



SCHOOL'S OUT



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the European Union's
Rights, Equality and
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(2014-2020)

bilitis

ÇAVARIA



CENTRO
RISORSE
LGBTI

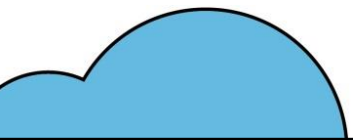
ILGA
ILGA-PORTUGAL.PT



Trans & Intersex 101



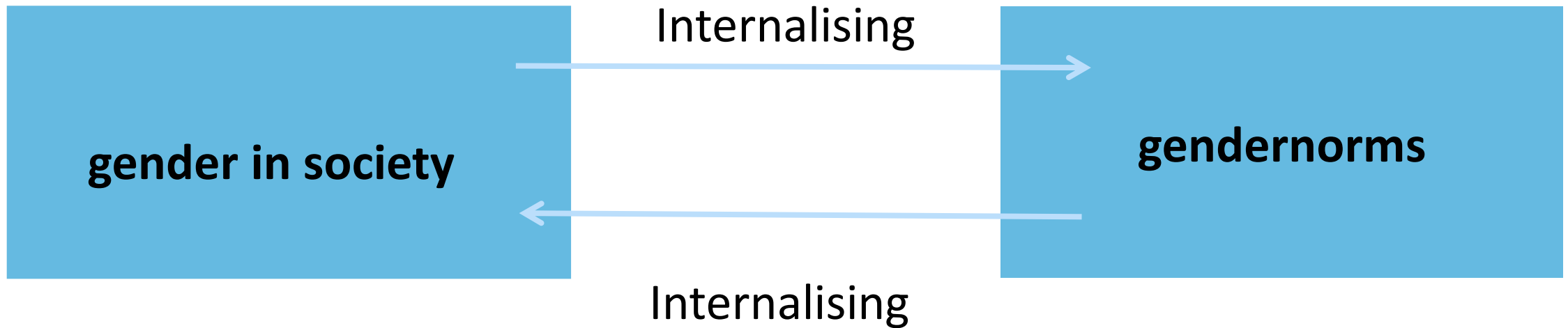
Introduction



Gender and genderstereotypes

Gendernorms

Unwritten rules that a society attaches to a particular gender.



Problem?



Low self esteem

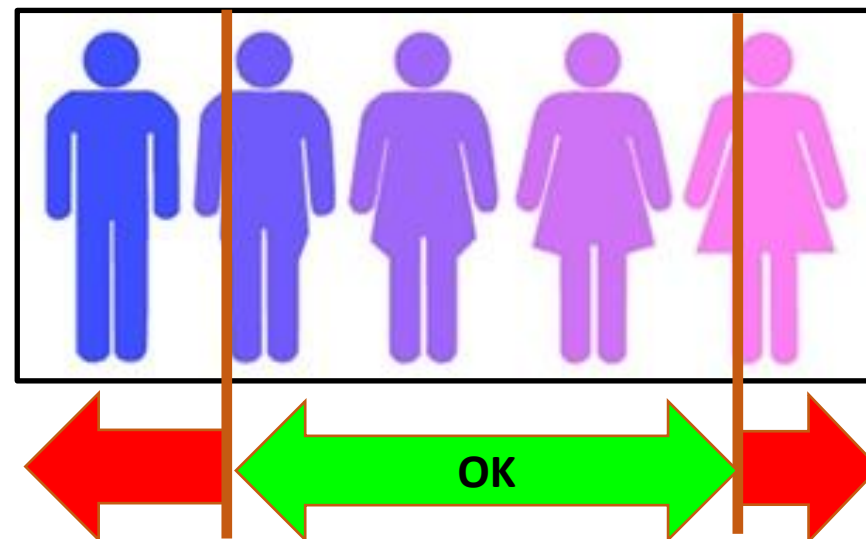
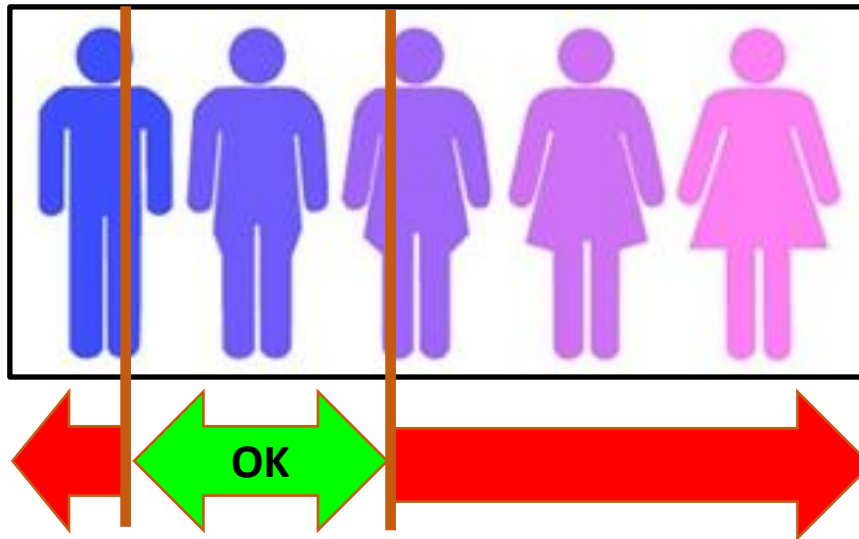


