for transitioning students
- Support plans are optional, based on student's wishes
- Topics include: confidentiality, parent/guardian involvement, safety plans, counseling, etc.



Institutional Inclusion

- Avoid gender segregation
- Restroom and locker room access
- Inclusive dress code
- Participation in activities/events (incl. IESA/IHSA athletics)
- School signage
- Avoid making assumptions about family structures
- Support your school's GSA (The Genders & Sexualities Alliance)





Institutional Inclusion

- Respect privacy and confidentiality
- Explicitly include gender identity in nondiscriminatory policies, diversity statements, and anti-bullying policies – and have explicit bathroom/locker room policies inclusive of all genders
- Inclusive forms
- Ensure that resources and support are easy for students and parents to locate
- Inclusive identification materials
- Regular staff trainings

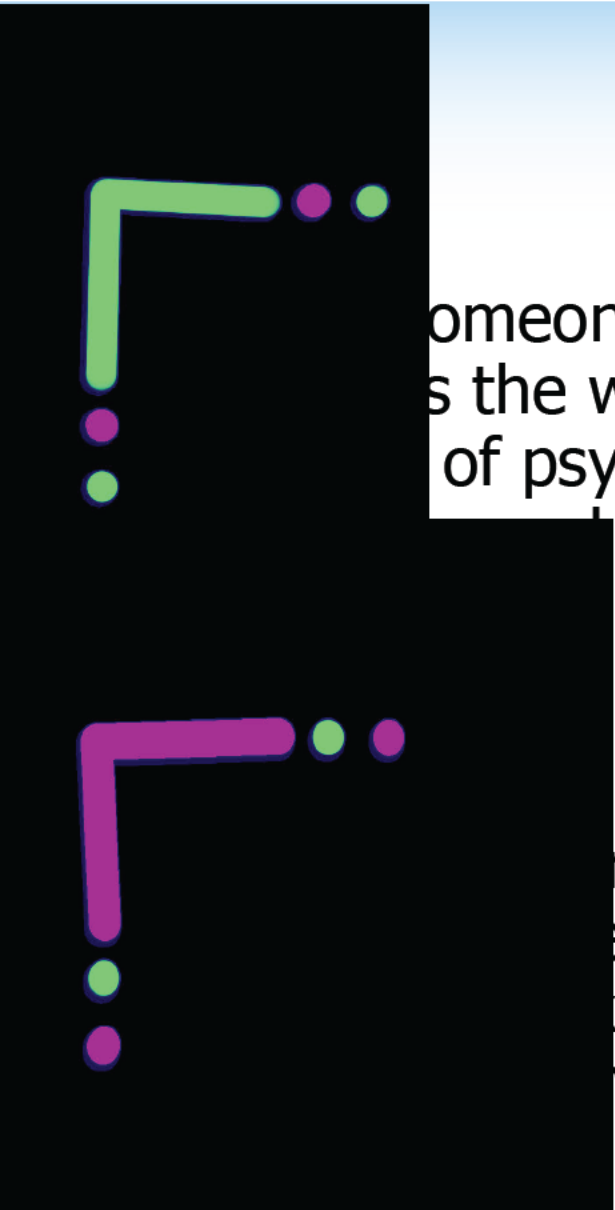
Responding to Objections

“I don’t think that it’s OK to be gay or trans and I don’t want my child to think that it’s an OK option for them.”

“Talking about gay and transgender people in school isn’t appropriate.”

Curricular Inclusion





Someone with the authority of a teacher
is the world and you are not in it, the
of psychic disequilibrium, as if you
saw nothing."

– Adrienne

erse representation not only s
emselves as the hero of the s
id can understand that *othe*
ne heroes of the story."

– Rabbi Danya



Ideas to Get Started

- Media (Books, Movies, Music, etc.)
- Historical figures & people
-- recognizing their lives
- Incorporate nonbinary
nontraditional families
word problems, etc.
- Historical events
- Inclusive health curriculum



Scenarios



Scenarios

1. Carlos is a male student who uses he/him pronouns. He has long hair, often wears dresses, and is sometimes mistaken for a girl, though he is cisgender.

When Carlos goes to use the boy's restroom a custodial staff member stops him from entering and tells him he belongs in the girls' bathroom and should "stop playing around."

2. A parent of a cisgender student calls you to ask about their child's transgender classmate. This parent states, "I don't want my daughter using the restroom with a boy. I believe that this is inappropriate and unsafe."

