

LGBTQ 101

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February 19, 2020



WISCONSIN SCHOOL COUNSELOR ASSOCIATION

who is here, why are you here

cross the line

trash can exercise



Binary

Schools have a history of reinforcing binary perceptions of sex and gender. Even before children enter most schools for the first time, parents or guardians are asked to check *male* or *female* boxes on registration forms. On the first day of school, teachers might shepherd students to class in boy and girl lines. Restrooms are designated for boys and girls. Everywhere there are expectations about what kind of imaginative play and dress-up is appropriate for whom, about who is naturally rambunctious and who is predestined to quiet studying. As students get older, they are subjected to gendered expectations about extracurricular activities, dating and dress—even what colleges and careers they're encouraged to pursue after graduation.

Gender-expansive and *genderqueer* are two of many terms used by people to describe themselves as somewhere on a gender spectrum—outside of the either/or choices relating to sex and gender



Why do I care?

Ms. Koenecke, "it's easier to pretend I'm a boy than it is being gay"

1,000 legal protections and benefits that come with marriage licenses to safeguard their families and protect themselves. Some of the protections and obligations of marriage in the U.S.A. which are denied to married gay couples include: **hospital visitations**, child custody, **adoption**, parenting rights, **medical decision-making power**, automatic inheritance, **standing to sue for wrongful death of a spouse**, divorce protections, **spousal and child support**, access to family insurance policies, exemption from property tax upon death of a spouse, immunity from being forced to testify against one's spouse, domestic violence protections, and

[morehttp://www.out.com/entertainment/2016/2/09/watch-trans-man-makes-funny-coming-out-video](http://www.out.com/entertainment/2016/2/09/watch-trans-man-makes-funny-coming-out-video)



history

two spirit

In 1980, transgender people were officially classified by the [American Psychiatric Association](#) as having "gender identity disorder."^[10]

The term "transgender" as an umbrella term to refer to all gender non-conforming people became more commonplace in the late 1980s.^[27] In 1987 [Sandy Stone](#), an American transgender woman, published the essay "The Empire Strikes Back: A Posttranssexual Manifesto," in response to the anti-transsexual book [Transsexual Empire](#).^[28] Her essay has been cited as the origin of [transgender studies](#).^[28]

wars

1969 Stonewall Riots

14th amendment (GSA)



Terms (Teaching Tolerance poster)

Gender Identity

Gender expression

intersex (hermaphrodite)

transgender/transsexual

genderfluid

gender non-conforming

genderqueer

sexual orientation



Why now, What is the T

LGBTQIA

I am Jazz= Mt. Horeb

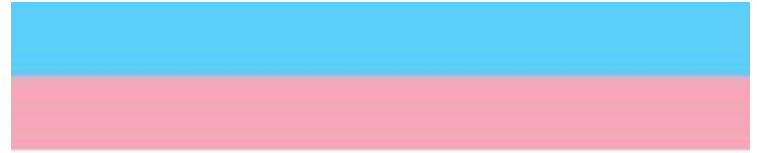
We use the acronym LGBT to describe the lesbian, gay, bisexual, and transgender community. The first three letters (LGB) refer to sexual orientation. The "T" refers to gender identity.

<http://www.glaad.org/transgender/transfaq>

m to f

f to m

The Olympics



Ready for more?

Transgender people have a sexual orientation, just like everyone else.

Transgender people may be straight, lesbian, gay, or bisexual.

For example, a person who transitions from male to female and is attracted solely to men would typically identify as a straight woman. A person who transitions from female to male and is attracted solely to men would typically identify as a gay man.



difference between the Ts

transgender vs. transexual

Jenner = gender

Chazzzzzzzzzzzzzz= sexual



Stoughton Area School District- I chose SASD

It is the policy of the Stoughton Area School District that no person may be denied admission to any public school in this District or be denied participation in, be denied the benefits of, or be discriminated against in any curricular, extra-curricular, pupil services, recreational, or other program or activity because of the person's sex, race, national origin, ancestry, creed, religion, pregnancy, marital or parental status, sexual orientation, or physical, mental, emotional, or learning disability as required by Wis. Stat. § 118.13. The District also prohibits discrimination on any basis prohibited by applicable state or federal law, including Title IX of the Education Amendments of 1972 (sex), Title VI of the Civil Rights Act of 1964 (race and national origin), and Section 504 of the Rehabilitation Act of 1973 (handicap). **In addition, the District prohibits discrimination on the basis of transgender status including gender expression, gender identity and gender non-conformity.**

How did we do it? Michelle!

