



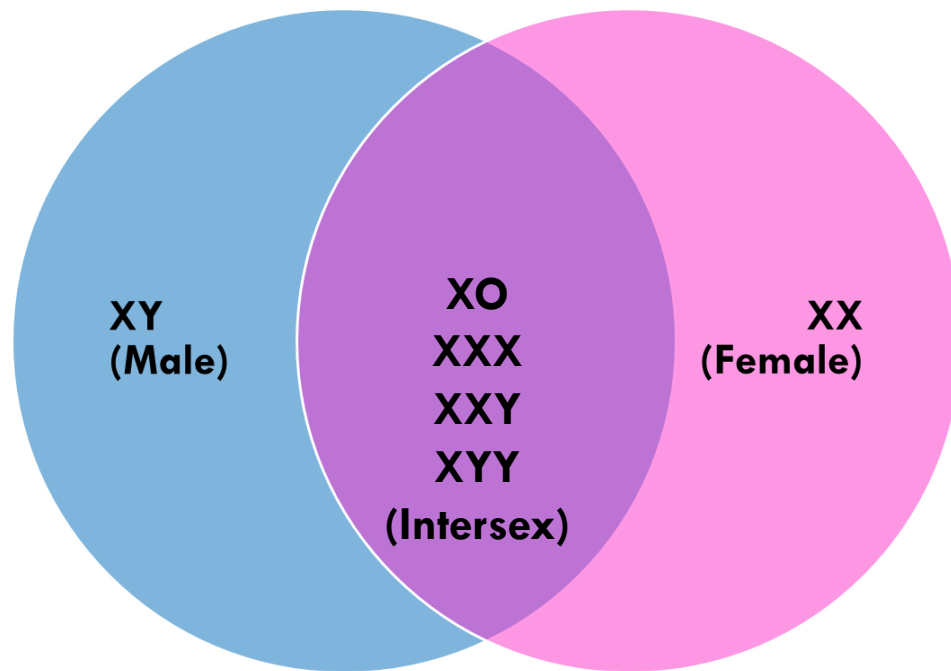
# **GENDER IN THE CLASSROOM**

CONCEPTS, LANGUAGE, POLICIES, & PRACTICES



**Fond du Lac  
Pride Alliance**

# BIOLOGICAL SEX/ASSIGNED SEX AT BIRTH



## Biological Factors

- Genitals + Chromosomes + Hormones

## Assigned Sex at Birth

- Visual Inspection of External Genitals
- A Label/Check Box on a Form

## Intersex

- Born With Sex Characteristics Outside M/F Binary
- Wide Range of Natural Variation
- **Intersex  $\neq$  Transgender**

# SO, THEN...WHAT IS GENDER?

## Gender Identity

A deep-seated, internal sense of self  
Can be male, female, both, between, or other

## Gender Expression

Individual characteristics/behavior that may present or communicate gender  
(E.g. appearance, dress, mannerisms, speech patterns, social interactions)

## Gender Roles

Societal expectations about how a person should think, feel, speak, dress, behave, and interact based on their assigned biological sex.

## Nonbinary

Having a gender identity that is not exclusively aligned with either male or female concepts.

## Gender Non-Conforming

An individual whose behavior, characteristics, and/or expression does not conform to current societal expectations of their gender.

# CISGENDER/TRANSGENDER

Cis-

- “On this, or the near, side of”
- Cisgender: Assigned Sex and Gender are Congruent or Matched

Trans-

- “Across from, or on the other side of”
- Transgender: Assigned Sex and Gender are Incongruent or Different

Transition

- Social = Name, Pronouns, Gender Expression
- Medical = Changes to the Physical Body

# GENDER DYSPHORIA

## What is it?

- Distress and Discomfort Due to Mismatch Between Gender and Assigned Sex
- Three Potential Types: Physical, Psychological, Social

## Dysphoria is a Mental Health Condition

- Not All Transgender People Have Dysphoria
- Neither Dysphoria Nor Medical Transition is a Valid Requirement/Expectation

## Treating Gender-Dysphoric Trans Youth

- Primary Recommended Treatment: **Social Transition**
- Goal: Alleviating the Distress

