



Summit

Supporting Transgender, Nonbinary & Gender Questioning Kids

March 4th, 2023

Anonymous submission form

Speakers



Jasper Gunn

They/them

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Former Preschool - 8th
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Previously involved with
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Jared O'Leary

They/He/She

[#CSK8 Podcast](#)

Americans' Self-Identified Sexual Orientation and Gender Identity, by Generation and Gender

	Bisexual	Gay	Lesbian	Transgender	Other
	%	%	%	%	%
Generation					
Generation Z	15.0	2.5	2.0	2.1	1.2
Millennials	6.0	2.2	1.3	1.0	0.4
Generation X	1.7	1.1	0.8	0.6	<0.05
Baby boomers	0.7	1.0	0.7	0.1	0.1
Traditionalists	0.2	0.4	0.1	0.2	0.1
Gender					
Women	6.0	0.4	1.9	0.8	0.4
Men	2.0	2.5	0.1	0.6	0.2

--Figures represent the percentage of all adult members of each demographic group who have that sexual orientation or gender identity.

--Some respondents identify with multiple sexual orientations or gender identities.

--Generation definitions are as follows: Generation Z, born 1997 to 2003; millennials, born 1981 to 1996; Generation X, born 1965 to 1980; baby boomers, born 1946 to 1964; traditionalists, born before 1946.

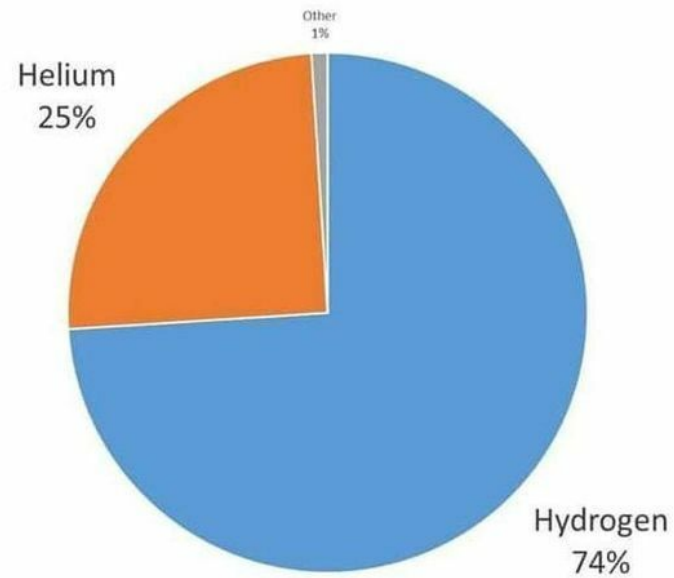
GALLUP, 2021



[Read the full study](#)

Atoms are binary. They are either intended to be hydrogen or helium. We can't just scrap this worldview just because of a handful of exceptions

Types of atom in the universe



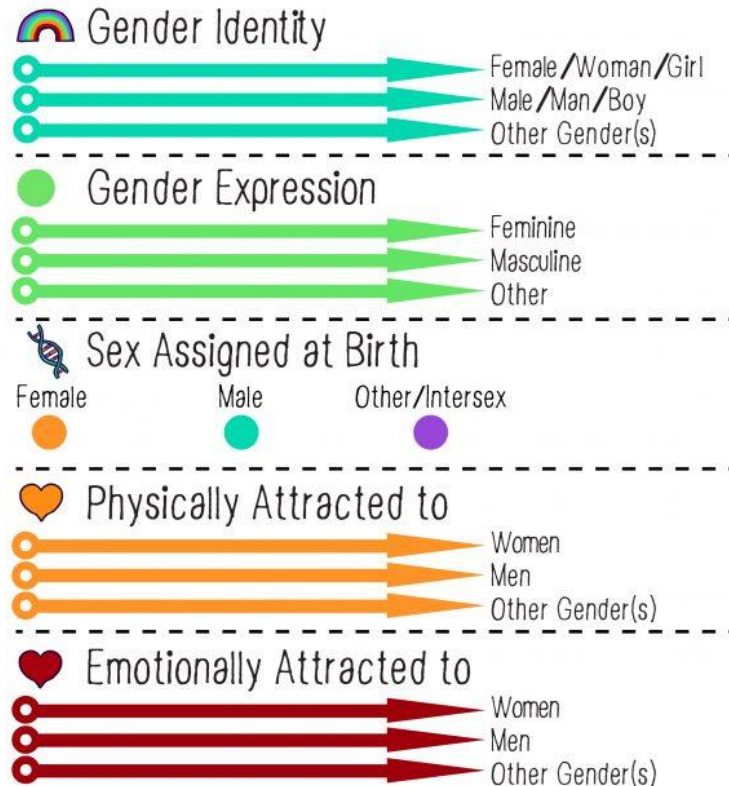
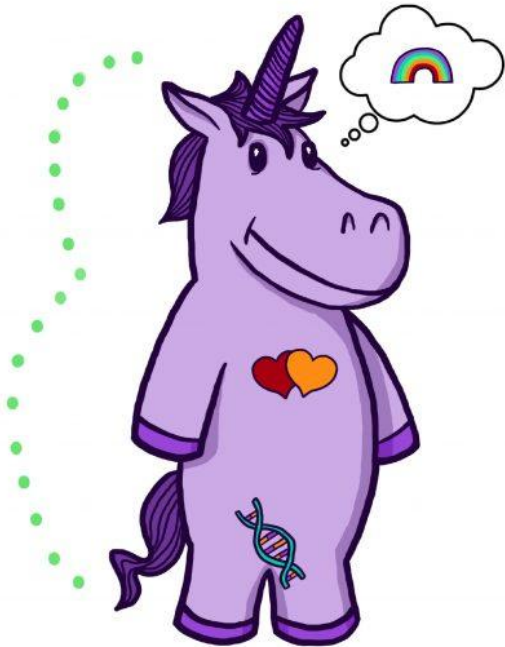


