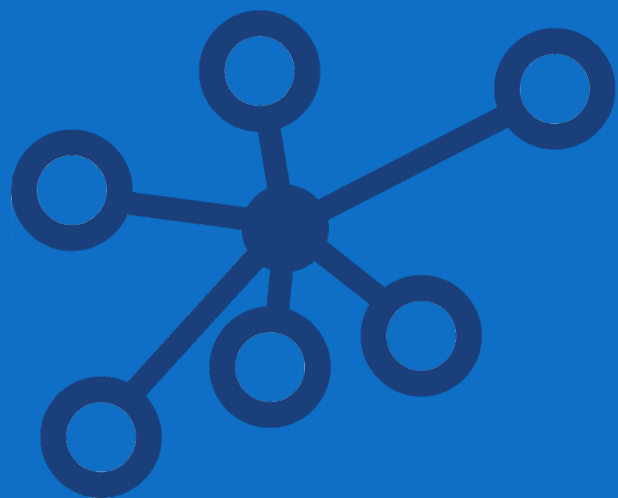


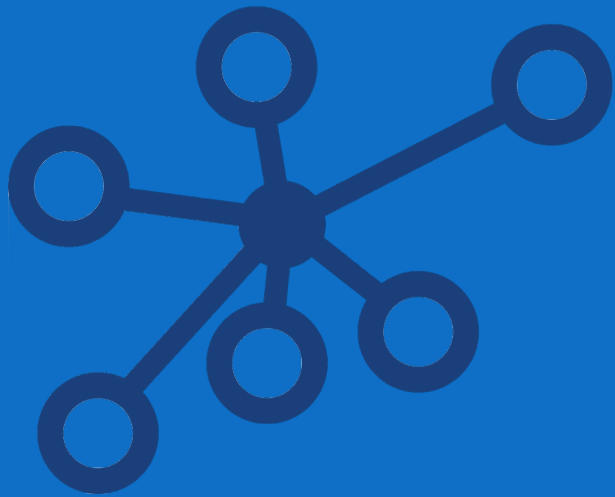
# AAUW – Naperville Area Branch Presentation

Emma Vosicky, JD  
Executive Director,  
GenderNexus





**Appreciating,  
Affirming,  
& Supporting  
The LGBTQIA+ Community**

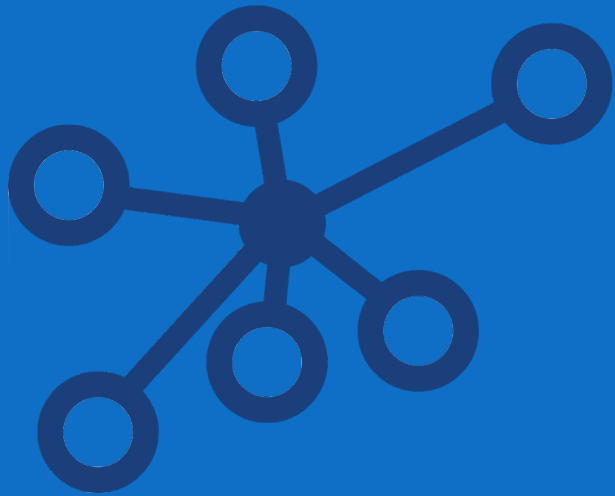


# GenderNexus

## Who are we?

### **Mission:**

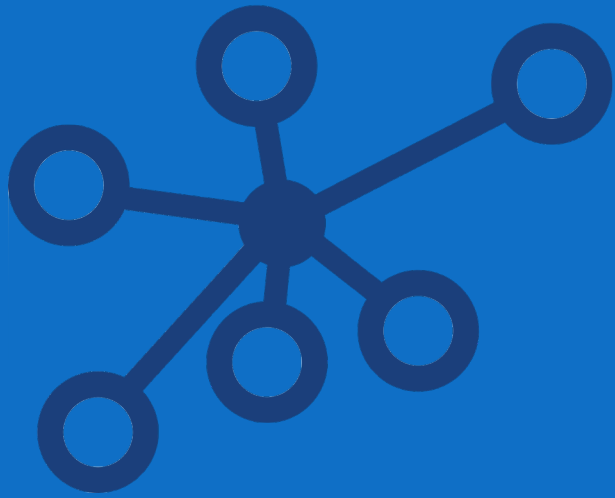
GenderNexus empowers gender-diverse people and their loved-ones to lead healthy, authentic, and joyful lives.



# GenderNexus

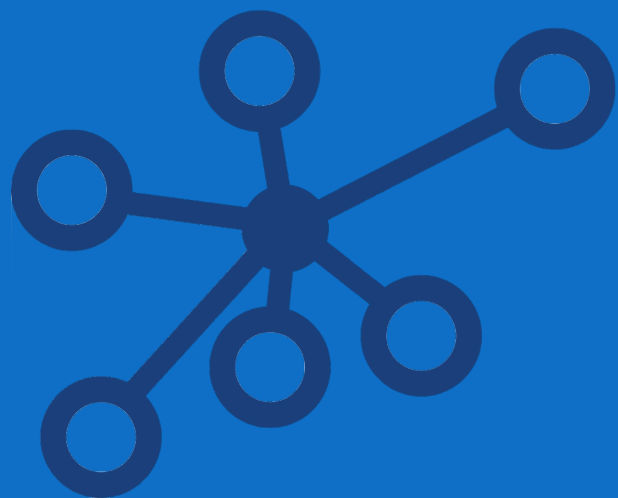
## What Do We Envision?

VISION: GenderNexus envisions an Indiana where gender-diverse people of all backgrounds are loved, accepted, welcomed, and valued for their unique selves -- with autonomy over their identities and bodies and freedom from disrespect, discrimination, oppression, and violence.

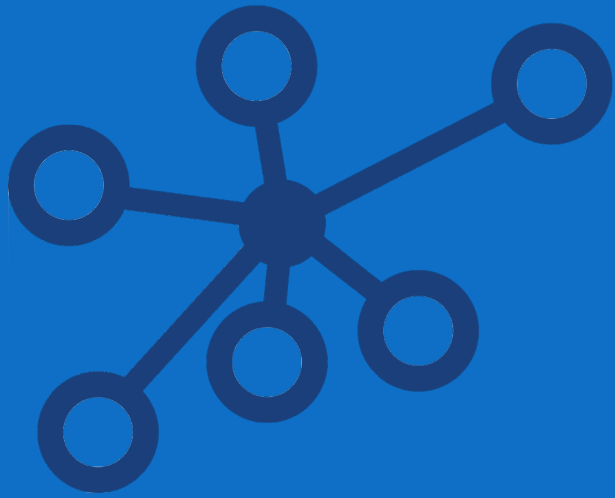


# Goals

- Opening Thoughts
- Terminology
- Inexorable Need to Be & Price of Being True to Self
- Applicable Law
- Dark Arts of Discrimination
- Actions to Take



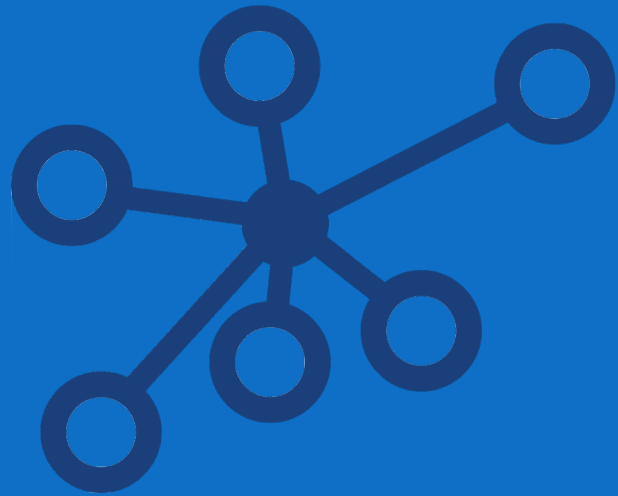
# Safe Space For Your Questions



# BEFORE WE START:

Think about a time when

- *You* were not seen
- *You* were ridiculed/mockered for some way you were different

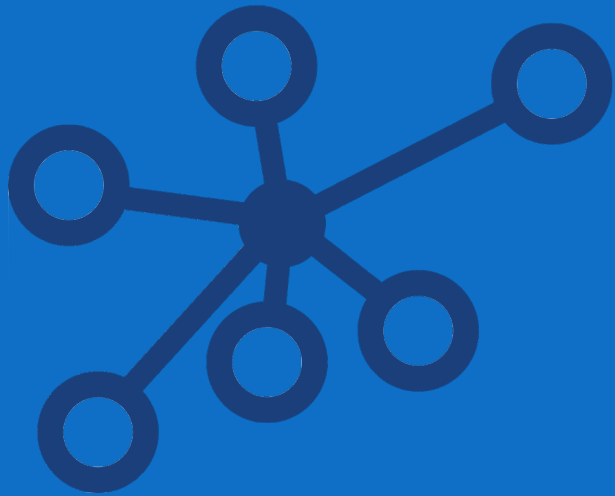


**“I Don’t Get It!”**

**“I Can’t Wrap My Head Around It!”**

**Breathe...It’s not about  
“getting” it.....**





But...

