

Transgender 101 for Educators

A discussion about transgender awareness

November 13, 2021



**Open this link so you
can share feedback at
the end of our session:**

bit.ly/hstatrans21survey

We're giving away 5 prize packages
(Safe Space badge, HSTA rainbow shirt,
and peace flag) at random to those
who fill out the entire feedback form!

View our resources:
hsta.org/transgender101

Land Acknowledgement

We offer up this land acknowledgement of Hawai'i as an indigenous space whose original people are kanaka maoli. The 'āina from which we join you stretches from the mountaintops of Pu'uwai ma Ni'ihau to the shores of Puna on Hawai'i Island.

We also acknowledge the various indigenous lands from which each of you joins us and the original people of those lands. Today, we gather wisdom and inspiration from our kūpuna to our keiki. We honor and acknowledge the sacrifices made by those on this journey of exploration.

This Session

HSTA & HCR

Who we are and
why we are here

Information

To know the future,
we must learn from
the past

Policies

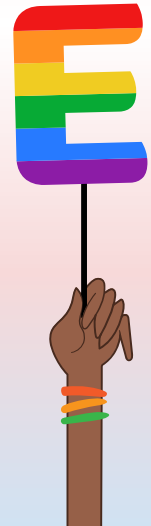
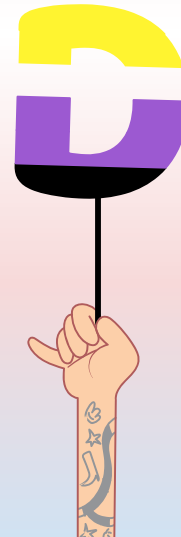
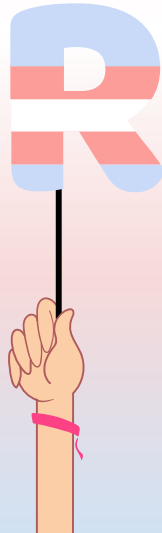
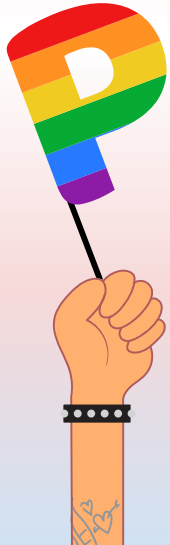
HIDOE policies and
guidelines

Progress

The future of
LGBTQIA+

People

Friends in the
community



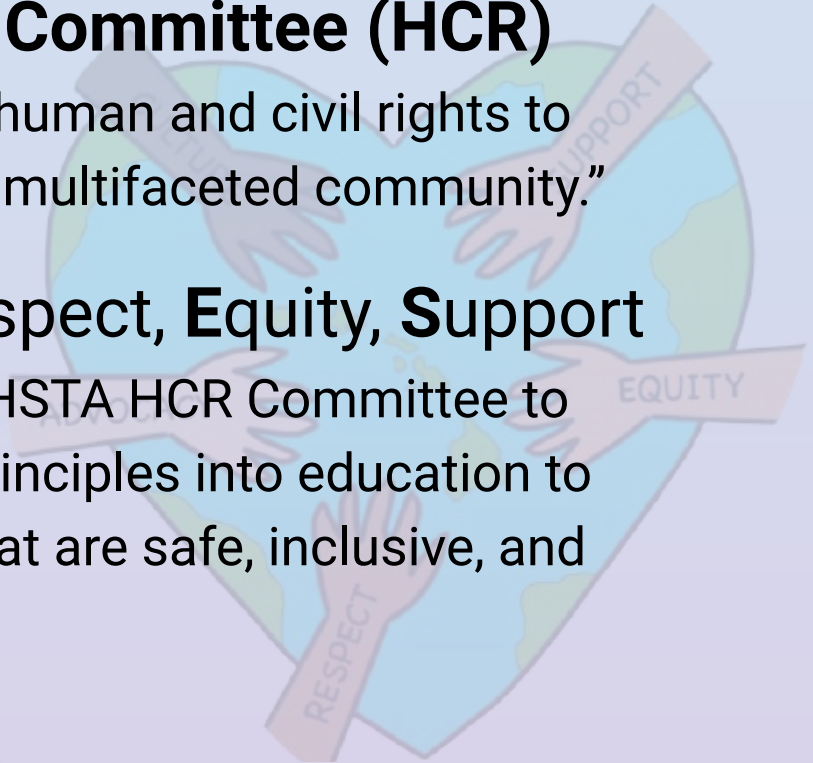
Who We Are and Why We Are Here

HSTA Human and Civil Rights Committee (HCR)

- HSTA's mission (partial): "Promote human and civil rights to support and nurture diversity in our multifaceted community."

CARES: Culture, Advocacy, Respect, Equity, Support

- HSTA CARES is an initiative by the HSTA HCR Committee to integrate social and racial justice principles into education to create schools and communities that are safe, inclusive, and equitable for all keiki.



Your Presenters

Verona Holder (she/her)

Here to learn!

17th year as a teacher and
6th year teaching on Oahu at
Mililani Waena Elementary.

Kaleo Ramos (he/him)

Here to help!

25th year of teaching...
Currently at Halau Ku Mana
PCS.

Daphna Ehrenhalt (she/they)

Here to help!

15th year as a teacher and
3rd year teaching at Kea'au
Elementary School.

Kit Brizuela (she/her)

Here to learn!

22nd year teaching at
Kahuku High & Intermediate
School.

LGBTQIA+ Vocabulary



L

Lesbian



Woman/
Woman

G

Gay



Man/ Man

B

Bisexual



Same and
other

T

Trans



Different
gender than
assigned at
birth

Q

Queer



Umbrella term
and
identification

I

Intersex



Born with
variations of
sex
chromosomes

A

Asexual



Lack of sexual
attraction

Vocabulary (these terms will vary!)