Lost talents

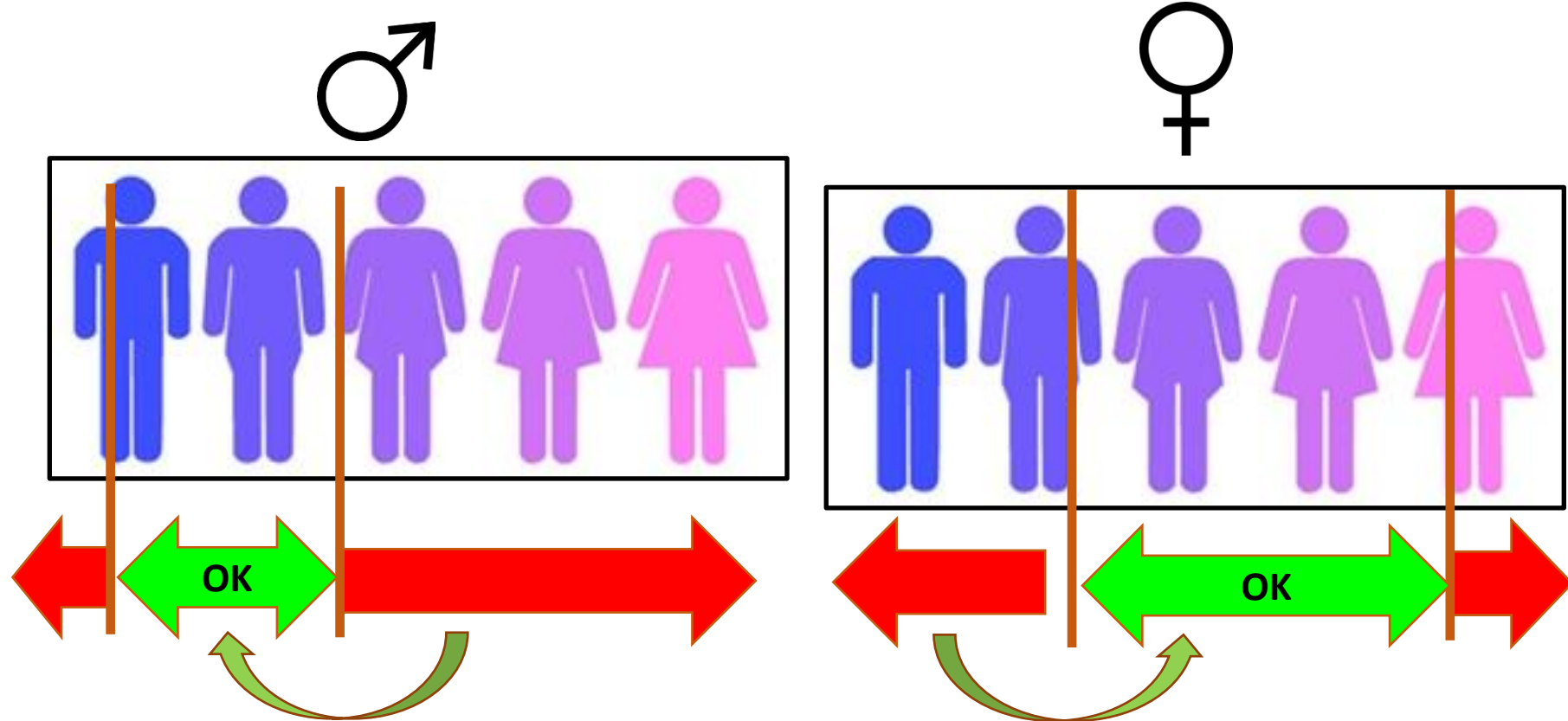


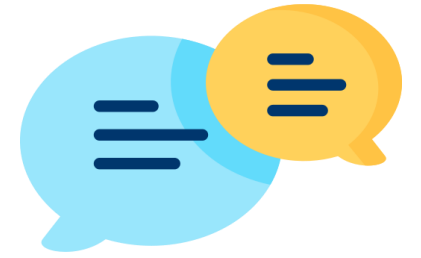
**Unequal distribution of
wage and work**

What do we know based on research?



What do we know based on research?

