

# Gender & Sexual Diversity



**Texas Department of State Health Services**  
**Presentation for School Nurses**  
February 26 & 28, 2020  
Amarillo and Lubbock



TEXAS TECH UNIVERSITY  
Office of LGBTQIA  
Education & Engagement

# Gender & Sexual Diversity



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Administrator





# Gender & Sexual Diversity



## Community Norms





# Gender & Sexual Diversity

## Learning Outcomes

Learn appropriate **concepts and terminology** relative to sex assigned at birth, gender identity, and sexual orientation

Identify **relevant policies** that impact your work with LGBTQIA – *and all* – students

Develop **familiarity with promising practices** to create inclusive spaces and support diverse students





# Gender & Sexual Diversity

## Foundational Knowledge & Competencies

Modeling gender and sexuality

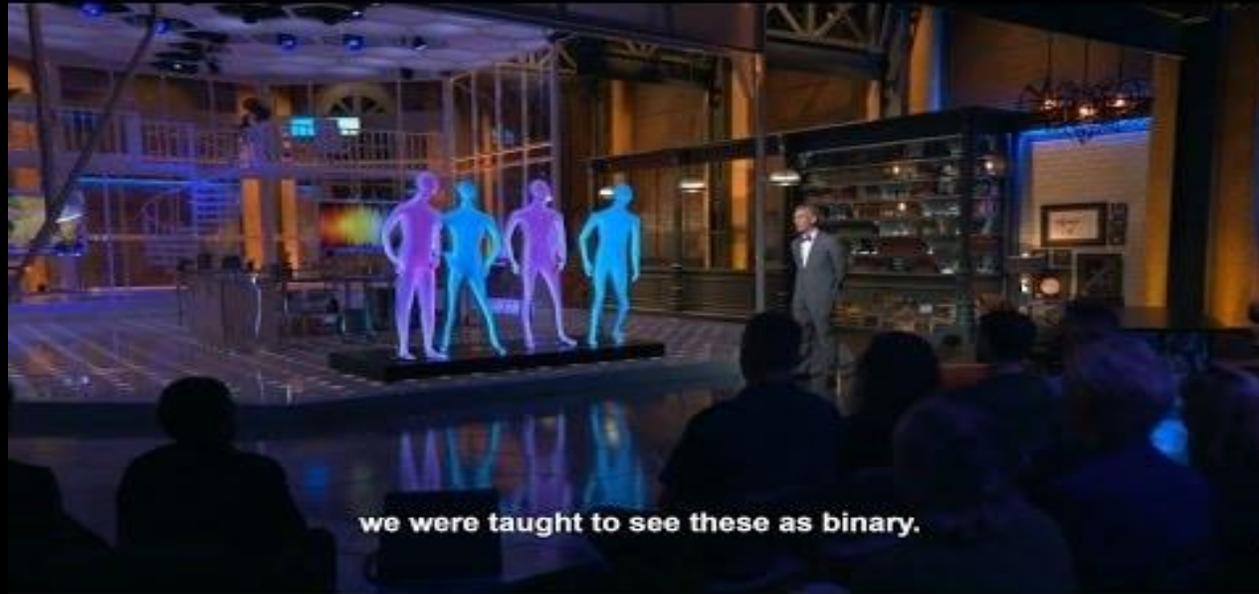
Common terminology

Pronouns





# Gender & Sexual Diversity



# Gender & Sexual Diversity



## 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

**Physically Attracted to**  
Women  
Men  
Other Gender(s)

**Emotionally Attracted to**  
Women  
Men  
Other Gender(s)

To learn more, go to:  
[www.transstudent.org/gender](http://www.transstudent.org/gender)

Design by Landyn Pan and Anna Moore

Trans Student Educational Resources

## Concepts:

- Gender
- Gender Identity
- Gender Spectrum
- Sex Assigned at Birth (Assigned Sex)
- Sexual Orientation
- Romantic Orientation