*Stop Assuming*

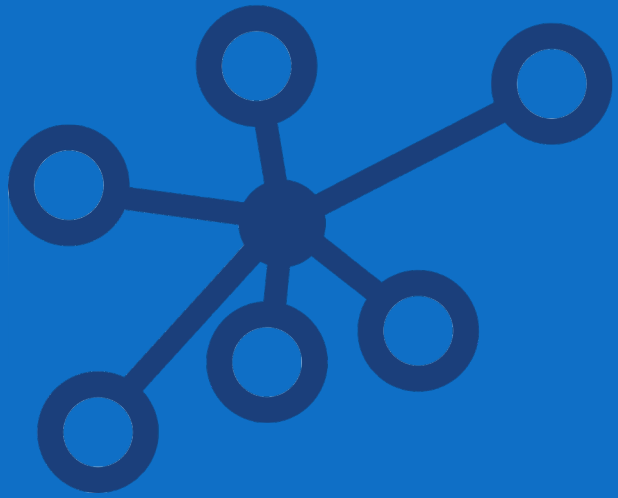
Not *your* experience

=

Not *valid* experience



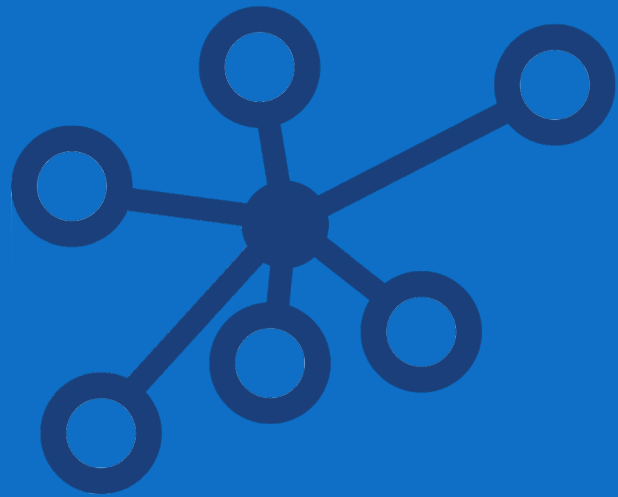
Instead,  
Appreciate the  
Awesome  
Beauty/Complexity of  
Experiences  
&  
Focus on Empathy



**Sexual Orientation**

**≠**

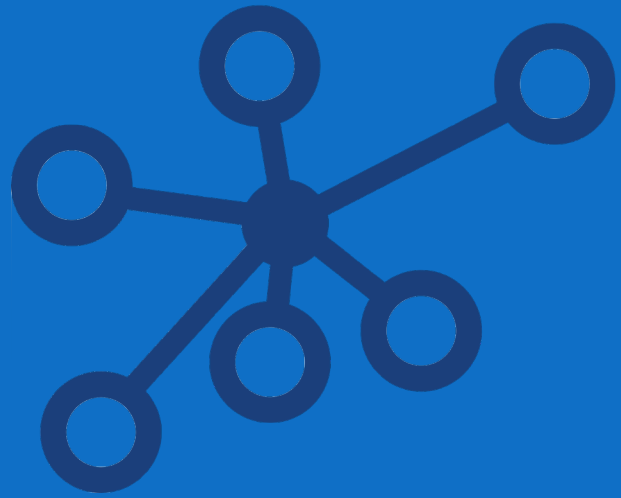
**Gender Identity**



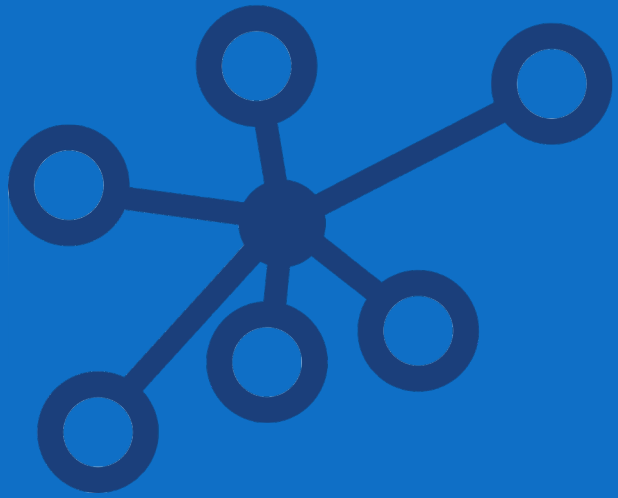
# WE ALL HAVE GENDER IDENTITY

...But some of us don't have to think about it

Because it aligns with narrative for sex assigned at birth

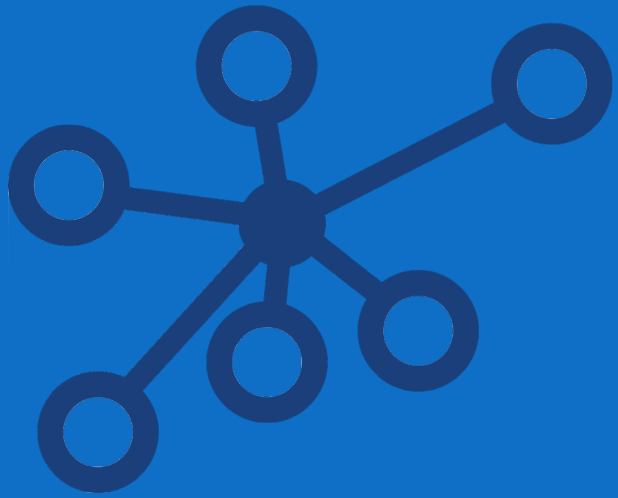


# TERMINOLOGY



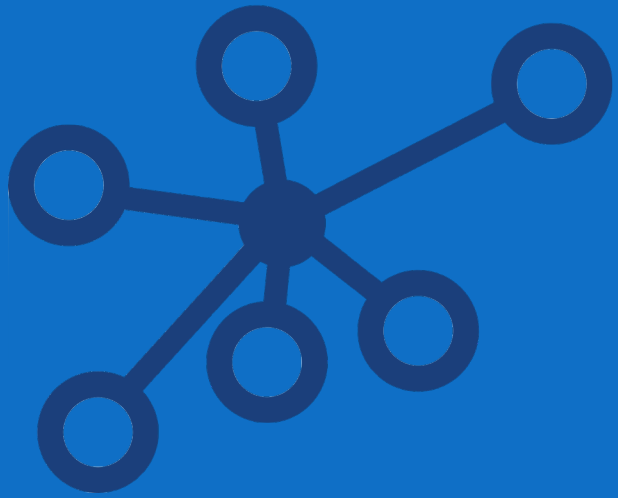
## LESBIAN:

A female-identified person who is physically, romantically, emotionally and/or spiritually attracted to **SOME** other female identified people



## GAY:

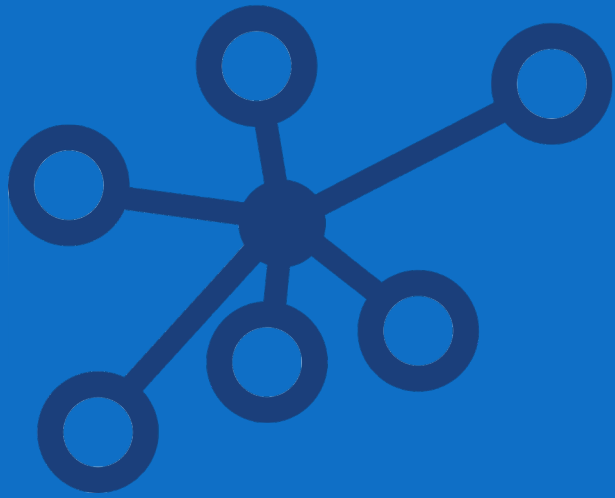
A male-identified person who is physically, romantically, emotionally and/or spiritually attracted to **SOME** other male-identified people



