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# Today's Intentions

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- Overview of GLSEN and the support we provide for LGBTQ youth
- Review statistics about LGBTQ student experiences with a focus on school experiences and risk factors
- Learn terminology around gender and LGBTQ identities
- Provide strategies and resources for creating affirming environments for LGBTQ youth

We invite you to share your pronouns in this space.

The pronoun or set of pronouns that a person would like others to call them by, when their proper name is not being used.

Some examples include “she/her/hers” or “he/him/his” or gender-neutral pronouns, such as “ze/hir/hirs,” or “they/them/theirs”.

Some people use no pronouns at all.

# Introductions

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My name is \_\_\_\_\_.

My pronouns are/ I use  
\_\_\_\_\_.

My role is/I am a  
\_\_\_\_\_.

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# GLSEN Overview

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# GLSEN's Mission

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GLSEN is the leading national education organization focused on ensuring safe schools for all students, regardless of sexual orientation or gender identity/expression.

**GLSEN envisions a world in which every child learns to respect and accept all people**

# Championing LGBT issues in K-12 education since 1990

# GLSEN<sup>®</sup>

- Original Research
- Educational Resources & Training
- Student Leadership & Action
  - Policy Advocacy
- 40 Local Chapters





# Intersectionality Framework



*“There is no such thing as a single-issue struggle, because we do not live single-issue lives.”*

*—Audre Lorde*

# GLSEN Research

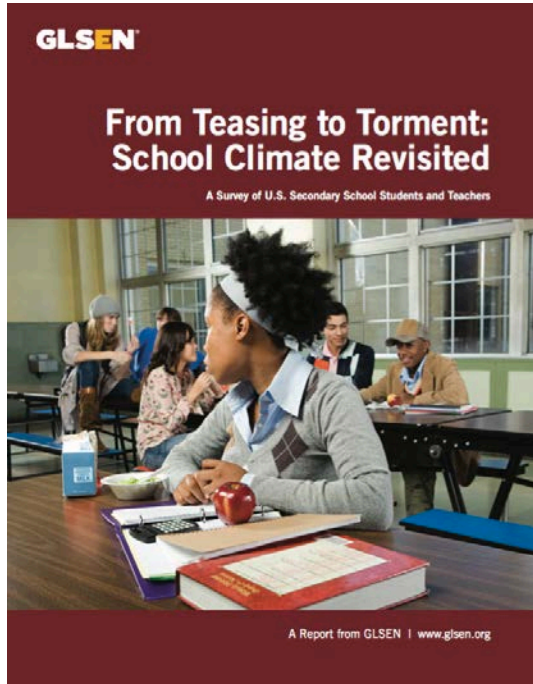
## School Climate

General Population School  
Experiences



# GLSEN Research: All Students

Middle and High-School students and educators across the country.



COMPARED TO THEIR NON-LGBTQ PEERS,  
**LGBTQ STUDENTS ARE:**



**3X** AS LIKELY TO REPORT THAT  
THEY **DON'T** PLAN ON  
FINISHING HIGH SCHOOL.

[GLSEN.ORG/TEASINGTORTMENT](http://GLSEN.ORG/TEASINGTORTMENT)