What's the difference between gender identity, gender expression, and sexual orientation?

LGBTQ+ Identities 101

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore

<https://transstudent.org/gender/>

Gender Identity: One's internal sense of being male, female, neither of these, both, or another gender(s)

Gender Expression/Presentation: The physical manifestation of one's gender identity through clothing, hairstyle, voice, body shape, etc.

Sex Assigned at Birth: The assignment and classification of people as male, female, intersex, or another sex based on a combination of anatomy, hormones, chromosomes.

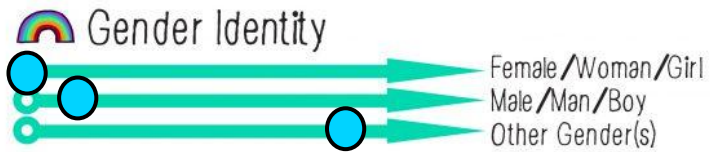
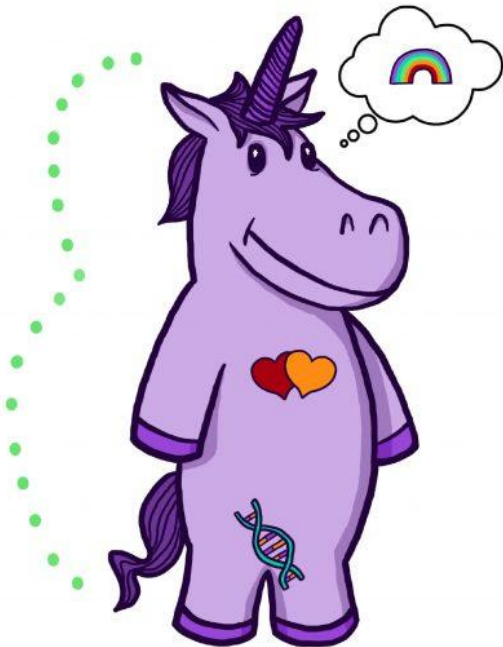
Physically Attracted To: Sexual orientation. What genders you are sexually attracted to.

Emotionally Attracted To: Romantic/emotional orientation. What genders you are interested in romantic relationships with.

Example Unicorn

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



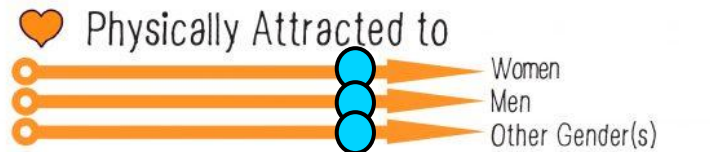
Gender Identity: Nonbinary, genderfluid, genderqueer, trans masc, uses they/them pronouns



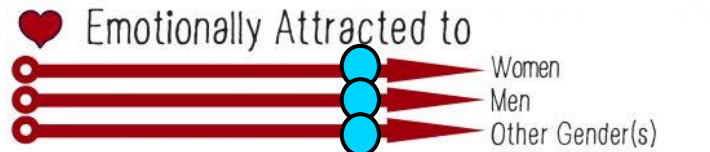
Gender Expression/Presentation: Often wears clothes intended for men but with a feminine flare, and sometimes wears certain clothes intended for women. Occasionally wears makeup or jewelry. Medical transition has helped with masculinization of secondary sex characteristics.



