

Group Norms

1. Be Smarter than Your Phone

No matter how good you are at multitasking, we ask you to put away your phone, resist from texting and all that jazz. We will take a break and you can send a quick text, snap, tweet, insta, etc. at that point. If you are expecting a phone call you cannot miss we will not judge!

2. Questions, Questions, Questions

Please feel free to ask questions at any time throughout this training. Unless someone is mid-sentence, it is always an appropriate time to ask questions. Even if it isn't relevant to the topic, throw it out there – get it off your mind and on to ours.

3. Vegas Rule

Slightly modified! So during the training someone may share something really personal, may ask a question, may say something that they wouldn't want attached to their name outside this space. So remember that **what is said here stays here and what is learned here leaves here**. You're welcome to share anything that we say in this space with others and attach it to our name but we respectfully request that you take away the message from others' shares and not their names.

4. LOL

We really appreciate it if, at some point, y'all could laugh! This training is going to be fun, and we'll do our best to keep it upbeat, so just know... it's ok to laugh! Laughter indicates that you're awake, that you're paying attention, and that we haven't killed your soul. So yeah... go ahead and do that!

5. Share the Airtime

If you are someone who participates often and is really comfortable talking – awesome! Do it. Also we ask that you try to remain aware of your participation and after you've shared a few times to leave space for other people to also put their ideas out there. If you usually wait to share... jump in!

6. Reserve the Right to Change Your Mind

If you say something and then later disagree with yourself, that is a-okay! This is a safe space to say something and then later feel differently and change your mind. We even encourage it. As a wise Safe Zone participant once said, "Stop, rewind, I changed my mind."



First Impressions of LGBTQ People

Answer the following questions to the best of your ability:

1. When's the first time you can remember learning that some people are lesbian, gay, bisexual, or queer?
2. Where did most of the influence of your initial impressions/understanding of lesbian, gay, bisexual, and queer people come from? (e.g., family, friends, television, books, news, church)
3. When's the first time you can remember learning that some people are transgender?
4. Where did most of the influence of your initial impressions/understanding of transgender people come from? (e.g., family, friends, television, books, news, church)
5. How have your impressions/understanding of LGBTQ (lesbian, gay, bisexual, transgender, and queer/questioning) people changed or evolved throughout your life?



CORE TERMS

ally /"al-lie"/ – *noun* : a (typically straight and/or cisgender) person who supports and respects members of the LGBTQ community. We consider people to be active allies who take action on in support and respect.

asexual – *adj.* : experiencing little or no sexual attraction to others and/or a lack of interest in sexual relationships/behavior. Asexuality exists on a continuum from people who experience no sexual attraction or have any desire for sex, to those who experience low levels, or sexual attraction only under specific conditions. Many of these different places on the continuum have their own identity labels (see demisexual). Sometimes abbreviated to "ace."

biological sex – *noun* : a medical term used to refer to the chromosomal, hormonal and anatomical characteristics that are used to classify an individual as female or male or intersex. Often referred to as simply "sex," "physical sex," "anatomical sex," or specifically as "sex assigned at birth."

biphobia – *noun* : a range of negative attitudes (e.g., fear, anger, intolerance, invisibility, resentment, erasure, or discomfort) that one may have or express toward bisexual individuals. Biphobia can come from and be seen within the LGBTQ community as well as straight society. **biphobic** – *adj.* : a word used to describe actions, behaviors, or individuals who demonstrate elements of this range of negative attitudes toward bisexual people.

bisexual – **1** *noun & adj.* : a person who experiences attraction to some men and women. **2** *adj.* : a person who experiences attraction to some people of their gender and another gender. Bisexual attraction does not have to be equally split, or indicate a level of interest that is the same across the genders an individual may be attracted to. Often used interchangeably with "pansexual".

cisgender /"siss-jendur"/ – *adj.* : a gender description for when someone's sex assigned at birth and gender identity correspond in the expected way (e.g., someone who was assigned male at birth, and identifies as a man). A simple way to think about it is if a person is not transgender, they are cisgender. The word cisgender can also be shortened to "cis."

