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safe

schools

@iowasafeschools



# Cultivating Community

Jordan Mix

They / Them / Theirs

Deputy Director of Education

[jordan@iowasafeschools.org](mailto:jordan@iowasafeschools.org)



# Before We Start – Ground Rules:

- ▶ Brave Space
- ▶ Participate in the Conversation
- ▶ Ask Questions
- ▶ Be Respectful
- ▶ Use “I” Statements
- ▶ Be Open to New Perspectives

# About Iowa Safe Schools

## Midwest's Leading LGBTQ Youth Organization

- ▶ Policy and Advocacy
- ▶ Educator Professional Development
- ▶ Youth Engagement and Advocacy



# Advocating for Our Youth

- ▶ **Sixty-seven percent** of LGBTQ youth report that they've heard family members make negative comments about LGBTQ people<sup>1</sup>
- ▶ 86% of LGBTQ Youth said that the recent political climate has negatively impacted their mental health, and/or made them feel unsafe.<sup>2</sup>
- ▶ 46% of LGBTQ youth report they wanted psychological or emotional counseling from a mental health professional but were unable to receive it in the past 12 months<sup>2</sup>

1. <https://www.hrc.org/resources/2018-lgbtq-youth-report>

2. The Trevor Project Mental Health Survey. 2020.

3. CDC. (2016). Sexual Identity, Sex of Sexual Contacts, and Health-Risk Behaviors Among Students in Grades 9-12: Youth Risk Behavior Surveillance. Atlanta, GA: U.S. Department of Health and Human Services.

4. IMPACT. (2010). Mental health disorders, psychological distress, and suicidality in a diverse sample of lesbian, gay, bisexual, and transgender youths. American Journal of Public Health. 100(12), 2426-32.

# Advocating for Our Youth

- ▶ 1 in 3 LGBTQ youth reported that they had been physically threatened or harmed in their lifetime due to their LGBTQ identity.<sup>1</sup>
- ▶ 61% of transgender and nonbinary youth reported being prevented or discouraged from using a bathroom that corresponds with their gender identity.<sup>1</sup>
- ▶ Each episode of LGBT victimization, such as physical or verbal harassment or abuse, increases the likelihood of self-harming behavior by 2.5 times on average.<sup>2</sup>

1. The Trevor Project Mental Health Survey. 2020.

2. IMPACT. (2010). Mental health disorders, psychological distress, and suicidality in a diverse sample of lesbian, gay, bisexual, and transgender youths. *American Journal of Public Health*. 100(12), 2426-32.



# Advocating for Our Youth

- ▶ LGBTQ Youth report higher rates of anxiety and depression than their heterosexual and cisgender peers.<sup>1</sup>
- ▶ LGB Youth seriously contemplate suicide at about **three times** the rate of their heterosexual peers.<sup>1</sup>
- ▶ While there has always been a disparity between LGBTQ youth and their heterosexual and cisgender peers, it appears that the COVID-19 Pandemic has widened these gaps for the first time in the last several years.<sup>2</sup>

1. CDC. (2016). Sexual Identity, Sex of Sexual Contacts, and Health-Risk Behaviors Among Students in Grades 9-12: Youth Risk Behavior Surveillance. Atlanta, GA: U.S. Department of Health and Human Services.
2. The Trevor Project Mental Health Survey. 2020.

# Advocating for Our Youth

- ▶ 55% of LGBTQ youth reported symptoms of major depressive disorder in the past two weeks, including more than 2 in 3 transgender and nonbinary youth.<sup>1</sup>
- ▶ 48% of LGBTQ youth reported engaging in self-harm in the past twelve months, including over 60% of transgender and nonbinary youth.<sup>1</sup>
- ▶ 40% of LGBTQ report having seriously considered attempting suicide in the past twelve months, with **more than half of transgender and nonbinary** youth having seriously considered suicide.<sup>1</sup>
- ▶ Nearly 15% of LGBTQ respondents attempted suicide in the past twelve months, including more than 1 in 5 transgender and nonbinary youth.<sup>1</sup>