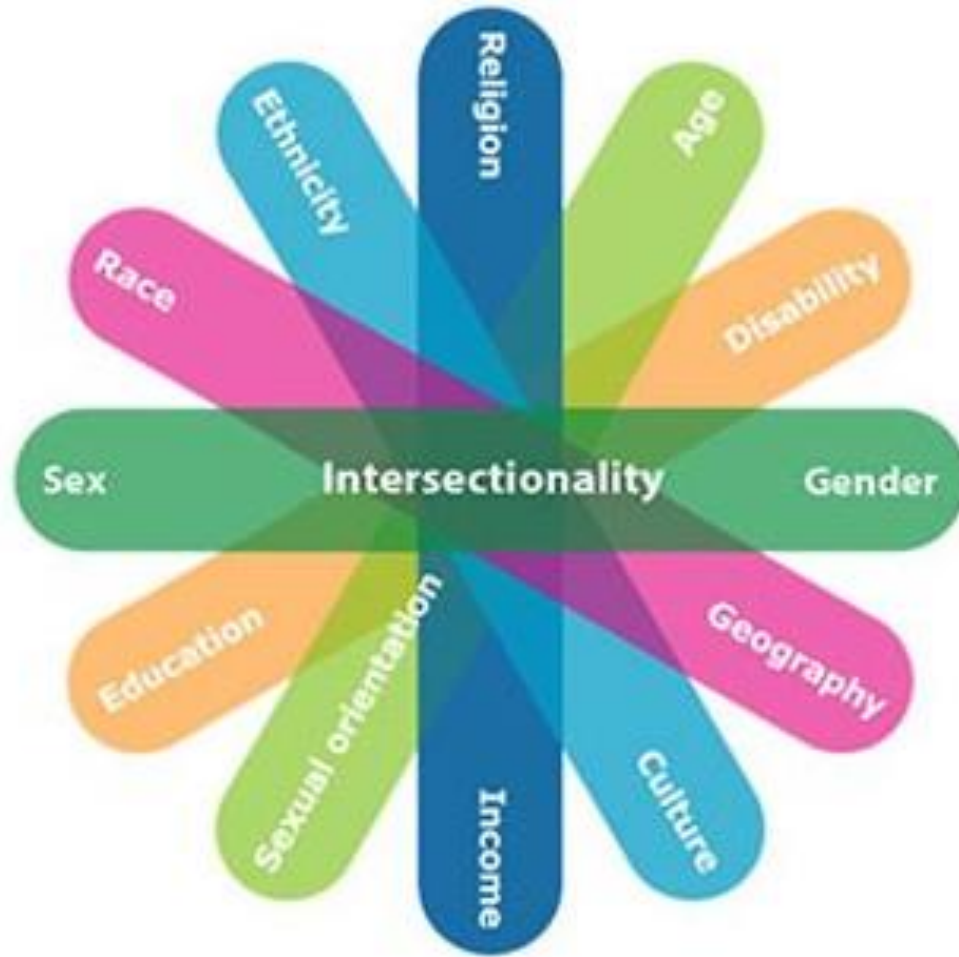




Are there other social categories?

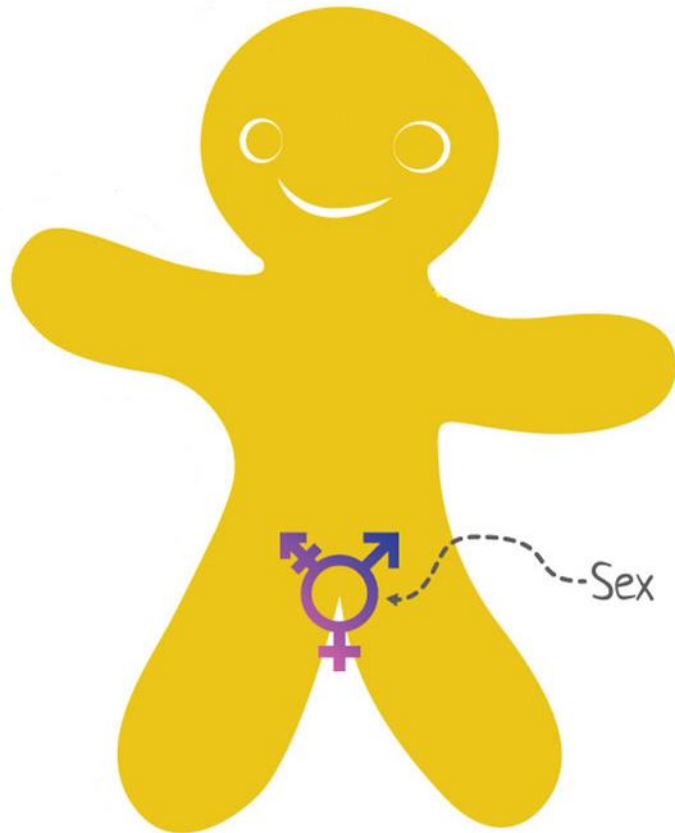


Intersectionality



Gender and sexual diversity

Sex



Intersex

1,7% of the population

is born with a variation in
sex characteristics

This is approximately the
same number of people as th
ose who have
green eyes or have a twin

