

Creating Supportive Environments

1. **Work for pupil non-discrimination laws and/or school policies** with explicit protections regarding gender expression and identity as well as sexual orientation
2. **Intervene when you witness bullying, harassment or gender policing**
3. **Honor each person's affirmed gender and gender pronouns:** both in how you interact with them directly as well as in how you refer to them indirectly
4. **Acknowledge gender essentialism:** provide opportunities to self-explore what it means to be a man, woman or something else
5. **Provide inclusive curriculum/materials** reflecting a range of experiences
6. **Use inclusive language:** provide *affirmation* of LGBTQ and gender-nonconforming identities by avoiding separating based upon gender or expectations of heterosexuality (i.e., "ladies over here," or "when you get married/have kids").
7. **Teach/support young people with a balance** of problem-focused and emotion-focused coping strategies
8. **Celebrate the emerging young person!** Resist the urge to wait for the final draft, as we are never finished revising ourselves!

Making a difference as an individual

1. Educate yourself: find resources in the community and online. Remember that sexuality and gender are distinct and that behavior does not mean identity!
2. Talk to youth: Ask youth about how their family reacts to their identity, express enthusiasm for their identity
3. Acknowledge systems of oppression overtly in the curriculum and in strategies of change. Question gender essentialism.
4. Provide support, validation and connection
5. Fight for policies, laws and other protections

(Semi) Local Support Resources

- *Parent(s)/family and friends of the youth* (PFLAG)- <http://www.pflag-madison.org>
- *TransParent Group*- Support group for parent(s)- contact MMSD GLBTQ Resource person, Liz Lusk at 608-663-8449
- *Gay Straight Alliance for Safe Schools* (GSAFE): www.gsafewi.org
- *Teens Like Us* : tlupride@youthsos.org
- *YSOSW, Briarpatch's* Crisis Intervention and Family Support Services: 608.251.1126; www.youthsos.org
- *Proud Theatre*- <http://www.proudtheater.org>
- *Unitarian Churches: United Methodist Church in SP!*
- *Allianza Latina*: <https://www.facebook.com/alianzalatnamadison>
- *Freedom, Inc*- <http://aboutfreedominc.com>

Online Resources

- *TransYouth Family Allies*: www.imatyfa.org The major national resource for parents of trans* youth. Posts news, lists parent blogs, has recommended readings
- *Trans Kids Purple Rainbow*: www.transkidspurplerainbow.org An advocacy group of parents of transgender kids.
- *Gender Spectrum*: www.genderspectrum.org For families, educators, social workers and medical providers.
- *Family Acceptance Project*: <http://familyproject.sfsu.edu/>