

Welcome



Please be aware that some of the sessions are being recorded for sharing later.

We want people to participate but **please use the 'raise hand' facility** to ask questions and contribute when others are talking.

Please be considerate - together we want to create a safe, open and reflective space to learn.

You can **turn on live captions on by clicking on the 3 dots at the top of your screen if you need this.**

Please do take the time to provide us with some feedback towards the end of the session.

Thank you!

Supporting Trans, Non-binary & Gender-non- conforming Youth

Norfolk LGBT+ Project | Support | Information | Advice

A large, stylized rainbow graphic composed of multiple parallel diagonal lines in various colors (blue, cyan, yellow, orange, red, purple, pink, green) that tapers to a point at the bottom left, set against a dark blue background.

NORFOLK
LGBT+
PROJECT
SUPPORT INFORMATION ADVICE

www.norfolklgbtproject.org.uk

Our Services

- 1:1 Support
- Low-cost Counselling
- Family Support
- Drop-in groups for adults
- BLAH Youth groups
- Training, Talks and workshops
- Free Resources
- Schools: Educating with Pride Scheme

Referrals and enquiries:
info@norfolklgbtproject.org.uk

"My support worker understood everything I was going through, no judgement, just listened and gave me hope"

"If it wasn't for Norwich BLAH and the support that I received as a young person I very much doubt that I would be alive today"

"As a parent I wanted to make sure that I had a better understanding of what my child was going through, staff were always reassuring. Not once did I feel that I was alone"

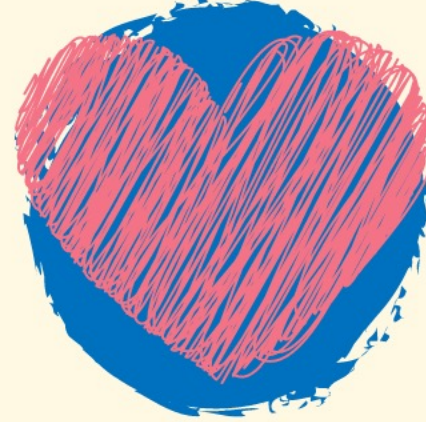


Sex, Gender and Sexuality



Sex

Biological. Classified at birth by a doctor. We are all assigned either **Male**, **Female**, or **Intersex**.



Sexuality

Who we are attracted to, who we want to be intimate with, who we fall in love with. This is very individual, hence the huge variety of terms.



Gender identity

Psychological. If this aligns with sex assigned at birth, the person is **cisgender**. If they have a different gender identity to their sex, they are **transgender**.



Gender expression

Clothing, mannerisms, presentation, in relation to social and cultural stereotypes about **femininity** and **masculinity**, which change over time and place.

Terminology



Supportive conversations

- No right terms just what is right for individuals, so **'mirror'** the terms an individual uses.
- If unsure, you could ask: **'what does that term mean to you?'**
- Always look for an opportunity to **'repair'** a mistake after it has been made.
- Check in with your curiosity. Will the question benefit you, or the person you are supporting? **Center their needs** and balance this with your learning.
- Provide space for young people to **explore how they are feeling about their identity.**
- Don't make identity the focus of support **if it doesn't need to be!**



Coming Out

- **Coming out can still come with serious consequences, so thank the person** for sharing and trusting you.
- Reassure them that their identity is accepted and you are there to support them.
- **Ask who else they are out to** - helps further understanding of any spaces they don't feel comfortable sharing their identity in, and respects privacy.
- Don't 'out' or pass on the information without individual consent, **unless there is a safeguarding issue.**
- If they are isolated, help build up their support network by signposting to relevant resources and organisations.
- **Never pressure someone into coming out.** It's their personal information to share if and when they feel comfortable enough. We should simply be aiming to foster environments that feel safe enough for these conversations to take place.
- Ask **open questions** - don't expect them to have it all figured out!