Gender identity



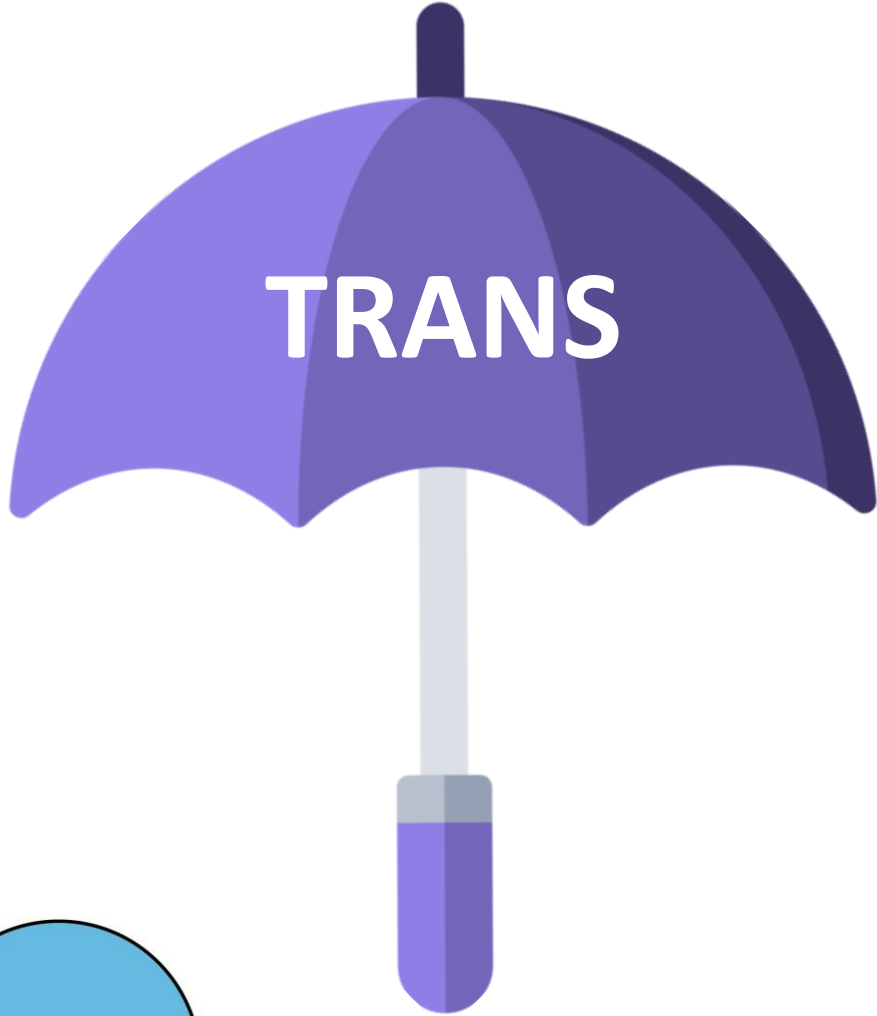
Cisgender

Sex and gender identity are mostly in accordance

Transgender

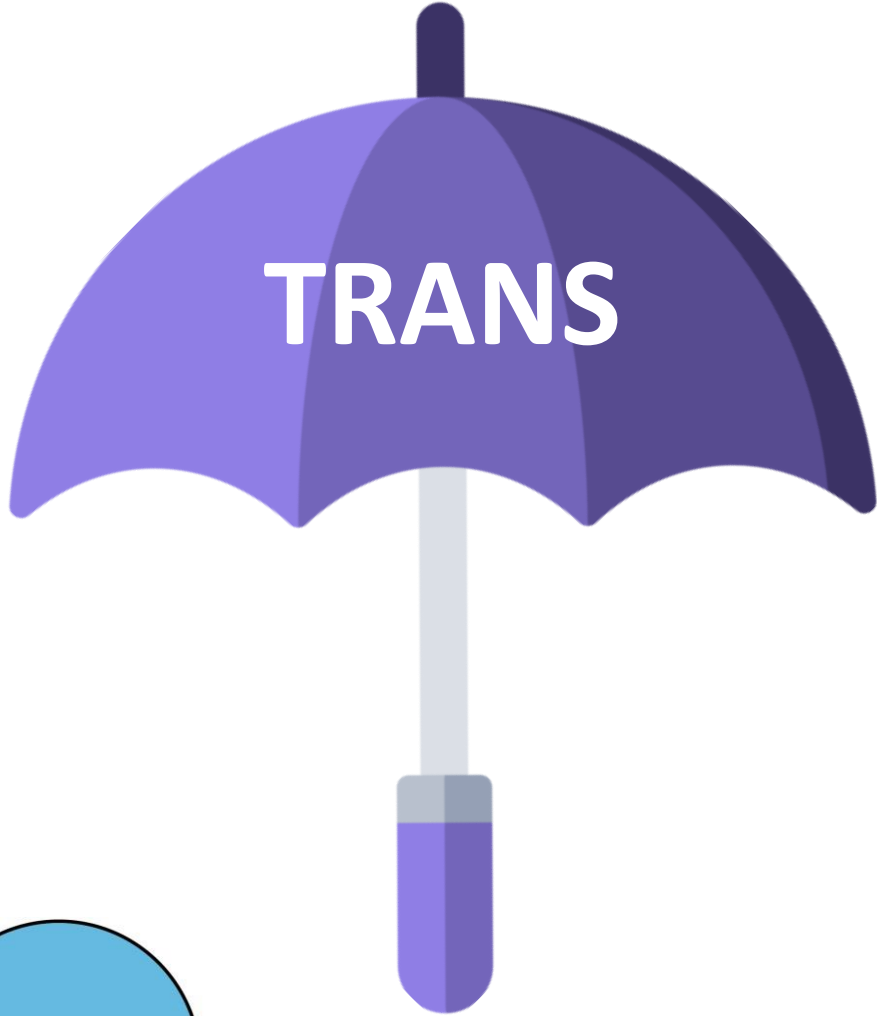
Sex and gender identity are mostly in discordance

Gender identity



Trans woman
Trans man

Gender identity



Trans woman
Trans man

Non-binary
Genderqueer

Pronouns



Pronouns

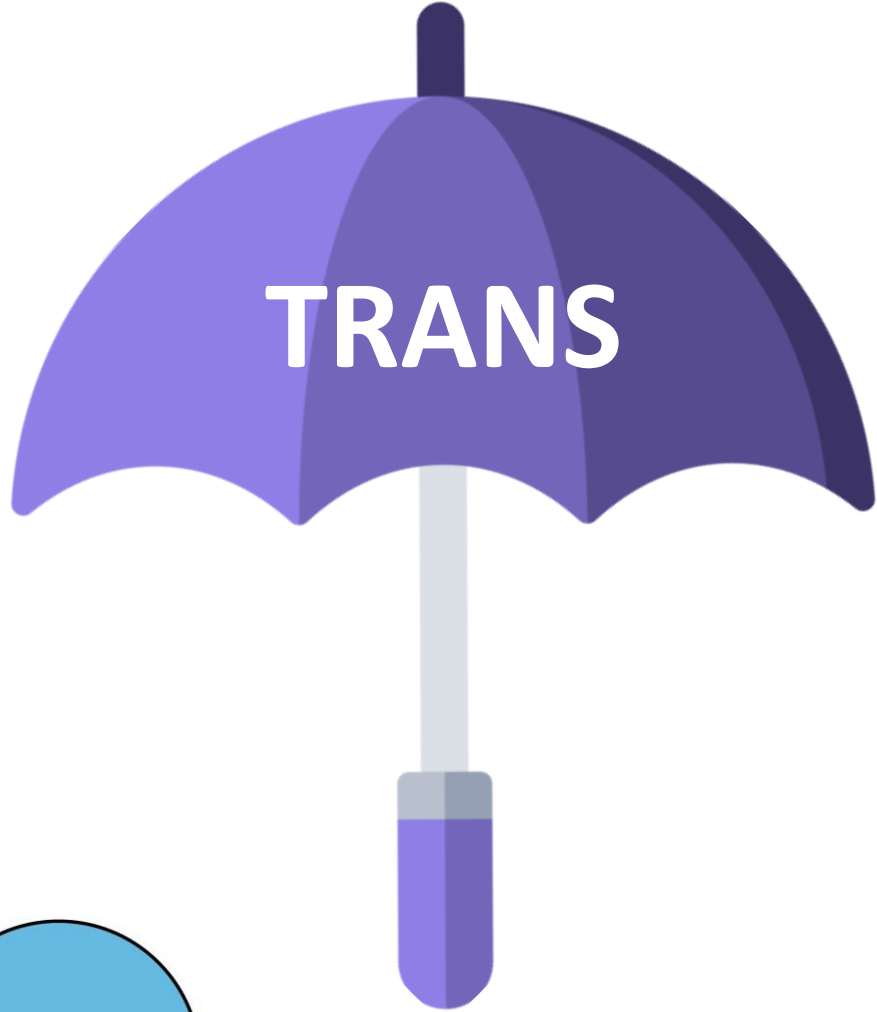
☁ How to use?

