



Creating Supportive
Spaces
for LGBT2Q+ Youth

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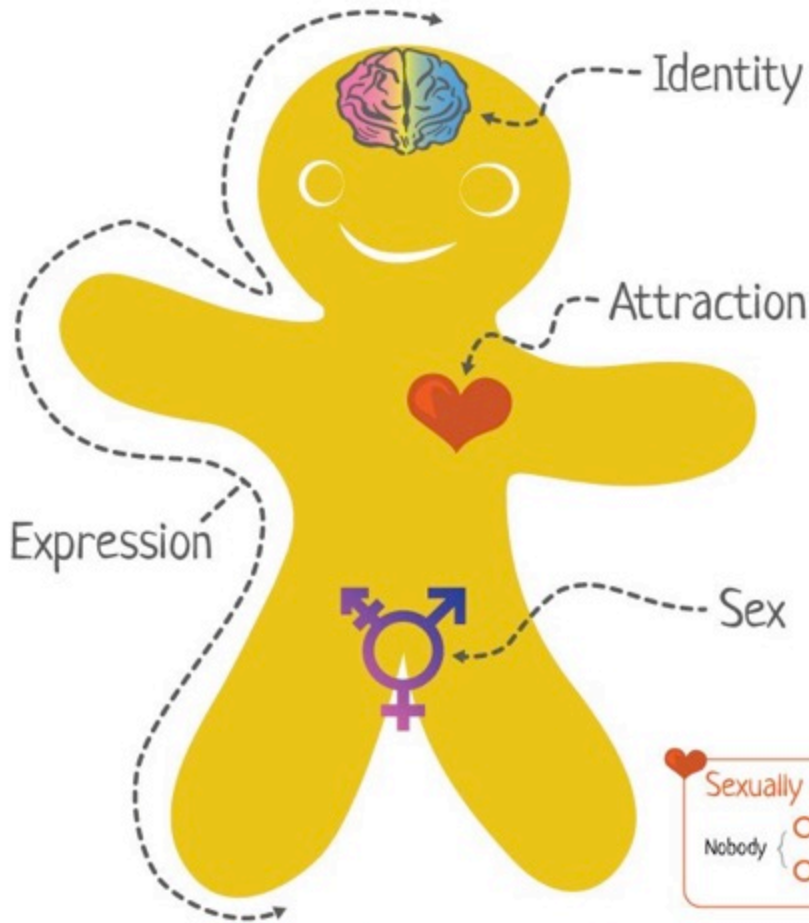
Basic Concepts



The Genderbread Person v3.0

by its pronounced **METROsexual**.com

Gender is one of those things everyone thinks they understand, but most people don't. Like *Inception*. Gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for gender understanding. It's okay if you're hungry for more. In fact, that's the idea.



Plot a point on each continuum, together they represent your gender in each of the components

4 (of infinite) possible plot and label combos

Gender Identity

Nongendered { Woman-ness
 Man-ness

How you, in your head, define your gender; based on how much you align (or don't align) with what you understand to be the options for gender:

Labels: "woman", "man", "two-spirit", "genderqueer"

Gender Expression

Agender { Masculine
 Feminine

The ways you present gender; through your actions, dress, and demeanor, and how those presentations are interpreted based on gender norms

Labels: "butch", "femme", "androgynous", "gender neutral"

Biological Sex

Asex { Female-ness
 Male-ness

The physical sex characteristics you're born with and develop, including genitalia, body shape, voice pitch, body hair, hormones, chromosomes, etc.

Labels: "male", "female", "intersex", "female self-ID"

Sexually Attracted to

Nobody { (Men/Males/Masculinity)
 (Women/Females/Femininity)

Romantically Attracted to

Nobody { (Men/Males/Masculinity)
 (Women/Females/Femininity)

Circle one, two, or all three, depicting the aspects of gender to which you experience attraction.

For a bigger bite, read more at <http://bit.ly/genderbread>

Questioning

- Make your spaces a safe environment for youth to explore
- Support youth where they're at

Confidentiality

- Building relationships of trust
- Navigating multiple identities



Creating Supportive Communities For LGBT2Q+ Youth

Social transition

- Change of name and pronoun
- Changes in appearance/behaviour
- Legal forms (gender marker change, name change)

Medical transition

- Hormones
- Surgeries



Creating Supportive Communities For LGBT2Q+ Youth

Policy of Respect

People should be treated according to their self-identified gender and sexual orientation

- NGLTF, 2003

- Not everyone has access to the means to present as their self-identified gender either because of privacy & safety concerns, financial.
- Not everyone feels it's necessary to modify their physical appearance in order to identify/present their gender.
- Regardless of someone's appearance, or what you perceive to be their birth sex, people should be treated as they ask to be treated.

Best Practices



Make trans safety a part of your school's ongoing professional development

- Include in training of new staff
- Access to current resources
- Important not to make trans youth educate us, but rather to educate ourselves



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Avoid gender segregation

- Activities, programming and spaces
- Let youth choose

Gender inclusive washroom spaces

- Easily accessible
- Work with youth to determine best option for them
- Discuss norms of inclusive washrooms with non-trans youth
- Consider behavior rather than identity!



Names & Pronouns



- What if I make a mistake?
- Make pronoun & name checks a norm for all youth with check-in circles
- Separate pronouns from biological sex
- Understand the importance of pronouns (no “I don’t care”)

Forms & Records

Make sure that records reflect chosen name and pronouns wherever possible

Ensure forms are gender inclusive

- Gender: _____



Ask appropriate questions

- Don't ask invasive questions about bodies, love, sex, previous names, or surgeries
- Youth will tell you when they are ready/have developed a trusting relationship
- Make sure youth know you are a safe and non-judgmental person to talk with



Be an ally

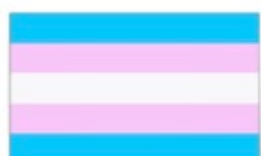


- Ensure that there is adequate trans and queer programming, resources, and representation in your space, staff, events etc.
- Promote queer and trans inclusive organizations, programming, and events
- Challenge transphobic behavior and sexist and cissexist language and assumptions
 - Intervene and model positive allied responses for other youth

Be an ally

- Support youth to dress in a manner consistent with their identity, including students who dress in a manner not consistent with societal expectations of masculine/feminine
- Involve trans youth in every step of the decision making process, both individually and through youth advisory committees and consultations

Don't just put up a sticker! Do the work, then put up a sticker! 😊



Resources



British Columbia
Teachers' Federation



Provincial Health
Services Authority

Province-wide solutions.
Better health.

TransCareBC



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CALL **Out!**

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Communities
for LGBTQ+ Youth**