- **Lesbian** - woman/ some women
- **Gay** - man/ some men (former name for all homosexuals)
- **Bisexual** - same and other
- **Transgender** - opposite gender assigned at birth sometimes requiring medical assistance
- **Queer** - an umbrella term and identification
- **Questioning** - doesn't know yet
- **Intersex** - born with variations of sex chromosomes (archaically known as hermaphrodite)
- **Asexual** - lack of sexual attraction
- **Ally** - not gay, but supports their friends
- **Pansexual** - can include attraction outside of binary
- **Two-Spirit (2)** - Indigenous third gender
- **Transsexual** - opposite gender assigned at birth without medical assistance
- **Demi** - develops emotional attraction first
- **Romantic** - not always ready for sexual activity
- **Polysexual** - attracted to many genders
- **Polyamory** - ethical non-monogamy
- **Genderfluid** - flows between masculine and feminine (androgyny)
- **Non-Binary** - does not identify with gender (androgyny)
- **Auto** - self
- **Grey** - infrequent romantic attraction
- **Cisgender** - follows gender assigned at birth
- **Agender** - no specific gender
- **FTM** - female to male
- **MTF** - male to female
- **AFAB** - assigned female at birth
- **AMAB** - assigned male at birth

Other Cultural Terms

- Bakla (*Filipino*)
- Fa'afafine (*Samoa*)
- Fakaleiti (*Tonga*)
- Nadleeh (*Navajo*)
- Mahuti (*Tahiti*)
- Katoey (*Thailand*)
- Heidras (*India*)



Māhū and Transgender

How māhū is culturally different from transgender

Māhū is both a term and a cultural role that can be used to describe kanaka (or Native Hawaiian) people who identify with a third or “middle” gender other than male or female, with characteristics of both sexes. In this sense, māhū people may not consider themselves transgender, in that they are not transitioning from one gender to another. In contemporary contexts, the term māhū may also be used more broadly to describe TG/GNC people, or gay men; it is sometimes used as a derogatory term. —

M.E. Keibler

Transgender people have a gender identity or gender expression that differs from the sex that they were assigned at birth. Some transgender people who desire medical assistance to transition from one sex to another identify as transsexual.

Māhūwāhine/ Māhūkane

- “Māhū” is a cultural term
- “Māhū” used to be used negatively
- Transgenders despised being called “māhū”
- Transgenders have reclaimed the word
- Māhū wahine / Māhū kāne has helped transgenders of Hawai‘i to embrace themselves with honor and respect



Sexuality and Gender Identity

What is sexuality?

Sexual orientation refers to those people a person finds attractive for sexual interaction, whether it be persons of the same gender, the opposite gender, or both.

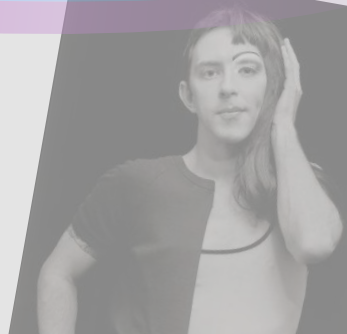


What is gender identity?

Refers to how a person identifies his or her role (male, female, both, neither, bi-gender, multi-gender, etc.) and how he/she presents it to the world.

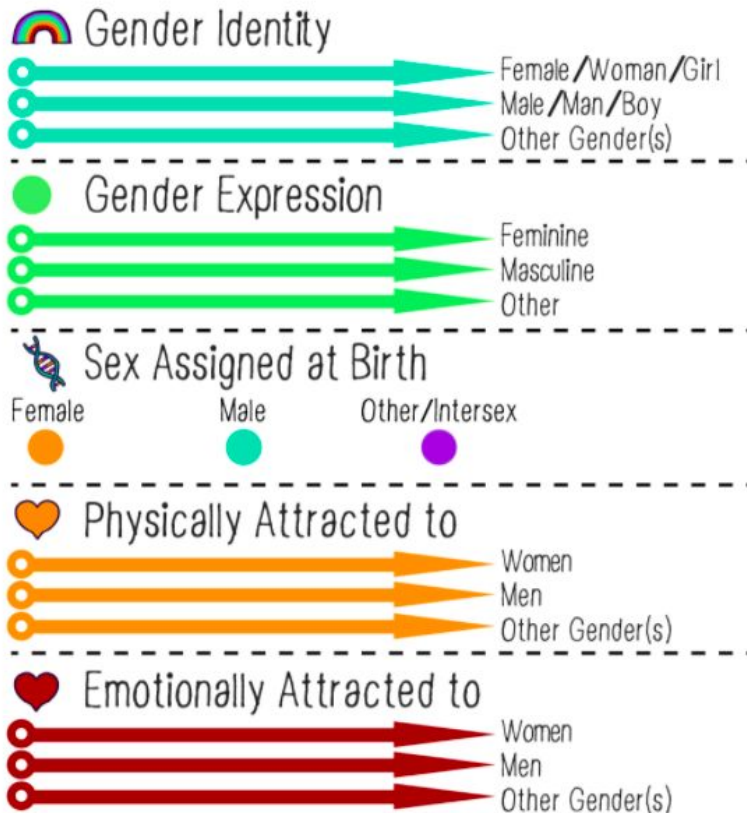
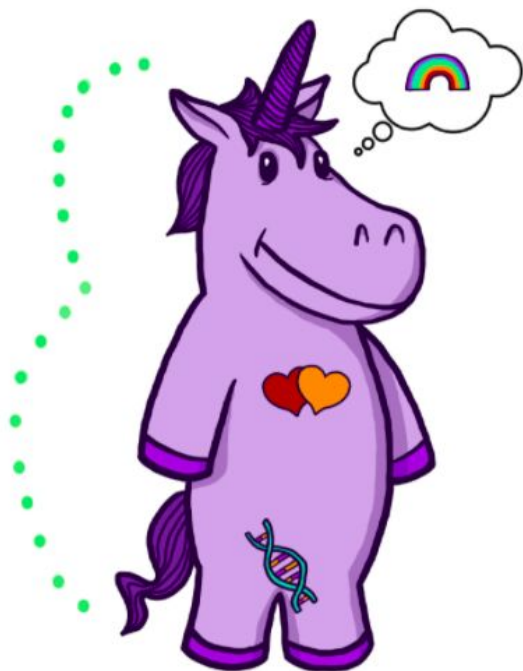
Gender is a set of socially constructed, assigned behaviors and identity patterns which are often perceived to be woven into and/or equivalent to one's sexual biology.