They	Replaces 'she' and 'he'	Personal pronoun Subject
Them	Replaces 'her' and 'him'	Personal pronoun Direct or indirect object
Their	Replaces 'hers' and 'his'	Possessive pronoun

“Do you know Charlie? **They** are non-binary. I saw **them** last week at **their** birthday party.”

“Aubrey is not coming. **They** are visiting **their** parents. I just asked **them**.”

Gender identity

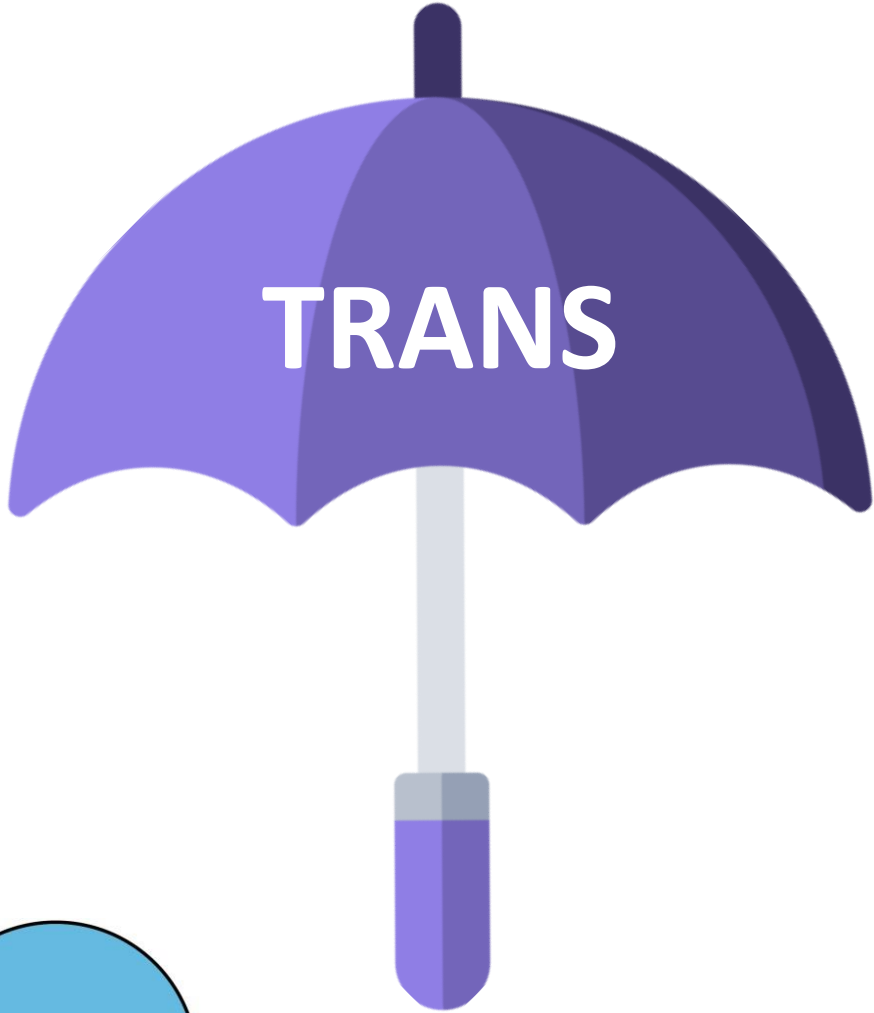


Trans woman
Trans man

Non-binary
Genderqueer

...

Gender identity



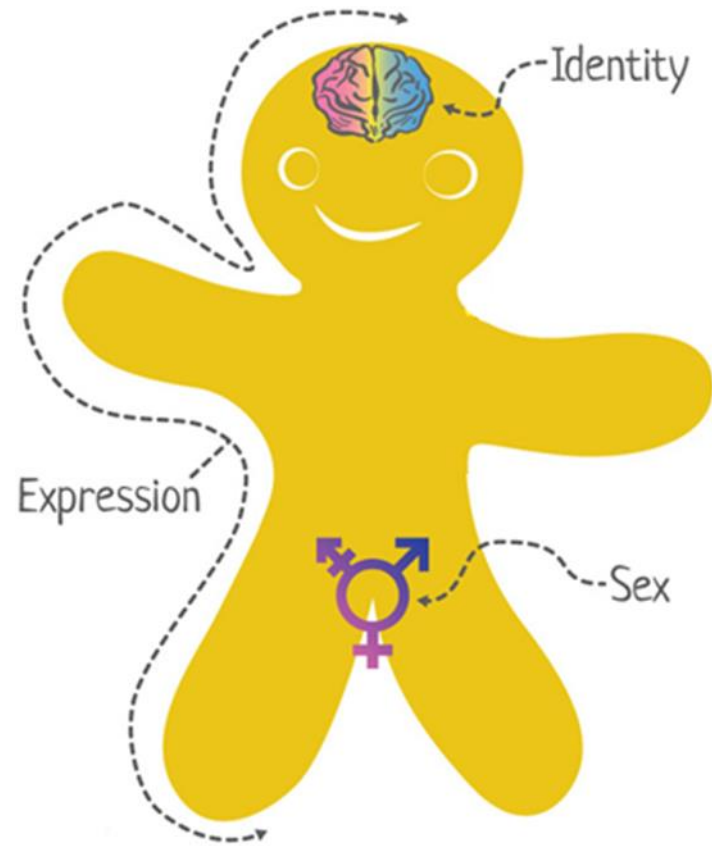
Before puberty (12 yrs)