What pronoun do you use?

She/Her

Hers/Herself

He/Him

His /Himself

They/Them

Theirs/Themselves

You might also hear:

Ze/Zir
Ze/Hir
Xe/Xem

MY PRONOUNS ARE:



Why are pronouns important?

Think about a time someone got your name wrong.
How did it feel?

Imagine it keeps happening. Everywhere you go, you introduce yourself, but everyone uses a different name for you to the one that you give them?

How do you think this would affect your interactions with people?



Pronouns

Why use them?

To normalise it - the more we use it, the less we think about it

We recognise the need to be respected and affirmed

For those who are unsure/not yet out

Not sure?

Listen, introduce yourself, ask

'Neutral until you know'

Be pro-active and practice

Got it wrong?

Correct yourself, apologise, move on

Acknowledge errors sincerely and calmly

Take time to self-reflect

Gender Identity

Cisgender

Having the same gender identity as sex assigned at birth.

Transgender

Having a different gender identity to sex assigned at birth.

Non-binary

Someone who does not identify with the binary categories of man and woman.

Trans man

Someone registered female at birth who identifies and lives as a man.

Trans woman

Someone registered male at birth who identifies and lives as a woman.

Genderfluid

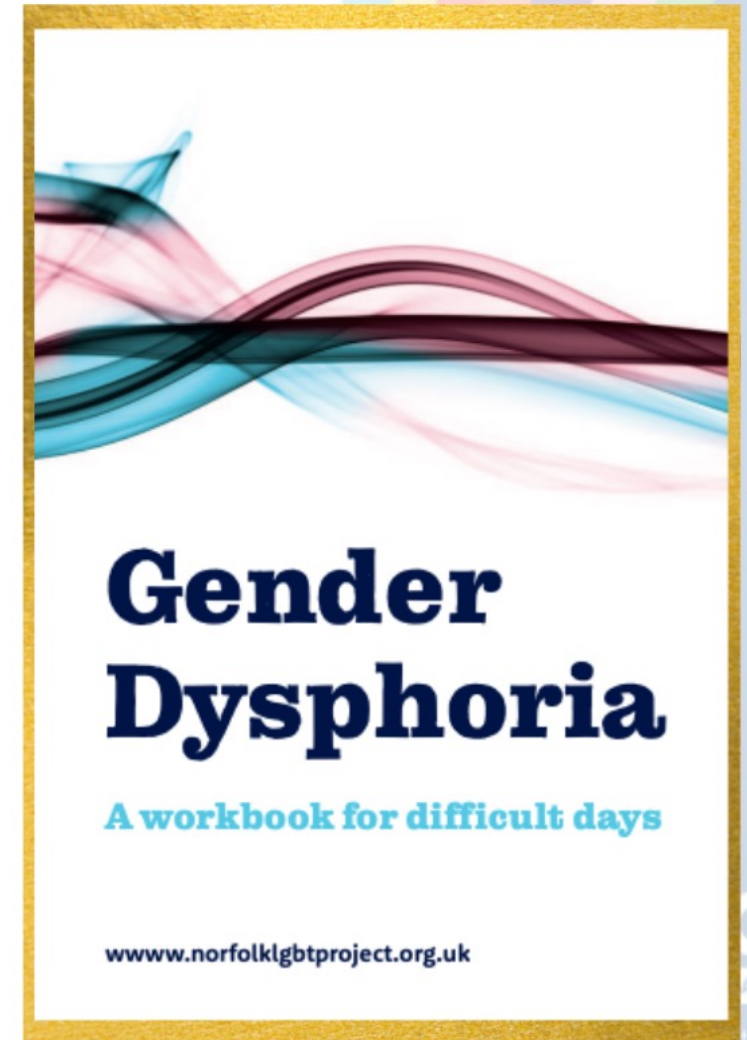
Someone whose gender identity is not fixed and is subject to change.