- Assigned gender
- Gender expression
- Gender identity
- Gender role



The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources

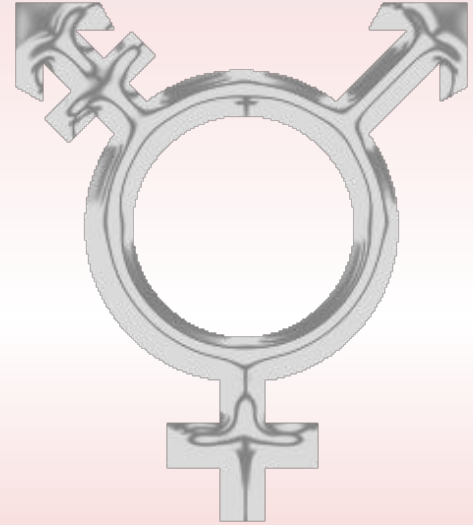


To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore

Transgenderism

- Occurred among all racial groups throughout history.
- Accepted among indigenous, non-westernized people, as in Native American and Polynesian cultures.
- Legends of pre-contact Hawai'i indicate dual-genderism and bisexuality were accepted.

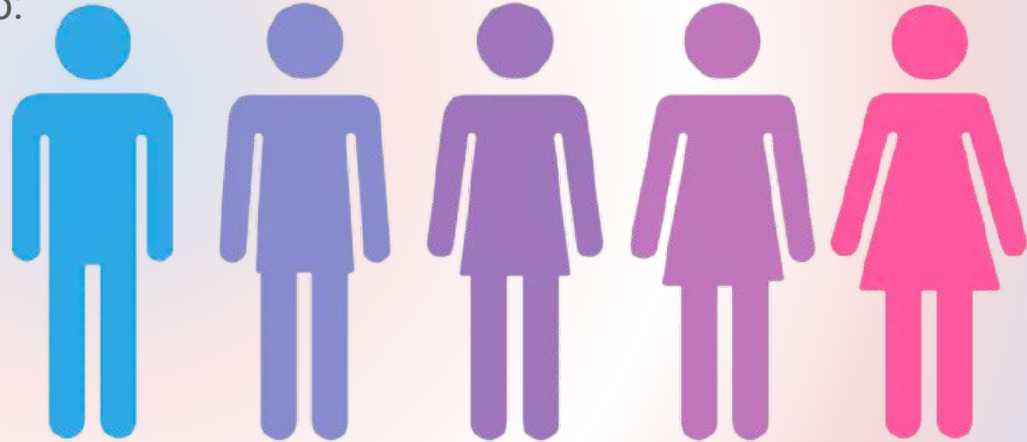


The Process of Transitioning

Although there is no singular path a person who is transitioning can take, many go through a similar process.

These steps include, but are not limited to:

- Mental health professional
- Real life experiences
- Hormone therapy
- Surgery
- Changing legal documentation



Mental Health Professional

A mental health professional can help to guide a person through their transition. In Hawai'i, this person must have a medical degree from an accredited program or university.

Real Life Experience

A process in which a transgender person lives as their gender for a period of time in order to demonstrate that they can function in that gender role.

Hormone Therapy

In order to begin hormone replacement therapy (HRT) or hormone therapy (HT), a person must:

- Demonstrate knowledge of the benefits and risks.
- Either have a “real life” experience of at least three months and/or a period of psychotherapy of at least three months specified by a mental health professional.

Hormone Blockers

Pubertal blockers for transgender and gender-divers youth can be used to suppress puberty. These are known as gonadotropin-releasing hormones (GnRH). GnRH helps to suppress the body's release of sex hormones, including testosterone and estrogen during puberty. The effects of GnRH are not permanent.

GnRH can affect:

- Primary sex characteristics (organs)
- Secondary sex characteristics (physical body)

Gender Dysphoria

Gender dysphoria is the feeling of discomfort or distress that can accompany the difference between assigned gender and expressed/ experienced gender. It can start in childhood and will get worse in puberty when the body starts to change.

This can lead to mental health issues such as:

- Depression
- Anxiety
- Suicidal ideation

You can help make trans kids
happy and healthy.
or you can help make trans kids
miserable and isolated.

You cannot make
trans kids cis.



STATE	POPULATION	PERCENT	RANK
United States of America	1,397,150	0.58%	-
Alabama	22,500	0.61%	15
Alaska	2,700	0.49%	33
Arizona	30,550	0.62%	12
Arkansas	13,400	0.60%	18
California	218,400	0.76%	2
Colorado	20,850	0.53%	27
Connecticut	12,400	0.44%	37
Delaware	4,550	0.64%	9
District of Columbia ⁷	14,550	2.77%	-
Florida	100,300	0.66%	6
Georgia	55,650	0.75%	4
Hawaii	8,450	0.78%	1
Idaho	4,750	0.41%	43
Illinois	49,750	0.51%	30
Indiana	27,600	0.56%	23
Iowa	7,400	0.31%	49
Kansas	9,300	0.43%	41
Kentucky	17,700	0.53%	26
Louisiana	20,900	0.60%	17
Maine	5,350	0.50%	31
Maryland	22,300	0.49%	32
Massachusetts	29,900	0.57%	22
Michigan	32,900	0.43%	40
Minnesota	24,250	0.59%	20