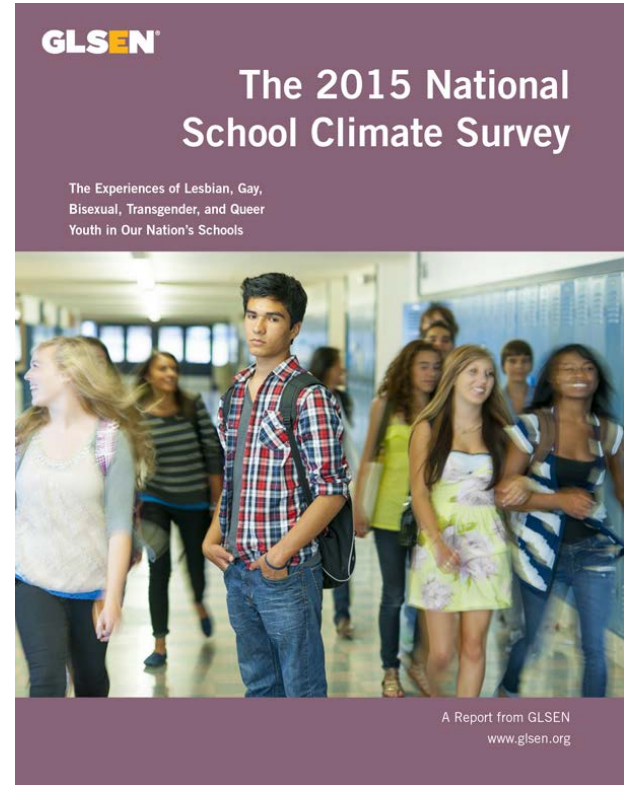
SOURCE: FROM TEASING TO TORMENT: SCHOOL CLIMATE REVISITED, GLSEN, 2015

**GLSEN**<sup>®</sup>

# GLSEN Research: LGBTQ Students

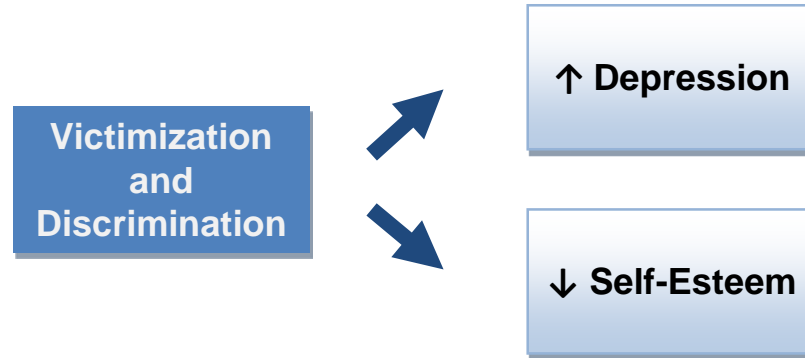
Nearly **9 in 10** LGBTQ students were harassed or assaulted at school

**Sexual orientation and gender expression** were the most commonly targeted characteristics.



# Effects of a Hostile School Climate

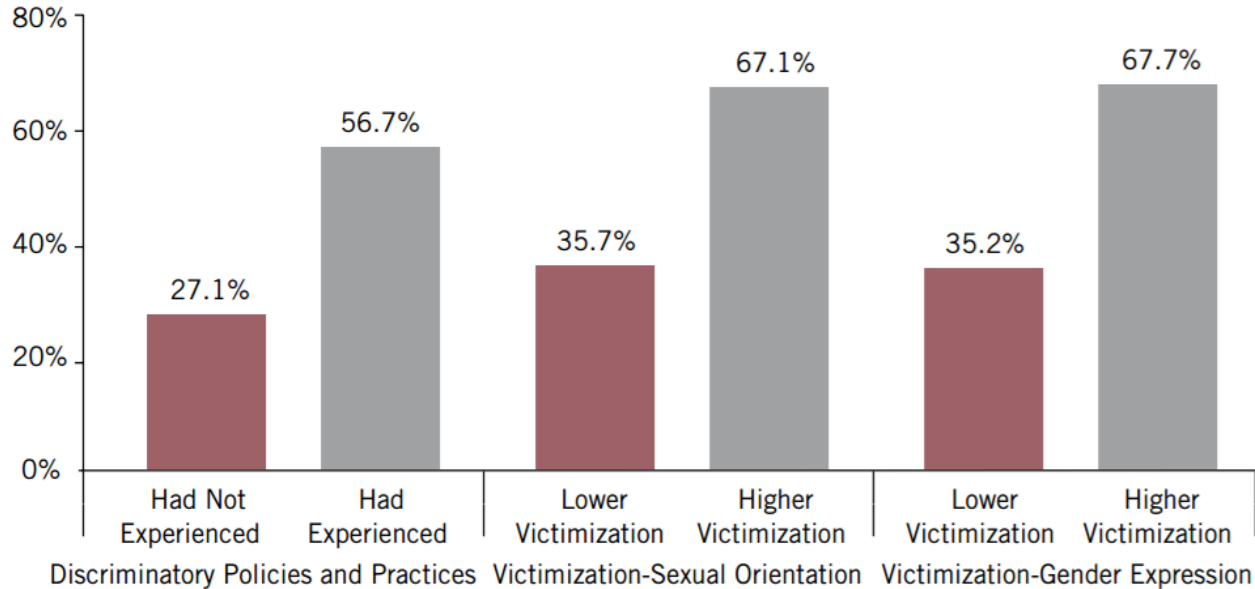
Students who experienced high levels of harassment and assault and/or discriminatory practices had lower psychological well-being.



# Effects of a Hostile School Climate

Victimization and discrimination were related to higher depression.

