

Gender Out Of The Box

Proactive Strategies To Address Gender
Identity Based Bullying

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By the end of the session:

Participants will:

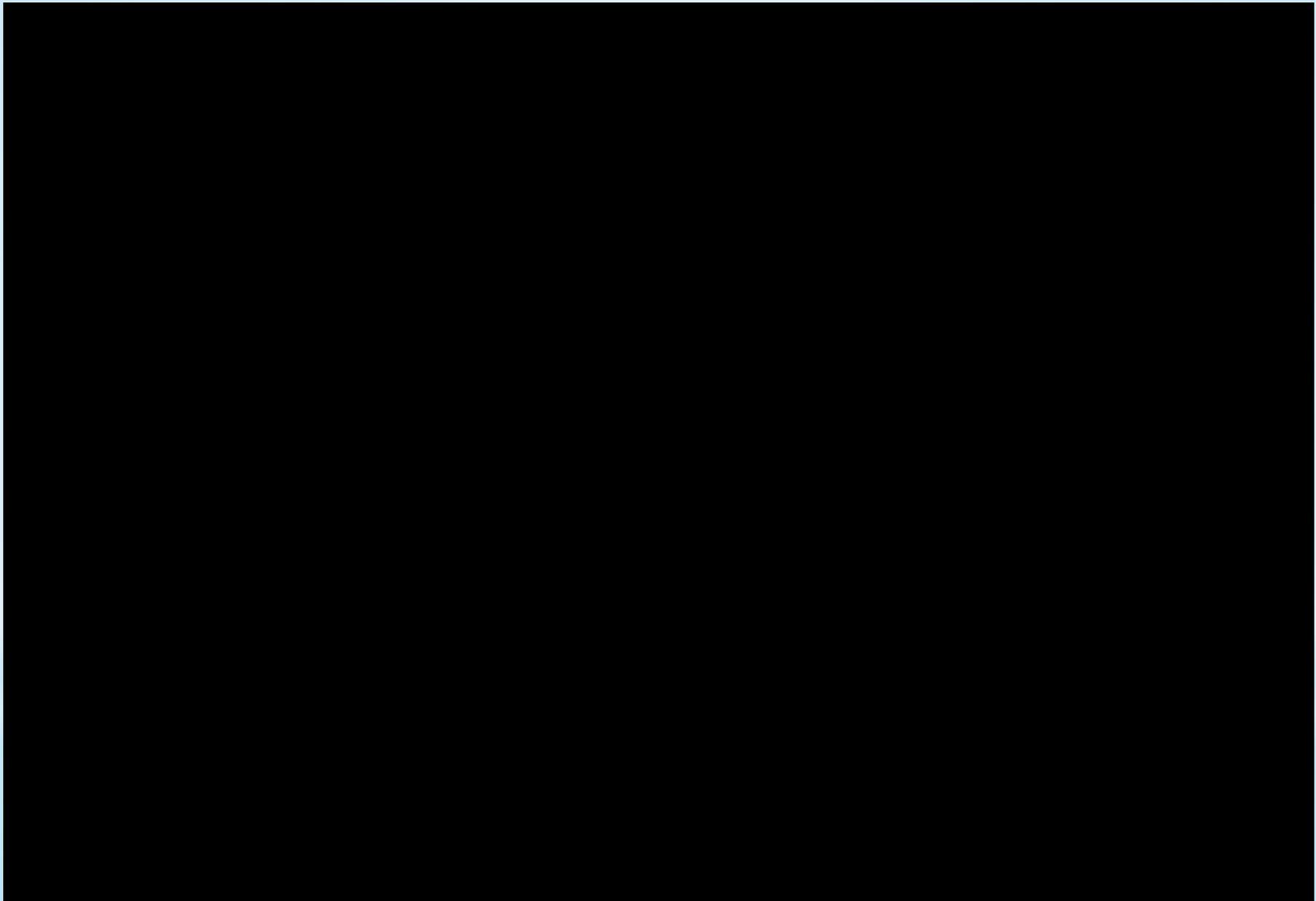
Be familiar with gender terminology

Understand the varied nature of gender

Be able to respond to difficult questions related to gender

Have the skills to reduce gender identity based bullying

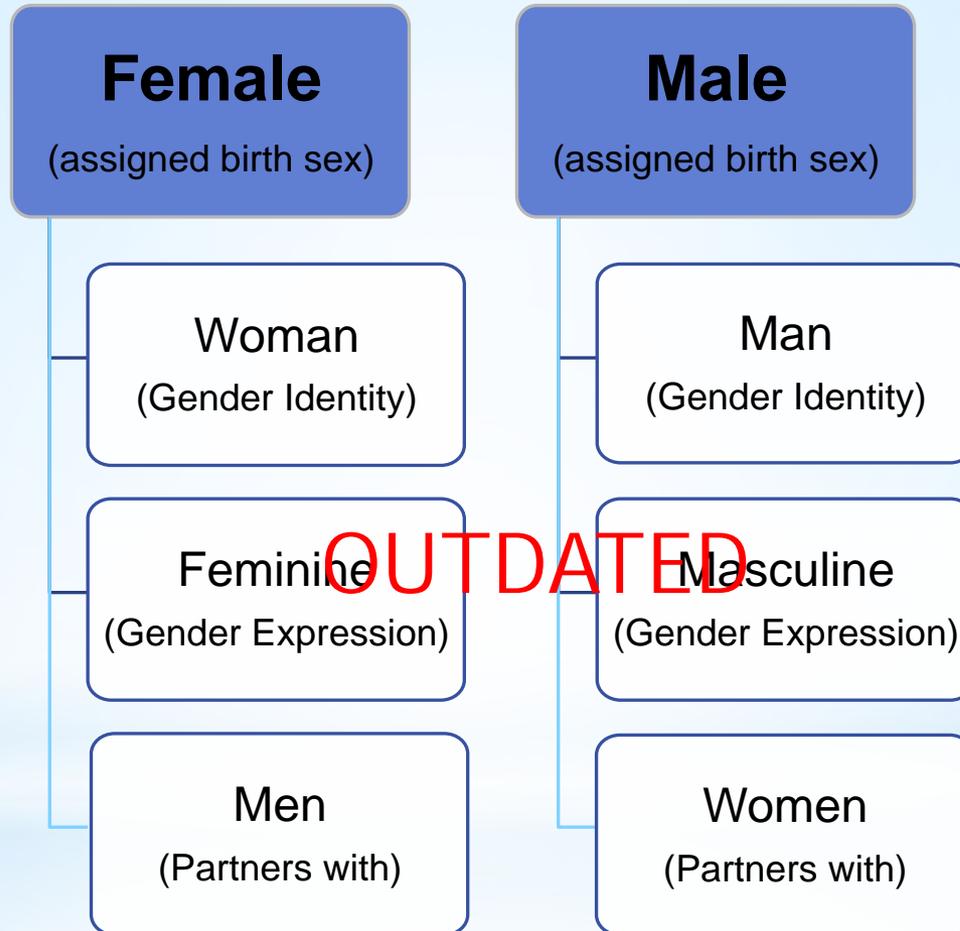




What is Gender?



The Gender Binary



Gender Definitions for Adults

Gender

A complex relationship between physical traits, one's internal sense of self (gender identity) and one's outward presentation (gender expression). Gender varies among cultures and over time. There is a broad variation in which individuals know, experience, and express gender.

More Gender Definitions

Gender Spectrum

Gender is multifaceted with many ways to know and express oneself as a person.

Transgender

A term for people whose deeply felt sense of gender identity does not match their gender assigned at birth.

Cisgender

