



# The Genderbread Person



## Gender Identity

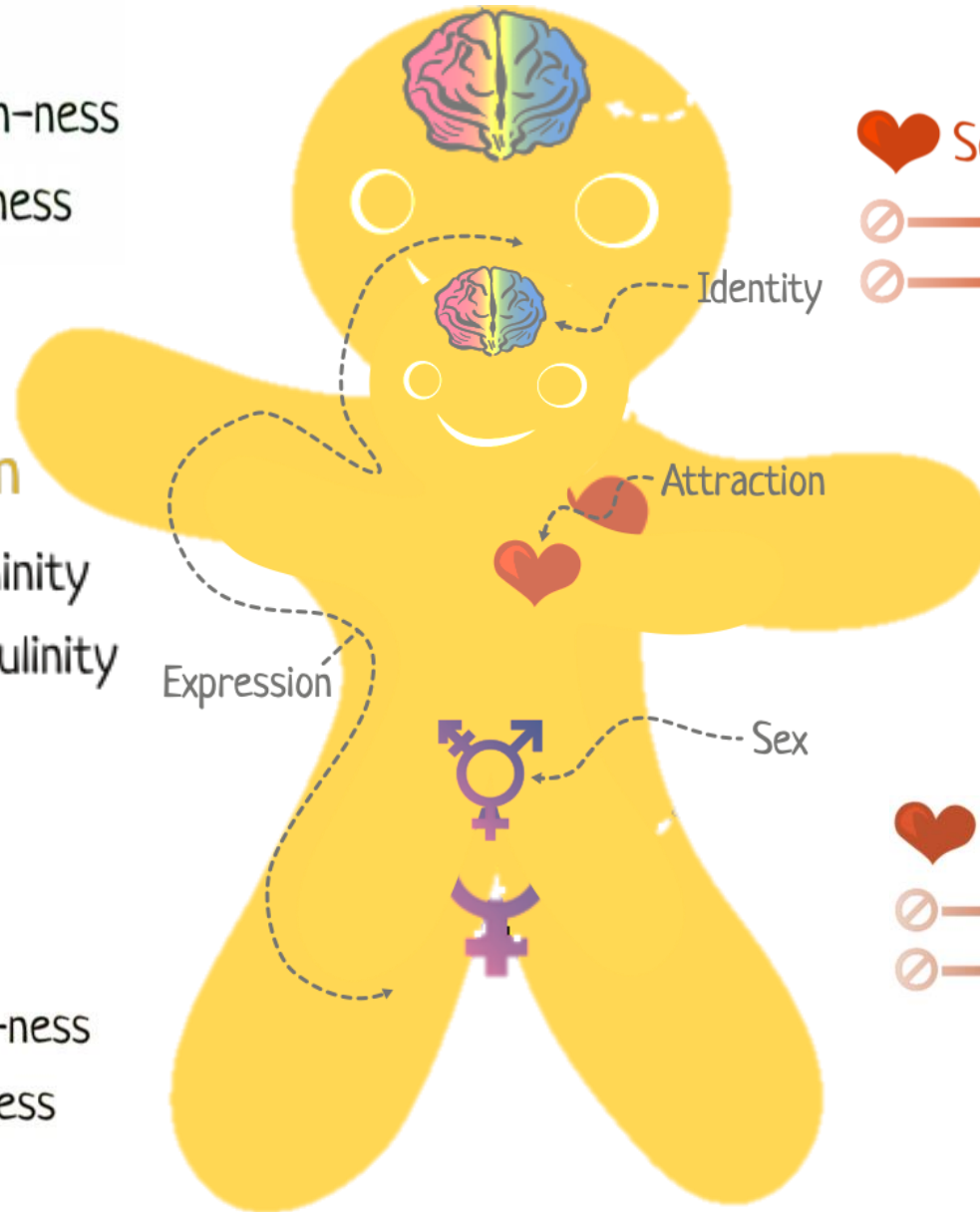
-  Woman-ness
-  Man-ness

## Gender Expression



-  Femininity
-  Masculinity

## Anatomical Sex



-  Female-ness
-  Male-ness



## Sexually Attracted to... and/or (a/o)

-  Women a/o Feminine a/o Female People
-  Men a/o Masculine a/o Male People

## Romantically Attracted to...

-  Women a/o Feminine a/o Female People
-  Men a/o Masculine a/o Male People

# Cis-gender



a cisgender (cis) is someone whose sex, gender identity, and gender expression matches the one assigned to them at birth, Regardless of their sexual orientation

# Misconceptions transgender



Every transgender person needs hormone therapy.

Surgery is a top priority for all transgender people.

Transgender people struggle with mental illness.

Transgender children are too young to know that they are transgender.

a transgender (trans) person is someone who has a different **sex, gender identity, and/or gender expression** than the **one assigned** to them at birth, regardless of their sexual orientation

# Misconceptions Non-Binary

Non-Binary people are just confused.