# BISEXUAL:

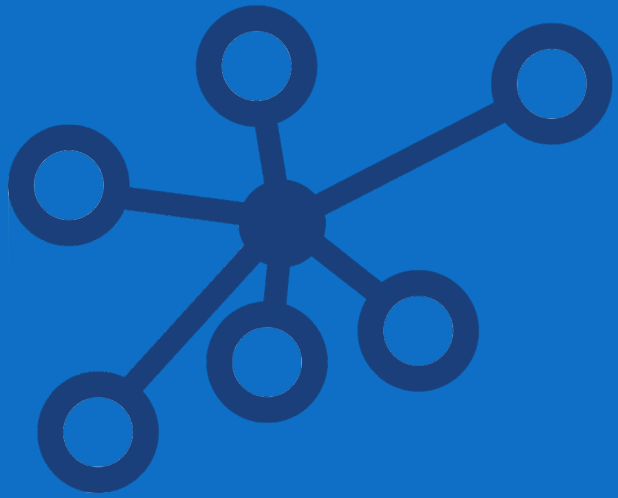
A person who has the potential to experience sexual, romantic, physical and/or spiritual attraction for two or more genders





# PANSEXUAL:

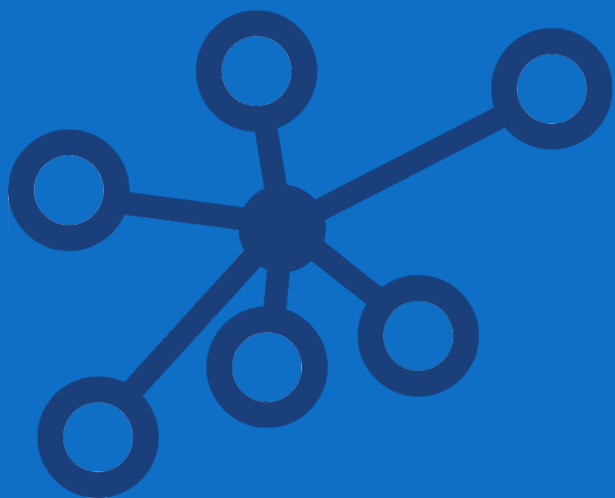
A person who has the potential to experience sexual, romantic, physical and/or spiritual attraction for members of all gender identities/expressions



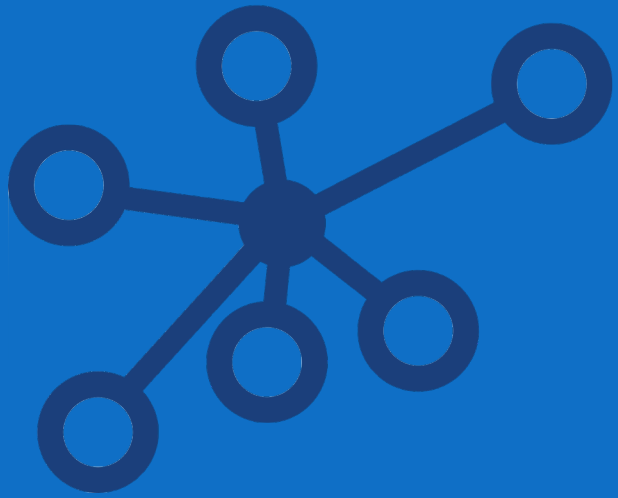
## **ASEXUAL (“ACE”):**

**A person who generally has a lack of (or low level of) sexual attraction to others**

# Transgender



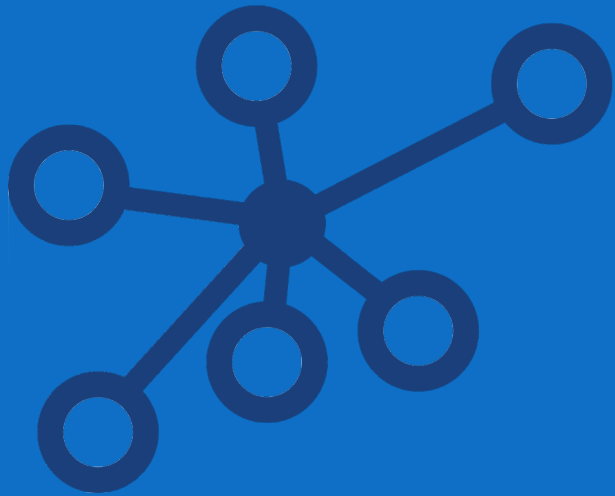
- Describes person whose gender identity differs from the sex assigned at birth
- It's an adjective, not a verb or noun
- We don't say transgenders or transgenderism
- TransgenderED is no longer commonly used



# Cisgender:

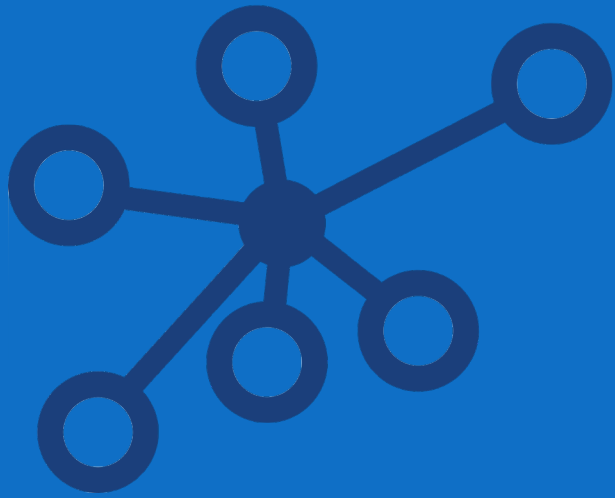
Adjective describing people whose gender identity aligns with the sex they were assigned at birth.

Often called “Cis”



# NONBINARY:

- Umbrella term that reflects gender identities that don't fit the accepted binary of male and female. Individuals feel they are both genders, neither or some mixture thereof.
- Terms under this umbrella: genderqueer, gender fluid, agender (lacking gender), bigender (moving between/among genders based on situation), etc.
- Non-binary folks may use they/them/their pronouns or others such as xe, ze, ey, hir, fae, hu



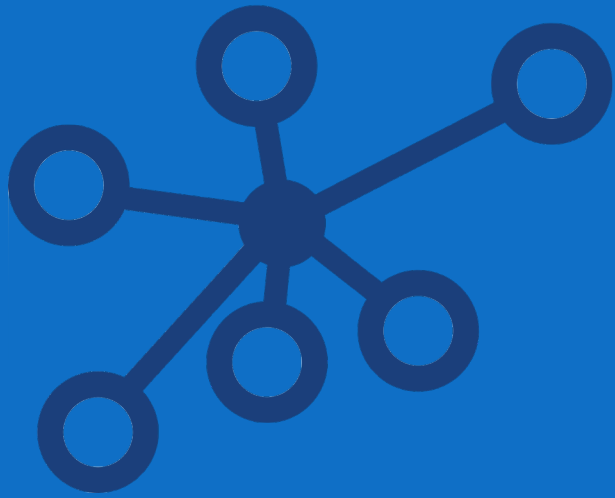
# GENDER EXPRESSION:

Person's Characteristics & Behaviors (e.g., appearance, dress, grooming, mannerisms, voice or speech patterns, activities, and social interactions that are perceived as masculine, feminine, both or neither).



# GENDER EXPANSIVE:

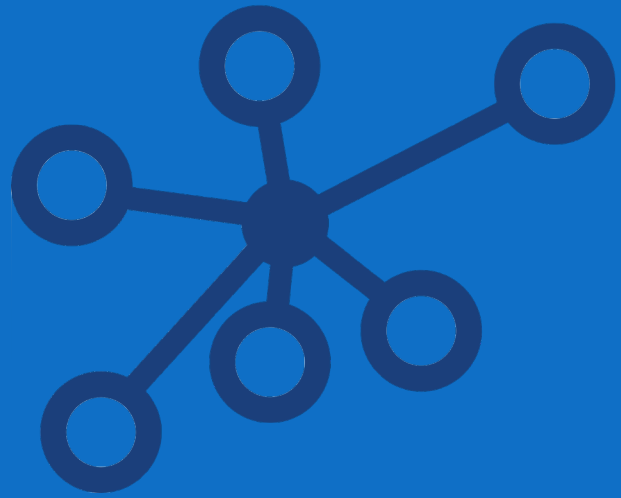
- Refers to a wider, more flexible range of gender identities or expressions than those typically associated with the binary gender system
- Also used: Gender Creative
- Issues with Gender Nonconforming



# QUEER:

- Historically a derogatory term used for LGBTQ+ people
- Has been reclaimed by the LGBTQ+ community as a symbol of pride, representing individuals who may fall out of “norms” for gender and sexuality
- Generally, only can be used within the community





## Intersex/DSD (Differences in Sexual Development):

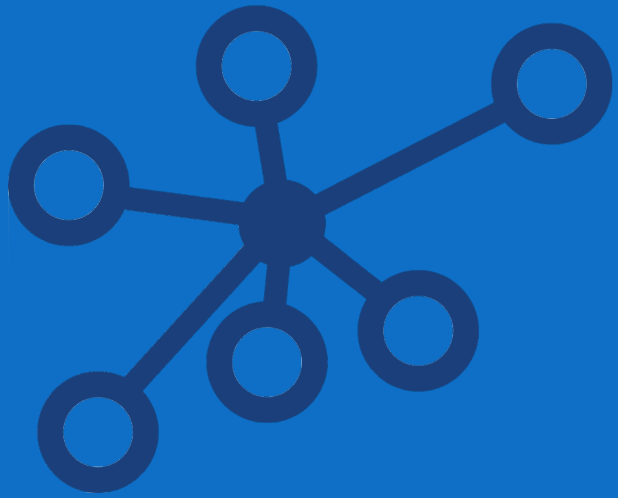
Someone whose combination of chromosomes, hormones, internal sex organs and genitals differs from the two expected patterns of male or female.



