



SOGI 101- An Introduction

Jane Rule Endowment at UBC established by Dr. Robert Quartermain

Education – Outreach • SOGI-Inclusive Education & Literacy • Centre for Excellence



LIVING & WORKING AUTHENTICALLY AT UBC



AND BEYOND



Sexual Orientation and Gender Identity (SOGI) Inclusive Education

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Why SOGI? Why now? Why Me?

- **SOGI** stands for **S**exual **O**rientation and **G**ender **I**ntity
- **Jul 2016** – Gender Identity/Expression added to BC Human Rights Code
- **Aug 2016** – Teacher Education For All (TEFA) Project starts at UBC
- **Sep 2016** – Ministry of Education (MOE) directs all school districts (including independent schools) to protect SOGI minority youth and releases guidelines
- **Sep 2016** – ARC Foundation partners with MOE, BCTF and others to develop resources, website and inclusion model
- **Sep 2018** – SOGI 1 2 3 model expands from 9 to 56.5/60 school districts



Why is this work so crucial ?

- Up to 70% of students reported hearing homophobic expressions such as “that’s so gay” every day in school. ¹

No Homophobes – U of A

- As many heterosexual as LGBTQ students reported harassment about SOGI.¹
- 55% of trans youth reported school bullying in the past year such as repeated teasing, threats, physical assault or exclusion. ²



¹ Every Class in Every School – 2011

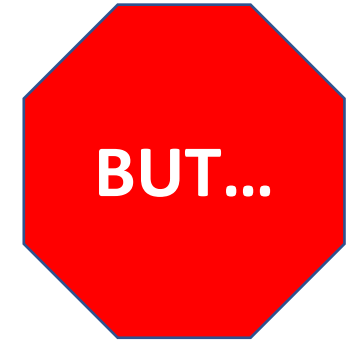
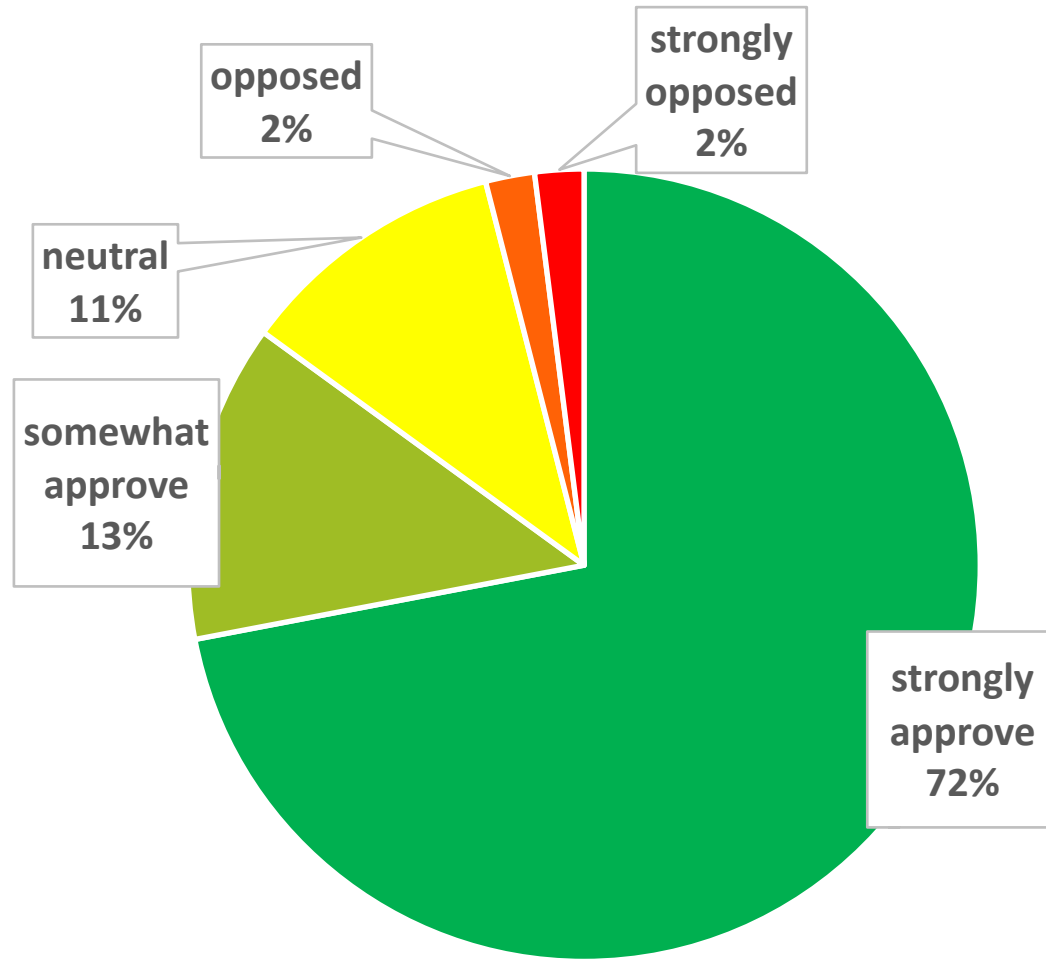
² Canadian Transgender Youth Health Survey – 2013