# Gender & Sexual Diversity

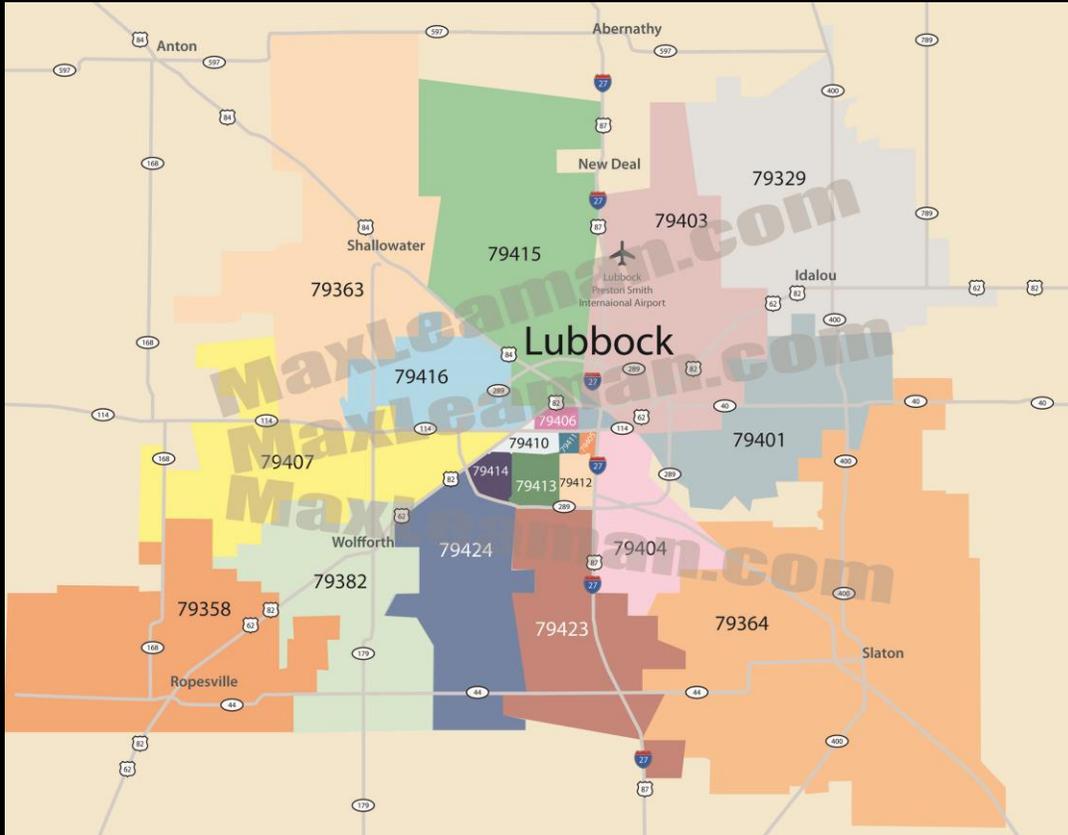
## Common Terminology: LGBTQIA

- Lesbian
- Gay
- Bisexual
- Straight
- Asexual
- Transgender
- Cisgender
- Queer
- Intersex