**BEING TRANSGENDER IS NOT A MENTAL ILLNESS**

# TRANSGENDER POPULATION STATISTICS

U.S.	Wisconsin	Fond du Lac County	City of Fond du Lac
<ul style="list-style-type: none"><li>• 0.58%</li><li>• 1,397,150</li></ul>	<ul style="list-style-type: none"><li>• 0.43%</li><li>• 19,150</li></ul>	<ul style="list-style-type: none"><li>• 0.43%*</li><li>• 443</li></ul>	<ul style="list-style-type: none"><li>• 0.43%*</li><li>• 185</li></ul>

**PERSPECTIVE: THE GLOBAL POPULATION OF NATURAL REDHEADS IS 1-2%**

# REFRAMING THE CONVERSATION

## CULTURE CREATION VS. REACTIVITY

PC = PERSONALLY CONSIDERATE



# LANGUAGE MATTERS

## Names

- Official Records vs. Daily Reference
- “Maiden” vs. Married Names and Nicknames

## Gender Markers

- M/F/X
- Assigned Sex at Birth vs. Gender Identity

## Pronouns

- She/Her/Hers, He/Him/His
- They/Them/Theirs, Neo-Pronouns



# Mx. Ace Schwarz's "Get To Know You" Sheet

Name:

Name You Want Me To Call You In Class:

Pronouns (He/him/his, She/her/hers, They/them/theirs):

May I use these pronouns <b><u>in front of the class?</u></b>	YES	NO
---	-----	----

May I use these pronouns <b><u>when I contact home?</u></b>	YES	NO
---	-----	----

May I use these pronouns <b><u>in front of other teachers?</u></b>	YES	NO
--	-----	----

Would you like to follow up with me (in a private conversation) about your pronouns?

YES      NO

Tell me three things about yourself. This could be interesting facts, hobbies, or just things you want me to know about you. Use the back of the paper if needed.

# Pronouns 101

Type	Name	Example
<b>Feminine</b>	<b>She, her, her</b>	She went to the store. I spoke to her. It was her apple.
<b>Masculine</b>	<b>He, him, his</b>	He went to the store. I spoke to him. It was his apple.
<b>Gender Neutral</b>	<b>They, them, their</b>	They went to the store. I spoke to them. It was their apple.
<b>Gender Neutral</b>	<b>Ze, zir/zem, zirs/zes</b>	Ze went to the store. I spoke to zir/zem. It was zirs/zes apple.
<b>Gender Neutral</b>	<b>Ze, hir, hers</b>	Ze went to the store. I spoke to hir. It was hers apple.
Please note that these are not the only pronouns. There are an infinite number of pronouns as new ones emerge in our language.		



I'm seeing Jeremy this weekend. They're going to take me skateboarding. Then I'm going to go with them to the movies.

Brittany brought me to this awesome concert! Ze is so fun. I can't wait to hang out with zir again.



For more information, go to  
[www.transstudent.org/graphics](http://www.transstudent.org/graphics) ▲

**TSER**  
Trans Student Equality Resources

# Gender Grammar

Problem	Correction	Reason
<b>"transgendered" (adjective)</b>	<b>transgender</b>	Transgender is an "unchanging" adjective that does not require an "ed" at its end. Adjectives that end in "ed" are applied to temporary conditions.
<b>"intersexed"</b>	<b>intersex</b>	Intersex is another "unchanging" adjective that does not require an -ed at its end.
<b>"transgendered" (verb)</b>	<b>transition</b>	Only verbs can have "ed" added onto the end of the word to become a participle. Transgender is an adjective, not a verb. One does not "transgender," they transition.
<b>"a transgender", "transgenders"</b>	<b>a transgender person, transgender people</b>	Transgender is not a noun. "Jake is a transgender" is not only grammatically incorrect, but can be offensive.
<b>"sex change", "sexual re-assignment surgery", "gender reassignment surgery"</b>	<b>gender confirmation surgery, genital reconstruction surgery, genital reassignment surgery</b>	Surgery does not change one's sex or gender, only genitalia.

For more information, go to  
[www.transstudent.org/graphics](http://www.transstudent.org/graphics) ▲

**TSER**  
Trans Student Equality Resources

# LANGUAGE MATTERS

## When you get pronouns right

- You affirm their whole being
- Grant them the same privilege that cisgender people take for granted.
- Demonstrate allyship to others

## When you misgender someone

- Contribute to their social dysphoria
- Refuse to recognize an aspect of themselves that they consider to be nonnegotiable.
- You place your own comfort above theirs
- Correct yourself and move on

# LANGUAGE MATTERS

## Prefixes

- Mr.
- Miss, Mrs., Ms.
- Mx.