Video - The Price of Exclusion

The Price of Exclusion - 2015 (3:36) - Sec/Professional
United Nations Human Rights video exposes just how much
LGBT exclusion really costs.

<https://www.youtube.com/watch?v=DvSxLHpyFOk>

Most Teachers Want LGBTQ Inclusive Education!



Only 37% reported participating in LGBTQ education.

* 2015 Every Teacher Project

What Was Holding Teachers Back?

1. Lack of Training

59% of new educators felt that their B.Ed. program did not adequately prepare them to address SOGI issues in schools.

2. Lack of Strategies and Resources

Many good resources are available (SOGI 123, BCTF, PEN, Gender Spectrum, but **most teachers are not aware of them.**

3. Fear of Parent and Admin reaction...

Yet only 19% of teachers reported complaints...
and 72% of these reported their principal had supported them.

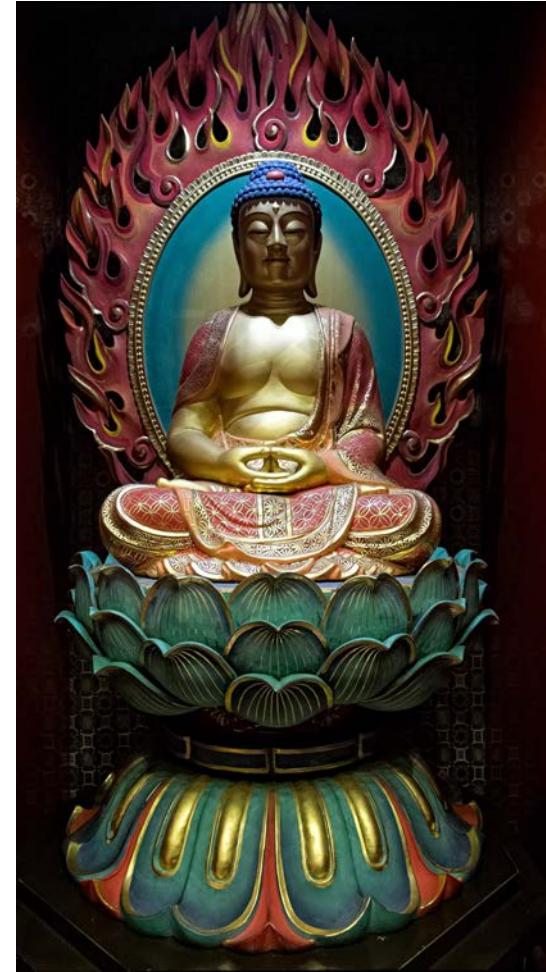
4. Don't Know Policies and Procedures



* Every Teacher Project 2015

Perspective on Integrating Faith and Family

- ✓ Many faith-based organizations and followers are supportive AND many LGBTQ people are religious and practice their faith.
- ✓ Individual families will always have a range of opinions on many topics.
- ✓ Courts have said that tolerance is always age-appropriate. Children cannot learn unless they are exposed to views that differ from those they are taught at home. Public schools must be inclusive and secular, and schools should err on the side of inclusion.
- ✓ School boards must respond to harassment based on “real” or “perceived” characteristics.
- ✓ Human Rights are about inclusion and never excluding others.



SOGI Understanding...

Build from where you are!



Be curious... Ask questions... Make mistakes...