**Ally:**

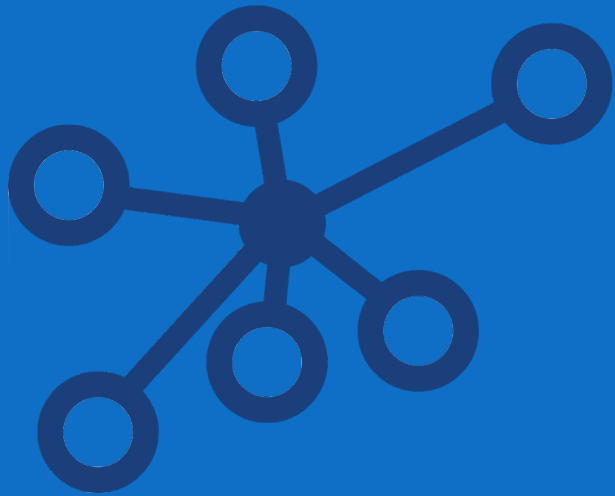
Someone who advocates and supports a community other than their own.

**Yo!!! That's you!**



“Sex” =

A designation – with social,  
legal & medical  
implications – assigned at birth  
based on an often-cursory  
assessment of a body.



**Determination “Sex” Assigned at Birth Is Incomplete.**

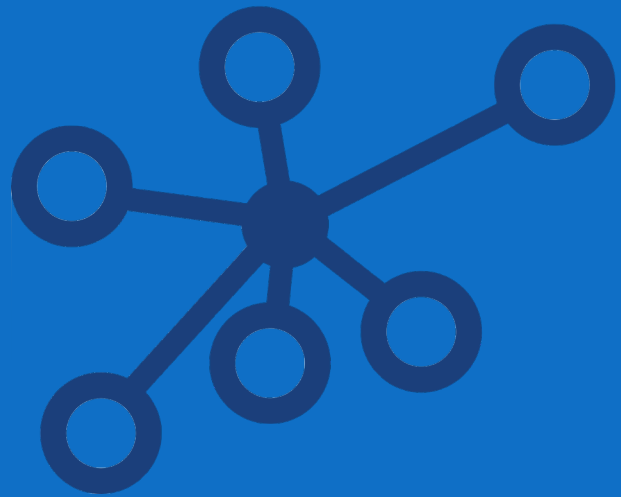
**Some of Factors Determinative, in Totality, re Sex:**

**“...Sex related characteristics include external genitalia, internal reproductive organs, gender identity, chromosomes, secondary sex characteristics and genes”**

(Deanna Adkins, M.D., Director of Pediatric Endocrinology at Duke University School of Medicine and the Director of the Duke Center for Child and Adolescent Gender Care)

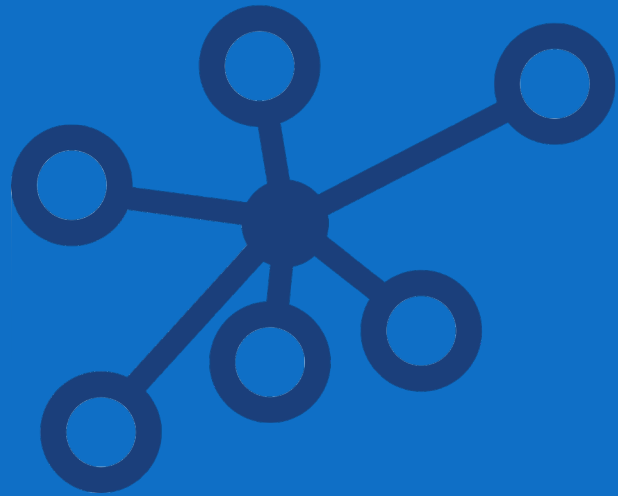


# Inexorable Need to Be & Price of Being True To Self



Growing up Trans...

...A Long, Long Time Ago....

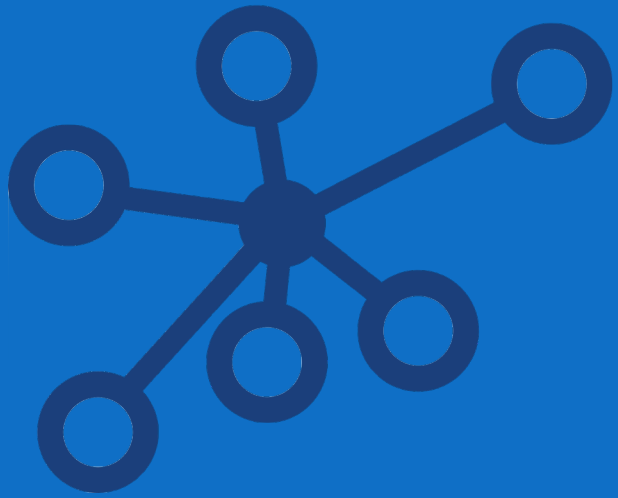


**No Vocabulary**

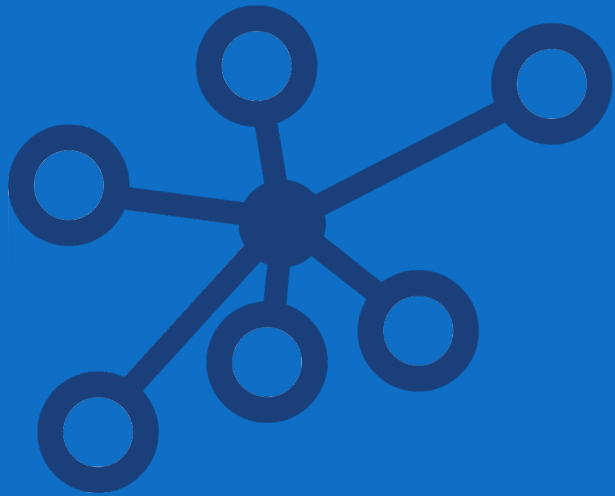
**No Means to Articulate**

**Only a Sense  
Growing into a Knowing**

# Swimming Upstream Against the Narrative Migrating Home



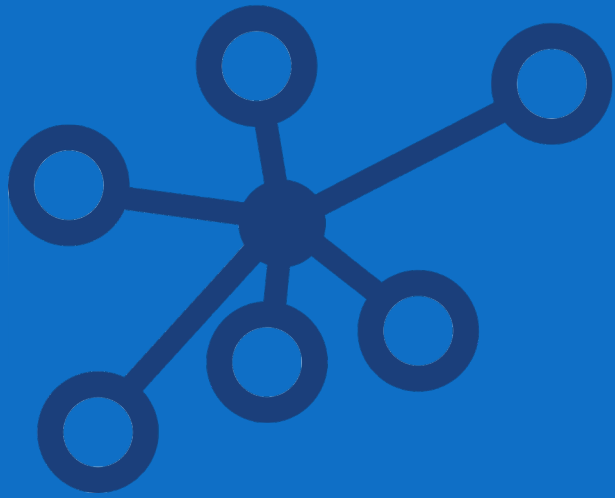




# The Price

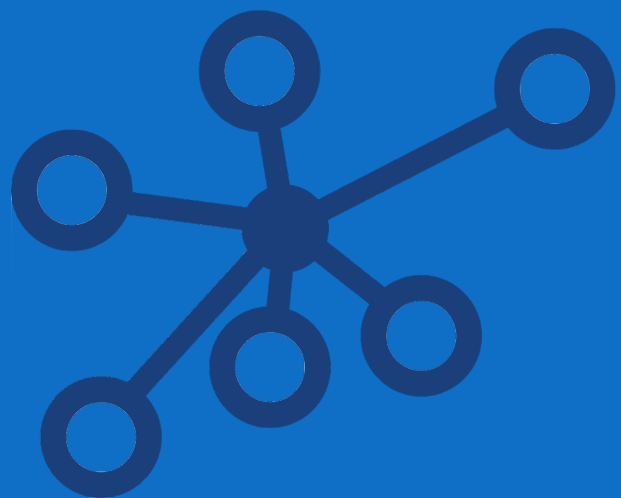
## (A Hobbesian Choice):

- Disclosure = Punishment/Loss
- Hiding = Grinding of Gears; Enhanced Dysphoria; Damage to Physical & Mental Health; “Living a Nightmare”