Mississippi	13,650	0.61%	14
Missouri	25,050	0.54%	25
Montana	2,700	0.34%	47
Nebraska	5,400	0.39%	44
Nevada	12,700	0.61%	13
New Hampshire	4,500	0.43%	39
New Jersey	30,100	0.44%	36
New Mexico	11,750	0.75%	3
New York	78,600	0.51%	29
North Carolina	44,750	0.60%	16
North Dakota	1,650	0.30%	50
Ohio	39,950	0.45%	34
Oklahoma	18,350	0.64%	8
Oregon	19,750	0.65%	7
Pennsylvania	43,800	0.44%	35
Rhode Island	4,250	0.51%	28
South Carolina	21,000	0.58%	21
South Dakota	2,150	0.34%	46
Tennessee	31,200	0.63%	10
Texas	125,350	0.66%	5
Utah	7,200	0.36%	45
Vermont	3,000	0.59%	19
Virginia	34,500	0.55%	24
Washington	32,850	0.62%	11
West Virginia	6,100	0.42%	42
Wisconsin	19,150	0.43%	38
Wyoming	1,400	0.32%	48

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				Missouri	25,050	0.54%	25
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Arkansas	13,400	0.60%	18	New Hampshire	4,500	0.43%	39
California	218,400	0.76%	2	New Jersey	30,100	0.44%	36
Colorado	20,850	0.53%	27	New Mexico	11,750	0.75%	3
Connecticut	12,400	0.44%	37	New York	78,600	0.51%	29
Delaware	4,550	0.64%	9	North Carolina	44,750	0.60%	16
District of Columbia ⁷	14,550	2.77%	-	North Dakota	1,650	0.30%	50
				Ohio	39,950	0.45%	34

Hawaii

8,450

0.78%

1

Hawaii	8,450	0.78%	1	Pennsylvania	43,800	0.44%	35
Idaho	4,750	0.41%	43	Rhode Island	4,250	0.51%	28
Illinois	49,750	0.51%	30	South Carolina	21,000	0.58%	21
Indiana	27,600	0.56%	23	South Dakota	2,150	0.34%	46
Iowa	7,400	0.31%	49	Tennessee	31,200	0.63%	10
Kansas	9,300	0.43%	41	Texas	125,350	0.66%	5
Kentucky	17,700	0.53%	26	Utah	7,200	0.36%	45
Louisiana	20,900	0.60%	17	Vermont	3,000	0.59%	19
Maine	5,350	0.50%	31	Virginia	34,500	0.55%	24
Maryland	22,300	0.49%	32	Washington	32,850	0.62%	11
Massachusetts	29,900	0.57%	22	West Virginia	6,100	0.42%	42
Michigan	32,900	0.43%	40	Wisconsin	19,150	0.43%	38
Minnesota	24,250	0.59%	20	Wyoming	1,400	0.32%	48



HAWAI'I SEXUAL AND GENDER MINORITY HEALTH REPORT 2018

A FOCUS ON TRANSGENDER YOUTH

Table 1: Demographic Characteristics of Hawai'i Public High School Students, by Gender and Sexual Identity

Characteristics		Gender Identity		Sexual Identity	
		Transgender N (%)	Cisgender N (%)	LGB N (%)	Heterosexual N (%)
TOTAL		1,260 (3.3%)	37,320 (96.7%)	4,570 (11.7%)	34,340 (88.3%)
GRADE LEVEL In what grade are you?	9th	370 (30.2%)	10,300 (28.0%)	1,160 (26.1%)	9,600 (28.3%)
	10th	300 (24.7%)	9,540 (25.9%)	1,140 (25.7%)	8,680 (25.6%)
	11th	160 (13.2%)	8,980 (24.4%)	1,100 (24.9%)	8,170 (24.1%)
	12th	390 (31.9%)	7,980 (21.7%)	1,040 (23.3%)	7,450 (22.0%)
COUNTY County where school is located.	Honolulu County	870 (69.5%)	25,710 (68.9%)	3,230 (70.7%)	23,470 (68.3%)
	Hawai'i County	150 (12.2%)	4,970 (13.3%)	630 (13.9%)	4,580 (13.3%)
	Maui County	160 (13.1%)	4,470 (12.0%)	500 (11.0%)	4,250 (12.4%)
	Kaua'i County	70 (5.2%)	2,170 (5.8%)	200 (4.5%)	2,040 (5.9%)
SEX What is your sex?	Boys	710 (61.9%)	17,790 (48.1%)	1,740 (40.0%)	17,150 (50.3%)
	Girls	440 (38.1%)	19,173 (51.9%)	2,610 (60.0%)	16,930 (49.7%)
GENDER IDENTITY Are you transgender?	Transgender	n/a	n/a	640 (15.9%)	490 (1.5%)
	Cisgender	n/a	n/a	3,370 (84.1%)	32,520 (98.5%)
SEXUAL IDENTITY Which of the following best describes you?	LGB	640 (56.7%)	3,370 (9.4%)	n/a	n/a
	Heterosexual	490 (43.3%)	32,520 (90.6%)	n/a	n/a
RACE/ETHNICITY What is your race?	Caucasian	260 (22.9%)	5,570 (15.3%)	1,030 (23.9%)	4,800 (14.3%)
	Native Hawaiian	290 (25.5%)	8,470 (23.2%)	930 (21.6%)	8,020 (23.9%)
	Filipino	280 (24.7%)	10,230 (28.0%)	1,080 (24.9%)	9,540 (28.4%)
	Japanese	40 (3.0%)	2,890 (7.9%)	100 (2.3%)	2,700 (8.0%)
	Other Asian†	20 (2.0%)	930 (2.5%)	70 (1.6%)	920 (2.7%)
	Other Pacific Islander††	50 (4.1%)	960 (2.6%)	140 (3.2%)	930 (2.8%)
	Other†††	200 (17.8%)	7,440 (20.4%)	970 (22.5%)	6,670 (19.9%)
HOUSING STATUS During the past 30 days, where did you usually sleep?	Sheltered (parent/guardian's home) *	570 (50.5%)	32,480 (93.8%)	3,400 (80.9%)	29,520 (92.6%)
	Sheltered (other) **	470 (40.9%)	1,800 (5.2%)	700 (16.7%)	1,950 (6.1%)
	Unsheltered***	90 (7.6%)	190 (0.6%)	70 (1.7%)	250 (0.8%)
	Somewhere else	10 (1.0%)	160 (0.5%)	30 (0.7%)	170 (0.5%)