We all have different backgrounds, beliefs and experiences. That's OK!

As you watch the Love Has No Labels – Fans of Love video, consider:

1. Where are you in your understanding and ability to teach about the various forms of diversity shown?
2. What about gender diversity? (Private reflection)

Reflect

Video - Fans of Love

Fans of Love: Love Has No Labels - 2017 (2:42) - Prim/Int/Sec

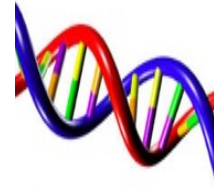
Moving Ad Council video that uses a Kiss Cam at an NFL game to show that love doesn't depend on gender, race, religion, ability or age.

<https://www.youtube.com/watch?v=b-xScLlervw0>

It's important to view
Gender and Sexuality
as spectrums and not
rigid binary boxes



Work in groups of two or three to match
the images with the four spectrums listed



Sex assigned at birth



Gender Identity



Gender Expression



Sexual Orientation



Sex assigned at birth



Female

?

Male



Gender identity



Girl or Woman

?

Boy or Man



Gender expression



Feminine

?

Masculine



Sex assigned at birth



Gender identity



Gender expression



Sexual Orientation is also a spectrum



Romantic attraction

Women

All Genders

Men



Some people don't feel romantic (or sexual) attraction at all!

asexuality.org

Basic Terminology is Important

Learn

Language evolves, but there are basics that help everyone to interact and speak respectfully.

Please mirror the language and pronouns that people use for themselves.

Play the Kahoot - 'Essential SOGI (LGBTQ) Terminology'

<https://play.kahoot.it/#/k/bf11cdd5-b0f4-4a42-94ea-e9c9a8fbef45>



Intersectionality...



A framework which attempts to identify how forms of oppression are interconnected.

Identities are not singular, they are formed by the intersections of who we are: race, sex, gender, sexuality, class, ability, etc.

The same is true of inequalities and how they can compound.

As you watch “Amar: Deaf is an Identity” think of the different parts of your identity and how they intersect



Kimberlé Crenshaw

Video - Amar: Deaf is an Identity

Amar: Deaf is an Identity - 2016 (4:05) - Upper Int/Sec *Canadian

Communicating through American Sign Language, Amar Mangat shares his journey navigating the city as a deaf, queer South Asian youth living in Vancouver.

<https://www.youtube.com/watch?v=wR2QNHvW1t8&t=62s>

SOGI 123... Easy to use tools and resources!



[APPROACH](#)

[RESULTS](#)

[COLLABORATORS](#)

[FOR PARENTS](#)

[FOR EDUCATORS](#)

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Everyone has
a sexual
orientation
and gender
identity.



Use *SOGI 1: Policies and Procedures* to:

1. Understand the MOE's SOGI directive
2. Explore the MOE's 10 key components of best practice
3. See samples of SOGI district policies
4. Think and discuss how you'd respond to SOGI scenarios

<https://bc.sogieducation.org/sogi1/>



School or Workplace Inventory

Reflect

1. How have your schools or workplaces shown that they are accepting and welcoming for students and families of all sexual orientations and gender identities?
2. What examples of homophobic or gender policing language do you still hear in your school or workplace?

“That’s so GAY!” ...

such an important teachable moment

Respond

Prepare your favourite response:

- Do you mean ‘that’s so awesome’?
- Draw a racial/religious parallel.
- Do you mean ‘that’s so stupid’?
- “Gay” refers to a group of people. Gay people and their loved ones are all around you. Most (and many others) are offended every time they hear this.



SOGI 2: Visuals, Words and Action

Create Inclusive Environments!

All kids & families



are welcome here!



maligayang pagdating वेलकम 환영
hoan nghênh Добро пожаловать
欢迎 bienvenidix
all genders
welcome
powitanie འཕྲིད་ཐོག་ willkommen
אברך ברך καλωσόρισμα ترحيب
ຍິນດີຕ້ອນຮັບ benvenuto ようこそ bienvenue



Your Language Sends a Message

What subtle message is sent with each phrase?

Can you make this language more inclusive?

1. Good morning boys and girls.
2. One of the lovely ladies in the office can help you.
3. Who will man the office over lunch hour?
4. Can I get two strong boys to move these boxes?
5. Is man inherently capitalistic?
6. As you get older you might start to feel attracted to the opposite sex.
7. Father's Name: _____ Mother's Name: _____
8. OK class, boys on the blue line and girls on the red line....