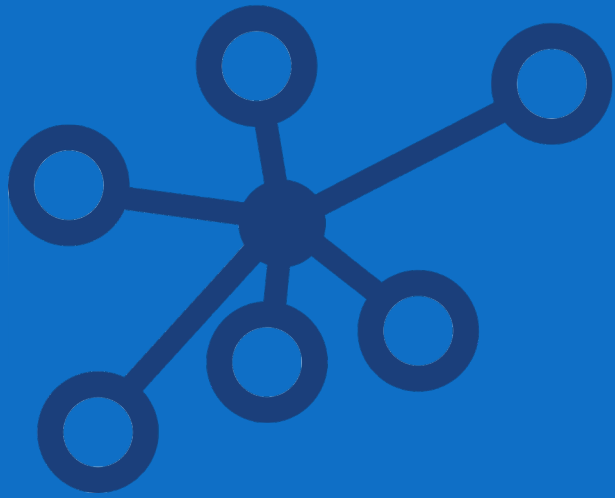


- “42% of LGBTQ youth seriously considered attempting suicide in the past year, including more than half of transgender and nonbinary youth.
- 12% of white youth attempted suicide compared to 31% of Native/Indigenous youth, 21% of Black youth, 21% of multiracial youth, 18% of Latinx youth, and 12% of Asian/Pacific Islander youth.”

[Source: Trevor]



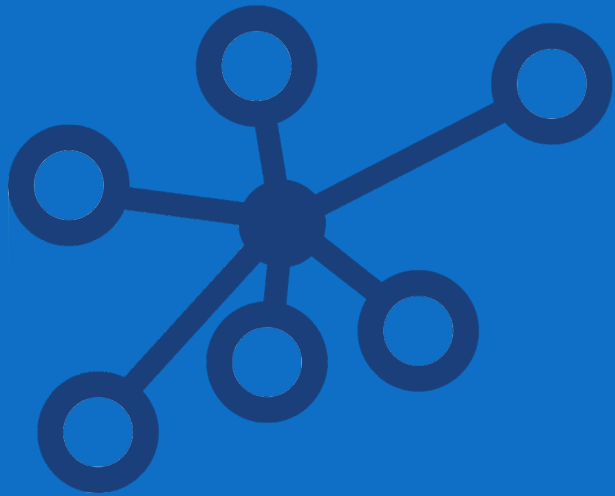
JOY



Knowledge under  
Development:



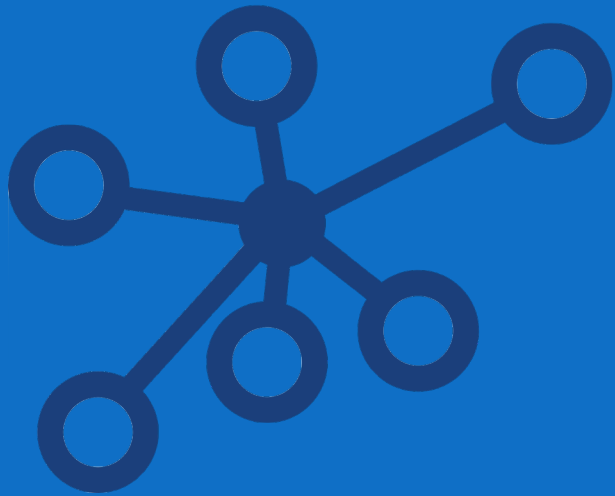
Advent of Nonbinary Concepts



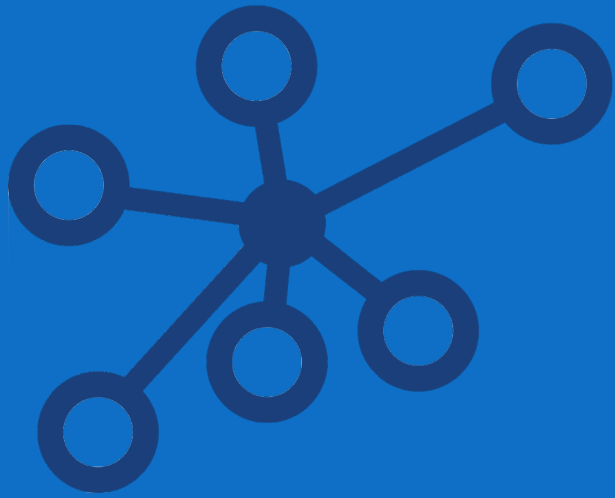
# Knowledge Often Leads to

- A Refusal to Further Ignore What You Know
- Potential for Knowledge Enrichment
- Blowback: New ideas upset/anger people

# Benefits of Being Supported & Affirmed:



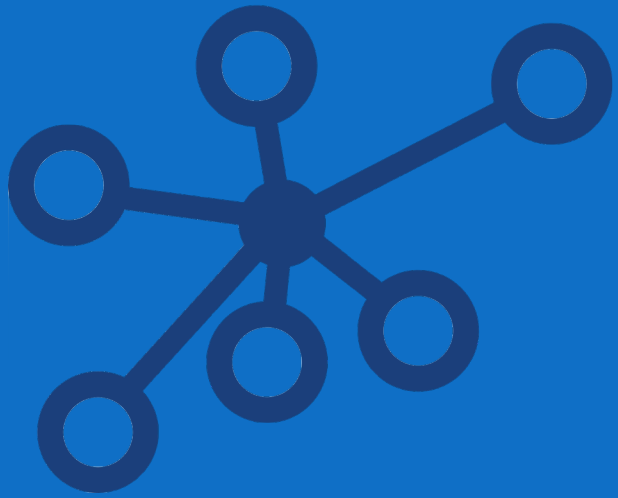
- Joy
- Affirmed Name Use: Lower levels Depression and Suicidal Ideation & Behaviors
- One Accepting Adult: 40% less likely attempt suicide
- Fully supported Trans kids are as well-adjusted as cis peers



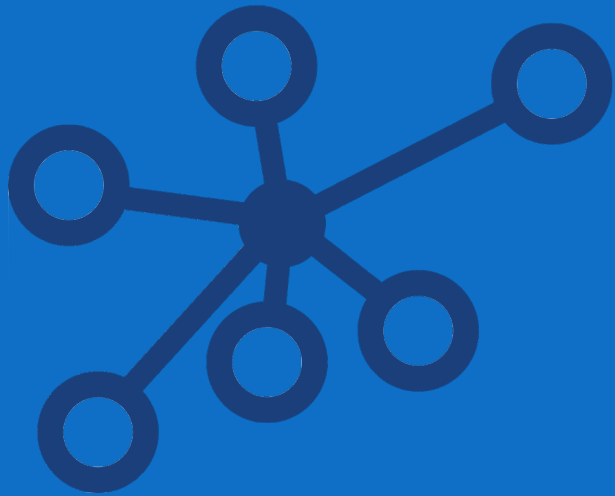
# LBTQ+ PERSONS:

- Who disclose are making themselves incredibly vulnerable to you
- Are probably walking into classroom/job spaces already wounded
- Wary & measuring; possibly defensive (“This going to happen again?”)

# APPLICABLE LAW

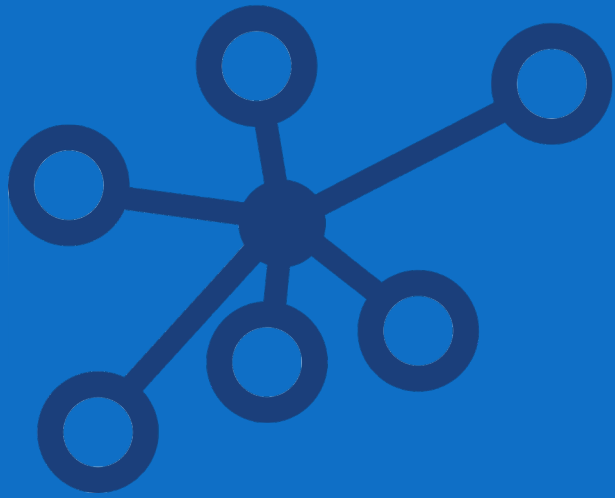






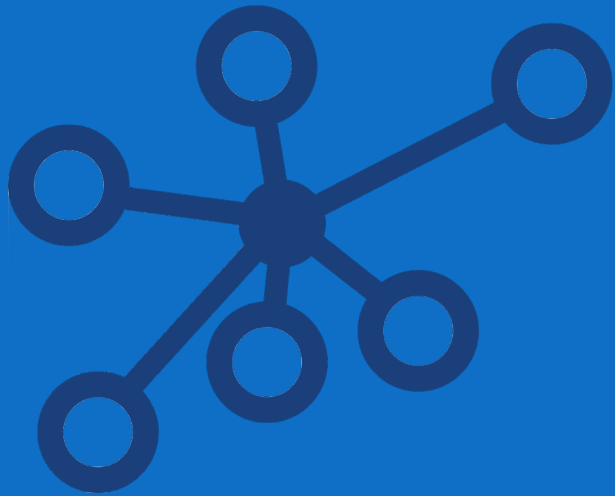
# THREE POSSIBLE LAYERS OF LAW:

- FEDERAL
- STATE
- LOCAL: COUNTY/MUNICIPAL



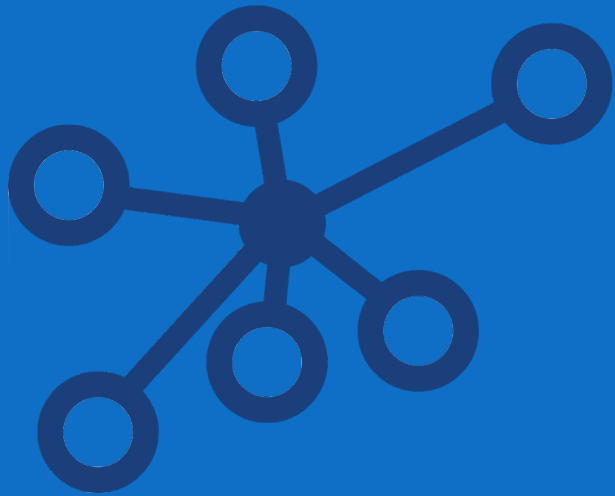
# FEDERAL LAW:

- U.S. SUPREME COURT: Bostock v. Clayton County: Bans Employment Discrimination because LGBTQ
- 7TH Circuit
- Agencies:
  - EEOC
  - OSHA



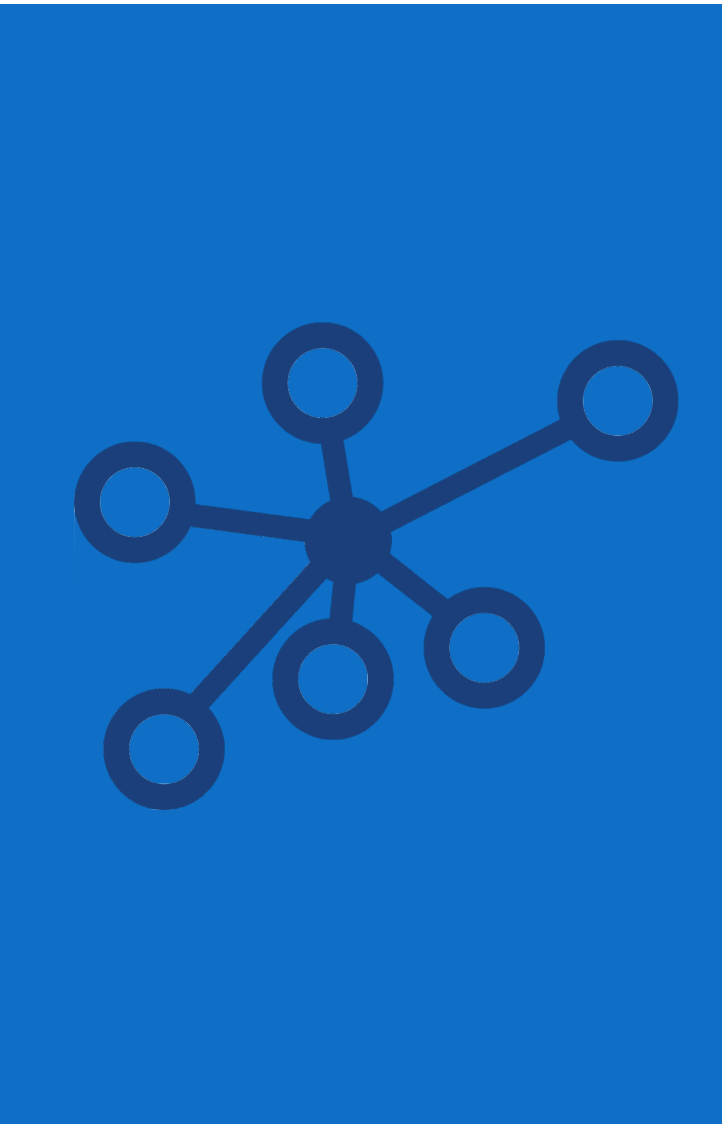
# STATE LAW:

- Illinois Human Rights Act: Ensures freedom from discrimination because of sexual orientation and/or gender identity in employment, housing, and public accommodations
- Illinois Department of Human Rights: Issues Rules & Regulations Elaborating on Illinois Human Rights Act; and, Conducts Hearings Re Violations of the Act



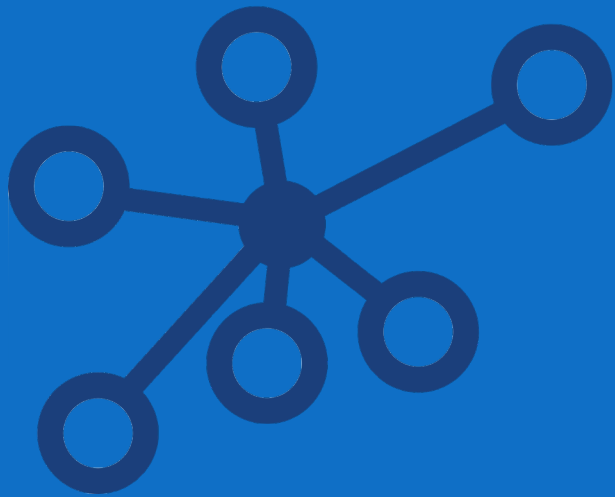
## LOCAL: COUNTY/MUNICIPAL:

- Cook County Non-Discrimination Ordinance:
- Municipal Non-Discrimination Ordinances:
  - Chicago
  - Aurora
  - Rockford
  - Others throughout the State



Emma's Legal Rule of Thumb:

Common  
Human  
Decency



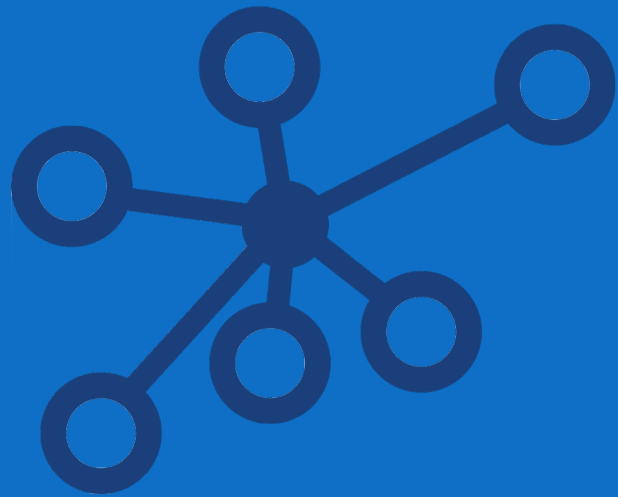
## Even Proposing Discriminatory Bills Presents Potential Damage:

Exploratory analysis suggests “...that proposing anti-LGBTQ legislation may increase the number of LGBTQ youth who experience a mental health crisis.” Based upon increased texts to crisis lines

[Source: Child Trends, 2021]

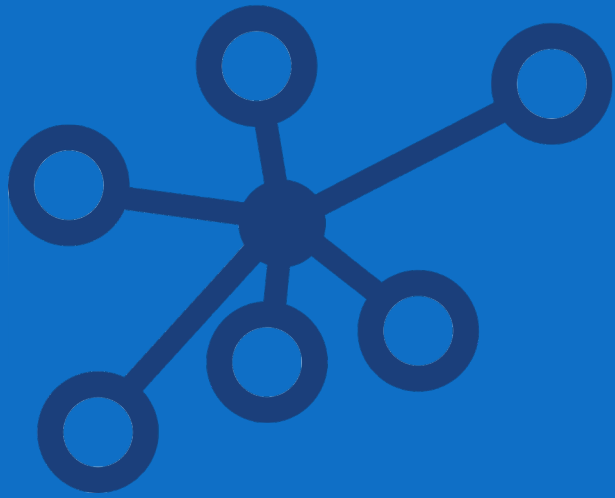
**BEFORE You Start Patting  
Yourself on the Back....**





