LGBTQI Youth-Creating Safety & Countering Microaggressions

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LGBTQI Discrimination

85% of LGBTQI students experienced verbal harassment at school

LGBTQI students were almost 2X as likely to be disciplined, and have lower selfesteem, and lower sense of belonging

LGBTQI youth are 120% more likely to experience homelessness than non-LGBTQI peers

58% of LGBTQI students who were harassed or assaulted in school did not report the incident because they thought the situation could become worse

64% of the students who did report an incident said that school staff did nothing in response or told the student to ignore it

17% of students were prohibited from discussing or writing about LGBTQI topics in school assignments

Pew Research Center, (2014); GLSEN, 2015; Kosciw, Greytak, Giga, Villenas, Danischewski, (2016).

Trans Discrimination

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★In K-12 schools: 78% of trans youth experience harassment (31% by teachers or staff), 35% physical assault, and 12% sexual violence
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- **★71%** of trans people hide gender to avoid discrimination
- **★19%** experienced homelessness
- **★63%** experienced serious act of discrimination
- **★19%** were refused medical care
- **★50%** had to teach care providers about transgender care
- **★57%** experienced significant family rejection

(Grant, et al., 2011; James et al., 2016)

Affirmative Practices

- ★ Physical environment—artifacts—"All Families Are Welcome Here"
- ★ Navigating OUTness with parents/school staff/youth
- ★ Address parents' safety concerns: "People are going to hurt and kill you".
- ★ Anger at parents..."I just wanted them to know that I was on their side".
- ★ Affirming Language & Broaching...



Terms

TRANSGENDER/TRANS
PANSEXUAL
OMNISEXUAL
GENDER EXPANSIVE
DEMISEXUAL
FTM/MTF
ASEXUAL
QUEER/GENDERQUEER
GENDER NONCONFORMING
TWO-SPIRIT
NONBINARY
CISGENDER

THE TERMS PARADOX

Terms are Crucial

- Finding out what terms a person uses and then using their language is a primary way of conveying respect.
- The correct use of a person's identity label tells them that you respect their right to self-define.



& Terms are Meaningless

- Terms tell you almost none of what you need to have respectful, meaningful interactions.
- There is no consensus on any transgender-related term.
- What you really need to know about transgender people is from asking specific questions related to their own experiences.

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Opportunities for Collaboration with Staff

- ★ Starting a GSA/QSA
- **★** Staff training
- ★ Small changes...not allowing Anti-LGBQI language around you
- ★ Bathrooms/locker rooms/PE
- **★** School policies