Gendercreative kids

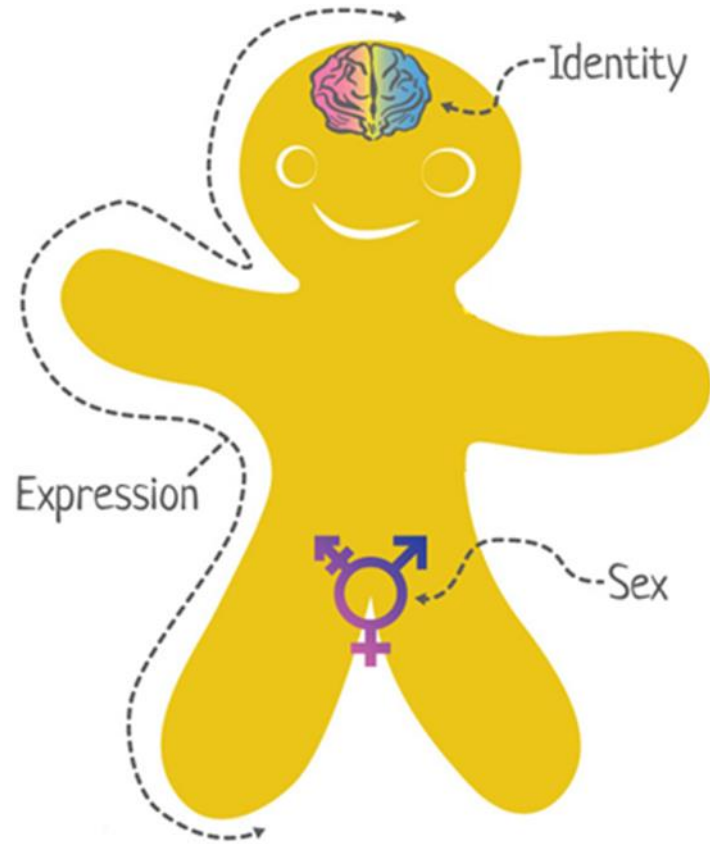
During and after puberty

Trans youth

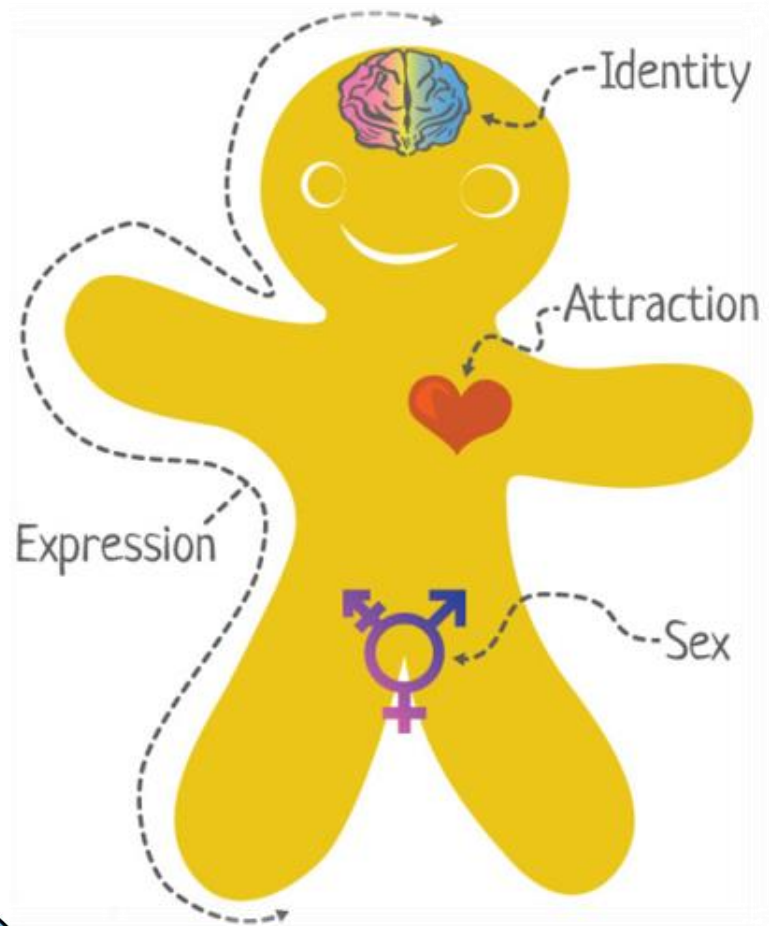
Gender expression



Gender expression



Attraction



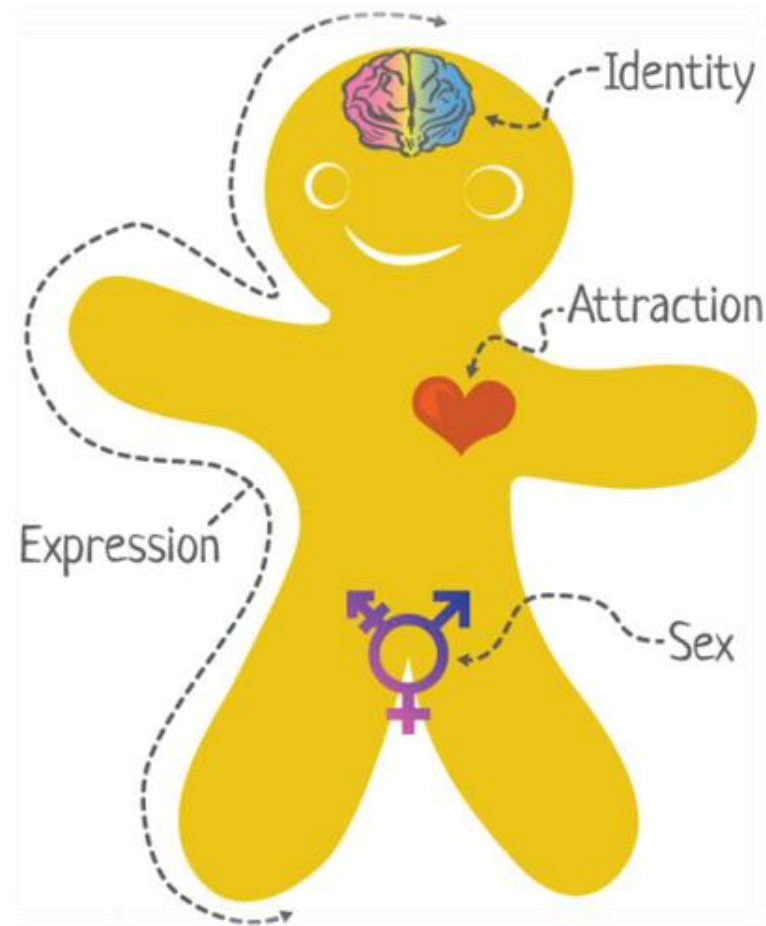
Sexual attraction

Hetero-
Homo-
Bi-
Pan-
A-
...

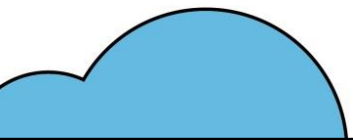
sexual
romantic

Romantic attraction

Genderdiversity

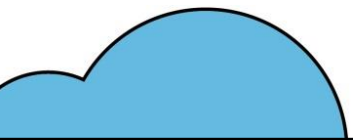


Norms within an inclusive school environment



Assignment

Take a pen and paper and draw a house in thirty seconds.



Assignment (continued)



Norms: a definition



- ☁ A set of (unwritten) rules within a society or culture that influence our thinking, actions and attitudes. Those who deviate from them are 'punished'.
- ☁ Different types: age norms, hetero norms, white norms, gender norms, ...

Gendernorms



☁ What if you fall outside the gender norms?

Trans and intersex students at school



Sex characteristics

☁ What are sex characteristics?

☁ Primary seks characteristics

☁ Chromosomes

☁ Hormones

☁ Reproductive organs

☁ Secondary seks characteristics

☁ Body hair

☁ Breast development

☁ Lowering voice

Intersex variation



- ☁ One in sixty children
- ☁ Unauthorised interventions
