

Brave Spaces: A Proactive Approach to Supporting LGBTQ+ Students - Gender 101

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Community Agreements

- Be willing to grapple with challenging ideas.
- Accept discomfort as necessity for professional and personal growth - Differentiate between safety and comfort.
- Identify your learning edges - how can you go deeper?
- Confidentiality: share the lesson, not the person.
- Lean into curiosity - Notice your own defensive reactions.
- No one knows everything; together we know a lot

Respecting Differences, Sensory & Diangelo

Introductions

Why are they important?

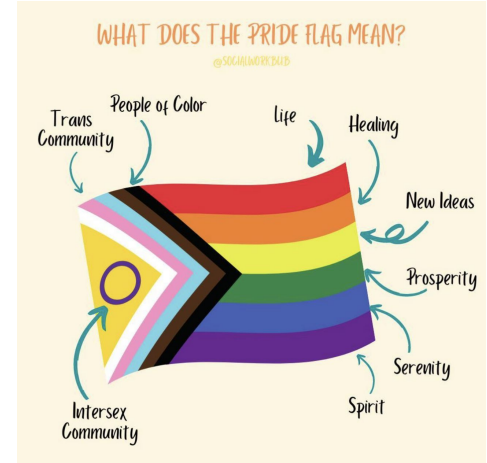
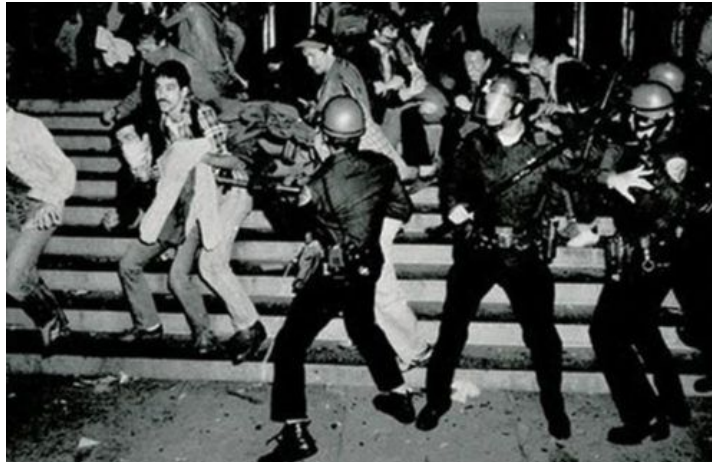


LGBTQ+ History

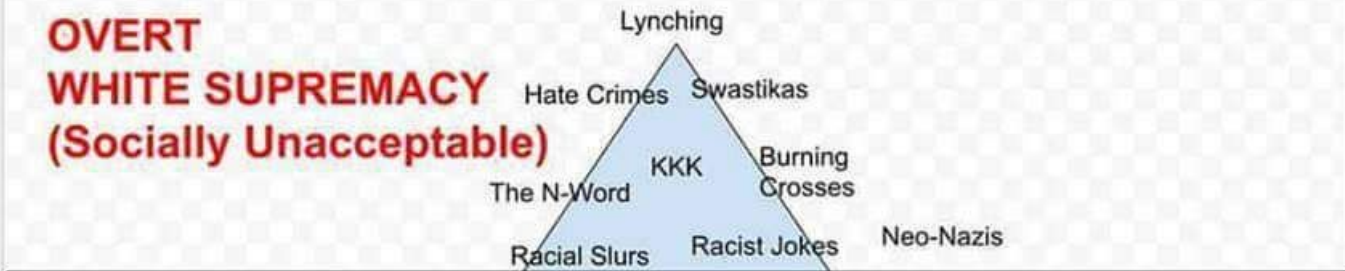
Marsha P. Johnson and Sylvia Rivera



Stonewall Riots, June 28, 1969



**OVERT
WHITE SUPREMACY
(Socially Unacceptable)**

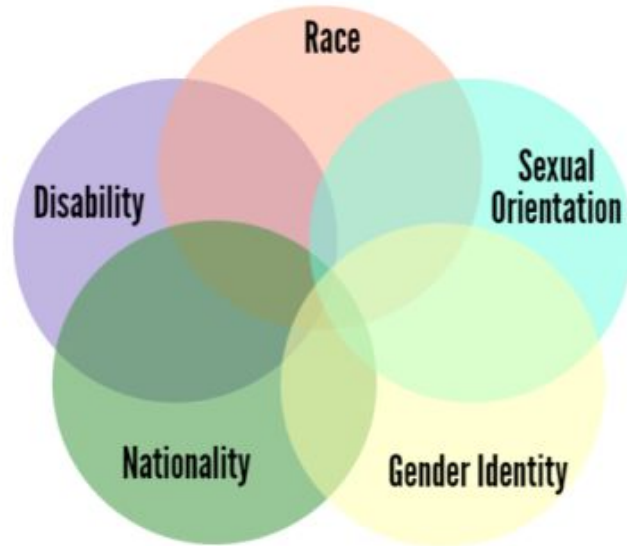


**COVERT
WHITE SUPREMACY
(Socially Acceptable)**



Intersectionality

Coined by law professor Kimberlé Crenshaw in the 1980s to describe the way that multiple systems of oppression interact in the lives of those with multiple marginalized identities.