1. The Trevor Project Mental Health Survey. 2020.

# Victimization of LGBTQ Youth

- ▶ LGBTQ Youth experience victimization in myriad ways, for the purposes of this discussion, let's break it down *into physical harm or discrimination*, and **conversion therapy**.
- ▶ 1 in 3 LGBTQ youth report that they have been physically threatened or harmed in their lifetime due to their sexual orientation and/or gender identity.<sup>1</sup>
- ▶ 6 out of 10 LGBTQ youth said that someone attempted to convince them to change their sexual orientation or gender identity.<sup>1</sup>
- ▶ 10% of LGBTQ youth reported receiving conversion therapy from someone who tried to change their sexual orientation or gender identity to straight or cisgender.<sup>1</sup>

1. The Trevor Project Mental Health Survey. 2020.

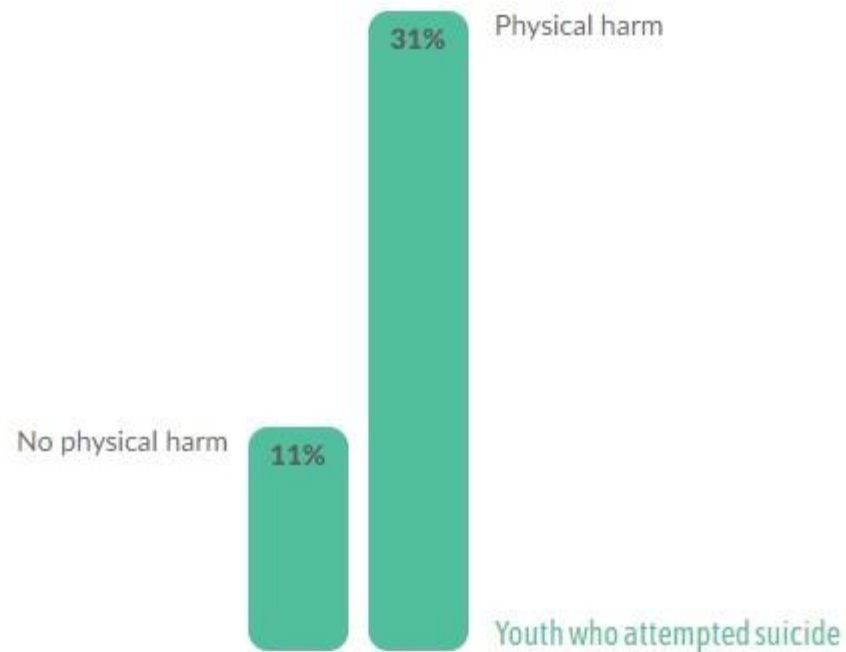


# Physical Harm and Discrimination

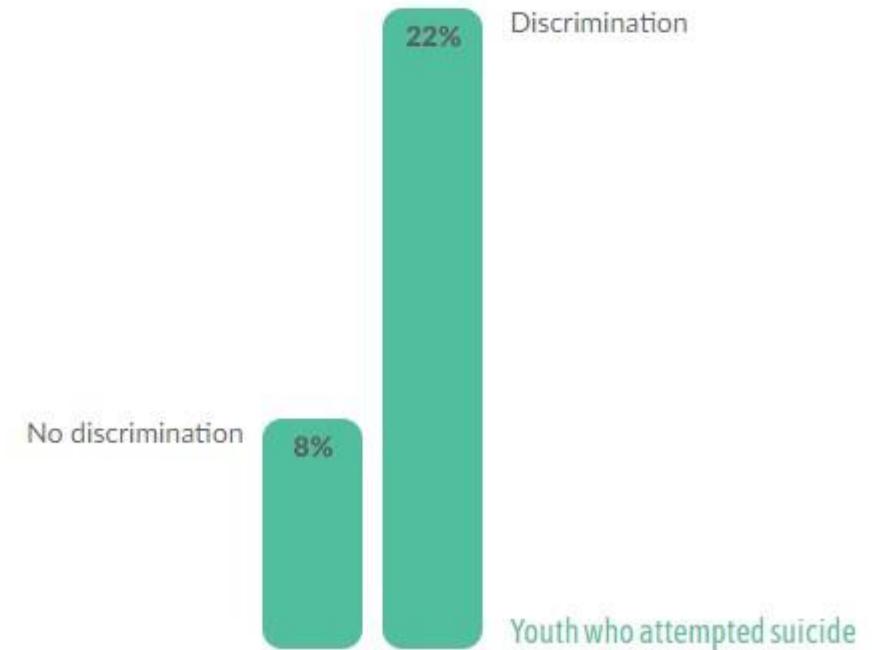
- ▶ 40% of transgender and nonbinary youth reported being physically threatened or harmed in their lifetime due to their gender identity.<sup>1</sup>
