



Creating LGBTQ+ Inclusive Environments

MARA IVERSON (SHE/HER/HERS)

OUTRIGHT VERMONT

Outrightvt.org

Facebook.com/outrightvt

A group of people are gathered in a grassy field, holding up a large, white inflatable unicorn. The unicorn has a vibrant rainbow mane and tail. The people are seen from behind, looking towards the unicorn. The background is a lush green field with trees under a blue sky with some clouds.

Outright Vermont

Making it better since 1989

Outright Vermont is Vermont's only queer, trans, and questioning youth organization!

Our mission is to build healthy, safe, supportive environments for queer, trans, and questioning youth up to age 22.

Programs include: Friday Night Group, Trans Group, Gender Creative Kids, support for parents, Camp Outright, etc.

Introductions

NAME

PRONOUNS YOU GO BY

Red Hands

1. Find partner
2. Put hands in slap game position
3. Listen to rules
4. Communicate!



Why does this all matter for our youth?

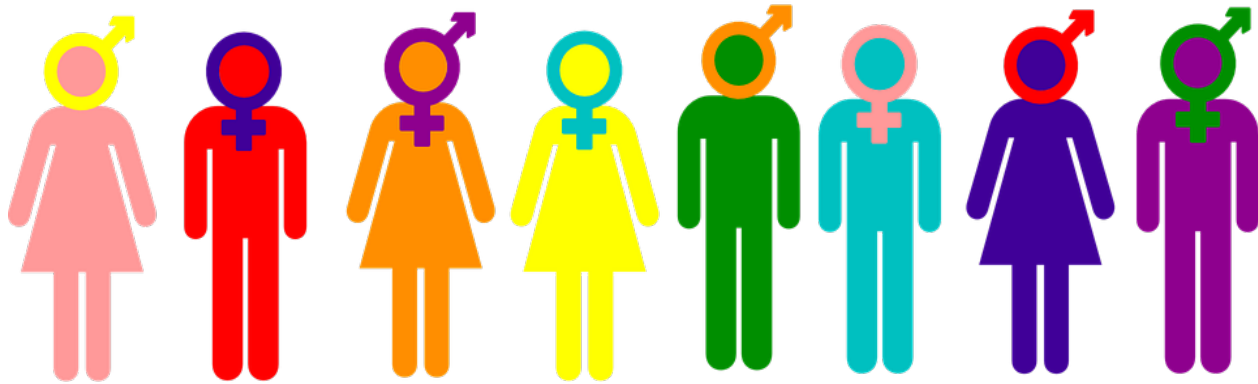
Queer & trans identified youth experience higher rates of risk factors than their cis/het peers.

- 2x more likely (30% vs 14%): bullied in the last 30 days
- 3x more likely (12% vs 4%): skipped school in the last 30 days because of feeling unsafe
- 3.5x more likely (18% vs 5%): physically forced to have sex during their lifetime
- 4.5x more likely (18% vs 4%): attempted suicide in the last 12 months
- 58% of LGBT youth report feeling sad for 2 weeks or more in the last 12 months

How do you define...

Gender?

Sexuality?



The Gending Machine



Gender Binary

- A system of viewing gender as consisting solely of two, opposite categories, termed “male and female”, in which no other possibilities for gender or anatomy are believed to exist.