Gender Dysphoria

The clinical diagnosis for feelings of discomfort and distress caused by the mismatch between sex assigned at birth and gender identity.

Improving your understanding of gender dysphoria can help you to better support those who live with it.





Social and medical transition



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Bullying & Discrimination

A decorative graphic on the right side of the slide, consisting of several parallel, slightly curved lines in a rainbow color palette (blue, yellow, red, purple, pink, green) that converge towards the bottom right corner.

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Bullying Statistics 2020

70%

of young LGBT+ young people experience bullying whilst in education.



88.1%

do not feel that the bullying was addressed effectively

72.5%

do not feel safe at schools

*Norfolk LGBT+ Youth survey 2020



Bullying

Research from Stonewall(2017) found **45%** of LGBTQ+ youth experienced bullying.

52% reported an impact on their decision to access higher education.

"I was taken out of school because the bullying was never stopped."

Social media

Fears grow for trans kids
Adults 'fail by giving in to trans teenagers'

Terfed out by the

Graham Linehan
@Glinner

You're a man pretending to be a woman

think about it.

As Dr. Dick Levine advocates for "gender affirming care" for minors, has he undergone the #WeenieChop himself?

Or is he just pushing this on children?

3:04 PM · Jul 18, 2022 · Twitter for iPhone

'Trans Taliban'

Elon Musk
@elonmusk

Pronouns suck

11:42 PM · Jul 24, 2020 · Twitter for iPhone

Transgender project 'out of balance'

They're castrating children

Warnings over surge in youth transgender cases

Katie Hopkins
@KTHopkins

I am not transphobic. Live your life how you damn well please. Just don't ask me to call a castrated man a woman #CBBUK

10:21 PM - 2 Jan 2018



Consider:
Did you see any gender variant people growing up in history/tv/media?



Responding to discriminatory language

1. Question the statement

"Could you say more about what you mean by that?" "How have you come to think that?"

2. Separate intent and impact

"I know you didn't realise this but when you said it could be taken to mean Instead you could say"

3. Share your own process

"I noticed you say I used to say that too, but then I learned....."



Neurodiversity & Identity





"There is often a concern of not being believed. Fixation can be a trait of their autism and they feel when they share their gender identity it is interpreted as another fixation. They want to be given the freedom to explore their identity like neurotypical people. My clients often have concerns that from a clinical stand point being autistic will hinder their transition."

- Jo King, LGBT+ Client Support

"People think I don't have a proper understanding of myself, gender dysphoria is not the same as autism. Neurotypical people seem to see gender in a binary way and have clear views on what the social construct of that gender is. I am autistic and I see gender in a more abstract way, this doesn't mean I am wrong. If I was neurotypical I would still be trans."

-Student, 15

Joy & Euphoria

-  Educate on gender-diverse history, cultures and people
-  There is joy in knowing yourself, and sharing these personal parts of self-knowledge is a privilege
-  Many trans people who faced a lack of acceptance are thriving adults, not just those making global change - look for opportunities to make them aware of peers with happy daily lives.
-  Work out what brings them gender-affirmation and celebrate their wins. Remind them of positives of identity and difference.



What we can do?

Create specific policies to ensure inclusion

Create visually inclusive spaces

Have 'imperfect' conversations

Counter misinformation

Use the 'neutral until you know' approach.

Don't 'out' someone unless there is a safeguarding issue

Try not to assume someone with a particular gender has a certain sexuality - e.g. ask about whether or not someone has (or wants) a 'partner' vs 'bf/gf'

Look for ways inclusion can be improved in the different spaces you access.

Challenge yourself and others to learn (and unlearn!) further.

Signpost to suitable services and resources

Pass it on!

GBT+ PROJECT

Norfolk Multi-agency Practice Week



Feedback can be provided through the QR code on the left or through this link which will be shared in the chat:

<https://forms.office.com/e/EM5kEwrFLJ>

