

Queer Pronouns

for

Para's

with Lark M. Doolan

pronouns : he/him

Today's Itinerary

- Intro
- Queer Literacy
- California Education Code
- Pronouns
- Practice
- Q&A → LarkDoolan@Gmail.com

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Member of the
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Health Equity Advisory Committee Member



Nor Cal Regional Policy Fellow





FACILITATOR ASKS

- Listen for what's helpful
- Accept lack of closure
- Minimize distractions
- Start where you are but don't stay there
- Make peace with discomfort*

Feelings Come and Feelings Go :

Hopeful

Dismissive

Validated

Surprised

Nervous

Sad

Ashamed

Resistant

Relieved

Excited

Curious

Overwhelmed

Grateful

Angry

Frustrated

Thoughtful

GENDER DIVERSITY VOCABULARY

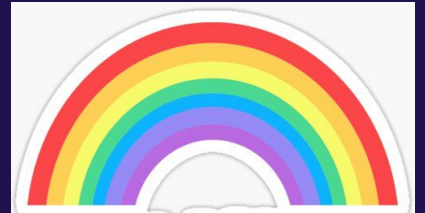
Intersex

Non-binary

Transgender

TGI

Gender Non-conforming



GENDER DIVERSITY VOCABULARY

Gender/sex assignment

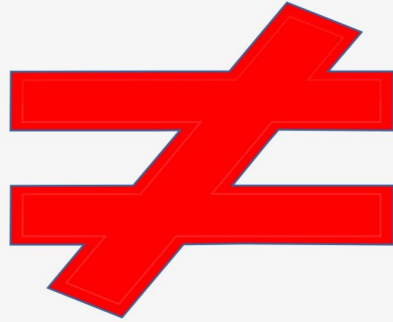
Gender Identity



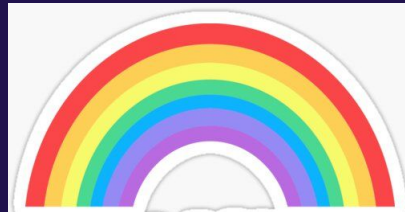
Gender Expression

KEY CONCEPTS:

**Sexual
Orientation**

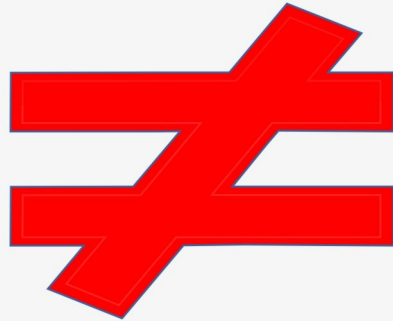


**Gender
Identity**

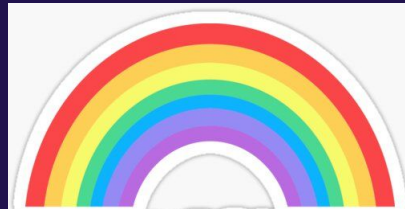


KEY CONCEPTS:

**Biological
Sex**

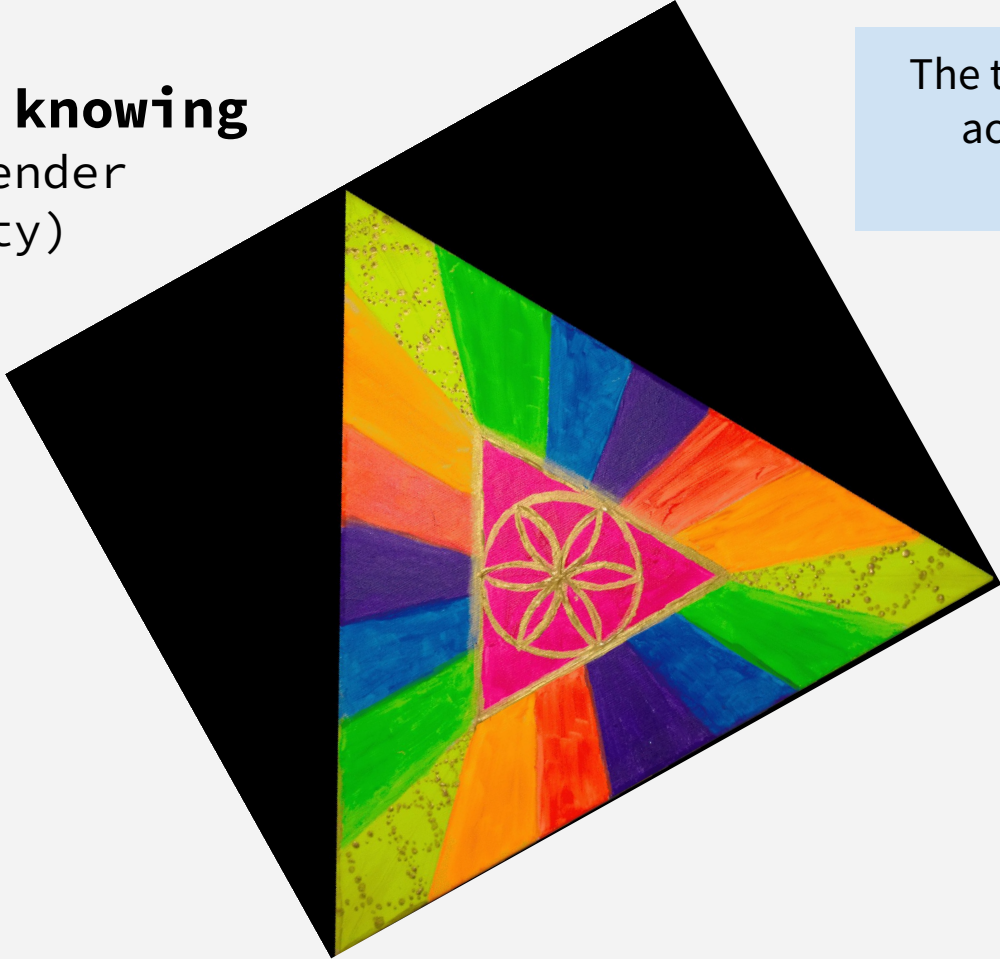


Gender



Inner knowing
(aka Gender Identity)

The three aspects of gender,
according to California
Education Code



Body
(physical)

Social (aka Gender Expression)

More Congruence



Healthier/Happier

Using a transgender youth's chosen name at work, at school, with friends, and at home:



reduces
depression
symptoms by

71%



reduces
thoughts of
suicide by

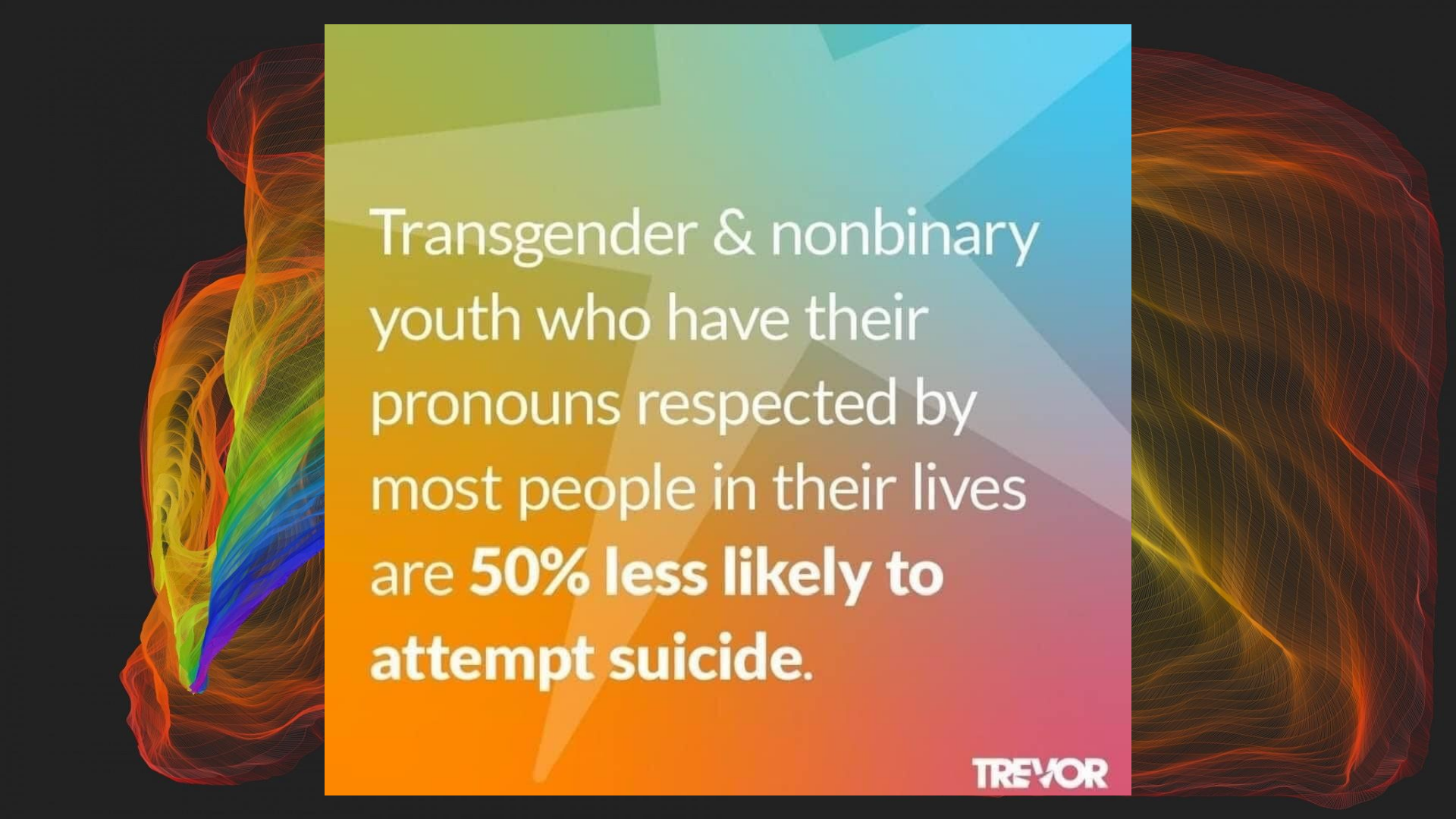
34%



reduces
suicide
attempts by

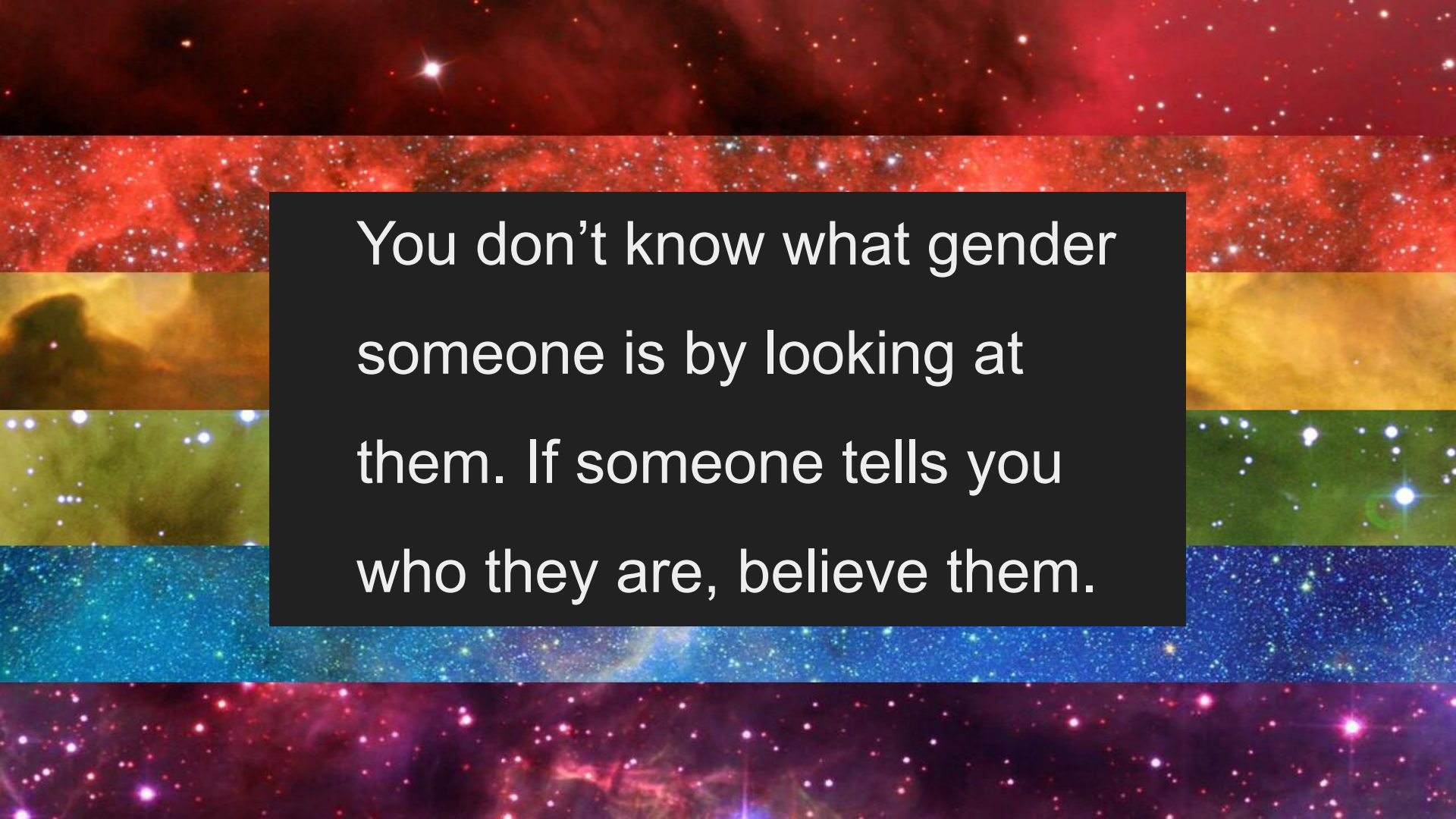
65%

Russell, S., Pollitt, A., Li, G., & Grossman, A. (2018). Chosen name use is linked to reduced depressive symptoms, suicidal ideation, and suicidal behavior among transgender youth. *Journal of Adolescent Health, 63*(4), 503-505. doi:10.1016/j.jadohealth.2018.02.003

The background features a central vertical panel with a multi-colored gradient from green at the top to orange and red at the bottom. This panel is flanked by two large, abstract wireframe structures. The structure on the left is composed of thin, overlapping lines in a rainbow spectrum (red, orange, yellow, green, blue, purple). The structure on the right is primarily orange and red. The overall aesthetic is modern and digital.

Transgender & nonbinary youth who have their pronouns respected by most people in their lives are **50% less likely to attempt suicide.**

TREVOR



You don't know what gender
someone is by looking at
them. If someone tells you
who they are, believe them.

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Legal Rights and Protections

- **Free speech**, expression, assembly and **privacy** as all others; Title IX discrimination protection for sex, orientation, identity
- Schools have a **duty to protect students** and staff from bias, discrimination, and harassment based on actual or perceived SO/GI/E (§200-220); also, admin, faculty, and staff are **required to intervene** if they witness discrimination, harassment, intimidation, or bullying (§234-234.5)