INDIVIDUAL

SYSTEMIC

INTERPERSONAL

INDIVIDUAL

A *person's* beliefs & actions that serve to perpetuate oppression

- conscious *and* unconscious
- externalized *and* internalized

The *interactions* between people—both within and across difference

INSTITUTIONAL

Policies and practices at the *organization* (or “sector”) level that perpetuate oppression

STRUCTURAL

How these effects interact and accumulate *across institutions*—and across history

Some Terminology

Cisgender: a person whose gender identity corresponds with the sex assigned at birth

Gender non-conforming, non binary, gender queer: identifying outside of the gender assigned at birth. This language may be used by those who do not identify with the term transgender (Davidson 2007).

Transgender: An expansive term that describes the experience of an individual whose gender identity differs with their sex assigned at birth, in addition to combating societal expectations of gender norms (Bilodeau 2005; Bilodeau and Renn 2005; Bornstein 1994).

Intersex: Intersex people are born with sex characteristics that do not fit typical binary notions of male or female bodies. Intersex is an umbrella term used to describe a wide range of natural bodily variations. In some cases, intersex traits are visible at birth while in others, they are not apparent until puberty or may not be physically apparent at all.

Cissexism: Is the belief that there are, and should be, only two genders & that one's gender are inevitably tied to assigned sex. In a cissexist construct, cisgender people are the dominant group and trans*/ gender non-conforming people are the oppressed/target group.

Heterosexism: The assumption that all people are or should be heterosexual. Heterosexism excludes the needs, concerns, and life experiences of LGBT+ people while it gives advantages to heterosexual people. It is often a subtle form of oppression, which reinforces realities of silence and erasure.



What if we flip the script?

<https://www.dailymotion.com/video/x2nx5pu>



Gender Pronouns

Please note that these are not the only pronouns. There are an infinite number of pronouns as new ones emerge in our language. Always ask someone for their pronouns.

Subjective	Objective	Possessive	Reflexive	Example
She	Her	Hers	Herself	She is speaking. I listened to her. The backpack is hers.
He	Him	His	Himself	He is speaking. I listened to him. The backpack is his.
They	Them	Theirs	Themselves	They are speaking. I listened to them. The backpack is theirs.
Ze	Hir/Zir	Hirs/Zirs	Hirself/ Zirself	Ze is speaking. I listened to hir. The backpack is zirs.

 transstudent.tumblr.com
 facebook.com/transstudent
 twitter.com/transstudent

Design by Landyn Pan

For more information,
go to transstudent.org/graphics

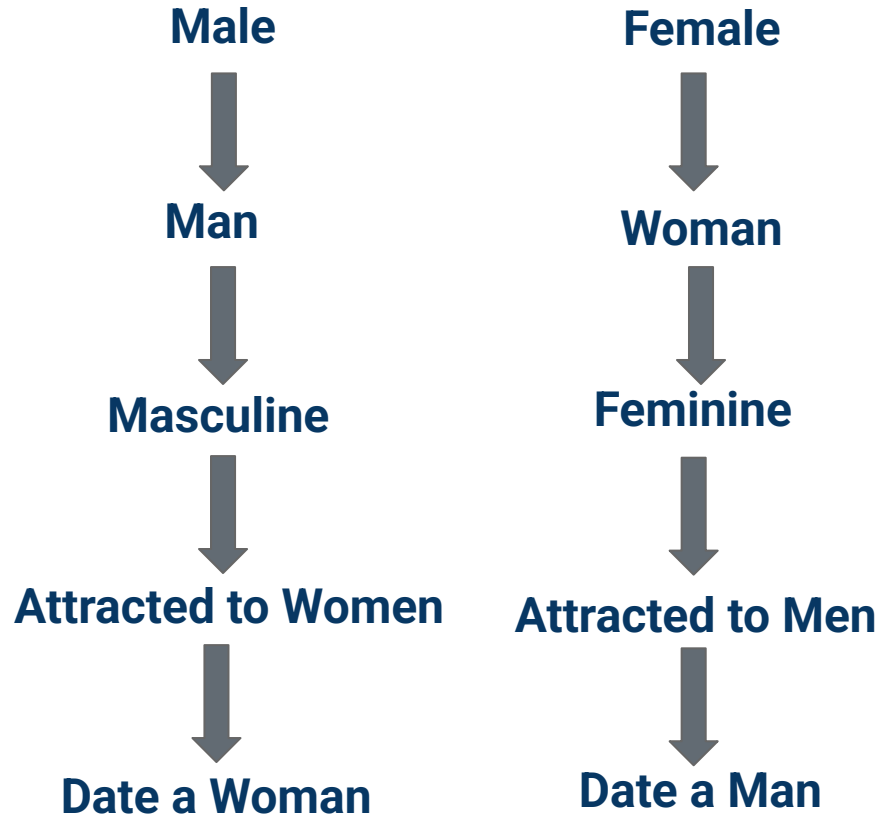
TSER
Trans Student Educational Resources