- ☁ Binary divisions in school's are problematic for a lot people with an intersex variation

Intersex variations are simply those in which a person's body does not fit completely within what is culturally perceived as typically female or typically male.

Intersex variation

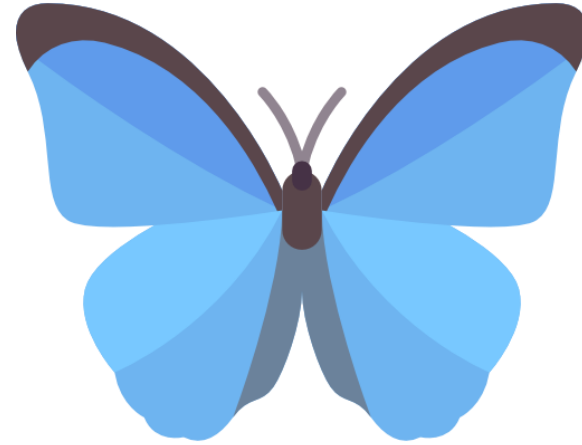
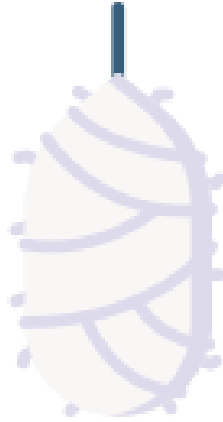
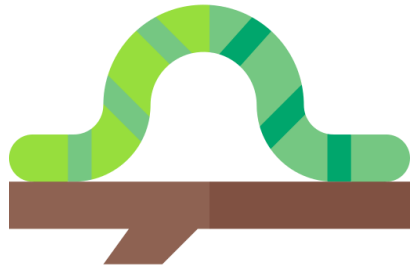


Fashion Model Hanne Gaby Odiele Comes Out as Intersex

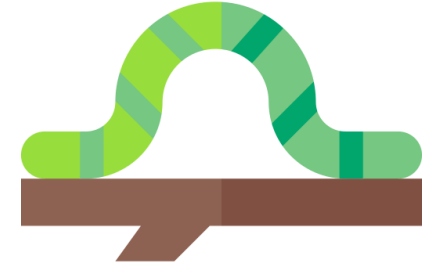
In an exclusive interview with USA Today, Belgian fashion star Hanne Gaby Odiele has just come out: Odiele is intersex. "It is very important to me in my life right now to break the taboo," said the 29-year-old supermodel at USA Today. "At this point, in this day and age, it should b...



Gender development



Gender development



2-3 years

- ☁ Recognize their own gender and that of others based on external characteristics (clothing, hairstyles, ...)
- ☁ Do not yet understand gender as fixed and unchangeable

4-5 years

- ☁ Learn gender stereotypes and behave accordingly (unconsciously)
- ☁ Experimenting with role plays
- ☁ Some preschoolers express gender-variant feelings

“When do I get a penis?”