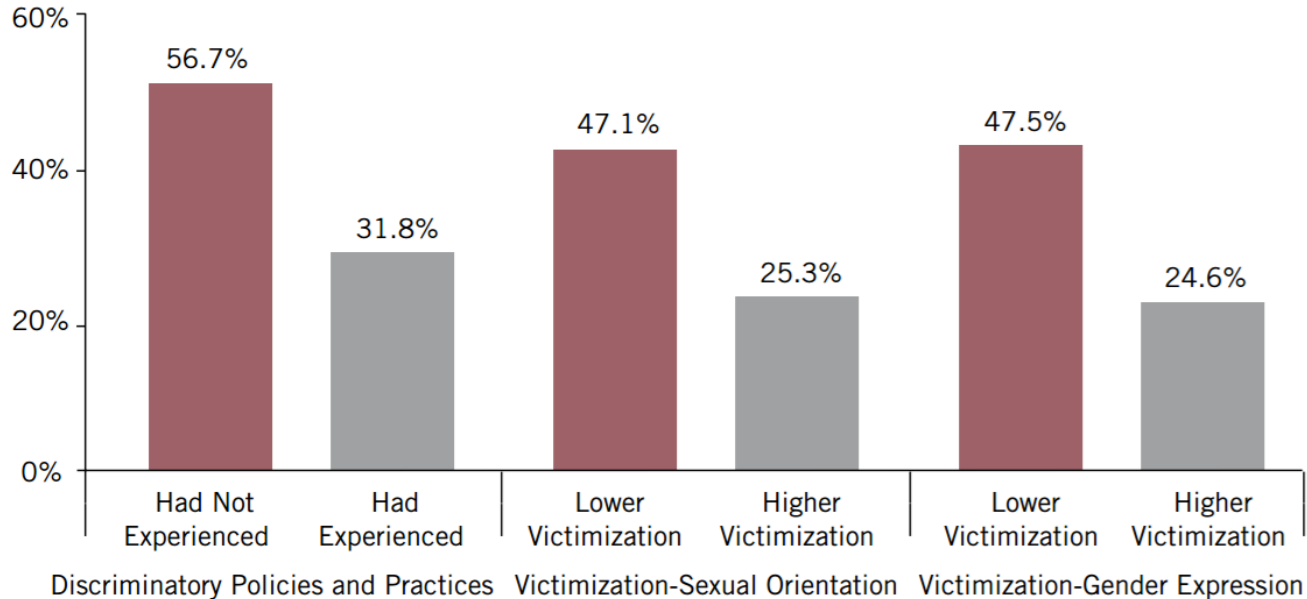
**Figure 1.30 Depression by Discrimination and Severity of Victimization**  
(Percentage of LGBTQ Students Demonstrating Higher Levels of Depression)



# Effects of a Hostile School Climate

Victimization and discrimination were related to decreased self-esteem.

**Figure 1.29 Self-Esteem by Experiences of Victimization and Discrimination**  
(Percentage of LGBTQ Students with Higher Levels of Self-Esteem)



# Risk Factors Among LGBTQ Youth

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2015 CDC YRBS Report (students in grades 9-12)

Compared to their heterosexual peers,  
LGB students are significantly more likely to report:

- Being physically forced to have sex (18% LGB vs. 5% heterosexual)
- Experiencing sexual dating violence (23% LGB vs. 9% heterosexual)
- Experiencing physical dating violence (18% LGB vs. 8% heterosexual)
- Ever having had alcohol (75.3%LGB vs. 62.5% heterosexual)

# What LGBTQ Students Want You to Know

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# Gender Terminology Overview

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# Gender Terminology

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- **Gender** - A set of cultural identities, expressions and roles – codified as feminine or masculine – that are assigned to people based upon the interpretation of their bodies, and more specifically, their sexual and reproductive anatomy.
- **Cisgender** - A person whose gender identity and expression are aligned with the gender they were assigned at birth.
- **Trans** or **transgender** - An umbrella term describing people whose gender identity does not match the gender they were assigned at birth.

# GENDER TERMINOLOGY



## GENDER ATTRIBUTION

HOW YOUR GENDER IS PERCEIVED BY OTHERS



## GENDER IDENTITY

HOW YOU IDENTIFY (SEE YOURSELF)



## SEX ASSIGNED AT BIRTH

WHAT THE MEDICAL COMMUNITY LABELS YOU



## GENDER EXPRESSION

HOW YOU WANT TO DISPLAY YOUR GENDER

# Gender Reflection

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What is your **gender identity** today?

What was your **gender identity** when you were in first grade?

What is your **gender expression** today?

What was your **gender expression** in first grade?

What is your earliest memory of gender?

When did you first know your gender identity?