Hawai'i Sexual and Gender Minority Health Report 2018

Demographics



Only **51%** of transgender youth usually sleep at their parent or guardian's home compared to **94%** of cisgender youth.



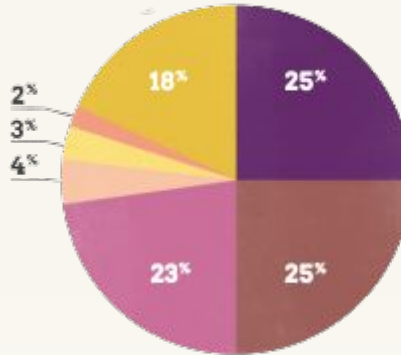
57%

of transgender youth
identity as LGB



16%

of LGB identify as
transgender



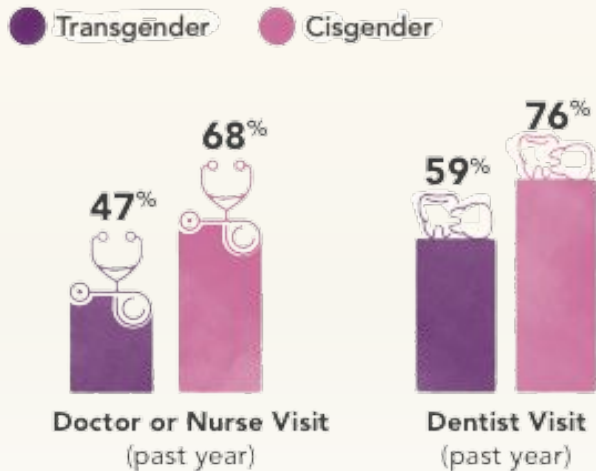
Race/Ethnicity Distribution (%)

- Native Hawaiian
- Filipino
- Caucasian
- Other Pacific Islander
- Japanese
- Other Asian
- Other

**1,260 high school youth
identify as transgender.**

Hawai'i Sexual and Gender Minority Health Report 2018

Health Care



Transgender youth are **three times more likely** to go hungry because there isn't enough food in the home compared to cisgender youth.



3 in 5 transgender youth have missed school because they are sick, compared to **2 in 5** cisgender youth

Less than half of transgender youth saw a doctor or nurse for a check up or a physical exam in the past year (compared to two-thirds of cisgender youth)



49% transgender

23% cisgender

currently drink
alcohol

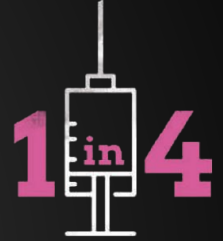


2 in 5

transgender youth
currently use marijuana
(past month)



of transgender youth have
misused prescription
pain medicine



transgender youth
have injected
illegal drugs



Transgender youth are nearly
3 times more likely
to binge drink compared to
cisgender youth



HALF

of transgender youth
currently use electronic
vaping products (past month)

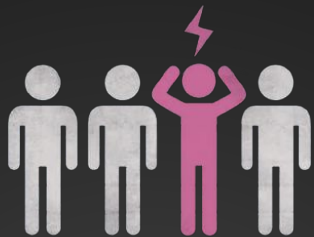
36%

6%



cisgender

Currently smoke
cigarettes (past month)



1 in 4

**TRANSGENDER YOUTH
HAVE**



**EXPERIENCED
SEXUAL VIOLENCE**



**BEEN PHYSICALLY
FORCED TO HAVE
SEXUAL INTERCOURSE**



**SKIPPED SCHOOL
BECAUSE THEY
FELT UNSAFE**



Nearly

HALF

of transgender
youth felt sad
or hopeless in
the past year

HALF

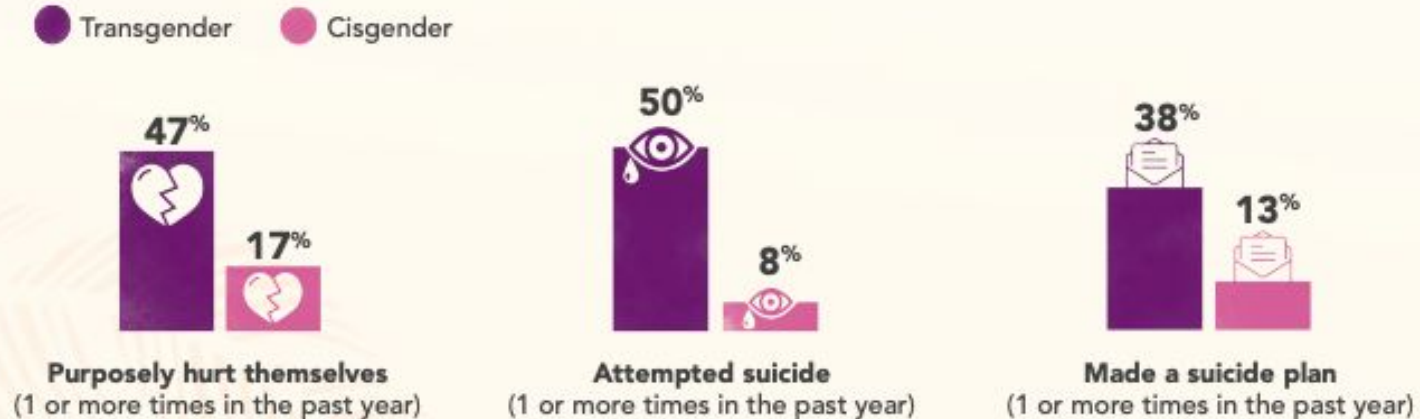
of transgender youth

have **attempted suicide**

in the past year



Usage of chosen name resulted in a **29% decrease in suicidal ideation** and **56% decrease in suicidal behavior**.