- They, them, theirs has been added to the dictionary.
- Not “female pronouns” or “male pronouns”
- Pronouns aren’t =gender
- Use pronouns someone wants to have used not what makes you comfortable.

**What did it mean when you
or someone else said,
“Act like a lady?”**

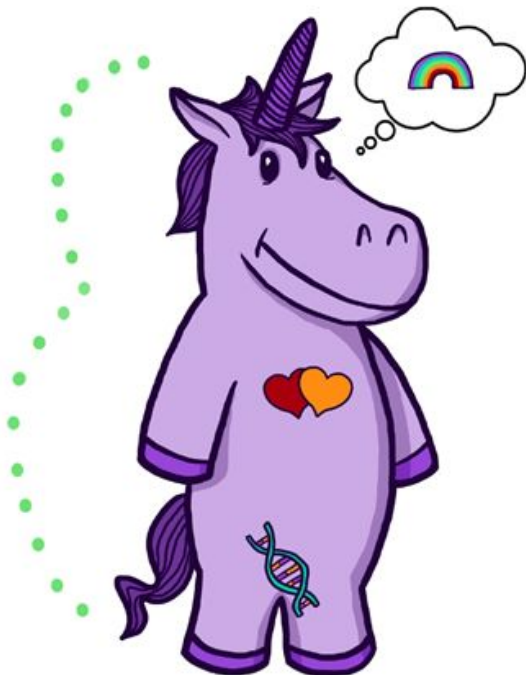
**What did it mean when you
or someone else said,
“Act like a man?”**

Traditional Gender Model



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

What do you observe here?



shutterstock.com · 2180371391

2024 Anti-Trans Legislation

<https://translegislation.com/>

**How can we cultivate a
more gender inclusive and
affirming classroom,
campus, and community?**



College of Marin

Where “Preferred” First Name May Be Used

Canvas

- Discussion Boards
- Class lists/rosters
- Chat/Discussion Rooms

Student ID Card (COM Card)

Commencement Program

Diploma

Where “Legal” First Name is Used

Official Transcript

Class Rosters for in-person courses

Enrollment Verification

Degree Verification

Student Accounts

Financial Aid

Student Employment

SEVIS (Immigration status reporting)

Federal and State Agency Reporting

First initial in MyCOM Student Email and Login


Tips

1. Make it a habit to share your pronouns.
2. Equity and Anti-racist work is intersectional. Represent that!
3. LGBTQ+ and Non Binary folks are not here to educate you on gender and sexuality and the assumption that they will, needs to stop. It's important for cisgender and heterosexual people to educate themselves on what they might not understand due to their privilege.
4. Don't be weird if you misgender someone. It will make it worse.
5. Neither you nor I can see someone else's gender or sexuality.
6. Unlearning heterosexism and cissexism is an everyday action.
7. Ask yourself daily: Are Black Transgender and femmes centered, hired, employed and in leadership/upper middle level positions here?



'This Young Student Explains Why She Uses Gender-Neutral Language in Spanish

SOURCE: Facebook/ Graciela Olmos

A young girl with long, wavy brown hair is shown from the chest up, speaking. She is wearing a light-colored top with a floral pattern. Her mouth is open as if she is in the middle of a sentence. The background is dark and out of focus.

**and some trans people are
women.**

Ericka Hart, M.Ed.

@ihartericka

“People need to stop thinking that it’s okay to have an opinion about someone else’s **existence** and **identities**. By continuing to support the idea that opinions in this realm are acceptable and valid, it continues to place folks who are living these lives, in real and actual danger of violence everyday.”



QUESTIONS

**Kids are speaking their truths.
Are we listening?**

<https://www.instagram.com/tv/CbxIWrcAuxK/?igshid=MzRIODBiNWFIZA==>