Scenarios

3. Emma, a female student, wants to wear a suit to her upcoming school dance and bring her girlfriend, who attends another school. Some other students and parents hear of her plan and protest, saying it shouldn't be allowed.
4. A student is overheard calling another student a homophobic slur.
5. Students are going on an overnight trip. Jacinta, a transgender female student, would like to share a room with her peers.
6. "I was in a meeting and a guest kept addressing me and my coworker as ladies, but my coworker is nonbinary."

Reflection





Questions?

Thank you!

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KEY TERMS

****These alphabetized terms are used by Lurie Children's staff to provide a shared language and context for the concepts of LGBTQ+ and Gender Inclusive Trainings. Identity is individual and these definitions may vary/may be used differently by each person.**

Affirming: Acknowledging and supporting the identity of an individual

Ally: A person who is not LGBTQ+ but shows support for LGBTQ+ people and promotes equality

Cisgender/Cis: Term used to describe people whose gender identity is the same as their sex assigned at birth

Gender Expression: An individual's characteristics and behaviors such as appearance, dress, mannerisms, speech patterns, and social interactions that are perceived as masculine, feminine, both, or neither

Gender Identity: A person's internal, deeply-felt sense of being male, female, something in between, or something else. Gender identity is not determined by body parts or sex assigned at birth

Gender Expansive (Nonconforming/Creative): Gender expressions that fall outside of societal expectations for one's sex assigned at birth

Intersex: A general term used for the many ways in which a person can be born with chromosomes, reproductive anatomy, and/or genitalia that do not fit the typical definitions of female or male

LGBTQ+: A commonly used acronym referring to the Lesbian, Gay, Bisexual, Transgender, and Queer community. The plus acknowledges that there are additional identities within the community. Other iterations include LGBTQQIA (adding Questioning, Intersex, Asexual/Aromantic)

Misgendering: When a person intentionally or accidentally uses the incorrect name or pronouns to refer to a person. Repeated or intentional misgendering is a form of bullying.



Non-Binary Gender: A term that reflects gender identities that don't fit within the binary of male and female. Individuals may identify as both genders, neither, or some mixture thereof. Some terms under this umbrella: genderqueer, gender fluid, agender, bigender, etc. Some non-binary folks may use they/them/theirs or other neutral pronouns

Outing: When someone discloses information about another person's sexual orientation or gender identity without that person's knowledge and/or consent

Pronouns: A word used to refer to someone without using their name. Common pronouns include, but are not limited to: they/them, she/her,

Queer: A term that has been embraced and reclaimed by many in the LGBTQ community as a symbol of pride, representing individuals who identify outside of the typical expectations for gender and/or sexuality

Sex Assigned at Birth: Typically, the assignment of "male" or "female" at birth by a medical professional based on visible body parts. This binary assignment does not reflect the natural diversity of bodies or experiences

Sexual Orientation: The gender or genders to which one is romantically, emotionally, physically, and/or sexually attracted. Sexual orientation is distinct from, and unrelated to, gender identity

Transgender/Trans: Individuals with an affirmed gender identity different than their sex-assigned-at-birth. Transgender can be used as an umbrella term that encompasses diversity of gender identities and expressions. Applies to identity, not body parts