Transgender youth are

4 TIMES

more likely compared
to **cisgender** youth...



LGB youth are

2 TIMES

more likely compared
to **heterosexual** youth...



Transgender youth are
8 times more likely
than **cisgender** youth...



LGB youth are **2 times**
more likely than
heterosexual youth...

...TO SKIP SCHOOL BECAUSE OF FEELING UNSAFE

...TO HAVE UNSTABLE HOUSING *



Transgender



Cisgender



Received AIDS or HIV
education in school



Have an adult outside
of school to talk to



More than **1 in 2**
transgender youth

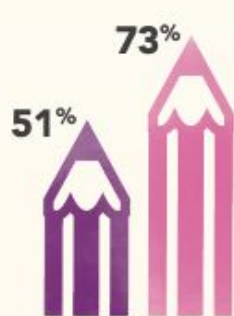
DO NOT have a teacher
or other adult in school they
can talk to about things
important to them



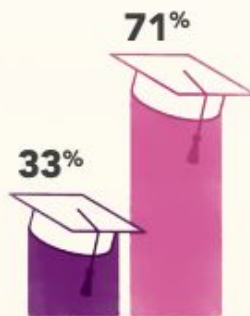
Transgender



Cisgender



Grades in school were mostly A's and B's



Probably or definitely will complete a post high school program



TWO THIRDS
of transgender youth
DO NOT

believe that they will complete a post high school program



Cisgender youth are **2 times** more likely than transgender youth to feel...



Heterosexual youth and LGB youth **equally** feel...

...THAT THEY WILL COMPLETE A POST HIGH SCHOOL PROGRAM

Why are Pronouns Important?



She/Her

Traditional
feminine

They/Them

Non-binary or
gender
nonconforming

He/Him

Traditional
masculine

Neo-Pronouns

New pronouns:
Xe, Zir, Ve

Non-Standard and Neo-Pronouns

If you make a mistake, correct yourself and move on. It's okay.

He	Him	His	Himself
She	Her	Hers	Herself
They	Them	Their	Themselves
Xe	Xem	Xyr	Xemself
Ze	Zem	Zir	Zemself
Ve	Ver	Vis	Verself
Ve	Vem	Vir	Vemself
Ne	Nem	Nir	Nemself
Zie	Hir	Hir	Hirself
Sie	Hir	Hir	Hirself
Fey	Fem	Feir	Femself

If you don't know, just ask.

Rename yourself in Zoom with your pronouns.

Gender Neutral Ways to Address Your Class



Inspired by @sara_levine & @themilajam

@sylvia duckworth

If You Want to Teach This

Policy 101-13: Controversial Issues

Student discussion of issues which generate opposing points of view shall be considered a normal part of the learning process in every area of the school program. The depth of the discussion shall be determined by the maturity of the students.

Teachers shall refer students to resources reflecting multiple and diverse points of view. Discussions, including contributions made by the teacher or resource person, shall be maintained on an objective, factual basis. Stress shall be placed on learning how to make judgements based on facts.

DOE Policies and Guidelines

“School staff should let the **student** take the lead in determining and expressing their own gender identity and should be mindful of the student’s right to privacy and confidentiality with respect to their gender identity and expression.”



SUBJECT: Guidance on Supports for Transgender Students

This guidance provides assistance regarding common issues of concern that need to be addressed to provide appropriate supports for transgender students and the school community. These guidelines are designed to provide basic direction for schools. They will not cover every situation that arises. The intent is to provide immediate guidance for schools to create a safe and nurturing learning environment for all students and to provide school officials with awareness of best practices to address situations as they arise.

Transgender students' needs can be highly individualized depending upon the circumstances of the student. Each student's needs should be assessed on a case-by-case basis, which can be accomplished by meeting with the student and, if appropriate, with the student's parents or guardians. School staff should let the student take the lead in determining and expressing their own gender identity and should be mindful of the student's right to privacy and confidentiality with respect to their gender identity and expression.

Definitions for Key Terms

"Assigned sex at birth" means the sex designation, usually "male" or "female," assigned to a person when the person is born.

"Gender" means a set of social, psychological, and emotional traits, influenced by a society's expectations that classify an individual as feminine, masculine, or other.

"Gender expression" means the manner in which a person represents or expresses gender to others, often through behavior, clothing, hairstyles, activities, voice, or mannerisms.

"Gender identity" means a person's internal, deeply-felt sense of being male, female, or other, whether or not that gender-related identity is different from the person's physiology or assigned sex at birth. **Everyone has a gender identity.**

"Gender nonconforming" means displaying a gender or gender expression that differs from those typically associated with one's assigned sex at birth. A person's gender expression may differ from stereotypical expectations about how females and males are

1. **Do not out your student to anyone. Ever. This may put their lives in danger.**
2. Let the student take the lead in how they want to proceed.
3. The student does not need a medical or mental health diagnosis or treatment threshold to have their gender identity recognized and respected.
4. Every student's situation is different, so this process should begin with a meeting between the student and an administrator, counselor to discuss the type of supports the student is requesting.
5. Transgender students should talk with their counselor if they have questions or concerns about supports for their own gender identity, including name, pronouns, gender expression, use of facilities, or participation in sex-segregated activities.
6. **Family Education Records Privacy Act (FERPA):** Schools should be cautious when gathering documents. Specifically states that students can withhold their gender identity.