- Students have the right to education with **no anti-LGBTQ bias**, AND schools are **required to teach** about LGBTQ contributions (EC §51500, 51204.5, 60040)
- All TK-12 materials, instructional and non-instructional, must be **inclusive** of LGBTQ students and families (EC § 51930-51939)
- Right to respect of **affirmed identity**, inc. staff, records, facilities (§221.5)
- **Training** for certificated staff on LGBTQ at least every other year (§218)

www.aclusocal.org/en/lgbtq-know-your-rights
www.cde.ca.gov/pd/ee/supportlgbtq.asp



WHAT IS THE FAIR ACT

- Went into effect Jan. 1, 2012
- Adds LGBT Americans to mandated groups whose contributions are explicitly taught in schools
- There is no parent opt out, as long as reproductive parts & their uses aren't discussed

AB 1266, 2013

- Ensures trans students have access to school facilities and activities in alignment with their gender identity
- Trans students have a right to privacy, including non-disclosure of what they were assigned at birth, and/or including not disclosing their proclaimed gender identity from their parents
- Affirms trans student's right to a non-discriminatory school environment



New Queer California Legislation 2023

AB 5 – Starting in 2025 and ending January 1st 2031, all public schools serving pupils grade 7-12 are required to have teachers and other certificated staff complete a minimum of a 60 minute LGBTQ inclusive schools training.