They don't exist.

"Non-binary gender is **any gender that isn't exclusively male or female.** Non-binary people may feel some mix of both male and female, somewhere in between, or something completely different.

Non-Binary people do not medically transition.

All Non-Binary People Go By They/Them Pronouns.

# queer

The term “queer” refers to a reclaimed anti-gay slur describing people whose sexual or gender identities aren’t just cisgender, heterosexual or otherwise “mainstream.”

It would be inaccurate to apply “queer” to any LGBT person you meet because some people still see “queer” as an offensive slur, or just don’t resonate with it as much as other terms.

For Transgender individuals there are two types of transition.

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**Medical Transition**- Undergoing medical intervention(s) to alter physical /sexual characteristics of one's body in order to affirm their gender identity.

**Transitioning is not a one size fits all.**

**Social Transition**- The outward change in appearance and/or presentation that a transgender and non-binary person may undergo in order to express their gender identity.

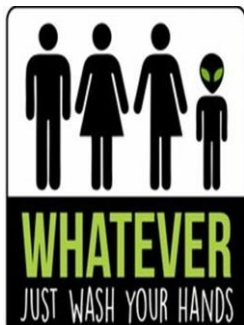
# Bathrooms... Best Practices

Under no circumstances should a student be required to use a restroom facility that does not match the student's gender identity.

Students should be provided access to a reasonable alternative restroom such as a single stall "unisex" restroom or the health office restroom.

Students should have access to the restroom that matches their gender identity. Schools may maintain separate restroom facilities for male and female students provided that they allow students to access them based on their gender identity and not exclusively based on student's assigned birth sex.

Bathroom Signs You Might Have Seen And People Are Getting Creative!!!



# Best Practice

## Locker Rooms

Students should have access to the locker room that matches to their gender identity. Any transgender or non-binary student who is uncomfortable using the facility that is consistent with his/her/or their gender identity, should be provided a safe and private alternative.

In no case should a transgender or non-binary student be forced to use the locker room corresponding to their gender assigned at birth. In locker rooms that involve undressing in front of others, a private option should be provided for any student who finds changing in groups or in front of others to be invasive or embarrassing.



# 2017 Gay, Lesbian & Straight Education Network (GLSEN) National School Climate Survey

*Percentage of transgender and non-binary students that were prevented from...*

26% were prevented from using the locker room that aligns with their gender identity.

25% were prevented from using their chosen name.

24% were prevented from using the bathroom that aligns with their gender identity.

## Survey Results cont..

*Percentage of transgender and non-binary students hearing remarks regularly...*

87% heard “gay” used in a negative way.

69% heard negative remarks about transgender people.

80% heard negative remarks about gender identity.

# What do we know???

In 2018 American Academy of Pediatrics revealed alarming levels of attempted suicide among transgender and non-binary youth.

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

Among non-binary youth, 41.8 percent of respondents stated that they had attempted suicide at some point in their lives.

Highest rates among transgender boys and non-binary youth.

29.9 percent of transgender female teens said they attempted suicide.

More than half of transgender male teens who participated in the survey reported attempting suicide in their lifetime.

## Names and Pronouns

Students should not have to obtain a court ordered name and/or gender change or to change their student records in order to be addressed by the name and pronoun that corresponds to their gender identity.

The school should train all teachers, staff, and school administrators to use the appropriate name and pronoun. In all cases, where a student is using a chosen name, the birth name is considered private information and is not to be disclosed.

School personnel should use the name and pronouns appropriate to the student's gender identity regardless of the student's assigned birth sex.

# When Families Are Struggling or Not Accepting

- Always honor a student's gender identity, pronoun and name; however NEVER out your student to their families.
- Prior to parent meetings where your student might be present, have a conversation with your student explaining how you honor their identity, but to keep them safe you will be using the name their parent calls them.
- 51% of transgender youth attempt suicide and that drops to 37% if parents are accepting. Even when parents are uncertain about their child's transition, it is still a safer emotional environment than when the child is outright rejected by their parents.



## What You're Actually Saying When You Ignore A Students Gender Pronouns

# I know you better than you know yourself.

When you make the decision to not respect a student's pronoun, what you are ultimately saying is that their personal truth is something you are more knowledgeable about than them.





I would rather hurt you repeatedly than change the way I speak about you.

Each time you misgender a student, you are inflicting harm. Would you rather hurt someone? Or simply change the way you are speaking to them?



Your sense of safety is not important to me.

When you misgender a student, you run the risk of threatening their personal sense of safety, as well as their physical safety. When someone feels invalidated or disrespected, they may not feel safe or comfortable in the space.

When personal pronoun usage mistakes happen (and they will!), **thank your student** for correcting you and **MOVE ON**.