## Family Terms

- Parent/Guardian vs. Mom/Dad
- Sibling vs. Brother/Sister
- Child vs. Son/Daughter

## Group Address

- Students, Faculty, & Staff
- First-Year Students
- Spouse, Partner
- Everyone, Folks, Y'All

# RECORD-KEEPING AND PROCESS ISSUES

Official  
Transcripts and  
Records

Student  
Information  
Systems

Enrollment,  
Reporting, and  
Identity  
Documents

Attendance,  
Grading, and  
Testing

Yearbooks,  
School Photos,  
Student IDs

# POSSIBLE SOLUTIONS

Option 1

Principal's Office Files vs. SIS Name & Gender Marker

Option 2

Re-enrollment Via Passport

Option 3

Database Upload Swap

Option 4

Unified District Database, Single Form

Option 5

Add and Select Database Field

# SEX-SEPARATED ACTIVITIES & PROGRAMS

Sexual/Reproductive Health Classes

Physical Education Classes

Restrooms, Locker Rooms, Dressing Areas

Team Sports

# WHAT IF

- What if a student who identifies as male claims to be female just so he can enter the girls' facilities?
- What if other students have privacy concerns about using a restroom with a transgender student?
- What if the facility(ies) that correspond to the transgender student's gender identity would not be safe for the transgender student?



# SPECIAL EVENTS

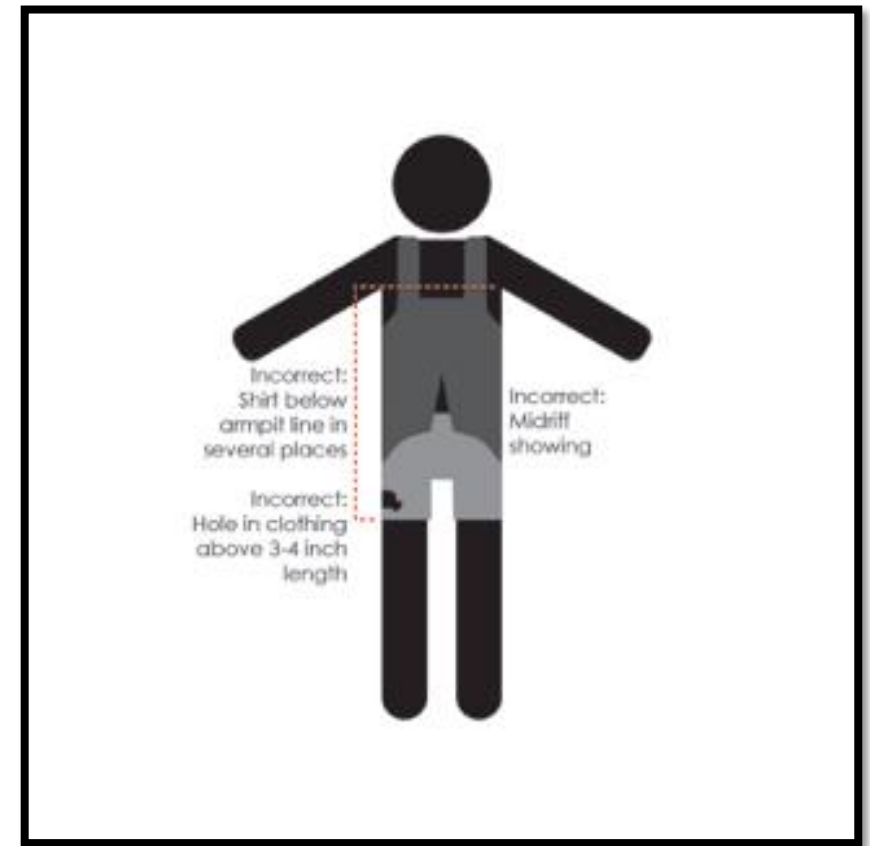
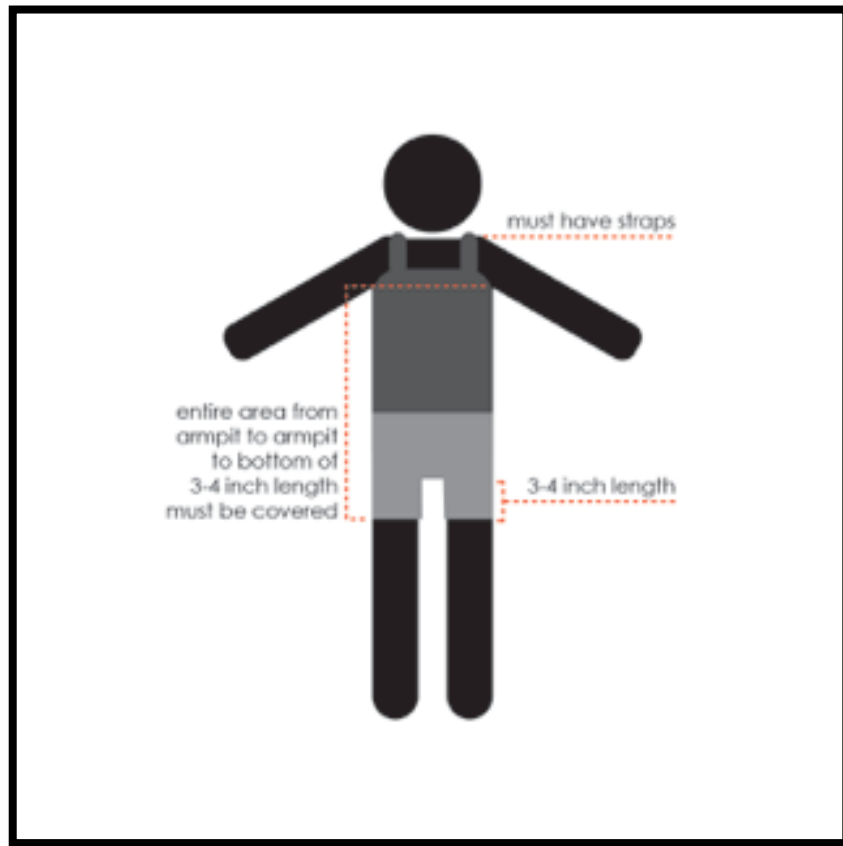
## Overnight Field Trips