Sex Assigned at Birth: AFAB (Assigned Female at Birth)



Physically and Emotionally Attracted To: Attracted equally to all genders, uses the words pansexual, bisexual, or queer



To learn more, go to:
www.transstudent.org/gender


Design by Landyn Pan and Anna Moore

<https://transstudent.org/gender/>

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



 Gender Identity


_____ Female/Woman/Girl
_____ Male/Man/Boy
_____ Other Gender(s)

Gender Expression


_____ Feminine
_____ Masculine
_____ Other

 Sex Assigned at Birth

Female Male Other/Intersex

 Sexually 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
Illustration by Anna Moore

Actionable suggestions

1 Learn about the trans community

- We all have a lot to learn
- Reach out, but not to students
- The community is not a monolith, you may encounter different opinions
- Know that a lot of emotions are tied to gender expression (or the lack of)

CISGENDER/CIS

Term for someone who exclusively identifies as their sex assigned at birth. The term cisgender is not indicative of gender expression, sexual orientation, hormonal makeup, physical anatomy, or how one is perceived in daily life.

TRANSGENDER/TRANS

Encompassing term of many gender identities of those who do not identify or exclusively identify with their sex assigned at birth. The term transgender is not indicative of gender expression, sexual orientation, hormonal makeup, physical anatomy, or how one is perceived in daily life. Also see: [The Gender Unicorn](#).

QUEER

A term for people of marginalized gender identities and sexual orientations who are not cisgender and/or heterosexual. This term has a complicated history as a reclaimed slur.

BASIC TERMINOLOGY

CISGENDER/CIS

Adjective that means "identifies as their sex assigned at birth" derived from the Latin word meaning "on the same side." A cisgender/cis person is not transgender. "Cisgender" does not indicate biology, gender expression, or sexuality/sexual orientation. In discussions regarding trans issues, one would differentiate between women who are trans and women who aren't by saying trans women and cis women. Cis is not a "mad up" word or slur. Note that cisgender does not have an "ed" at the end.

GENDER EXPRESSION/PRESENTATION

The physical manifestation of one's gender identity through clothing, hairstyle, voice, body shape, etc. (typically referred to as masculine or feminine). Many transgender people seek to make their gender expression (how they look) match their gender identity (who they are), rather than their sex assigned at birth. Someone with a gender nonconforming gender expression may or may not be transgender.

GENDER IDENTITY

One's internal sense of being male, female, neither of these, both, or other gender(s). *Everyone has a gender identity, including you.* For transgender people, their sex assigned at birth and their gender identity are not necessarily the same.

SEX ASSIGNED AT BIRTH

The assignment and classification of people as male, female, intersex, or another sex assigned at birth often based on physical anatomy at birth and/or karyotyping.

SEXUAL ORIENTATION

A person's physical, romantic, emotional, aesthetic, and/or other form of attraction to others. In Western cultures, gender identity and sexual orientation are not the same. Trans people can be straight, bisexual, lesbian, gay, asexual, pansexual, queer, etc. just like anyone else. For example, a trans woman who is exclusively attracted to other women would often identify as lesbian.

TRANSGENDER/TRANS

An umbrella term for people whose gender identity differs from the sex they were assigned at birth. The term transgender is not indicative of gender expression, sexual orientation, hormonal makeup, physical anatomy, or how one is perceived in daily life. Note that transgender does not have an "ed" at the end.

2 Inspect language and biases

- Inspect how you (and others) speak with students/colleagues
- Inspect how you (and others) speak about the trans community
- Understand that terms change over time
- Expect that some students have different pronouns/names in different contexts. Use the words that the student prefers in each context.
- Understand that umbrella terms can be confusing
- Speak as if trans people might always be present – some might not know they are trans yet, or might be stealth