# THE OFTEN SUBTLE DARK ARTS OF DISCRIMINATION





**Discrimination  
(Ignorance/Fear/Hatred)  
Like Rain on Roof**

***Always seeking way in***

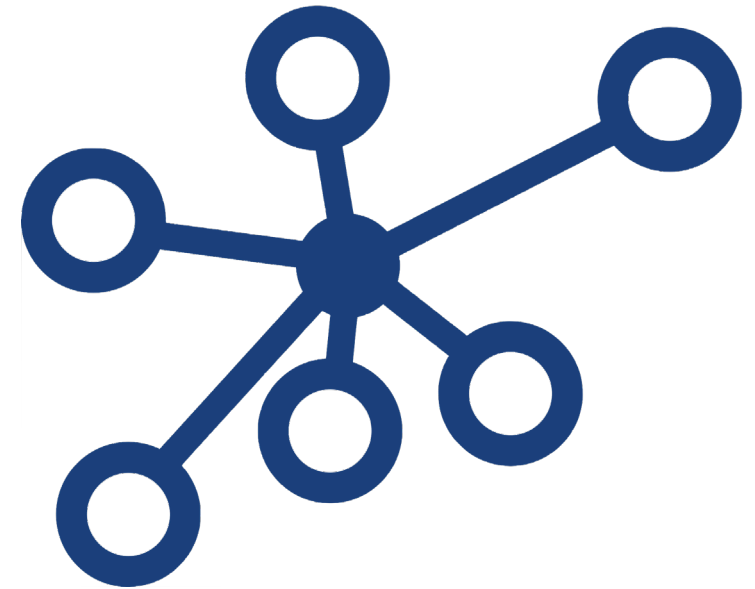
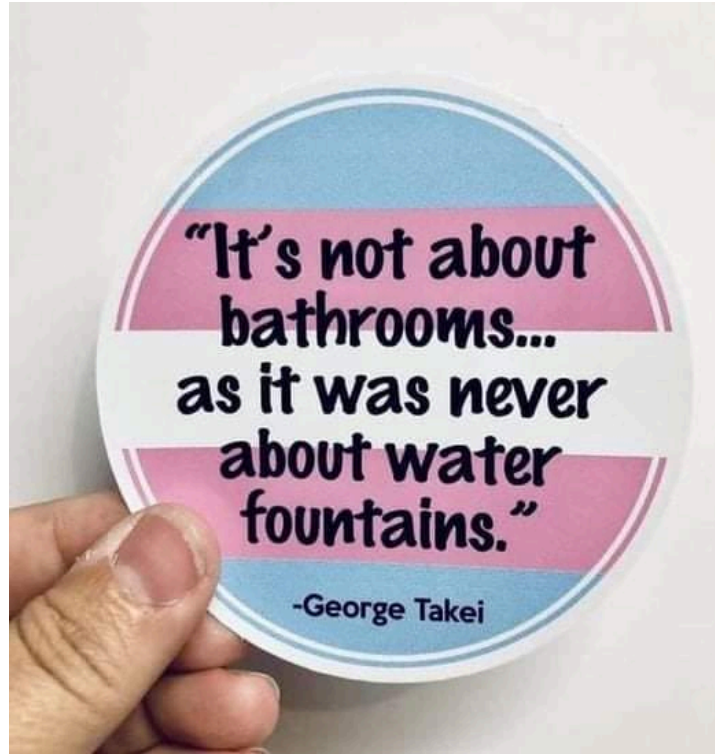
# Trans/Nonbinary children - the new wedge issue.

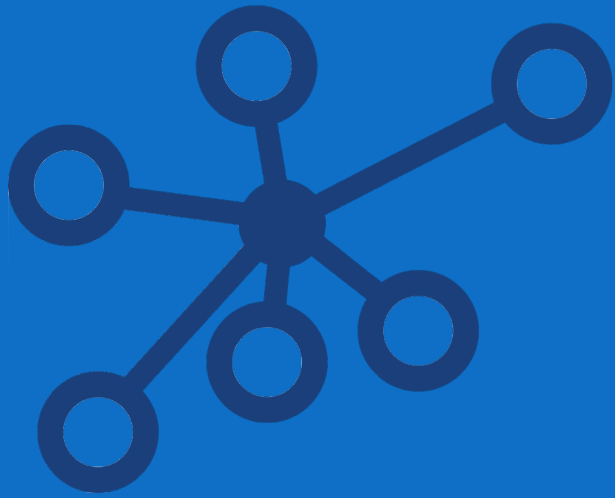
Over 90% heard homophobic/transphobic remarks

92% felt distress due to language

59% felt unsafe in schools

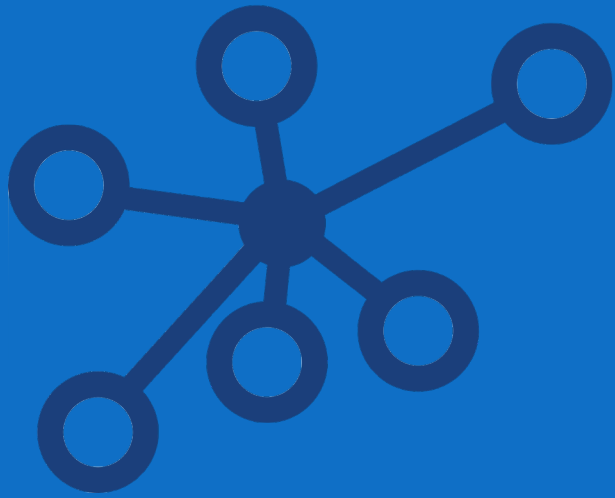
Of homeless youths, 40% LGBTQ





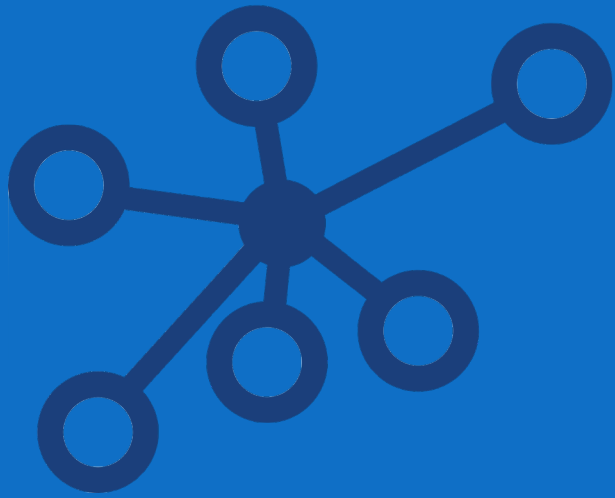
## JOBS:

- Especially if Trans/Nonbinary, often have to “out” self in job application
- Client Assignments when don’t like “your kind” of people
- Even most “progressive” firms proven to downgrade work by minorities



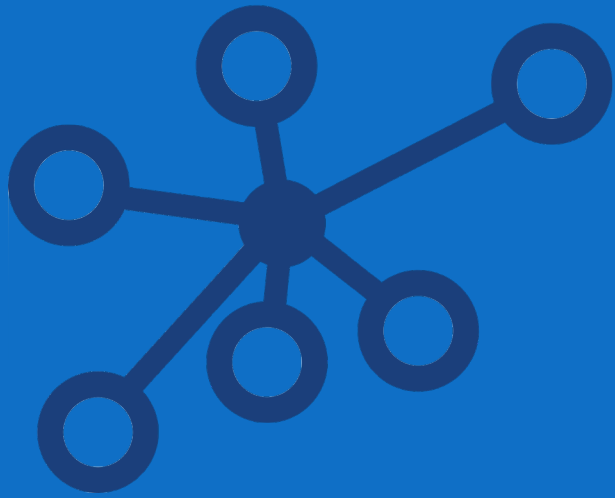
## MEDICAL:

- What physician, hospital, medical group safe to see?
- If there for emergency, will they provide affirming care?
- Marvelously subtle – well, we don't have anyone who handles your issues.



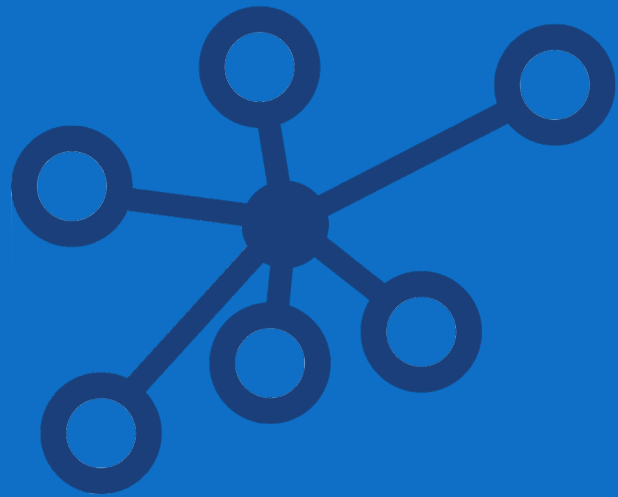
## LEGAL:

- We are most likely to believe those people who are “like us”
- Family Law Bias
- In some areas, still arrests for “Walking While Trans”
- Incarceration system additionally dangerous for trans folks



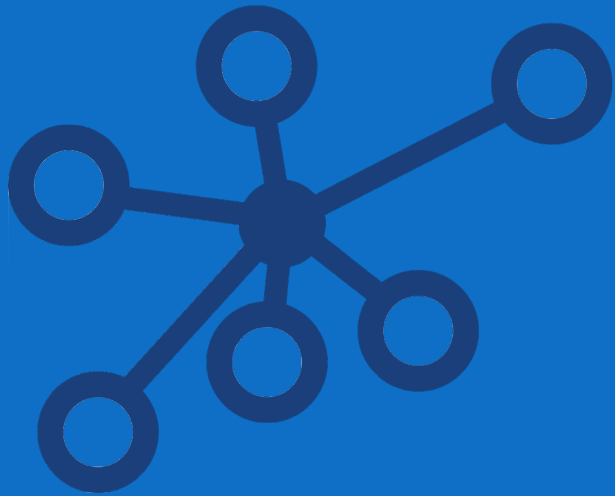
## HOUSING:

- Because less likely to be hired, report higher rates of unemployment and lower paying jobs
- Less likely to go onto college
- So...if landlord looking for reason – lower credit rating
- How prove why didn't get house?



