

Welcome!

DO NOWs:

1. Please find your name tag/make a name tag!
2. Be ready to share: Think of a specific example of a student you know who is part of the LGBTQ+ community

BECOMING AN ANTI-RACIST AND ANTI-BIAS EDUCATOR

ESSENTIAL QUESTION: What does equitable teaching and learning look like, sound like, and feel like in a CPS classroom?



SPECIAL GUEST

**Michael/Mara
Herrick**

12th grade, CRLS

he/she (ask which one)



Our Journey Thus Far...

**High
Expectations
Teaching**

**Healing
Centered
Engagement**

**Story
Exchange**

**Designing for
the Margins:
Universal
Design for
Learning**

**Hidden and
Horizontal
Identities**

AGENDA:

1. Connections
2. Intersectionality
3. Hidden & Horizontal Identities
4. Barriers
5. Supports

Session Objectives:

- Define hidden and horizontal identities.
- Identify concrete ways to support trans and queer students.

Intersectionality



Hidden Identity: any personal, invisible descriptors of a person's identity that are not apparent—accurately or not—from outward appearance

Horizontal Identity*: an identity that is not shared with parents/caregivers

*Coined by Andrew Solomon in *Far from the Tree*

Digging Deeper: Cat's Story



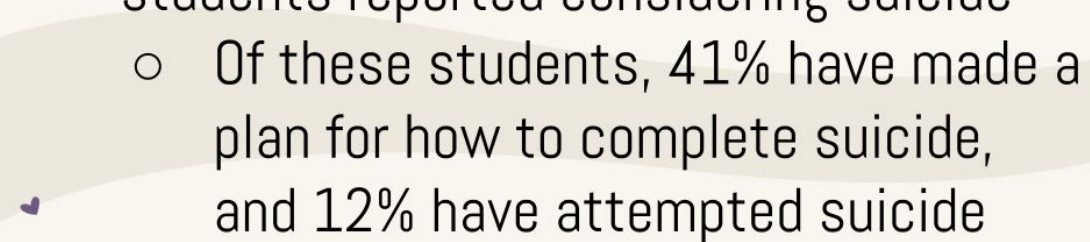
As you watch Cat's story, in what ways was his identity hidden?

How does the horizontal aspect of Cat's identity play out in this video?

How does Cat's story inform your understanding of the student you thought of earlier?



Cambridge Teen Health Survey Data (2021)

- ★ 83% of students who identify as genderqueer reported being anxious
 - ★ 60% of middle school genderqueer students reported being depressed
 - ★ 32% of middle school genderqueer students reported self-harming
 - ★ 44% of middle school genderqueer students reported considering suicide
 - Of these students, 41% have made a plan for how to complete suicide, and 12% have attempted suicide
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The Top Ten Ways to Make Schools Safer...

These are ten things every adult should do to help keep students safe at school.



- 1 Learn the Facts:** Understand the alarming data reported by LGBTQ+ youth about their experiences in school.
- 2 Understand the Language:** Learn the terminology to set a tone of fairness and respect.
- 3 Stop Bad Behavior:** Take action to stop disruptive behavior and model respect.
- 4 Set the Policy:** Create a safe and inclusive environment with these critical components of an effective safe schools policy.
- 5 Plan School-Wide Activities:** Create opportunities to educate the school community about why respect for everyone must be the rule, and not the exception.
- 6 Be Public:** Let youth know that you are their advocate and ally.
- 7 Stop Cyberbullying:** Learn more about technology-based harassment and what to do to help those who are targets.
- 8 Train and Educate Everyone:** Ask for faculty to be trained to respond to bullying in the most effective, helpful way.
- 9 Support Comprehensive Health Education:** Help create comprehensive, inclusive, and age-appropriate health education for all students, including those who are LGBTQ+.
- 10 Resources...and More Resources:** Know where to go for help, support and more information.

When you think of supporting trans and gender-expansive students, what are the worries that come to mind? What are the barriers?

SCENARIOS

1. A child in your class tells you they want to use a different name or different pronouns.
2. When discussing queer/trans identities, a child says, “I feel this way but my parents say, ‘We don’t believe in that.’”
3. You notice a child is gravitating towards LGBTQ+ books in a classroom/ears perking up...and you hear “My family doesn’t believe in that.”
4. A student who used one set of pronouns tells you they want to switch.
5. Student who you think is a boy wants to join “Girls on the Run” or “Science Club for Girls”

How might you respond?

What responses do you want to avoid, assuming that families are not supportive?

TOWARDS LIBERATION



Reflection/Next Steps

Session Feedback

- I used to think...now I think...
- I used to think...now I wonder...
- I used to think...now I think that..., only more so!

I commit to trying...

Want more?

- [GLSEN Model Laws and Policies](#)
- [Learning for Justice \(formerly Teaching Tolerance\) resources](#)
 - [“Being There for Nonbinary Youth”](#)
- [Educator Resources from Gender Spectrum](#)
- [Trans Allyship Workbook](#)
- [Beyond the Gender Binary](#)