Think

**WASHROOM
FOR EVERYONE**



When greeting others, be mindful of language.

Consider

“Thanks, **friends**.
Have a great
night.”

“Good morning,
folks!”

“Hi, **everyone!**”

“And for **you?**”

“Can I get
you **all**
something?”

Why?

Shifting to gender-inclusive language respects and acknowledges the gender identities of all people and removes assumption.

Based on Toni Latour’s “Hello there” cards.

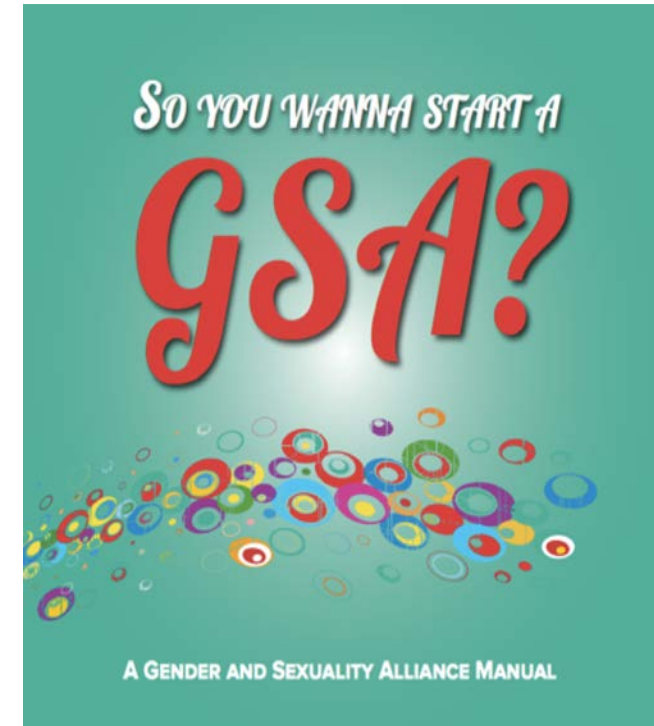
Learn more at qmunity.ca

A GSA Can Improve Your School Climate!

A Gender-Sexuality Alliance allows students a safe place to talk, express themselves and become empowered to lead and educate others about diversity.

Research has shown benefits for all students:

LGBTQ youth AND heterosexual students in schools with anti-homophobia policies and GSAs had lower odds of discrimination, suicidal thoughts and attempts, and problem alcohol use. - Saewyc, CIHR 2014

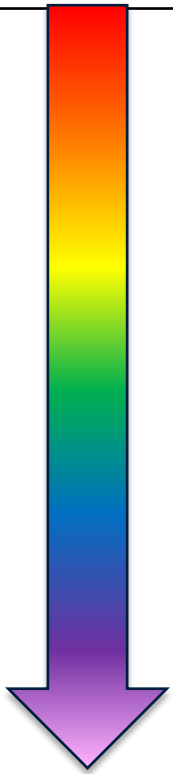


<http://www.phsa.ca/transgender/Documents/CALL%20Out%21%20GSA%20Manual.pdf>



SOGI 3: Teaching & Resources from K-12

	Sexual Orientation (SO)	Gender Identity (GI)
Primary	Family Diversity Same-sex Families including Gay & Lesbian parents	Gender Stereotypes Gender is in your head You feel your gender
Intermediate	LGB History and Human Rights Global LGB Rights Sexuality as attraction and love	GI is separate from sexuality Gender as a spectrum Trans History and Human Rights
Secondary	Discrimination Science / Biology Contributions Artistic expression Political / Legal Literature	Global Trans Rights Discrimination Science / Biology Contributions Artistic expression Political / Legal Literature