- Room Assignments/Sleeping Arrangements
- Chaperones
- Bathrooms and Bathing Facilities

## Prom / Homecoming / Graduation

- Gender Identity vs. Assigned Sex
- Prom/Homecoming Royalty
- Announcement / Caps & Gowns

# DRESS CODES: EVERYDAY WEAR



# DRESS CODES: FORMAL ATTIRE



# IEP AND 504 PLANS

## Existing Plans and Documents

- Update wherever possible to reflect chosen names and pronouns
- “Emotional Disturbance” or “Other Health Impairment” IDEA categories
- Accommodations: Names/Pronouns, Gender-Specific Facility Access, Dress Code

## Limitations & Concerns

- Disability/Special Education Stigma
- Diagnosis Barriers
- Dysphoria is Not A Universal Transgender Trait

## FERPA

- Confidentiality of Records & Discussions
- “Personally Identifiable Information” includes gender identity/transgender status

# GENDER SUPPORT/INDIVIDUALIZED TRANSITION PLANS

## Gender Support Plan

- Parent/Guardian Involvement
- Confidentiality, Privacy, & Disclosure
- Student Safety
- Names, Pronouns, & Student Records
- Facilities Use
- Extra-Curricular Activities
- Other Considerations
- Review and Revision Method/Schedule

## Transition Plan

- Parent/Guardian Involvement
- Initial Planning Meeting
- Student Transition Details
- Key Decisions Prior to Transition
- Timeline

*“School is the place where our children should be exploring ideas and discovering new skills. No child should be prevented from pursuing their passions simply based on others’ perceptions of their gender.*

*Focusing on the perceived differences between males and females too often obscures the fact that there is great variation even among cisgender males and among cisgender females.”*



# FURTHER RESOURCES

FDL Pride Alliance

[\*\*www.fdlpride.org\*\*](http://www.fdlpride.org)

Gender Spectrum

[\*\*www.genderspectrum.org\*\*](http://www.genderspectrum.org)

GSAFE

[\*\*www.gsafewi.org\*\*](http://www.gsafewi.org)

GLSEN

[\*\*www.glsen.org\*\*](http://www.glsen.org)

Human Rights Campaign

[\*\*www.hrc.org\*\*](http://www.hrc.org)