# Gender & Sexual Diversity



Identity Terms as Zip Codes



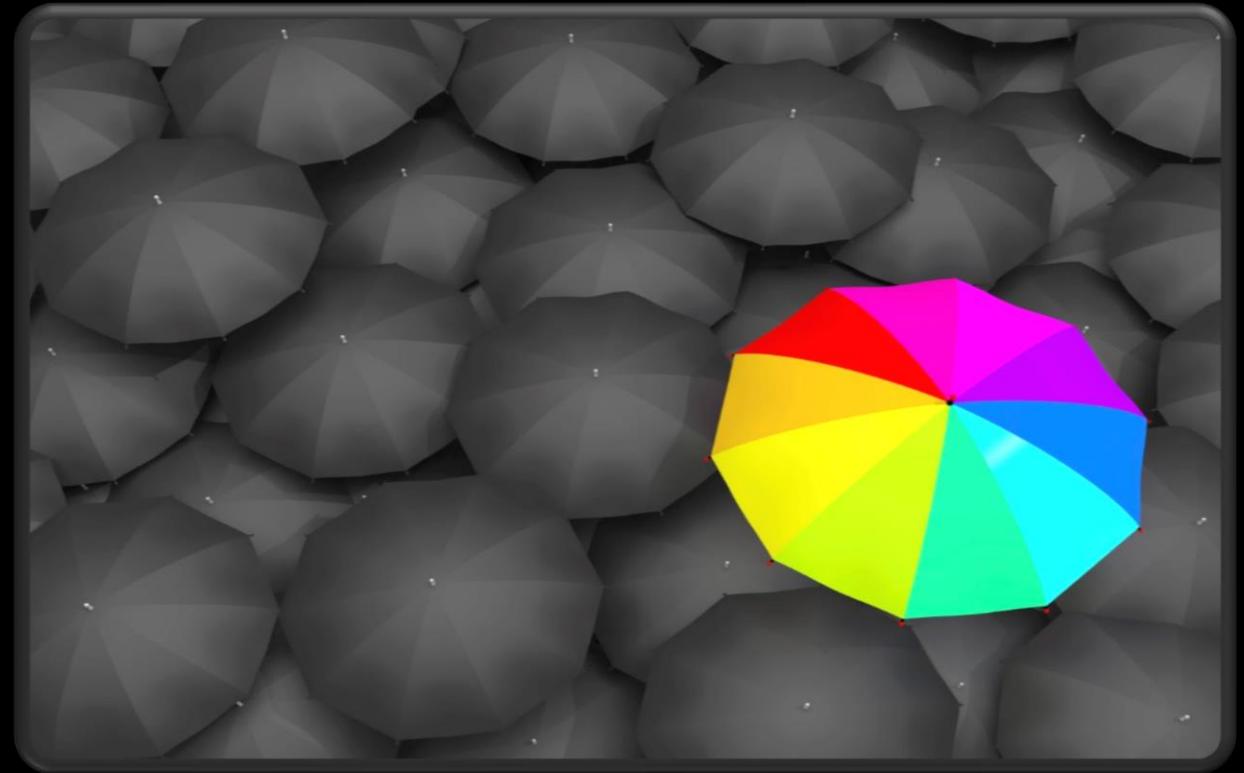


# Gender & Sexual Diversity

## Trans Umbrella

Wide diversity under  
transgender  
“umbrella”

Transitioning





# Gender & Sexual Diversity

## Pronouns

	Nominative (subject)	Objective (object)	Possessive determiner	Possessive pronoun	Reflexive
<b>He</b>	<i>He</i> laughed	I called <i>him</i>	<i>His</i> eyes gleam	That is <i>his</i>	He likes <i>himself</i>
<b>She</b>	<i>She</i> laughed	I called <i>her</i>	<i>Her</i> eyes gleam	That is <i>hers</i>	She likes <i>herself</i>
<b>They</b>	<i>They</i> laughed	I called <i>them</i>	<i>Their</i> eyes gleam	That is <i>theirs</i>	They like <i>themselves</i>
<b>Ze (or zie) and hir</b>	<i>Ze</i> laughed ("zee")	I called <i>hir</i> ("heer")	<i>Hir</i> eyes gleam ("heer")	That is <i>hirs</i> ("heers")	<i>Ze</i> likes <i>hirsself</i> ("herself")





# Gender & Sexual Diversity

## Pronouns

Hi, I'm Jody, I use  
she/her/hers  
pronouns.

Hello, my name is  
Stephen. I go by they  
or he.