- ▶ 30% of LGBTQ youth reported being physically threatened or harmed in their lifetime due to their sexual orientation.<sup>1</sup>
- ▶ 61% of transgender and nonbinary youth reported being prevented or discouraged from using a bathroom that corresponds with their gender identity, with school being the most frequent place where bathroom discrimination occurs.<sup>1</sup>

# Physical Harm and Discrimination

Youth who attempted suicide, comparison of those who experienced physical harm with those who had not:



Youth who attempted suicide, comparison of those who experienced discrimination with those who had not:



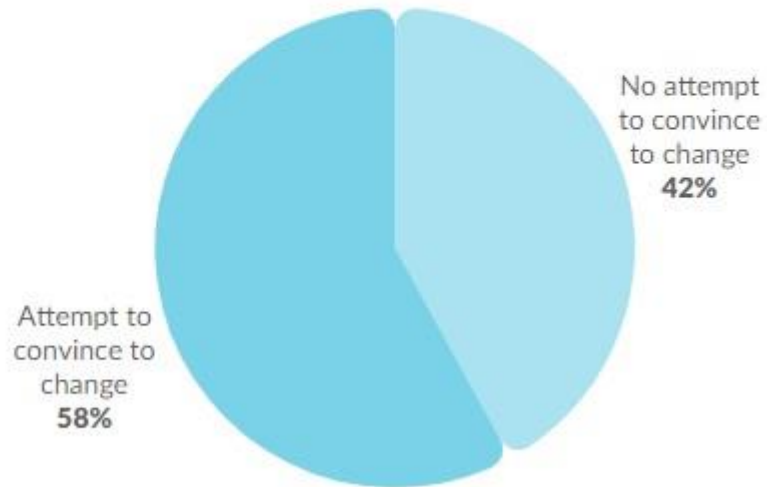
# Conversion Therapy

- ▶ Conversion therapy is legal in 29 states, including Iowa.<sup>1</sup>
- ▶ 78% of youth who underwent conversion therapy reported that it was when they were under the age of 18.<sup>1</sup>
- ▶ 3% of LGBTQ Youth report undergoing conversion therapy by a healthcare professional.<sup>1</sup>

