Creating LGBTQ+ Inclusive Environments

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OUTRIGHT VERMONT
Outrightvt.org
Facebook.com/outrightvt
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

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?

<table>
<thead>
<tr>
<th>Allyship 101: Where’s the Work?</th>
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<tbody>
<tr>
<td><strong>Personal</strong>: Individual beliefs, assumptions, experiences, bias that informs your current understanding of gender</td>
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<tr>
<td>- Read books on gender expansive folks</td>
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<tr>
<td><strong>Structural</strong>: Institutional commitment via systems, facilities, forms, policies, databases that lay the foundation for inclusion and affirmation</td>
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<tr>
<td>- Audit of facilities</td>
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</tbody>
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Head - Thinking
Heart - Feeling
Hand - Doing
Time to evaluate
Follow us!

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