coming out – **1** *noun* : the process by which one accepts and/or comes to identify one's own sexuality or gender identity (to "come out" to oneself). **2** *verb* : the process by which one shares one's sexuality or gender identity with others.

gay – **1** *adj.* : experiencing attraction solely (or primarily) to some members of the same gender. Can be used to refer to men who are attracted to other men and women who are attracted to women. **2** *adj.* : an umbrella term used to refer to the queer community as a whole, or as an individual identity label for anyone who is not straight.

gender expression – *noun* : the external display of one's gender, through a combination of clothing, grooming, demeanor, social behavior, and other factors, generally made sense of on scales of masculinity and femininity. Also referred to as "gender presentation."

gender identity – *noun* : the internal perception of an one's gender, and how they label themselves, based on how much they align or don't align with what they understand their options for gender to be. Often conflated with biological sex, or sex assigned at birth.

genderqueer – **1** *adj.* : a gender identity label often used by people who do not identify with the binary of man/woman. **2** *adj.* : an umbrella term for many gender non-conforming or non-binary identities (e.g., agender, bigender, genderfluid).

heteronormativity – *noun* : the assumption, in individuals and/or in institutions, that everyone is heterosexual and that heterosexuality is superior to all other sexualities. Leads to invisibility and stigmatizing of other sexualities: *when learning a woman is married, asking her what her husband's name is*. Heteronormativity also leads us to assume that only masculine men and feminine women are straight.

homophobia – *noun* : an umbrella term for a range of negative attitudes (e.g., fear, anger, intolerance, resentment, erasure, or discomfort) that one may have toward LGBTQ people. The term can also connote a fear, disgust, or dislike of being perceived as LGBTQ. **homophobic** – *adj.* : a word used to describe actions, behaviors, or individuals who demonstrate elements of this range of negative attitudes toward LGBTQ people.

homosexual – *adj. & noun* : a person primarily emotionally, physically, and/or sexually attracted to members of the same sex/gender. This [medical] term is considered stigmatizing (particularly as a noun) due to its history as a category of mental illness, and is discouraged for common use (use gay or lesbian instead).

intersex – *adj.* : term for a combination of chromosomes, gonads, hormones, internal sex organs, and genitals that differs from the two expected patterns of male or female. Formerly known as hermaphrodite (or hermaphroditic), but these terms are now outdated and derogatory.

lesbian – *noun & adj.* : women who are primarily attracted romantically, erotically, and/or emotionally to other women.

LGBTQ; GSM; DSG – *abbr.* : shorthand or umbrella terms for all folks who have a non-normative (or queer) gender or sexuality, there are many different initialisms people prefer. LGBTQ is Lesbian Gay Bisexual Transgender and Queer and/or Questioning (sometimes people at a + at the end in an effort to be more inclusive); GSM is Gender and Sexual Minorities; DSG is Diverse Sexualities and Genders. Other options include the initialism GLBT or LGBT and the acronym QUILTBAG (Queer [or Questioning] Undecided Intersex Lesbian Trans* Bisexual Asexual [or Allied] and Gay [or Genderqueer]).

pansexual – *adj.* : a person who experiences sexual, romantic, physical, and/or spiritual attraction for members of all gender identities/expressions. Often shortened to "pan."

passing – **1** *adj. & verb* : trans* people being accepted as, or able to "pass for," a member of their self-identified gender identity (regardless of sex assigned at birth) without being identified as trans*. **2** *adj.* : an LGB/queer individual who is believed to be or perceived as straight.

queer – **1** *adj.* : an umbrella term to describe individuals who don't identify as straight and/or cisgender. **2** *noun* : a slur used to refer to someone who isn't straight and/or cisgender. Due to its historical use as a derogatory term, and how it is still used as a slur many communities, it is not embraced or used by all LGBTQ people. The term "queer" can often be use interchangeably with LGBTQ (e.g., "queer people" instead of "LGBTQ people").