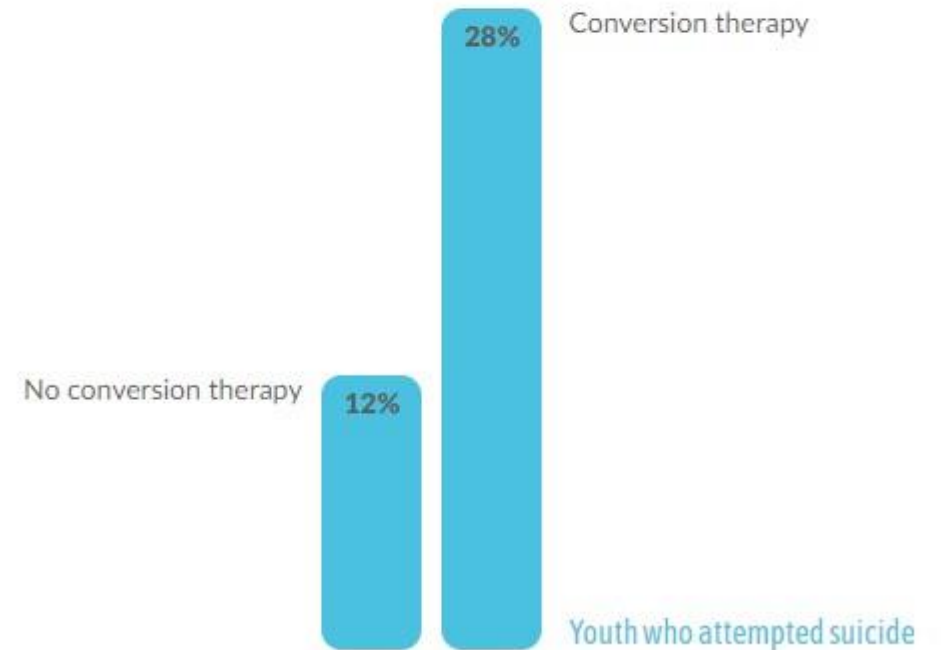
1. The Trevor Project Mental Health Survey. 2020.

# Conversion Therapy

LGBTQ youth who reported someone attempted to convince them to change their sexual orientation or gender identity:



Youth who attempted suicide, comparison of those who experienced conversion therapy with those who had not:



# LGBTQ 101

- ▶ **L**esbian, **G**ay, **B**isexual, **T**ransgender, **Q**ueer/**Q**uestioning
- ▶ There are many other identities under the LGBTQ umbrella
- ▶ According the APA and AMA, sexual orientation and gender identity are:
  - ▶ Not a choice
  - ▶ Not an illness



# Just a few terms...

## Gender

Transgender

Cisgender

Woman

Man

Non-Binary

Genderqueer

Agender

Two Spirit

Queer

## Sexuality

Lesbian

Gay

Straight

Bisexual

Pansexual

Asexual

Aromantic

Queer

## Other Useful Terms

Intersex

Gender Non-Conforming

Transition

Deadname

Gender-Inclusive

# Fostering Allyship through Understanding

## Cisgender

- ▶ "Cis" is the Latin prefix meaning "on the same side of"
- ▶ A person is *cisgender* if their gender correlates as expected with the sex they were assigned at birth

## Transgender

- ▶ "Trans" is the Latin prefix for "on the opposite side of"
- ▶ A person is *transgender* if their gender does not correlate as expected with the sex they were assigned at birth
- ▶ No physical or social transition is required to identify as trans\*

\* Sometimes physical/social/legal transitions are required to have access to certain gendered spaces

# Fostering Allyship through Understanding

- ▶ **Gender Identity**– Someone's understanding of themselves, who they are, their likes, dislikes, and conception of themselves in terms of femininity and masculinity.
- ▶ **Gender Expression**– External appearance of one's gender identity, usually expressed through behavior, clothing, haircut, or voice

# Gender Grammar!

- ▶ Transgender should never have “ed” at the end
- ▶ Always use language that is affirming rather than that which suggests a change
  - ▶ Trans folks are not changing their identities, they are affirming them!