A term for people whose gender identity or expression aligns with the sex assigned to them at birth.

Can you remember
who you were,
before the world
told you who you
should be?

* Authentic Gender

- * Sex assigned at birth
- * Gender Expression
- * Gender Identity

Sex Assigned At Birth

The classification given to a baby at birth, usually by the state of their genitals.

Gender Expression

Presentation of gender externally to the world.

Name

Clothing

Hairstyle

Mannerisms

Roles that individuals play or expectations placed upon them that are associated with assumed gender.

Behaviors

Interests

Jobs

Styles of Play

Gender Identity

Gender identity is an **internalized** deeply felt sense of being male, female, both or neither.



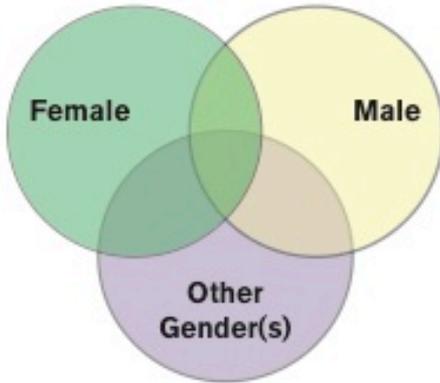
Who you
know
yourself to
be.



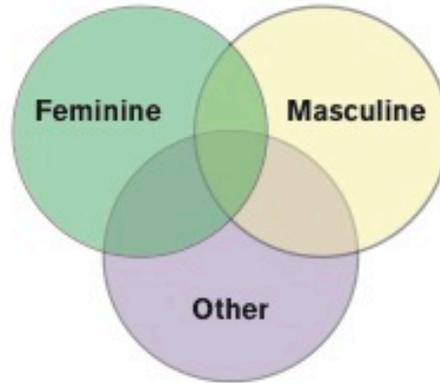
**Same or
different**
from sex
assigned at
birth

Gender Spectrum 2015

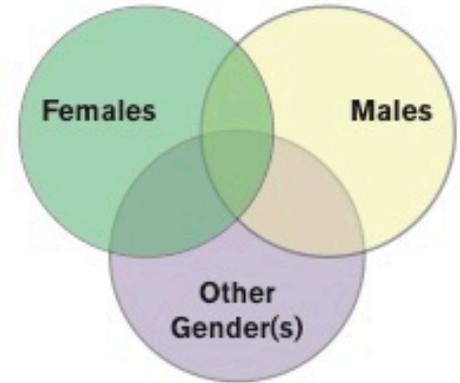
Gender Identity



Gender Expression/Presentation



Sexually, Romantically and/or Emotionally Attracted to



Gender may or may not be a factor of attraction.