Organization	Age Group(s)	Type	Link	Description
National Center for Transgender Equality	All	Misc.	www.bit.ly/questionableque	Questionable questions about transgender identity.
Chicago Public Schools	All	Administrative	https://www.cps.edu/global	Gender Support Plan
Evanston Township High School	All	Administrative	www.eths.k12.il.us/Page/14	Sample dress code
Gender Spectrum	All	Administrative	www.genderspectrum.org	Resources for creating gender-inclusive environments from birth through young adulthood.
Lurie Children's Hospital	All	Administrative	www.bit.ly/2ka1Jqy	Model school policy for gender inclusion.
GLSEN	All	Curricular	www.glsen.org	LGBTQ-focused research, policy information, & opportunities for professional development & a national educator network.
Minus18	All	Curricular	www.minus18.org.au/pronoun	Pronoun Practice
PBS	All	Curricular	https://to.pbs.org/1Mczeil	International Gender Diversity Map
Seattle Public Schools	K-5	Curricular	https://www.seattleschools.org	K-5 Gender Books and Sample Lessons
Sex Positive Families	All	Curricular	https://sexpositivefamilies.org	Database of inclusive, sex positive sexual health resources for every age and stage.
Learning for Justice	All	Curricular	www.tolerance.org	K-12 lesson plans & teacher guides for incorporating lessons on gender and sexuality as well as race & ethnicity, religion, ability, class, immigration, bullying & more.
Teen Vogue	Teens	Curricular	https://www.teenvogue.com	20 LGBTQ+ Books for Teens Coming Out in 2020
Trans Student Educational Resources (TSER)	All	Curricular	http://www.transstudent.org	Graphics, info on Trans Day of Visibility (Mar 31), leadership resources for trans youth.
Welcoming Schools	All	Curricular	http://www.welcomingschools.org	Elementary-focused lesson plans, book lists, guides for class discussions, & more on LGBTQ topics.
Brown University	All	Curricular + Administrative	https://www.choices.edu/te	An array of resources from various groups and organizations that may prove useful to educators looking to learn more about transgender identity, discuss transgender identity in the classroom, serve and support transgender students, and more.
PFLAG	All	Family	http://www.pflag.org/find-a	National organization with local chapters for supporting parents & families of LGBTQ youth.
Pinwheels	All	Family	http://www.pinwheels.us	Monthly groups for families with trans youth in the northwest and south Chicago suburbs.
Youth Services of Glenview/Northbrook (YSGN)	All	Family	http://www.ysgn.org	Supports for trans youth and their families in Glenview/Northbrook.
Youth Services of Glenview/Northbrook (YSGN)	All	Books	https://drive.google.com/drive/folders/1ckpRupXD7moxEgV8cKcZZHGZJnHFXW3?usp=sharing	Youth Centered book list (reviewed by LGBTQIA Youth)
Scarleteen	All	General Sex Ed	https://www.scarleteen.com	Kid & teen friendly sex education articles
Sex, etc.	All	General Sex Ed	https://sexetc.org/	Kid friendly sex education articles.
Illinois Safe Schools Alliance	All	GSA	www.ilsafeschools.org	Illinois Safe Schools Alliance provides support and a state-wide network for Genders & Sexualities Alliance (GSAs), among other things.
Brave Space Alliance	All	LGBTQ Sex Ed	https://www.bravespacealliance.org	Community resources & support groups on the South Side of Chicago.
DCATS	All	LGBTQ Sex Ed	https://www.dcats.org/binder	Binder Exchange Program
Early 2 Bed	Teens	LGBTQ Sex Ed	https://www.early2bed.com	LGBTQ friendly sex shop for teens

FTM Essentials	All	LGBTQ Sex Ed	https://www.ftmessentials.c	Kid friendly website for gender affirming gear
FTME Free Youth Binder Program	All	LGBTQ Sex Ed	https://www.ftmessentials.c	Free Binder Program for trans youth
Healthline- LGBTQIA Safer Sex Guide	Teens	LGBTQ Sex Ed	https://www.healthline.com	A guide to safe sex that is targeted to LGBTQ folks
Point of Pride	All	LGBTQ Sex Ed	https://pointofpride.org/che	Binder Donation Program
Teen Vogue	Teens	LGBTQ Sex Ed	https://www.teenvogue.com	How to Have Sex if You're Queer
Chicago Women's Health Center	All	Medical	http://www.chicagowomens	Offers care for trans & questioning people of all genders in Uptown (Chicago).
Howard Brown	All	Medical	http://www.howardbrown.org/	LGBTQ-centric health care (including trans-competent care) at locations all over Chicago.
Juno4Me	Teens	Medical	https://juno4me.org/	Provides access to free birth control in Chicago.
Lurie Children's Hospital - Division of Adolescent Medicine	All	Medical	https://www.luriechildrens.org	Lurie Children's has a gender program with care for trans and gender questioning youth up to age 25.
Planned Parenthood	All	Medical	https://www.plannedparent	Provides HIV & STI testing, Birth Control & Contraception, and Gender Affirming Hormones for older youth/ adults.
Trans Lifeline	All	Mental Health	https://translifeline.org/	Hotline for trans people by trans people
Trevor Project	All	Mental Health	http://www.thetrevorproject.org/	24/7 suicide hotline for LGBTQ youth – call 866-488-7386 or visit website.
Lurie Children's Hospital - Gender Development Resources	All	Misc.	http://www.luriechildrens.org	Comprehensive list of resources updated on Lurie Children's website.
Example of Gender Neutral Restrooms in Schools	All	Administrative/News	https://www.kansascity.com	Example of gender neutral, unisex restrooms in a Kansas City school district