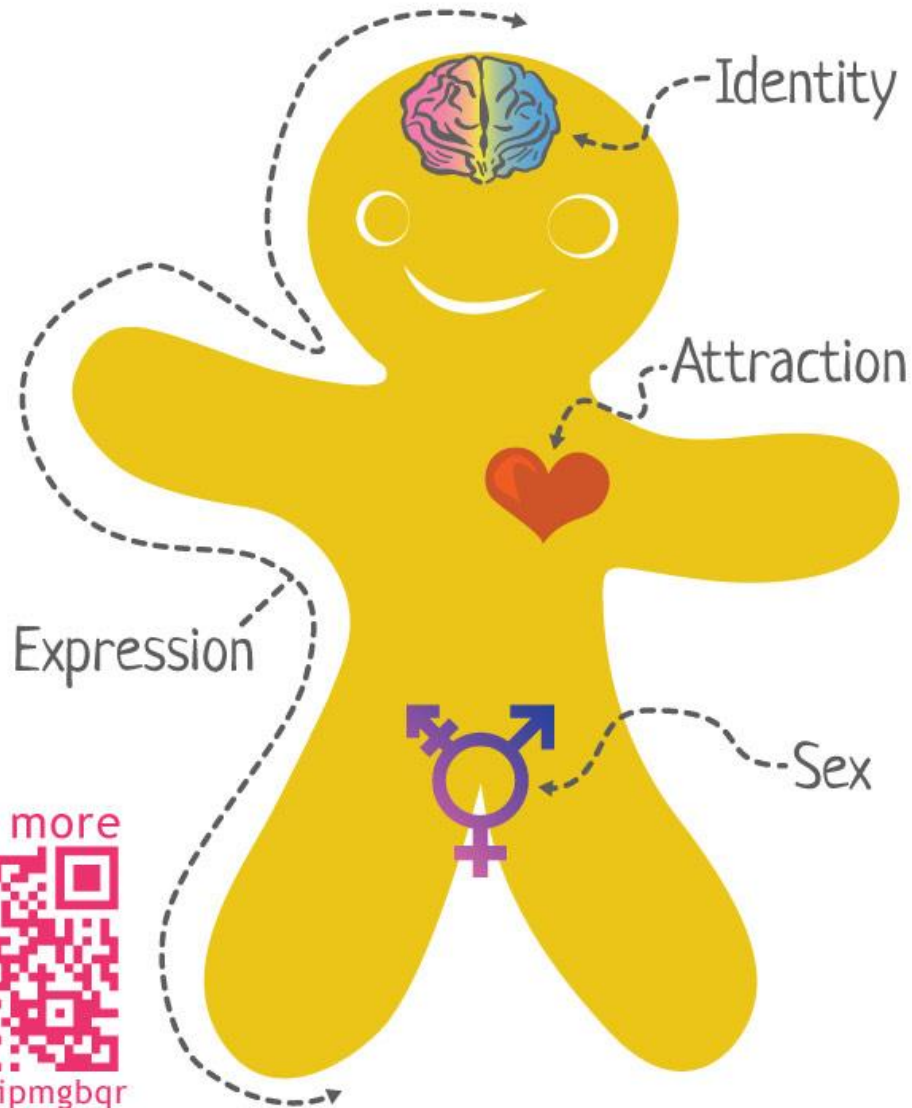
Problem	Correction	Reasoning
<b>"Transgendered"</b> (Adj.)	<b>Transgender</b>	Only adjectives that are derived from nouns (unlike transgender) or verbs end in ed
<b>"Intersexed"</b>	<b>Intersex</b>	Only adjectives that are derived from nouns or verbs (unlike intersex) end in ed
<b>"Transgendered"</b> (verb)	<b>Transition</b>	Only verbs can end in "ed" to become a participle
<b>"A transgender"</b> <b>"transgenderers"</b>	<b>A transgender person/ transgender people</b>	<b>"Transgender" is not a noun.</b>
<b>"Sex change,"</b> <b>"sex reassignment surgery"</b>	<b>Gender affirming surgery</b>	Surgery does not change someone's sex/gender, it only helps harmonize their body and mind



# The Genderbread Person v2.0

by its pronounced **METROsexual**.com

Gender is one of those things everyone thinks they understand, but most people don't. Like *Inception*. Gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for understanding. It's okay if you're hungry for more.



read more  
  
[bit.ly/ipmgbqr](http://bit.ly/ipmgbqr)

## Gender Identity



## Gender Expression



## Biological Sex



## Attracted to





# Starting with Ourselves: Privilege

- ▶ Remember that you are not a neutral participant in your space [1]
- ▶ Privilege is “a set of unearned benefits given to people who fit into a specific social group.” [2]
  1. Privilege is the other side of oppression.
  2. We need to understand privilege in the context of power systems.
  3. Privileges and oppressions affect each other, but they don't negate each other.
  4. Privilege describes what everyone should experience.
  5. Privilege doesn't mean you didn't work hard.