- Folks, **folx**, or everybody instead of guys or ladies/gentleman
- Humankind instead of mankind
- People instead of man/men
- Members of Congress instead of congressmen
- Councilperson instead of councilman/councilwoman
- First-year student instead of freshman
- Machine-made, synthetic, or artificial instead of man-made
- Parent or **pibling** instead of mother/father
- Child instead of son/daughter
- Kiddo instead of boy/girl
- Sibling instead of sister/brother
- **Nibling** instead of niece/nephew
- Partner, significant other, or spouse instead of girlfriend/boyfriend or wife/husband
- Flight attendant instead of steward/stewardess
- Salesperson or sales representative instead of salesman/saleswoman
- Server instead of waiter/waitress
- Firefighter instead of fireman

3 Represent the diversity of trans people in your teaching

- Learn more
 - [500 Queer Scientists](#)
 - [Edge Case Collective](#)
 - [Six Trans Programmers Who Shattered the Lavender Ceiling | Blog](#)
 - [TransTech](#)
 - [Resources to continue learning](#)
- Find resources and people who are able to represent a variety of gender identities and expressions
- Represent without tokenizing
- Represent identities with a variety of intersections



Nikita Washington

SHE/HER, NEW YORK, NY

Nikita Washington is a Black Trans UX Designer currently working at Ally, a leading digital financial services company. Transitioning from education to user experience design, Nikita highlights her personal experiences and the challenges she overcame in the hope that it will inspire folk from nontraditional backgrounds to pursue a career in tech.



Christopher Williams

ANY PRONOUNS*, ATLANTA, GA

West Coast born and raised but Atlanta-based, Christopher Williams has 10 years of experience in genealogical research, brand/cultural marketing, business/communications strategy, and tech/SaaS/government. SAFE Agile. Christopher's work focuses on strategically aligning talents, resources, ideas, and lived experiences of people with the categorical needs of various projects and programs. Christopher is a co-founder of the COWRIE initiative, a 501c3 that has launched BankBlackUSA.com which provides data on the existing Black founded/owned financial institutions in the United States so that patrons can make informed decisions with their finances while supporting Black institutions. Additionally, Christopher also serves on the Board of Advisors for Beyond Trenches, formerly The Black Inmate Commissary Fund (BICF), a Black women and queer-led mutual-aid organization focused on providing resources to those most affected by the carceral system in the American south. Christopher's genealogical research focuses on their ancestral homes of Bayou Tech and New Orleans, Louisiana as well as Hermitage, Tennessee.

*Christopher is agender and responds to any pronouns used respectfully.



Von Reyes

HE/HIM, NEW JERSEY

Von is a New Jersey-based activist, community engagement professional, and change-maker. He currently does social/cultural change work through his role at the Drupal Association, through his business, Wasp & Fig - Consulting and Education, as a Steering Committee member for the organization Philadelphia Asian & Queer, and as a board member of GLSEN Philly. He has 6 years of experience in anti-oppression education, and program management, and 4 years experience in organizational development and working on conferences. He has his Bachelor of Arts in Political Science from East Carolina University, his Master of Arts in Sociology from University of North Carolina at Wilmington, and a European Minor of Education in an International Perspective from HAN University of Applied Sciences - Nijmegen, NL.



Madelena Mak

SHE/HER, BROOKLYN, NY

Featured on the Startup Podcast, Nasdaq, and Engadget, Madelena is a transgender immigrant woman of color focusing on designing products, user experiences, and user interfaces for more than 10 years with a proven record of accomplishment, with her work featured on NBC News, Engadget, TechCrunch, Wired Magazine, South China Morning Post, and more, as well as awarded by the Mayor's Office of New York City at NYC Big Apps and by TechCrunch at TechCrunch Disrupt Hackathon.

She is a leader in fostering the next generation of designers and founders in tech with StartupBus, an international startup competition with an alumni network raising \$2.8B collectively, and an advocate for diversity and inclusion of transgender and queer folks with StartOut and Impact Hub. She had taught at Startup Institute, lectured at General Assembly, and spoken at various large tech events such as Code for America and Treehouse Festival.



JN Hernández

THEY/THEM, GLADSTONE, MO

JN Hernández (they/them/theirs) is an Operations Engineer on the Climate Applications Team at Azavea.

Hernández has fifteen years of IT experience across various technical roles, such as senior systems engineer, network engineer, and infrastructure automation engineer. Their career path has enabled them to develop expertise with networking, operating systems, business continuity and disaster recovery (Veritas NetBackup, EMC Avamar), scripting (BASH), programming (Python), infrastructure as code (Terraform, Ansible), CI/CD pipelines (Jenkins), and cloud computing (AWS) - to include earning their AWS Cloud Practitioner certification in August 2022.