## EDUCATION:

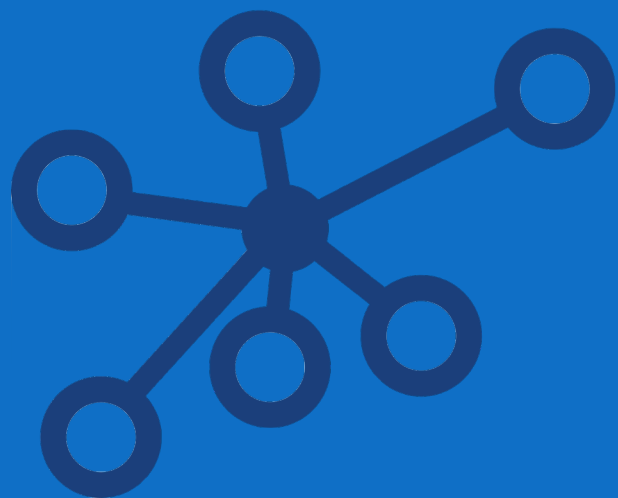
Just listen to *Southlake*  
podcast



“So, you say, “what can I do to support persons who, in addition to their many other qualities, happen to be Trans/Nonbinary?”

**GLAD YOU ASKED!**

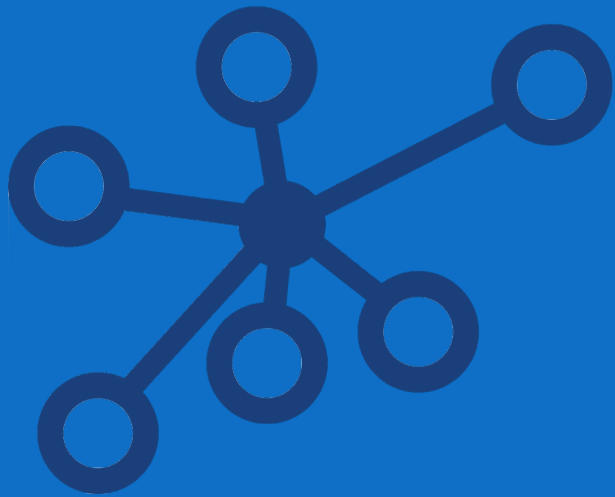




# Emma's Easy to Ask Analytical Tool:

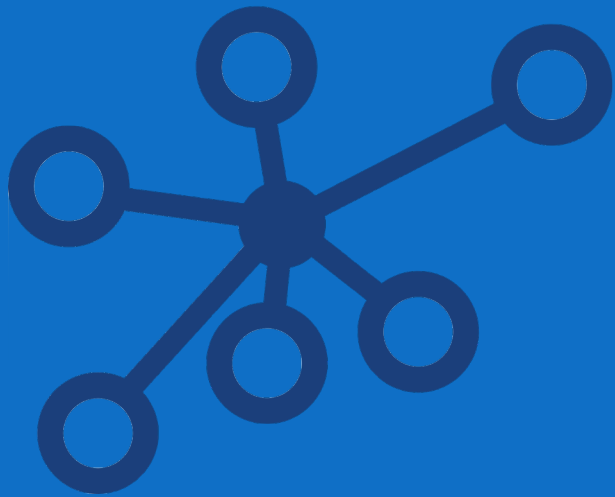
**Question: Will the Policy, Practice  
or System Advance the Gender-  
Diverse person's Social,  
Emotional, Academic,  
Employment Success?**

**If the answer is "Yes", then  
why wouldn't you do it?**



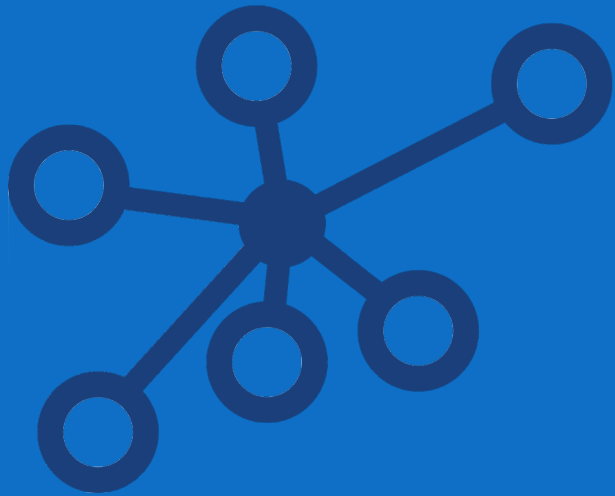
# RESOURCES:

- Trevor National Survey on LGBTQ Mental Health 2021:  
<https://www.thetrevorproject.org/survey-2021/>
- GLSEN – The 2019 National School Climate Survey: <https://www.glsen.org/research/2019-national-school-climate-survey>
- GLSEN – School Climate for LGBTQ Students In Indiana (State Snapshot):  
<https://www.glsen.org/sites/default/files/2021-01/Indiana-Snapshot-2019.pdf>



# RESOURCES:

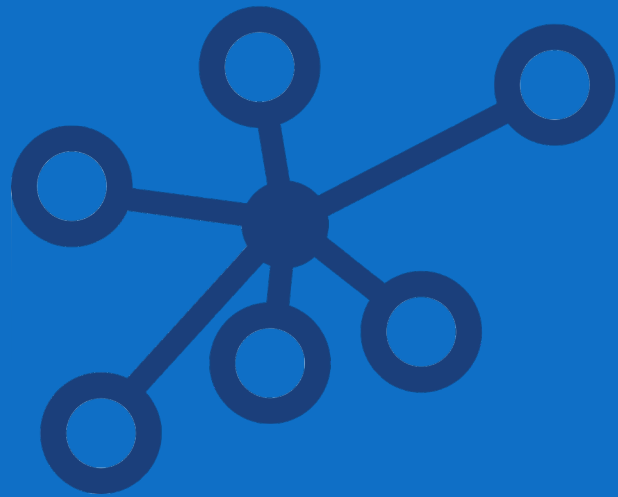
- If want to begin appreciating the complexities of individual's sex and gender, start at page seven of Deanna Adkin's Affidavit (she is a Director of Pediatric Endocrinology at Duke University School of Medicine and the Director of the Duke Center for Child and Adolescent Gender Care) in *Carcano v. McCrory*:  
[https://www.aclu.org/sites/default/files/field\\_document/AdkinsDecl.pdf](https://www.aclu.org/sites/default/files/field_document/AdkinsDecl.pdf)
- ACLU - Know Your Rights Trans and Gender Nonconforming Students pdf: [https://www.aclu-in.org/sites/default/files/wysiwyg/trans\\_students\\_kyr\\_one-pager.pdf](https://www.aclu-in.org/sites/default/files/wysiwyg/trans_students_kyr_one-pager.pdf)
- ACLU - Know Your Rights Trans and Gender Nonconforming Students video: <https://www.facebook.com/watch/?v=185809813642454>



# RESOURCES:

- Strengthening Inclusion in Illinois Schools: Over 50 pages re definitions, plus, in relation to 12 aspects of school life, provides supporting law, model district policies, and best practices: [https://www.aclu-il.org/sites/default/files/field\\_documents/affirming\\_and\\_inclusive\\_schools\\_task\\_force\\_report.pdf](https://www.aclu-il.org/sites/default/files/field_documents/affirming_and_inclusive_schools_task_force_report.pdf)
- Transgender and Nonbinary Children – Books to Help Adults Understand: <https://hrc-prod-requests.s3-us-west-2.amazonaws.com/welcoming-schools/documents/WS-Transgender-Children-Books-for-Adults.pdf?mtime=20210501080039&focal=none>

Contact Me: [Emma@GenderNexus.org](mailto:Emma@GenderNexus.org)



**Thank You for listening!**

**This Is Why GenderNexus Exists!**