[1] *Fostering Civil Discourse: A Guide for Classroom Conversations*

[2] <https://everydayfeminism.com/2014/09/what-is-privilege/>

# Starting with Ourselves: Privilege

- ▶ **Privilege Associated with Being Heterosexual:** [1]
  - ▶ Expressing affection in most social situations without hostile or violent reactions
  - ▶ Having role models of your gender and sexual orientation talked about in class
  - ▶ Learning about romance and relationships from movies, TV, and books
  - ▶ Not worrying about being the only one representing your sexuality in a given situation.

# Starting With Ourselves: Privilege

## ▶ **Privilege Associated with being Cisgender**

- ▶ I can use public restrooms without fear of verbal abuse, physical intimidation, or arrest.
- ▶ I can use public facilities such as gym locker rooms and store changing rooms without stares, fear, or anxiety.
- ▶ Strangers don't assume they can ask me what my genitals look like and how I have sex.
- ▶ I can access gender-exclusive spaces (e.g., a space or activity for women), and not be excluded due to my trans status.
- ▶ Strangers call me by the name I provide and don't ask what my "real name" (birth name) is and then assume that they have a right to call me by that name.

# Starting with Ourselves: Privilege

1. How can privilege manifest itself in the policies and procedures?
2. How can privilege manifest itself in the resources I select?
3. How can privilege manifest itself in the group discussions I have with youth?
4. How can privilege manifest itself in the individual interactions I have with a youth?



# Potential Oopsie-Doopsies

- ▶ Using slurs or outdated terms
- ▶ Deadnaming
- ▶ Avoiding questions about LGBTQ people
  - ▶ Silence is a way of communicating disapproval
  - ▶ It's okay to not have an answer
- ▶ “Outing” students or colleagues



# What are Pronouns?


- ▶ **Respect names and pronouns!**
  - ▶ Get comfy talking about pronouns!
  - ▶ Never ask anyone what their “real” name is
  - ▶ Always use the name and pronouns a person tells you to use
  - ▶ Don't dwell on slip-ups



# Using Inclusive Language Everyday

- ▶ Using Inclusive Language
  - ▶ Avoid using gendered language
    - ▶ Ex: “ladies and gentlemen;” “men and women;” “his or her”
  - ▶ Avoid splitting people into groups by gender
    - ▶ Try dividing the group based on other things, like shirt color or birthday

<b>Instead of</b>		<b>Try</b>
<b>HIS</b> or <b>HERS</b>	→	<b>THEIRS</b>
<b>LADIES</b> and <b>GENTLMAN</b>	→	<b>DISTINGUISHED GUESTS</b>
<b>MEN</b> or <b>WOMEN</b>	→	<b>EVERYONE</b>
<b>LADY/MAN</b> in the red shirt	→	<b>PERSON</b> in the red shirt
<b>GUYS</b>	→	<b>FOLKS</b>

  
**INTERNATIONAL  
NON-BINARY PEOPLE'S DAY**

# Helpful Takeaways

- ▶ Practice respect and empathy
- ▶ Get comfy talking about LGBTQ issues
- ▶ Don't dwell on small oopsie-doopsies –
- ▶ Always look for ways to improve



# Questions?

Jordan Mix- Deputy Director of  
Education

[jordan@iowasafeschools.org](mailto:jordan@iowasafeschools.org)

515-381-0588