Mx. Stephen Chao

they/them/theirs or he/him/his

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TEXAS TECH UNIVERSITY

Office of LGBTQIA

Education & Engagement

# Gender & Sexual Diversity



## Texas' LGBTQ Policy Tally



Movement Advancement Project



# Gender & Sexual Diversity



LGBTQ Youth Laws and Policies	Sexual Orientation		Gender Identity	
	Law Exists?	Tally	Law Exists?	Tally
Nondiscrimination Laws and Policies Covering LGBTQ Students	✗	0/1	✗	0/1
Anti-Bullying Laws and Policies Covering LGBTQ Students	✗	0/1	✗	0/1
<b>Negative Law: "Don't Say Gay" Law Barring or Explicitly Restricting Educators From Discussing LGBTQ People or Issues in Schools</b>	<b>NEGATIVE LAW</b>	<b>-1/-1</b>	<b>NEGATIVE LAW</b>	<b>-1/-1</b>
<b>Negative Law: Laws Banning Local Schools and Districts from Passing LGBTQ Nondiscrimination and/or Anti-Bullying Policies</b>	No Negative Law	0/-1	No Negative Law	0/-1
Conversion Therapy Ban Covering LGBTQ Youth	✗	0/1	✗	0/1
Protections for LGBTQ Youth in the Child Welfare System	✗	0/1	✗	0/1
<b>Subtotal</b>		<b>-1/4</b>		<b>-1/4</b>
<b>LGBTQ Youth Laws Total</b>		<b>-2/8</b>		