Gender development



6-10 years

- ☁ To understand that a boy's body does not become a girl's body because it wears girls' clothes
- ☁ Awareness of 'gender constancy' (= that gender is immutable)
- ☁ Being able to distinguish between the body and inner
- ☁ sense of identity

How can this be expressed?

- Expressing aloud that their body does not match how they feel
- Wanting to be called different
- Withdrawing, becoming very sad (slowly or suddenly)

Gender development



Puberty

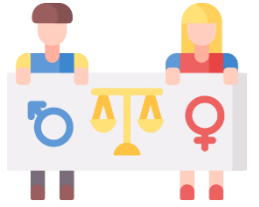
- ☁ 'Tricky' physical changes occur
- ☁ **Important tipping point** for gender variant youth
- ☁ Can be a point of discovery

Every child has a unique pace

Gender identity or gender expression?

Gender non-conforming behaviour (gender variant behaviour) ≠ transgender

Gender euphoria and dysphoria

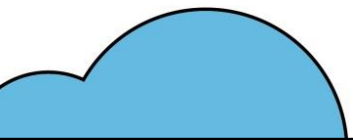


- ☁ Euphoria: correspondence of gender identity and gendered features
- ☁ Dysphoria: lack of correspondence between gender identity and expression and gendered features

Transition & gender confirmation

- ☁ Different for every person
- ☁ Different forms of transition
- ☁ Support of the school

Process /care surrounding transition



What is possible at school?



☁ **Documents not going to public authorities:** choice of school

☁ School card, class list, tests, exams, e-mail address, ...

☁ **Documents that (also) go to the government:** name (and gender)
on identity card

☁ Name change on diploma/ certificates: possible

What is possible legally ?



- ☁ **Name change** possible **from the age of 12** onwards with consent of both parents.
- ☁ **Gender reassignment** possible **from the age of 16**, subject to a statement from a psychiatrist regarding discernment and consent of both parents.
- ☁ **Change of name and sex** possible **from the age of 18**: on the basis of own declaration (no third-party consent required).

Tips & tricks

Agreements

- ☁ Conversation with parents and trans/intersex students
- ☁ Agreements on how to proceed (toilet, clothing, ...) should be collected and made available to teachers, supervisors, ...
- ☁ Revising agreements further down the line
- ☁ Relationship with parents/caretakers

Clothing

- ☁ What are the school regulations?
- ☁ Important to be able to develop own identity and expression.

Many problems relating to clothing can be avoided by making no distinction between girls and boys in the school's dress code.

Toilets

- ☁ Which toilet does the student want to use?
- ☁ Gender-inclusive toilets
- ☁ Lots of anxiety during breaks? Agree when!

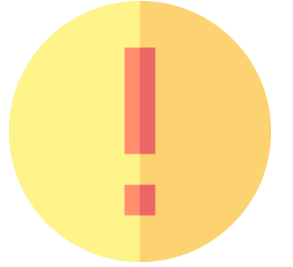
Physical education

- ☁ Where does the student want to get changed?
- ☁ Showering: what does the student prefer?
- ☁ Swimming: what does the student prefer?
- ☁ Try to have physical education classes early in the morning, so that it can be easier for students to wear binders and avoid having to wear layers when the weather is warm.

Multi-day school trip

- ☁ With whom does the student want to share a room
- ☁ Consider adding gender non-specific rooms
- ☁ Consider adding single, private rooms
- ☁ Let the pupil choose which room they prefer

Points to consider with a coming out



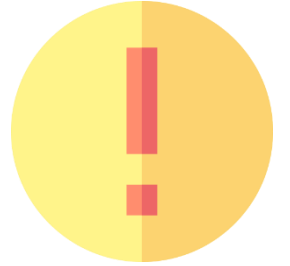
Why and how does the student want to handle their coming-out?

- ☁ Realistic expectations?

Coming-out: to whom and in which way?

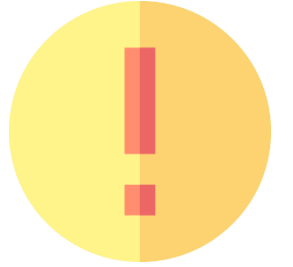
- ☁ Make sure the right people are informed correctly.
- ☁ Don't forget about staff other than teachers, such administration, kitchen staff, etc.

Points to consider with a coming out



- ☁ If coming-out is in several steps: make a schedule.
- ☁ Is the student ready for a potential negative response?
 - ☁ Be careful not to scare the student.
 - ☁ Find a balance between empowering and protecting.
- ☁ In any case, involve the student in the coming-out process.
 - ☁ Important learning opportunity
 - ☁ Often a very positive moment

Points to consider with a coming out



- **Communication with the parents**
 - ☁ Consider to what extent this is necessary.
 - ☁ If necessary: inform, without dramatising.
 - ☁ Clearly state that the school is okay with it
- ☁ **Proactively create a school policy on how to deal with LGBTI students.**
 - ☁ All students are different and have different needs

Sharing knowledge in the classroom

- ☁ Always useful
- ☁ The more correct information there is, the fewer problems there will be
- ☁ Consult the trans and/or intersex student, as well as trans and/or intersex organisations
- ☁ Own input?
- ☁ **Safe learning environment!**
- ☁ Explicit and implicit

Bullying

- ☁ Bullying because of being trans or intersex: based on gender identity, gender expression or assumptions
- ☁ Always react
- ☁ Anti-bullying policy

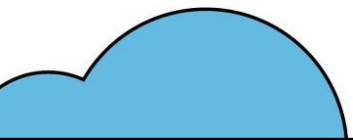
Bullying often comes from a lack of understanding.

Make sure your information is correct

More information for students



More information for parents



Want to know more?

Check out:

<https://schools.bilitis.org/>