SB 760 – every school needs to provide and maintain at least one all-gender restroom for voluntary pupil use at each of its schoolsites. It needs clear signage identifying the bathroom as being open to all genders and needs to be unlocked, unobstructed, and easily accessible by any pupil. Also, each local educational agency needs to designate a staff member to serve as a point of contact for these purposes and to post a notice regarding these requirements in a prominent and conspicuous location outside at least one all-gender restroom. Additionally, starting July 1, 2026, State funded school modernization projects will be required to include at least one gender inclusive bathroom to be considered.

SB 857 – The State will form an LGBTQ advisory committee with teachers, students, etc.



What is
something
you have
LEARNED
UNLEARNED
RELEARNED
so far today?

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PRONOUNS





tai.draws



how to do better at

Getting New Pronouns Right

no more

“oh I’m trying
but its just
really hard”



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1. When you slip up,
correct yourself
briefly and
move on

When I
first met
Lilly she was
— I mean Aidan, he
was literally doing
a handstand
on a skateboard.



tai.draws



2. When someone corrects you, say “thank you”

and just move on swiftly



tai.draws



3. Get in the habit of interrupting people with a quick correction

yes, every time



It sets a good precedent,
lifts some burden off trans people,
and makes it easier to catch yourself



tai.draws



4. For every time
you get it wrong,
do it right 3 times

like saying
3 compliments

(it doesn't have
to be aloud)

I should go
pick up Jackson—
Oh shoot! Jax

Their name is Jax;
They have been exceptionally
patient with me today;
and they are wearing lovely
earrings



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5. Consider meeting with
someone to practice

Go for coffee with a mutual friend
and correct each other until you get it

So her
pronouns are
they/them —
Wait their
pronouns

Totally!

We really
have to practice,
so we can get
this right for
them




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6. Don't make anyone feel like a burden for having pronouns you're struggling with

do not say
"oh it's just really hard"



Thank you for sharing your authentic self with me, I'm learning and I really appreciate it



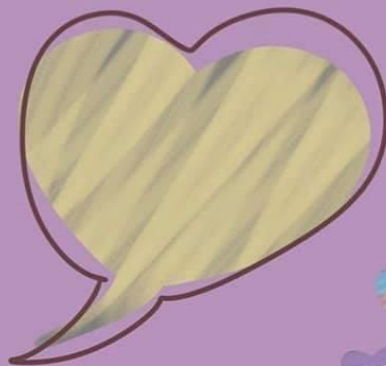
tai.draws



7. Don't make them alleviate your guilt

If you get it wrong do not apologise profusely, because that puts the other person in the position of having to say it's ok, and putting their own feelings aside to make you feel better / stop apologising

Express your love and learn



PRONOMBRES INCLUSIVOS

él

he



Él es bueno.

ella

she



Ella es buena.

elle

they (neutral)



Elle es bueno.

ellx



Ellx es buenx.

Pronouns Summary

- Hold each other accountable
- Thank people who offer you reminders
- Create a system for students to share their pronouns
- **Practice.**
- Don't dwell in the mistake.
- Normalize by sharing your own pronouns
- You don't have to understand to respect. Remember, this is about saving lives.

Time to Practice!

The image features a solid blue background. A white rectangular box is centered horizontally and contains the text "Time to Practice!" in a bold, black, sans-serif font. On the right side of the image, there is a vertical rainbow arc that transitions from red at the top to blue at the bottom.

First Scenario

Teddy is a student who uses they/them pronouns. Today you saw them drawing on the hallway wall with a permanent marker. When you went to talk with them about it, they ran away.

Pretend the person sitting next to you is their classroom teacher and tell them about what happened, making up any details and practicing using they/them pronouns.



Second Scenario

Sean is a student who uses they/she pronouns. Today you saw them being awesome. Another student was getting bullied and she told the bullies to stop. You were so impressed with her that you want to let their teacher know so she can get rewarded.