questioning – *verb, adj.* : an individual who or time when someone is unsure about or exploring their own sexual orientation or gender identity.

romantic attraction – *noun* : a capacity that evokes the want to engage in romantically intimate behavior (e.g., dating, relationships, marriage), experienced in varying degrees (from little-to-none, to intense). Often conflated with sexual attraction, emotional attraction, and/or spiritual attraction.

sexual attraction – *noun* : a capacity that evokes the want to engage in sexually intimate behavior (e.g., kissing, touching, intercourse), experienced in varying degrees (from little-to-none, to intense). Often conflated with romantic attraction, emotional attraction, and/or spiritual attraction.

sexual orientation – *noun* : the type of sexual, romantic, emotional/spiritual attraction one has the capacity to feel for some others, generally labeled based on the gender relationship between the person and the people they are attracted to. Often confused with sexual preference.

straight – *adj.* : a person primarily emotionally, physically, and/or sexually attracted to some people who are not their same sex/gender. A more colloquial term for the word heterosexual.

transgender – **1** *adj.* : a gender description for someone who has transitioned (or is transitioning) from living as one gender to another. **2** *adj.* : an umbrella term for anyone whose sex assigned at birth and gender identity do not correspond in the expected way (e.g., someone who was assigned male at birth, but does not identify as a man).

transphobia – *noun* : the fear of, discrimination against, or hatred of trans* people, the trans* community, or gender ambiguity. Transphobia can be seen within the queer community, as well as in general society. **Transphobic** – *adj.* : a word used to describe an individual who harbors some elements of this range of negative attitudes, thoughts, intents, towards trans* people.

LGBTQ Umbrella Handout

LGBTQ is an acronym

meant to encompass a whole bunch of diverse **sexualities** and **genders**. Folks often refer to the Q (standing for “queer”*) as an **umbrella term**, under which live a whole bunch of identities. This is helpful because **lesbian, gay, and bisexual** aren’t the only marginalized sexualities, and **transgender*** isn’t the only gender identity. In fact, there are many more of both!



* The “Q” sometimes stands for “questioning” and “transgender” is often thought of as an umbrella term itself (sometimes abbreviated “trans”; or “trans*” in writing). Lots of asterisks, lots of exceptions, because hey – we’re talking about **lots** of different folks with different lived experiences to be inclusive of.

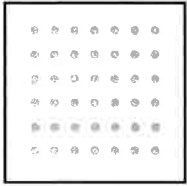
EARLY CHILDHOOD GENDER 101

Western models of gender have evolved significantly over the last 50 years, from gender boxes to the genderbread person to gender expansiveness

THEN

GENDER BOXES

Gender as Binary, Fixed, Assigned, Dictating Sexual Orientation, & Unrelated to Other Identities¹

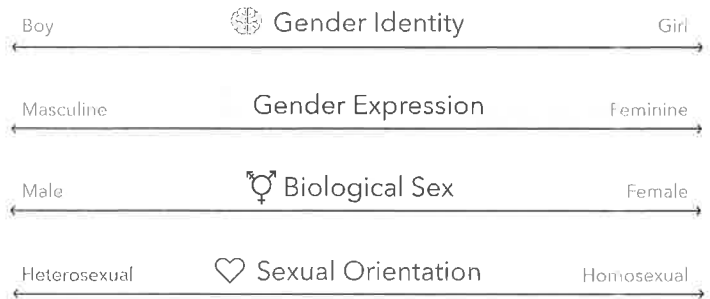


- * Boy
- * Referred to as "he"
- * Has penis and testicles
- * Has more testosterone
- * Is attracted to girls
- * Doesn't cry
- * Plays with trucks
- * Likes roughhousing

- * Girl
- * Referred to as "she"
- * Has vulva
- * Has more estrogen & progesterone
- * Is attracted to boys
- * Feelings! Tears!
- * Plays with dolls
- * Wears dresses