7th district in the state



the law



<http://everitas.univmiami.net/2015/12/16/new-signs-identify-gender-neutral-and-inclusive-restrooms-on-campus/?platform=hootsuite>

AB 469 Not sure if you heard, but GSAFE is being recognized with the Tammy Baldwin Statewide Impact award from Fair Wisconsin at their annual gala dinner in Milwaukee on Feb 20th. We're receiving the award because of our long-term work of helping school districts modernize their nondiscrimination policies to include specific protections for transgender/gender nonconforming students, as well as our work against AB 469.

bathrooms

WIAA: sports

state statute 118.13



Cultivate Respect

Know your community

Is your school safe for parents to share their true identity?

Is your school accessible to all forms of diverse families? How about your forms?

Find Support (PFLAG free training, so does GSAFE)

Do your homework (safe schools coalition)

Do Something (NEA, Teaching Tolerance)



Support in pk-12 schools from HRC

Difference between equity & equality (shoes)

Equality= everyone has shoes

Equity = the shoes fit

Affirm students' gender identity in every way possible, how do you greet a class?

Benefits of a gender-inclusive class

Never too young to understand

Welcoming Schools



Statistics from GLAAD

- Transgender people are four times more likely to live in poverty.
- Transgender people experience unemployment at twice the rate of the general population, with rates for people of color up to four times the national unemployment rate.
- 90% of transgender people report experiencing harassment, mistreatment or discrimination on the job.
- 22% of respondents who have interacted with police reported harassment by police, with much higher rates reported by people of color. Almost half of the respondents (46%) reported being uncomfortable seeking police assistance.
- 41% of respondents reported attempting suicide, compared to 1.6% of the general population.
- Transgender people still cannot serve in the US Military.



How to be an Ally (from GLSEN)

Ask, Don't Assume

Preferred Gender Prounouns (PGPs)

Respect all gender identities and expressions

don't say "throw like a girl" "boys will be boys"

Challenge gender assumptions (sports, signs)

Buddy-up (locker rooms)

Be supportive



tips for allies

<http://www.glaad.org/transgender/allies>

Transgender is an adjective and should never be used as a noun. For example, rather than saying "Max is a transgender," say "Max is a transgender person." And transgender never needs an "-ed" at the end.



Resources to help

Gay, Lesbian & Straight Education Network, GLSEN at <http://www.glsen.org/students/tsr>, including items intended both for students and allies

TransYouth Family Allies at <http://www.imatyfa.org/>.

If you are seeking professional information as a counselor, the major journal in this field as well as other resources are put out by the Association for Lesbian, Gay, Bisexual, & Transgender Issues in Counseling (ALGBTIC, a division of the ACA); see <http://www.algbtic.org>.

Transgender Law & Policy Institute at <http://www.transgenderlaw.org/>.

Transparent in Madison

Trevor Project

PFLAG



more Resources

<http://www.edutopia.org/blog/creating-an-identity-safe-classroom-becki-cohn-vargas-dorothy-steele>

<http://www.tolerance.org/magazine/number-50-summer-2015/feature/sex-sexual-orientation-gender-identity-gender-expression>

<http://theconversation.com/explainer-what-is-genderqueer-48596>

<http://letsqueerthingsup.com/2016/01/16/trauma-and-transness-why-i-didnt-always-know-i-was-transgender/>

<http://blog.leeandlow.com/2015/12/10/book-list-11-childrens-books-about-human-rights/>

Questions?

Thanks for hanging in there!

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Check out my blog~

Oh, and my TEDx Talk "Allies Save Lives"

