What Is Gender Identity
Gender Identity

- Internal, felt sense of one’s gender.

- Cannot be determined by any physical trait, test, behavior, or style of dress.

- ONLY way to determine someone’s gender identity is to ask them.
How do we know someone’s Gender Identity?

“Genderqueer”

“Cisgender Male”

“Transgender Woman”

Just like sexual orientation - we can only know by asking...
So how do we know a baby’s gender?

We make a guess based on how their body looks and ASSIGN a gender.
For most of us the guess is correct, and we **affirm** it…

*For transgender people the guess is wrong.*

Their **affirmed** gender is something other than what was **assigned** at birth.
Two Basic Gender Identities

-CISGENDER – assigned matches affirmed. “Ciswoman”

-TRANSGENDER –
  Female to male – “Transman”
  Male to female – “Transwoman”
  Non-Binary – “Gender Fluid,” “Genderqueer,” Etc.
Being transgender is a normal, biological variation in human beings, just like having red hair.

It has existed in all cultures throughout history and around the world.
What determines gender?

- Gender identity is wired in the brain later in pregnancy.
- External genitalia are already formed much earlier in pregnancy.
Scientists view gender as epi-genetic – a combination of DNA and womb environment.

- The gender signal to the body is different from the gender signal to the brain.
In the womb, the signal gets altered

**Transgender Man (in the womb)**

- **DNA XX**
  - Signals body to feminize

- **DNA XX**
  - Signals brain to be male
A Claim of Transgender Identity is Almost Always Due to:

- Peer Pressure
- Internet Influences
- Attention-Seeking
  - “Just a Phase”
- Body Image Issues
- Abuse History or Poor Parenting
- Mental Health Problems
  - Rebellion
  - Boredom
- Identity Confusion
- Sex/Sexuality Confusion
- Parent Really Wanted a boy/girl
- Wiring in the brain
How do people know they are transgender?

Gender Dysphoria – strong, often intolerable feelings of discomfort and distress with one’s body (gender related), and/or with the way others view or refer to one’s gender.
Gender Identity Versus Sexual Orientation

**Gender Identity**
- My internal sense of what my gender is.
- Provides no information about my attraction to others.

**Examples**
- Male, Female, Transmale, Transfemale (more binary)
- Genderqueer, Bigender, Agender, Fluid (less binary)

**Sexual Orientation**
- Provides information about the gender identities of those I tend to be sexually attracted to (if I feel sexual attraction).

**Examples**
- Gay, Straight, Lesbian (more binary)
- Pansexual, Bisexual, Queer (less binary)
- Asexual, Demiromantic, Panromantic (non-sexual)
Title IX prohibits sex discrimination in schools.

Courts/U.S. Departments of Justice and Education concluded discrimination because a person is transgender or gender non-conforming is illegal sex discrimination.
Joint letter from Departments of Education and Justice direct schools to assure "transgender students enjoy a supportive and nondiscriminatory school environment"
Gender identity and expression is protected category according to New Jersey "Law Against Discrimination"

Codification of 2001 New Jersey Superior Court Appellate Division decision that established prohibition of sex discrimination extends to discrimination against transgender individuals
“The law is clear- a student must be permitted to use the bathroom or locker room in accordance with his or her gender identity.

It is also important to point out that nationally there is not one reported case of the transgender student doing anything improper in the bathroom or locker room.”

New Jersey School Boards Association
Robyn B. Gigle, attorney with Gluck Walrath LLP
Responsibility for determining gender identity rests with the student...

...Grades Pre-K through Five students not yet able to advocate for themselves...with the parent or guardian
Schools and staff should not disclose a student’s transgender status to others.

Schools and staff shall honor requests to have student addressed by a name and pronoun different from those associated with the student’s sex at birth.

The Key Components (Privacy)
Students shall have access to the restroom that corresponds to their gender identity.

Students shall have access to the restroom that corresponds to their gender identity.

Students shall have access to the locker room facility that corresponds to their gender identity.
Modifications/accommodations the student is seeking (e.g., use of different name, pronouns and sex-separated facilities)

How to refer to the student when communicating with the student’s parents or caregivers, both in writing and verbally
Support Plan

How to refer to the student when communicating with the student’s siblings

What information to share with the student’s teachers and other adults on campus
How to address questions from peers (if student’s transgender status is not private)

Services the school can provide to assist the student in coping with the lack of support at home

Support Plan