

EIGHT SCHOOLS ASSOCIATION

Supporting Gender Expansive Students

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May 4, 2017

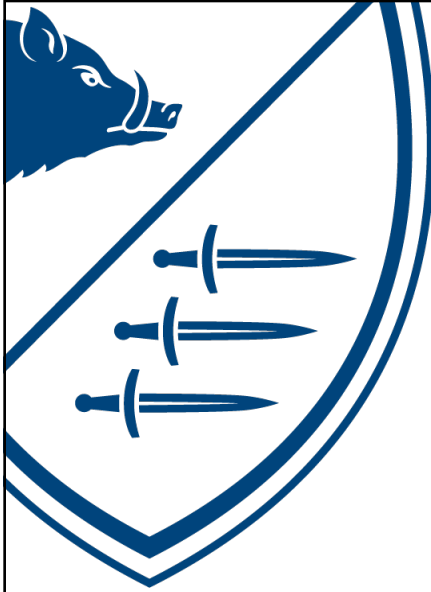
Describe a moment in your work when you were keenly aware of binary gender roles

- Groups of three
- Each member speaks for two minutes while the others listen silently
- If your group has fewer than 3 members, you sit in silence for the extra time



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Gender Identity

Gender identity reflects one's innermost concept of self as male, female, both, or neither; in essence, the term describes how one perceives and refers to oneself.

One's gender identity is self-assigned and need not match the sex assigned at birth.



Gender Expression

Gender expression describes the ways in which people externally communicate their gender identity to others through behavior, clothing, haircut, voice, and other forms of presentation.



Gender Expansive

Gender expansive is an umbrella term used for individuals that broaden commonly held definitions of gender. These individuals blur the lines between the stereotypical male and female categories and move beyond the binary definition of gender.

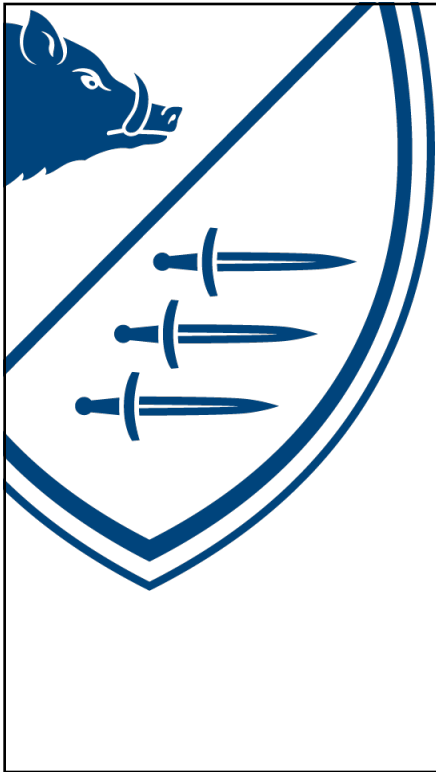
Transgender Individuals



Jazz Jennings, transgender activist
and children's book author

A **Transgender Male** was assigned the female sex at birth but identifies and lives as male. *This does not depend on anatomy.*

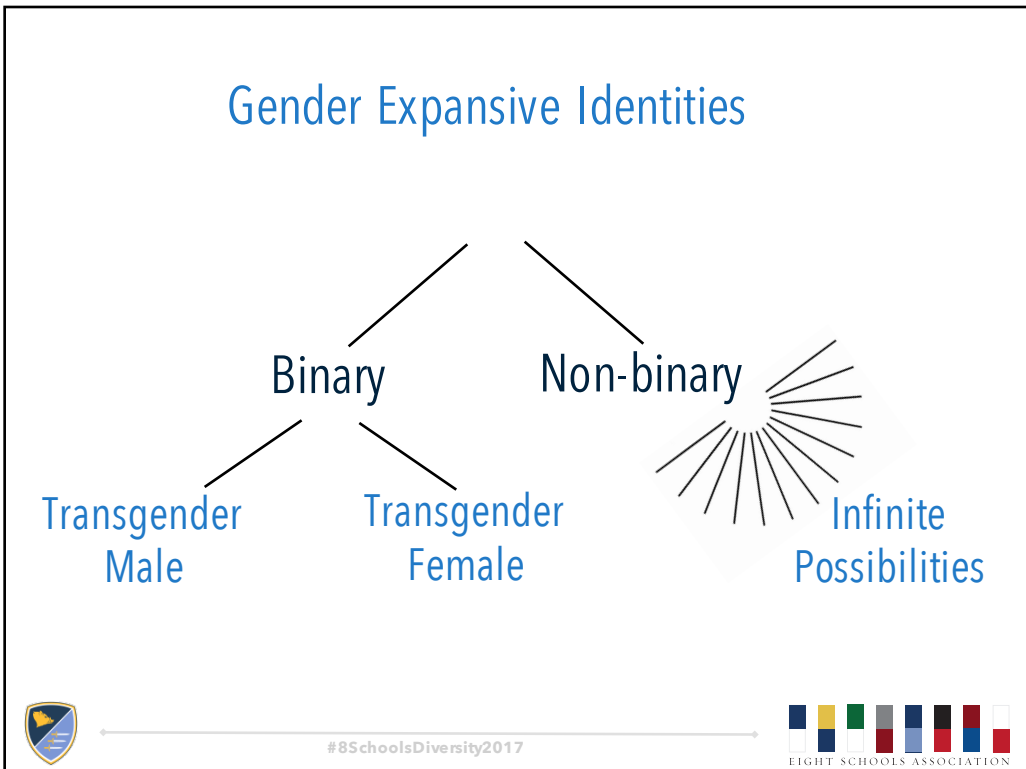
A **Transgender Female** was assigned the male sex at birth but identifies and lives as female. *This does not depend on anatomy.*