LGBTQIA+ Flags: Important to Identify Safe Spaces for Students!



LGBT flag



Agender flag



Lesbian flag



Bisexual flag

**Progressive
Pride flag**



**Genderqueer
flag**



Asexual flag



**Transgender
flag**



**Pansexual
flag**



**Genderfluid
flag**



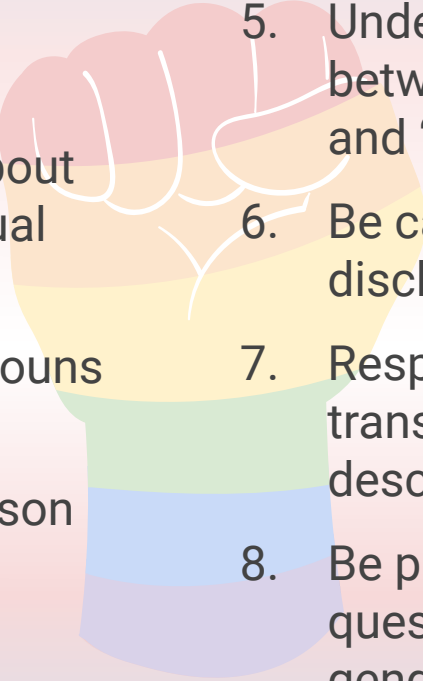
**Non-Binary
flag**

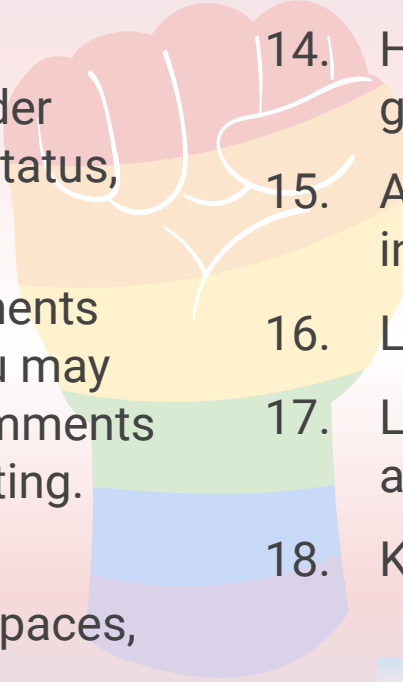


Intersex flag



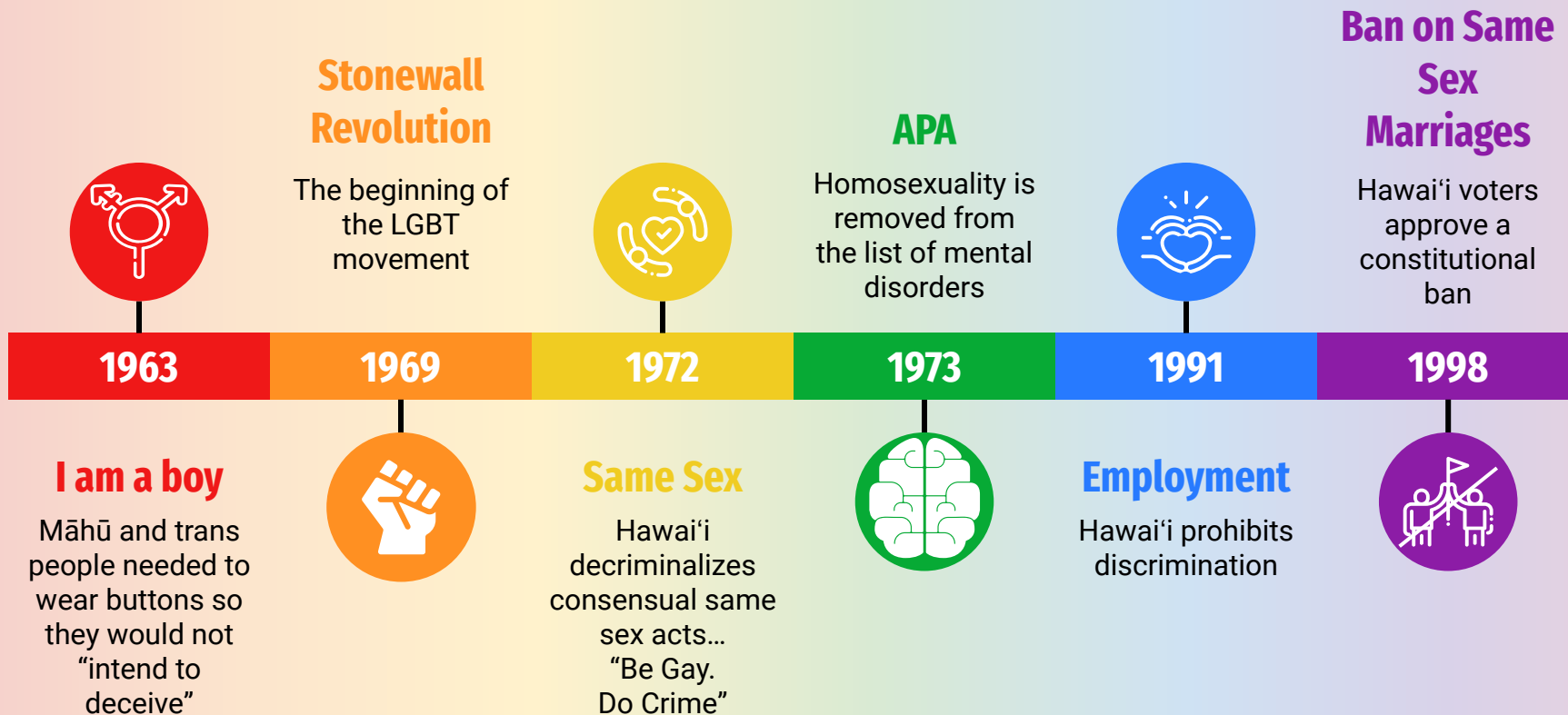
How to Be A Better Ally

- 
1. You can't tell if someone is transgender just by looking.
 2. Don't make assumptions about a transgender person's sexual orientation.
 3. If you don't know what pronouns to use, listen first.
 4. Don't ask a transgender person what their "real name" is.
 5. Understand the differences between "coming out" as LGBTQ and "coming out" as transgender.
 6. Be careful about confidentiality, disclosure and "outing."
 7. Respect the terminology a transgender person uses to describe their identity.
 8. Be patient with a person who is questioning or exploring their gender identity.