Movement Advancement Project

# Gender & Sexual Diversity

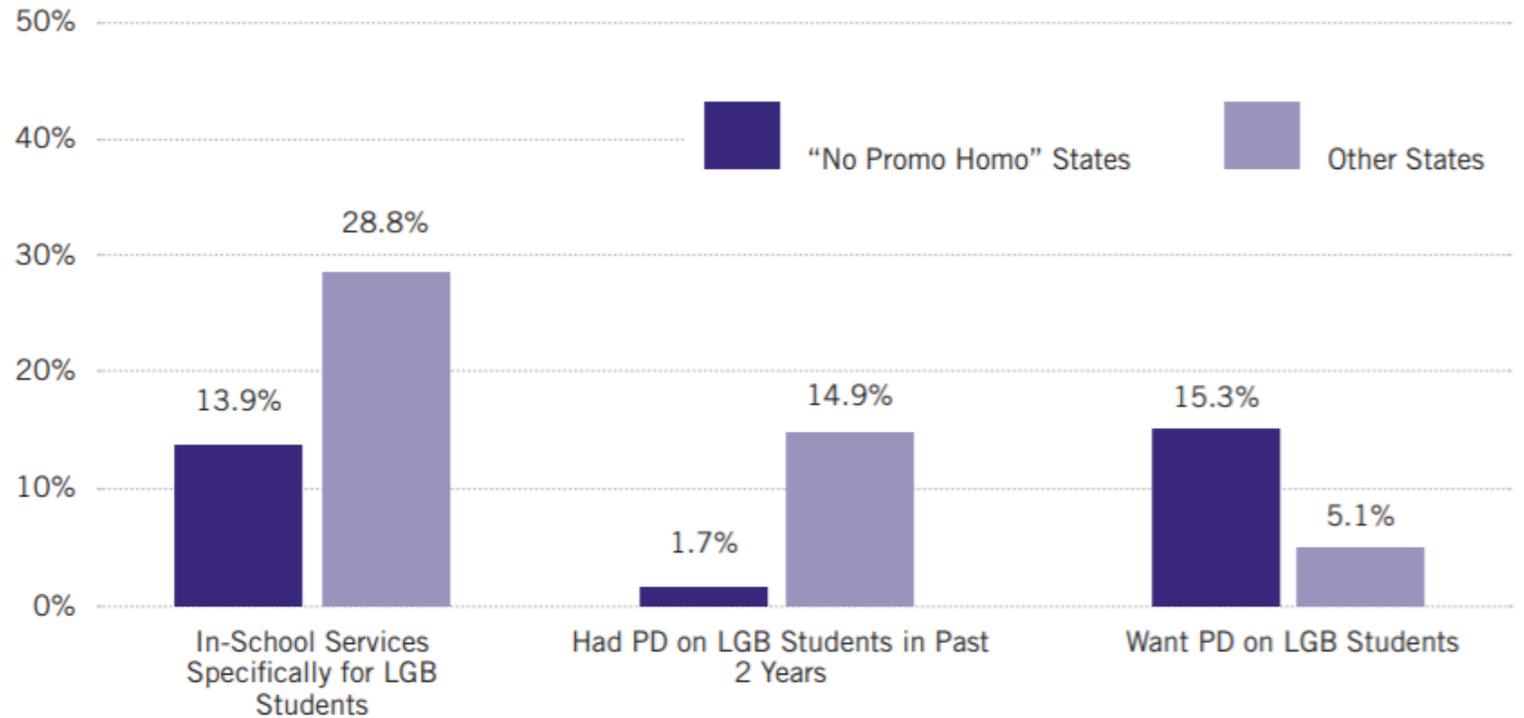


**Negative Law: "Don't Say Gay" Law Barring or E**  
**Discussing LGBTQ People or Issues in Schools**

Texas  
Health and  
Safety Code,  
Sec 85.007  
and 163.002

GLSEN, 2018

Figure 8. School Health Services and Staff PD re LGB Students by "No Promo Homo" States (percentage of school health professionals reporting)





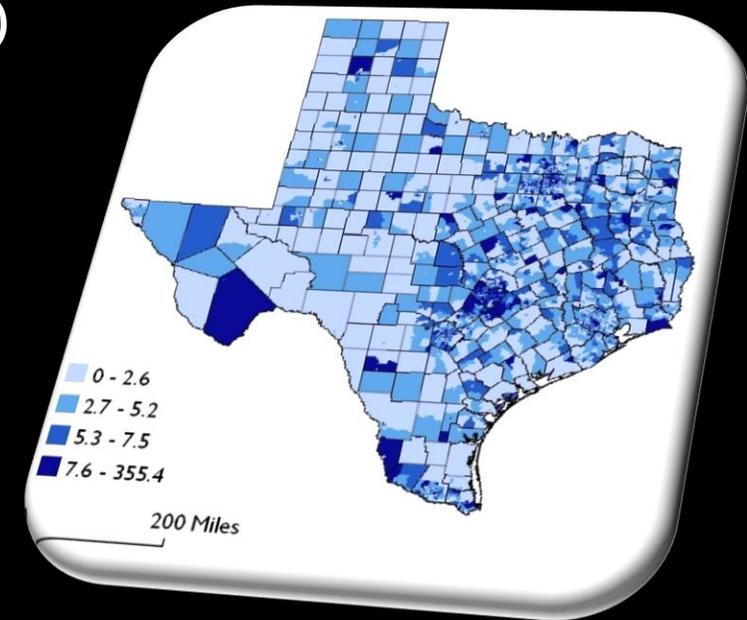
# Gender & Sexual Diversity

8% LGB Youth (158,500, age 13 to 17)

Williams Institute

13,800 Transgender Youth

Williams Institute



Movement Advancement Project





# Gender & Sexual Diversity

## Legal Issues Related to Transgender Students

Does a student have a right to be recognized as transgender at school?

Do gender nonconforming students have a legal right to wear attire that does not match their assigned sex at birth?

**Yes!**

Texas Association of School Boards





# Gender & Sexual Diversity

## Legal Issues Related to Transgender Students

Should a district change school records to reflect a transgender student's chosen name and gender?

What should a school district do if a transgender student requests to use sex-specific facilities based on the student's gender identity?

What if a parent does not support a student's gender transition?





# Gender & Sexual Diversity

## Common Work

Education and Safety

Coming Out

Support Structures

Transitioning





# Gender & Sexual Diversity

Recognize that health risks are higher for LGBTQIA students.

Collaboration among school personnel for mental health enhancement.

Use students' correct pronouns & respect confidentiality if they are not 'out' to family.

Promote student-led Gay Straight Alliances & other clubs supporting gender & sexual diversity.

Encourage the use of gender-neutral school uniforms.

National Association of School Nurses



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## Additional Resources

GLSEN

National Association of School Nurses

*Each other!*



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