Gender Expansive and Non-Binary

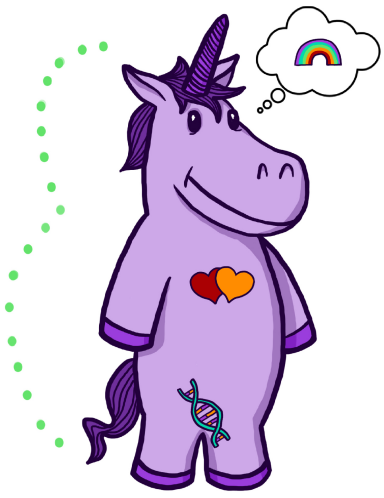
Non-binary, gender expansive individuals identify as neither exclusively male nor exclusively female.

Some terms you may have heard: genderqueer, gender non-conforming, agender, demiboy, demigirl



The Gender Unicorn

Graphic by: **TSER**
Trans Student Educational Resources



Gender Identity

- Female/Woman/Girl
- Male/Man/Boy
- Other Gender(s)

Gender Expression

- Feminine
- Masculine
- Other

Sex Assigned at Birth

- Female
- Male
- Other/Intersex

Physically Attracted to

- Women
- Men
- Other Gender(s)

Emotionally Attracted to

- Women
- Men
- Other Gender(s)

To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore

Mission Statement

- Start by examining your school's mission.
- What is in your school's non-discrimination clause?
- Does your school have a vision statement or founding document?

Try to use this as a basis for the work you want to do, to work within the framework of your school's stated goals.



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The Gender Audit

- What are places or situations in your school where gender is used to sort or distinguish?
- When is the binary insisted on?
- When is someone's gender identity made evident (either in action or through documents/writing)?



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The Gender Audit and Stereotype Threat

Stereotype Threat: when people are or feel at risk of conforming to stereotypes about their identity, their performance suffers



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The Gender Audit and Stereotype Threat

Four Preconditions for Stereotype Threat

The task is difficult	The actor believes that others believe the stereotype
The actor cares about and believes they're good at the task	The identity the stereotype is about is made salient



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The Gender Audit and Cisgender Students

- Reducing the saliency of gender on campus helps everyone!
- Many feel uncomfortable in gendered spaces for a variety of reasons
- Many benefit from increased privacy



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Student Life

- Dress Code: everyday, special events, sports teams, musical ensembles
- Student Organizations: sports teams, affinity groups, musical ensembles, dorms, "gender balance"
- Off-Campus Programs: hotel stays, home stays, travel to states and countries with little acceptance



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Facilities

- Bathrooms: single user restrooms; enhanced privacy in multi-user spaces
- Locker rooms: enhanced privacy
- Dormitories: housing students; visitation policies



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Documents and Electronic Records

- Electronic Records
- School Documents
- Email accounts
- Handbooks
- Student databases
- Internal Policies
- Admission application
- Human Resources
- Transcripts



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Education and Communication

- Professional Development
- Parents
- Communications
- Admission



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Intersectionality

- Students who hold multiple marginalized identities are subject to overlapping discrimination
- The whole of our identities is different than the components separately



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Intersectionality

- Which of these support systems may prove problematic for LGBTQ youth?
- What are some of the differences between LGBTQ students' support system than, for example, the support systems of students of color?
- How is the way LGBTQ students become aware of their identity different from other identities?



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Q & A



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Thank you!

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