With a new partner, pretend they are the classroom teacher and tell them about what happened, making up any details and practicing using they/she pronouns.

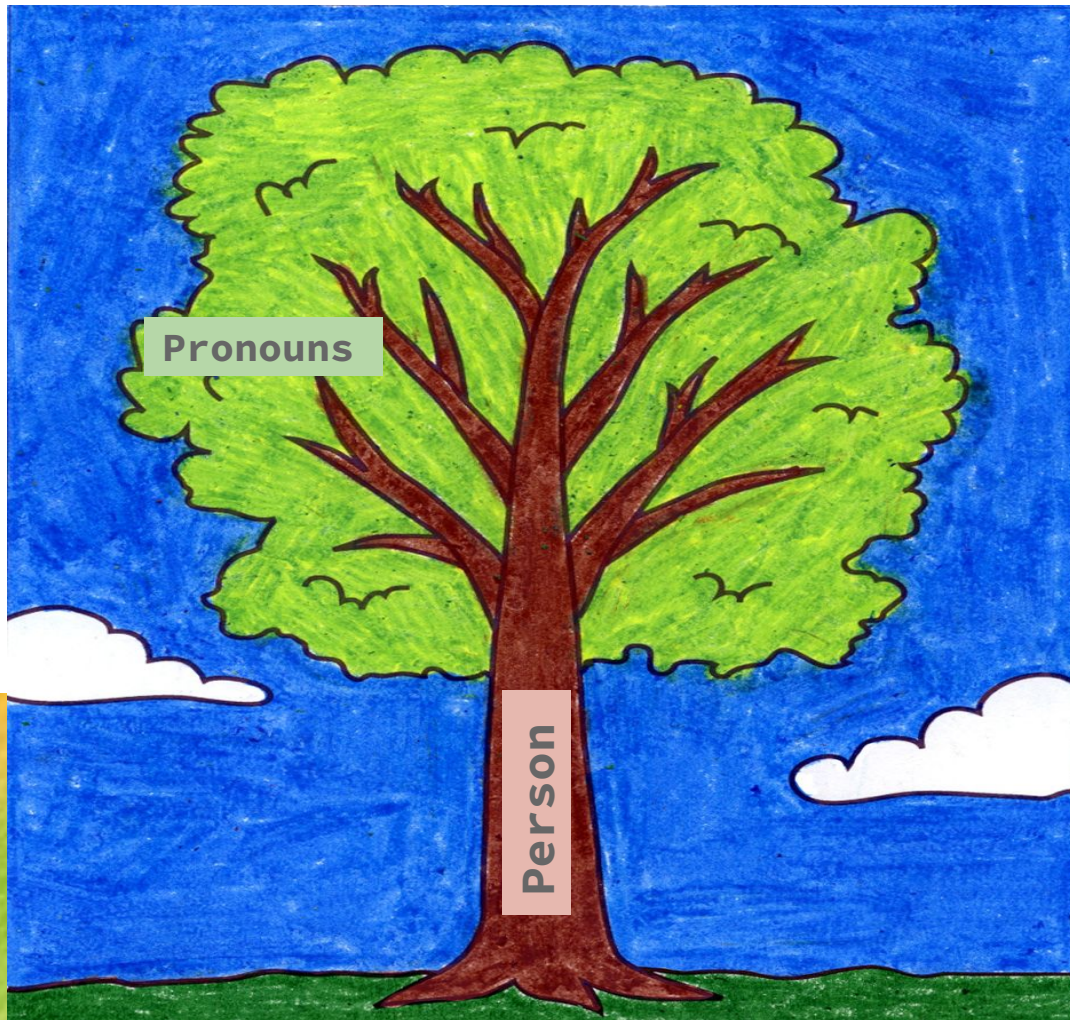


Third Scenario

Saturn is a new student in your school who uses the neo pronouns ey/em/eirs. You notice one of your coworkers is not making any effort to get eir pronouns right and so you go to talk with the coworker during your break.

With a new partner, pretend they are the staff member who isn't using this student's pronouns and talk to them about why it is important to use eir pronouns.





Pronouns

Person

GenderSpectrum.org

has lots of great
resources!

Also, check out

www.QueerHumboldt.org

Q&A

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