Outside of work, Hernández is a passionate advocate and activist for the 2SLGBTQIA+ community, having served on the board of directors for the Kansas City Center for Inclusion for 3 years and in 2019 founding Northland Pride - a grassroots organization dedicated to uniting, uplifting, and creating a safer space for the queer community north of the Missouri River. They are honored to serve on the 2022 TransTech Community Advisory Board and eager to support the organization any way they can.



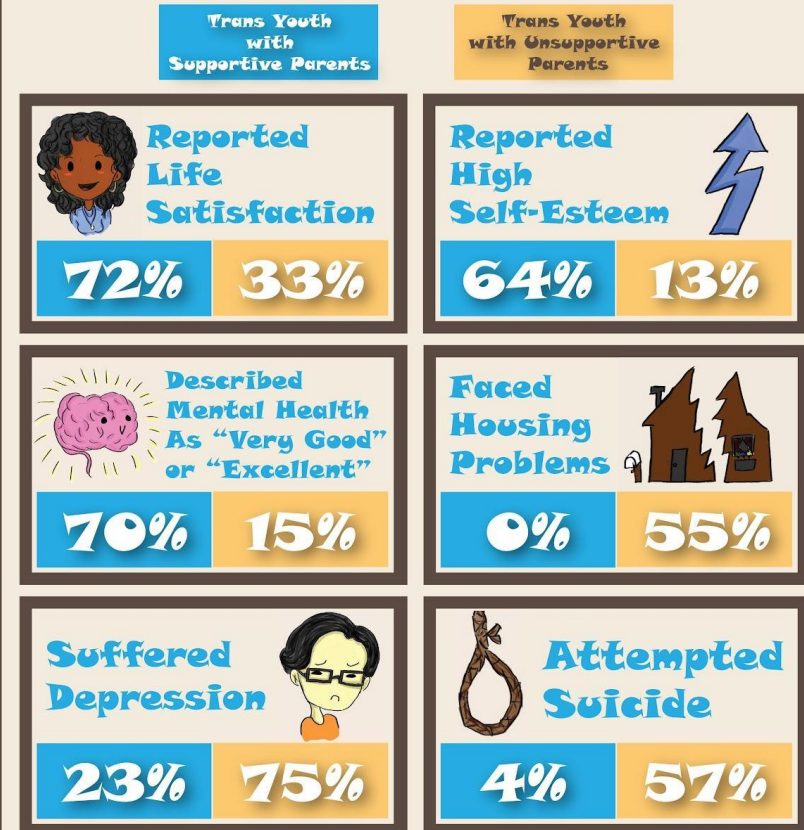
Christopher (Chris) MacDougall

4 Promote healthy identity development

- Provide support
- Create safe spaces
- Learn more:
 - [Supporting Gender Expansive Students](#)
 - [Pronoun Form for Educators](#)



Based on a 2012 study of 433 individuals



Travers R, Bauer G, Pyne J, Bradley K, for the Trans POLSE Project; Gale L, Papadimitriou M. Impacts of Strong Parental Support for Trans Youth: A Report Prepared for Children's Aid Society of Toronto and Delisle Youth Services. 2 October, 2012.

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For more information, go to transstudent.org/graphics

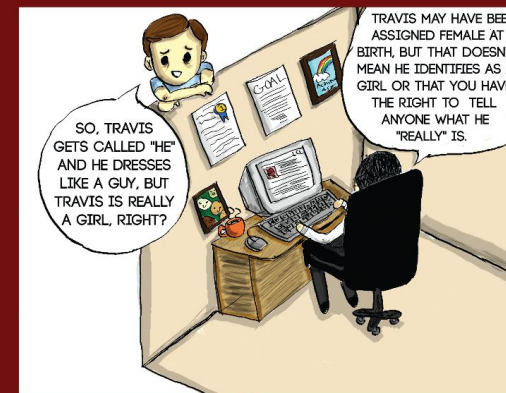
TSER
Trans Student Educational Resources

Infographic Design by Landyn Pan Illustrations by Ethan Lopez

5 Model allyship

- Actively engage in anti-transphobic practices
- Create a safe space through a positive classroom culture and firm expectations
- Advocate for policy changes
 - [Teachers Can Positively Impact Education Policy, We Just Have to Use Our Teacher Voice](#)

BE AN ALLY
KNOW WHEN TO
SPEAK UP!



Q&A

- [Anonymous submission form](#)
- [Resources to learn more](#)



Thank You

[Resources to learn more](#)