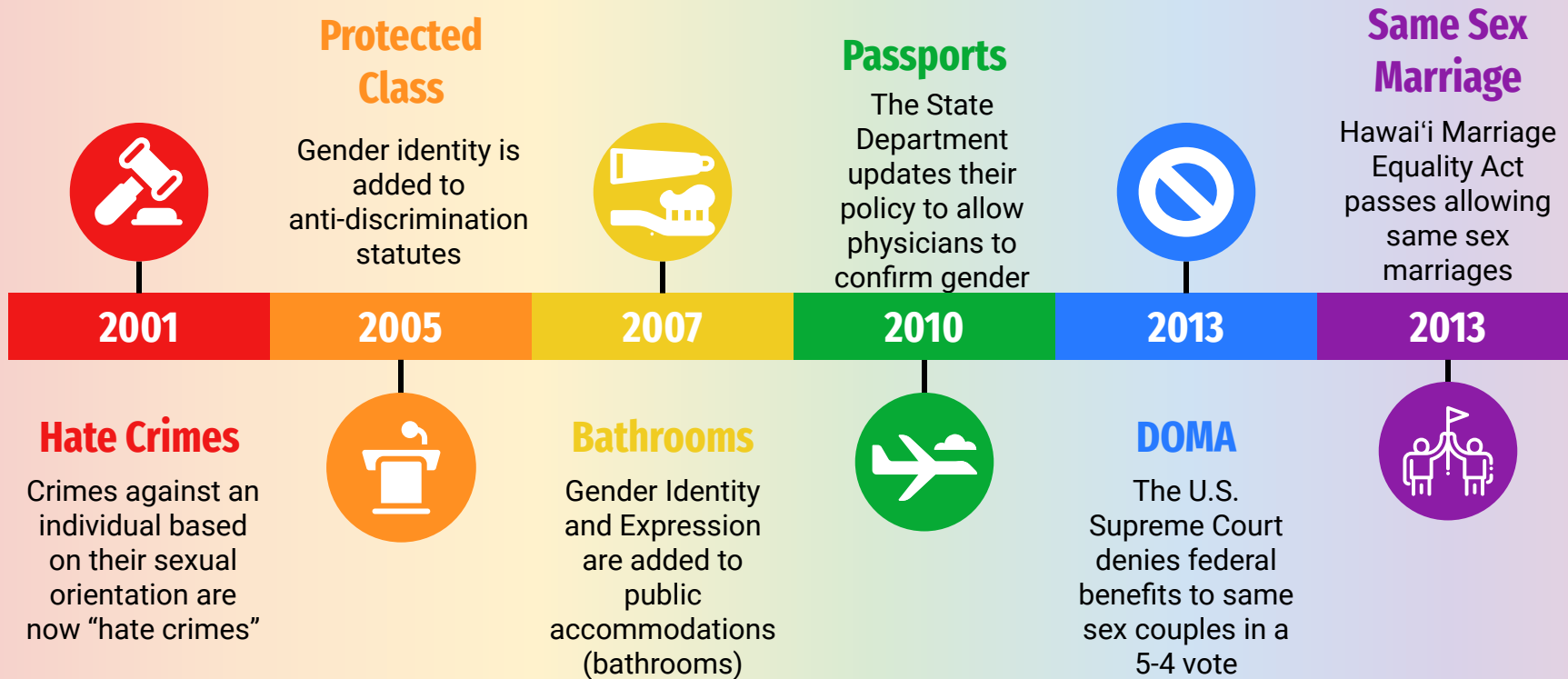
- 
9. Understand there is no “right” or “wrong” way to transition, and it is different for every person.
 10. Don’t ask about a transgender person’s genitals, surgical status, or sex life.
 11. Avoid backhanded compliments and “helpful” tips. While you may intend to be supportive, comments can be hurtful or even insulting.
 12. Challenge anti-transgender remarks or jokes in public spaces, including LGB spaces.
 13. Support all-gender public restrooms.
 14. Help make your company or group truly trans-inclusive.
 15. At meeting and events, set an inclusive tone.
 16. Listen to transgender people.
 17. Learn that transgender people are not new.
 18. Know your limits as an ally.

Trans Awareness Week
Nov. 13-19

A VERY Brief History of LGBTQ+



A VERY Brief History of LGBTQ+



A VERY Brief History of LGBTQ+

Trans Health Exclusions

House Bill 2084, “prohibit[ing] the denial, exclusion, or limitation of health care services or treatment to a person on the basis of a person’s actual gender identity or perceived gender identity.”



2015

Birth Certificates

House Bill 631, allows transgender people to change gender on their birth certificates without having to undergo surgery



2016



2016

School

Hawai'i Department of Education (DOE) develops guidance for schools to provide adequate support to transgender students

Act 110

House Bill prohibits any discrimination to an education program that receives state assistance



2019



2019

Panic Defense

Hawai'i became the 6th state to ban “Gay and Transgender Panic” as an affirmative defense for murder charges

Gender X

HB 111 allows for drivers to select 'X' as their gender if they prefer not to identify with male or female



2020