GENDERBREAD PERSON

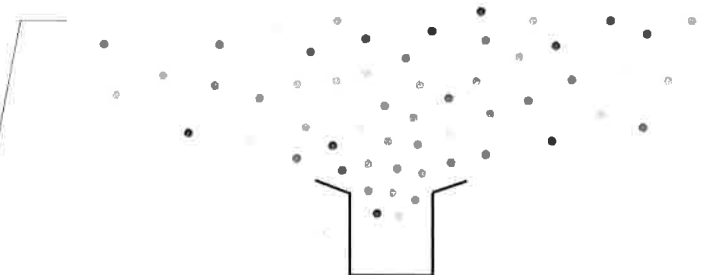
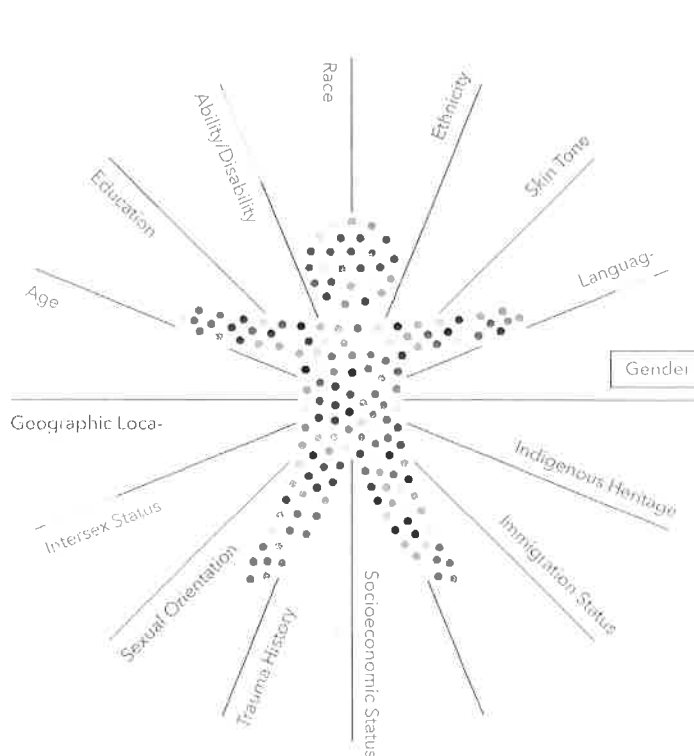
Gender as Binary-Based, Fixed, Individually-Determined, Separate from Sexual Orientation, & Unrelated to Other Identities²



NOW

GENDER EXPANSIVENESS

Gender as Complex, Dynamic, Individually-Determined, Separate from Sexual Orientation, & Related to Other Identities (Intersectional)^{3,4,5,6}



- I identify as _____
- My identity is fluid/fixed
- My pronouns are _____
- My body has _____ (sex characteristics)
- When I was born, people thought I was _____, now people look at me and see _____, and I want them to see _____
- I like to wear _____
- My favorite toys and games are _____
- _____
- _____
- _____

WHAT ARE WE TALKING ABOUT?

Gender Attribution

Gender attribution is the process by which an observer decides what gender they believe a child to be based on behavior, clothing, hairstyle, voice, etc.⁷

Gender Expression

The ways in which children externally communicate their gender identity to others through behavior, clothing, hairstyle, voice, etc.

Gender Identity

The gender that children feel themselves to be, which most become conscious of between 18 and 30 months old.⁸ Some develop a gender identity that matches their legal designation (i.e. *cisgender*) and some develop a gender identity that is different from their legal designation. As they grow up and live authentically in their gender identities, some will choose new names and/or pronouns, some will choose to take hormones or have surgery, and some will choose not to do any of those things. Gender identity may be fixed or change over time and/or across contexts (i.e. *fluid*).