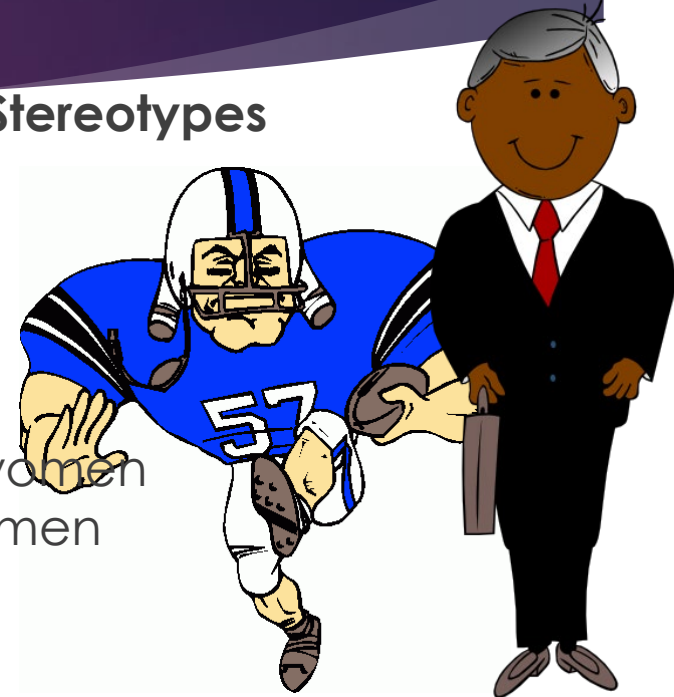
Female Stereotypes

- Pink
- Emotional
- Gentle
- Homemakers
- Attracted to men
- Must be attractive to men
- Etc.



Male Stereotypes

- Blue
- Stoic/Rational
- Violent
- Workers
- Attracted to women
- Pursuers of women
- Etc.



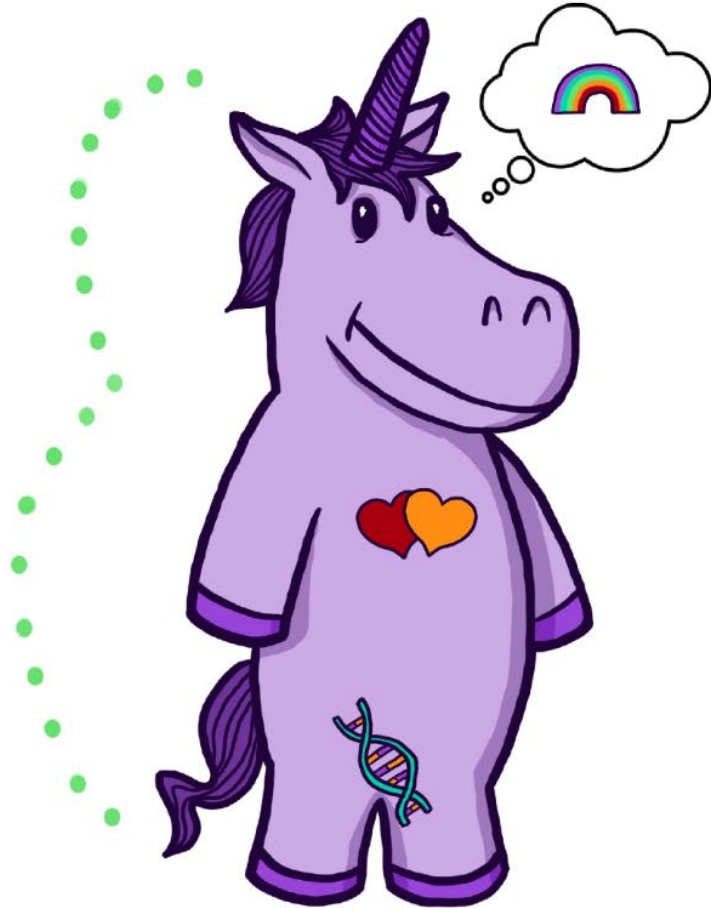
How does this system of looking at gender impact you?

Societies with Formal Recognition of More Than 2 Genders



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

Allyship: What can YOU do to make it better?



Allyship 101: Where's the Work?	
Personal: [individual beliefs, assumptions, experiences, bias that informs your current understanding of gender]	Interpersonal: [communication + messages, how we intervene, ask, apologize, show up and display commitment to gender inclusion]
<i>le:</i> Read books on gender expansive folks	<i>le:</i> Teaching empathy around difference
Structural: [Institutional commitment via systems, facilities, forms, policies, database that lay the foundation for inclusion and affirmation]	Instructional: [How we teach through curriculum, class initiatives, lesson plans, school culture, and visibility about gender diversity]
<i>le:</i> audit of facilities	<i>le:</i> Use media to portray diverse gender ID's

Head - Thinking



Heart - Feeling



Hand - Doing



bit.ly/QU33RYAE



Time to
evaluate

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mara@outrightvt.org



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