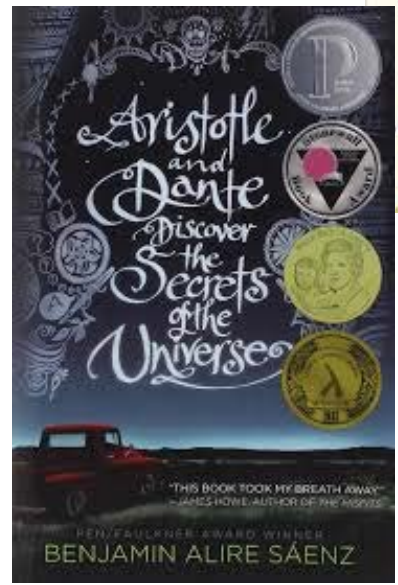
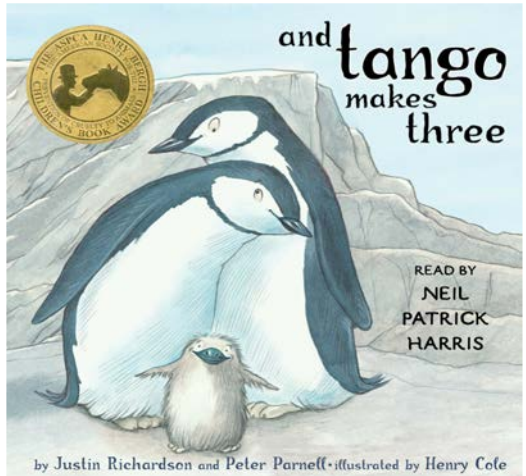
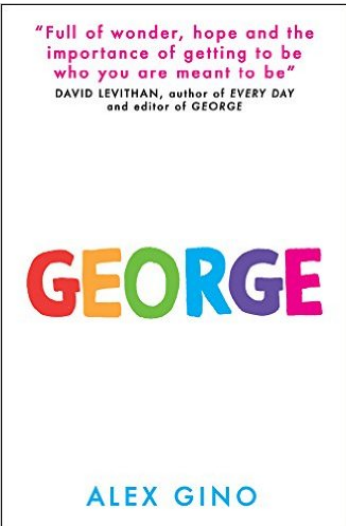
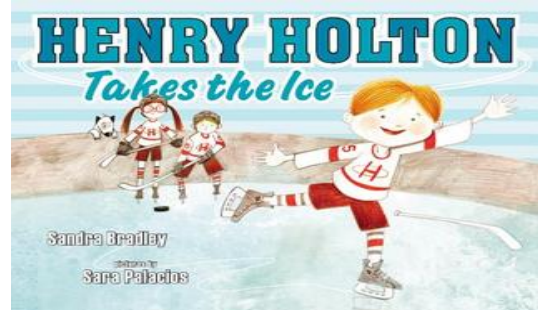
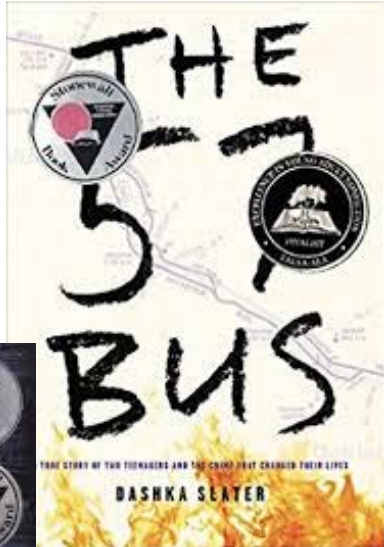
Teach



SOGI
123

Teaching Resources on SOGI 3

- ✓ Lesson Plans linked to TEACH BC
- ✓ Top SOGI Books List
- ✓ Short Film and Video List
- ✓ Pink Day Toolkit
- ✓ French Book List
- ✓ French Video List
- ✓ Websites





BC SOGI Educator Network

- In 2018/19 the BC Provincial SOGI Lead (Chanelle Tye) is coordinating SOGI inclusive education and the network with 56.5/60 school districts and individual SOGI school leads from many types of schools across the province.
- Expansion into Alberta is continuing!

Collaborate



Professional Development

Grow

- 6 x 5 min Learning Burst videos
- 4 x 40 min Learning Modules including PowerPoints, Videos and Facilitator Guides.

Parent Resources

Share

- Elementary & Secondary Parent videos
- Parent brochures (in 7 languages)

Forming Connections

Connect



- SOGI UBC Presentations and Panel Discussions
- SOGI Alliance Lunch Meetings
- Questions / Concerns

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Conclusion



*In the end, we will
remember not the words of
our enemies,
but the silence of our
friends.*

- Martin Luther King Jr.