Intersectionality

Our various advantaged and disadvantaged aspects of identity (race, ethnicity, gender, ability, age, class, sexual orientation, etc.) do not act independently of one another, or in a simple additive way. Rather, they interrelate to create specific experiences of privilege and oppression that are not reducible to one or another identity.⁴

Legal Designation

Infants in the U.S. are given a legal designation, usually male or female, at the time of their birth (also referred to as sex/gender assigned at birth). In most cases, this designation is based on a cursory visual inspection of primary sex characteristics. A few countries and states, including California, allow for a third option in the case of *intersex* babies (i.e. those born with sex characteristics that do not fit typical, binary notions of female or male bodies). The process of changing a person's legal designation to match their identity varies from state to state and country to country. In some places it is not possible for a person to ever change their legal designation.

Anatomy and Physiology

All children have body parts (anatomy) as well as chromosomes, hormones, and genes influencing how their bodies will grow and function (physiology). By talking about anatomy and physiology, instead of "sex" or "sex characteristics" that are traditionally split along binary gender lines, we can learn more about our similarities and differences and how to celebrate all bodies.

Sexual Orientation

Sexual orientation and gender are separate, though related parts of overall identity. Gender is personal (how one sees themselves), while sexual orientation is interpersonal (which people one is physically, emotionally and/or romantically attracted to).

Transgender (adj.)

An identity claimed by some children whose gender identity and/or expression is different from cultural expectations based on their legal designation at birth.

GENDER EXPANSIVENESS

Supporting gender health and wellbeing for all children starts by creating safe spaces for them to identify and express their authentic gender selves

Gender expansive (also *gender creative, gender diverse, gender variant, or gender nonconforming**) children explore, identify and/or express their gender in ways that challenge cultural norms and expand our binary understanding of gender (see Then: Gender Boxes). Gender expansive is an umbrella label that can be ascribed to children and includes those who identify as transgender.

Some children do not identify with being either male or female, some identify as a blend of both, while others identify with a gender but don't always express or embody it in culturally expected ways. Gender may be fixed or change over time and/or across cultural contexts.

Gender is one of many categories that are socially constructed to sort people and establish advantages and exclusions (see: Intersectionality).

The American Psychological Association does not consider transgender and gender expansive identities to be pathologies, but rather normal variations of human experience.⁹ Nine percent of LGBT youth in the US identify outside of the gender binary, a third of whom identify as transgender.¹⁰ An increasing number of gender expansive children are socially transitioning, or presenting as their gender identity in everyday life.¹¹

All existing research on young children's experiences and ideas of gender is based on traditional notions of gender as a binary and fixed category. There is a significant need for research that recognizes contemporary understandings of gender (see Now: Gender Expansiveness).

Studies show the majority of very young children who express gender expansive behavior will, by adulthood, identify with their legal designation at birth.¹² These studies also highlight that many children, as young as toddlers, already know that their gender identities do not align with their legal designation and persist in their transgender or gender expansive identities through adolescence and often into adulthood.¹²

Regardless of adult identities, children who challenge gender norms and expectations are known to experience bullying, isolation, shame, and disempowerment. A new mindset is needed to support gender health and wellbeing for all children in both research and practice.

HOW CAN WE SUPPORT CHILDREN'S GENDER HEALTH?

Although families, educators, and other significant adults in young children's lives have no control over children's gender identities, they have extensive influence over children's health and social-emotional wellbeing by communicating to them messages of being either respected and affirmed or shamed and rejected.³ Gender expansive children have better mental health when adults support them in expressing their authentic gender identities.¹³

Gender inclusive early childhood programs start with educators rejecting beliefs that associate gender expansiveness with pathology or deficit and embracing an expansive view of gender for all people including children.³ All children benefit from early learning environments that celebrate and normalize difference through information, images, and relationships that highlight human diversity, including gender diversity.^{14,15} Gender expansive children need to experience the same level of respect, acceptance, safety, and belonging as children whose behavior does not challenge gender norms.¹⁴ They need brave advocates who will challenge their own binary thinking while striving to make all early childhood programs gender inclusive by having policies and practices that recognize **all** gender identities in the children and families they serve.¹⁴

*Some see "gender nonconforming" as a pathologizing identity label.