# BOW OR BOWTIE PARTY!!



# Genderism/Gender Binarism

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**Genderism** or **gender binarism**, is the system of oppression that perpetuates the cultural belief that gender is a **binary**, or that there are, or should be, only two genders — man and woman — and that the aspects of one's gender are inherently linked to the sex in which they were assigned at birth.

Woman ----- Man

Feminine ----- Masculine

Female ----- Male

# We love words!

	Bubblegum Pink		Georgia Clay		Hauser Medium		Turquoise		Lilac
	Poodleskirt Pink		True Red		Festive Green		Calypso Blue		Plum
	Pink Chiffon		Santa Red		Olive Green		Ocean Blue		Grape Juice
	Carousel Pink		Pumpkin		Foliage Green		Winter Blue		Neutral Grey
	Spice Pink		Bright Orange		Bright Green		Blue Harbour		Slate
	Boysenberry		Marigold		Hauser Light		Baby Blue		Grey Sky
	Peony Pink		Tangerine		Pistachio Mint		Blue Chiffon		Mississippi Mud
	Royal Fuchsia		Melon		Lemonade		True Blue		Dark Chocolate
	Raspberry		Moon Yellow		Celery		Primary Blue		Milk Chocolate
	Petal Pink		Pineapple		Mint Julep		Pansy Lavender		Cocoa
	Electric Pink		Cadmium Yellow		Avocado Dip		Purple Cow		Fawn
	Flesh		Yellow Ochre		Soft Sage		Purple Wave		Burnt Sienna
	Country Red		Evergreen		Sea Breeze		Lavender		Black
	Santa Red		Avocado		Bahama Blue		Wild Orchid		Light Buttermilk
	True Red		Arbor Green		Sea Aqua		Orchid		White

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# LGBTQ Affirming Resources and Strategies

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# GLSEN Safe Space Kit

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Learn about Allyship and creating safe spaces for LGBTQ youth

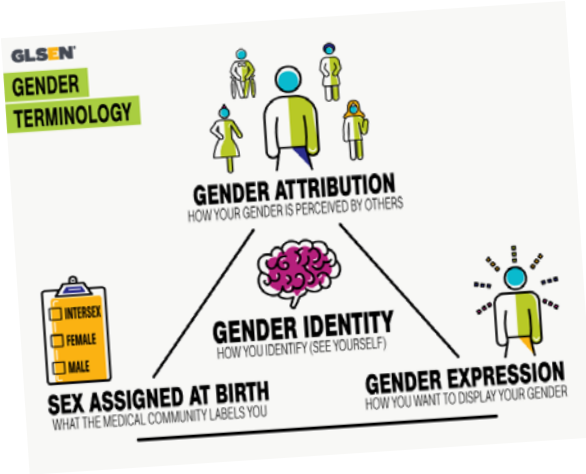
Kit includes – Guide, Safe Space Stickers, Safe Space Posters





# Resources on Gender Identity

[www.glsen.org/tsr](http://www.glsen.org/tsr)



**GLSEN**<sup>®</sup>

Gender Terminology: Discussion Guide

## Gender studies are for everyone!

Gender is much more complex than “boys” and “girls,” but not too complicated for students of any age to learn about. All students have a gender, express that gender each day, and are affected by gender stereotypes. You can use [GLSEN’s Gender Terminology Visual](#) to explain these basic gender terms.

**Gender identity** is how you identify and see yourself. Everyone gets to decide their gender identity for themselves. You may identify as a girl or a boy. If you don’t feel like a boy or a girl, you might identify as transgender, non-binary, or genderqueer, just to name a few. You may choose not to use any specific term.



Pronouns: A Resource

**GLSEN**<sup>®</sup>

# LGBTQ Affirming Practices

1. **Show**  
LGE
2. **Ask**  
sexu
3. **Keep**  
about g
4. **Recce**



**#MyAllies** *ask*

**MY PRONOUNS”**

**Katie**  
*GLSEN's National Student Council*

**GLSEN**  
**ALLY**  
**WEEK**  
[glsen.org/allyweek](https://www.glsen.org/allyweek)

upport for the  
sexual identity,  
to learn more  
educators.

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Case Study: What can you do?

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# How can you support Miguel?

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# What can you do?

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- How could you support Miguel?
- What elements of your practice and environment are already supportive for LGBTQ youth like Miguel?
- What can be implemented or modified to provide support for Miguel and youth like them?
- What information and support might the entire staff at your clinic or place of work need in order to support Miguel?

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Questions?

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# Thank you!

Follow @GLSEN on  
Facebook and Twitter to  
stay connected to  
LGBTQ youth.

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