Sex Assigned at Birth



Gender Identity and Sexual Orientation

Gender identity and sexual orientation are different.

Gender Identity

Who you know yourself to be
(your mind)

Sexual Orientation

Who you are attracted to
(your heart)

Gender Identity Based Bullying

Creating an environment that actively promotes gender inclusivity and expansiveness has the potential to significantly reduce gender identity based bullying.

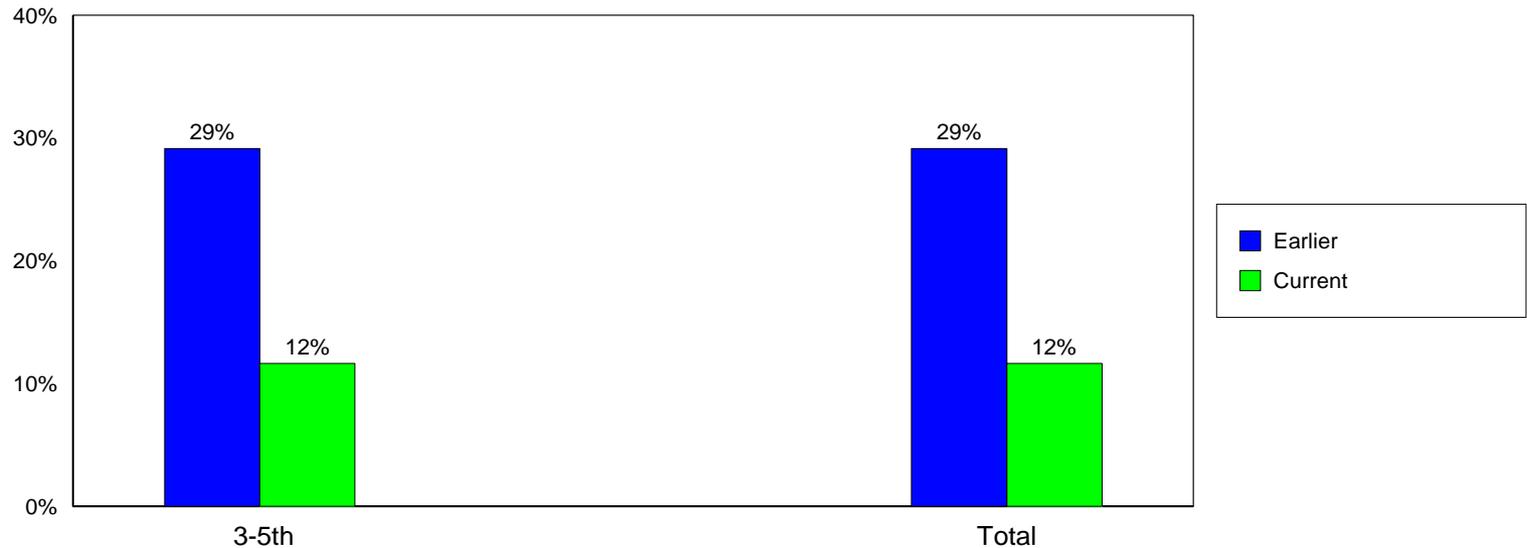
- ✧ In the 28 random shootings in U.S. schools between 1982 and 2001, nearly all the boys who committed the violence had stories of being constantly bullied, teased and “gay-baited” — not because they were gay, but because they were different from the other boys: shy, artistic, theatrical, musical, non-athletic or “geekish.”

Michael Kimmel and Matthew Mahler (2003) *American Behavioral Scientist*.

These individuals did not fit into the “Box”

XYZ Elementary Comparison Data Pre Olweus/Welcoming Schools(May 2012) vs. (March 2014)

Graph 3c. Percentage of girls and boys who have been bullied "2-3 times per month" or more in the past couple of months (Q4 dichotomized) by grade groupings and date of administration



School XYZ had a 60% reduction in bullying over a 2 year period.

This data shows promise in incorporating gender inclusive strategies into bullying prevention efforts.

Responding to Gender Put-Downs

When we practice responding to questions related to gender or interrupting hurtful language based on gender we are more likely to respond well when the situation arises.

Staff should work with students so they have simple responses to gender exclusion or put-downs as well.

role play responding!

Ways to be gender inclusive

Use Inclusive phrases to address your class.

Group students in ways that do not rely on gender.

Seek “teachable moments” in which gender-inclusive messages or themes can be recognized.

Recognize and celebrate examples of being gender-inclusive that you observe among your students.

Uphold a mantra that students can be who they say they are.

Interrupt gender stereotypes.

More Ways to be gender inclusive

Be a role model! When possible give examples of how you or people you know like to do things outside of gender stereotypes.

Encourage and enable students to find activities that they enjoy and that respect their interests.

Help students become allies. Practice simple responses like “There’s no such thing as boys toys/girls toys or a boy haircut or girl haircut.”

* Questions and Closing Thoughts