



NABITA

National Association
for Behavioral Intervention
and Threat Assessment

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Supporting Trans and Non-Binary Students

Talking BITs

Your Faculty



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Terminology

- Sex: References chromosomes, hormones, reproductive organs, and genitalia
- Gender: Refers to the attitudes, feelings, and behaviors that a given culture associates with biological sex
- Gender Identity: Internal sense of gender
- Gender Expression: Outward expression of gender, often through clothing, behavior, posture, mannerisms, speech patterns, and activities
- Sexual Orientation: Attracted to sexually or romantically, on a continuum (e.g., gay, lesbian, bisexual, heterosexual, asexual, and pansexual)

Terminology (cont.)

- Queer: An umbrella term referring to LGBTQIAA+ individuals, and/or a nonbinary term used to reflect a fluid gender identity other than societal gender “norms”
- Transgender: Umbrella term referring to a wide range of persons whose gender identity or expression may not match the sex assigned at birth
- Cisgender: Gender identity is consistent with the sex assigned at birth
- Intersex: Born with genitalia, reproductive systems, and/or sex chromosomes of both males and females

Terminology (cont.)

- Heterosexual: Attracted to people of a gender other than their own
- Bisexual: Attracted to people of the same as well as other genders
- Asexual: Minimal or no sexual attraction to others
- Pansexual: Attracted to people regardless of gender

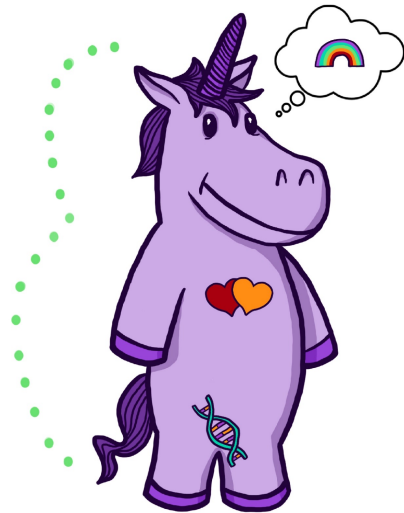
What does it mean to “transition?”

- Social
- Medical
- Legal

The Gender Unicorn

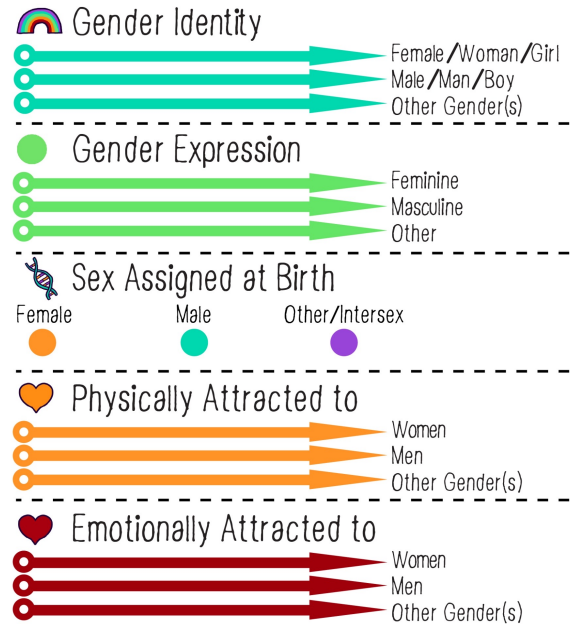
The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



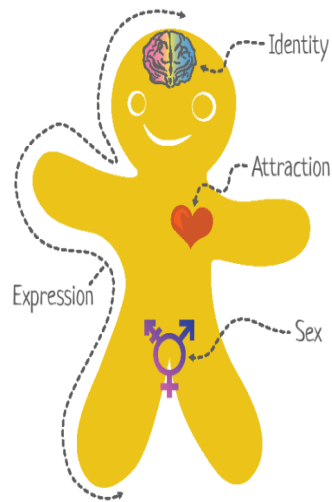
To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore

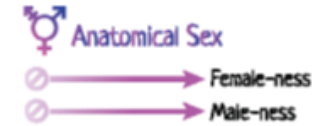
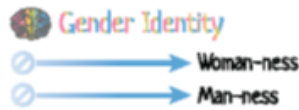


The Genderbread Person

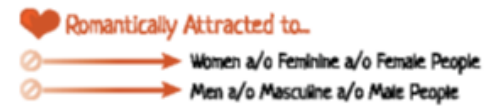
The Genderbread Person v4 *by its pronounced METROsexual™*



⊖ means a lack of what's on the right side



Identity ≠ Expression ≠ Sex
Gender ≠ Sexual Orientation



Challenges and Experiences of Trans and Non-Binary Students

The majority of respondents who were out or perceived as transgender while in school (K-12) experienced some form of mistreatment, including:

54%

Verbally Harassed

24%

Physically Attacked

13%

Sexually Assaulted

Transgender students are disproportionately subjected to harassment and discrimination.

Challenges and Experiences of Trans and Non-Binary Students



2-4X

Trans and non-binary students are 2-4x more likely to have at least one mental health condition



40%

Of trans and non-binary individuals have attempted suicide



75%

Of incoming trans and non-binary students say they are likely to seek counseling resources compared to 46% of their cisgendered peers

Supporting Trans and Non-Binary Students



Systems
Level



Individual
Level

Systems Level Support for Trans Students

- **Name & Pronouns**
 - Education records
 - Databases and record systems
 - Identification documents
 - Classroom
 - Non-binary pronouns in policies, procedures, and other institutional materials
 - The need to educate our communities
- **Maintaining student privacy**
 - Maintain privacy in relation to gender identity to the extent possible
 - Students' sex, gender, including transgender status, should not be included as directory information
 - What about parental disclosures in K-12?

Systems Level Support for Trans Students

- Where sex-segregated activities and facilities are provided, transgender students should be allowed to both participate and access facilities consistent with their gender identity
 - Restrooms and Locker Rooms
 - Schools should not require use of individual-user facilities where other students are not made to do so
 - Individual-user options can be made available to all students voluntarily seeking additional privacy
 - Housing
 - “All-Gender” or “Gender-neutral/inclusive” housing options open to all students
 - Athletics
 - Higher Ed: governed by NCAA policy
 - K-12: governed by State law applicable interscholastic athletic association policy

Individual Level Supports

- **Training and Education to Faculty, Staff, and Students**
 - Regular training to faculty and staff on supporting trans and non-binary including:
 - Specific challenges and experiences
 - Pronoun usage
 - Support resources available
 - School policies
- **Trans and Non-Binary Student Groups**
- **Inclusive marketing materials, paperwork, website presence, training materials, etc.**
- **Counseling Resources**
 - Individual counseling with clinicians who specialize in LGBTQIA issues
 - Clinical staff with diverse representation
 - Group sessions available focused on trans and non-binary students

Case Study

Joe is a junior who is gay and a member of the school cheer team. A group of baseball players repeatedly ridicule Joe about his effeminate mannerisms and clothing. They also have been waiting outside the locker room for him on several occasions and walk behind him making rude comments and taunts as he heads back to his car in the parking garage. They have threatened to harm Joe if he ever shows up at a baseball game or to the baseball off-campus house. This is done both in person and via group chat messages on which Joe is included.

Joe reports the incident to the baseball coach, who speaks with the players and tells them their conduct is inappropriate and gives them a verbal warning about bullying.

Case Study Continued

The next day, the players corner Joe in the locker room and tell him he is a “snitch,” “a little girl” and “a pussy.” They tell him he is a freak and to watch his back, especially if he reports them to the school again.

Joe becomes very withdrawn, starts skipping cheer practice, and eventually resigns from the team. His parents find out what happen and call the Dean of Students demanding swift and harsh action.

What offices need to be involved?

How should the BIT respond?

What supports and interventions are needed?



**THANK
YOU**

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