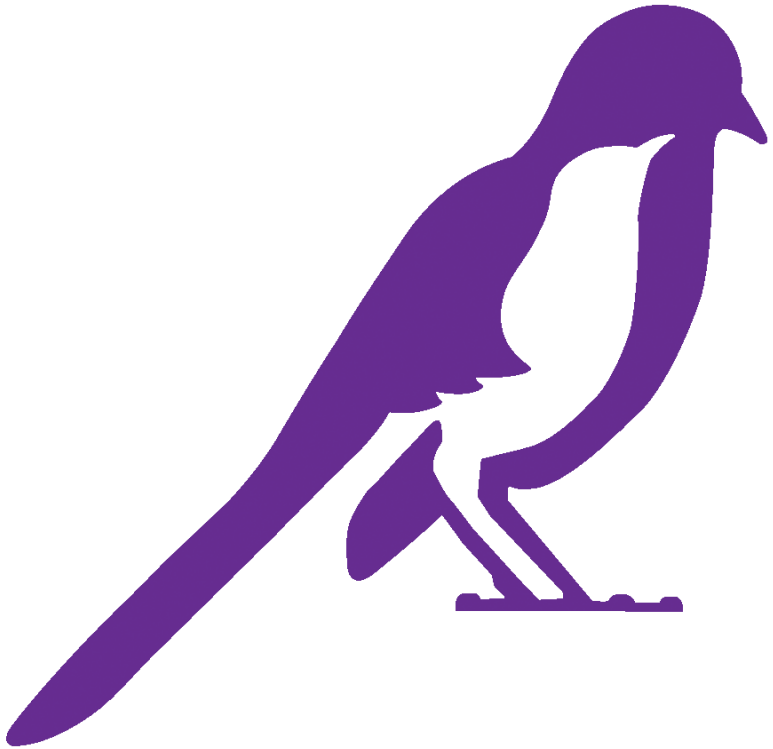


The Mockingbird Society™

Transforming foster care & Ending youth homelessness

LAND & EQUITY ACKNOWLEDGEMENT

I invite you to pause, quiet, and reflect as we open with this acknowledgement.

I would like to acknowledge that we are on the traditional land of the Coast Salish, Interior Salish, and Yakama Nation tribes, and to thank them for allowing us onto their land. They took care of this land before it was colonized, and they continue to care for, honor and defend their land. We honor with gratitude the land itself and all of the native tribes of Washington State.

I would also like to acknowledge the historical and systemic exploitation and oppression of indigenous peoples, enslaved Africans, and other historically under-invested people which has led to the disproportionality in representation of these communities among the youth we serve and whose voices we seek to elevate.

I ask that we keep this in mind as we work to transform the systems that have and continue to impact us.

The Mockingbird Society™

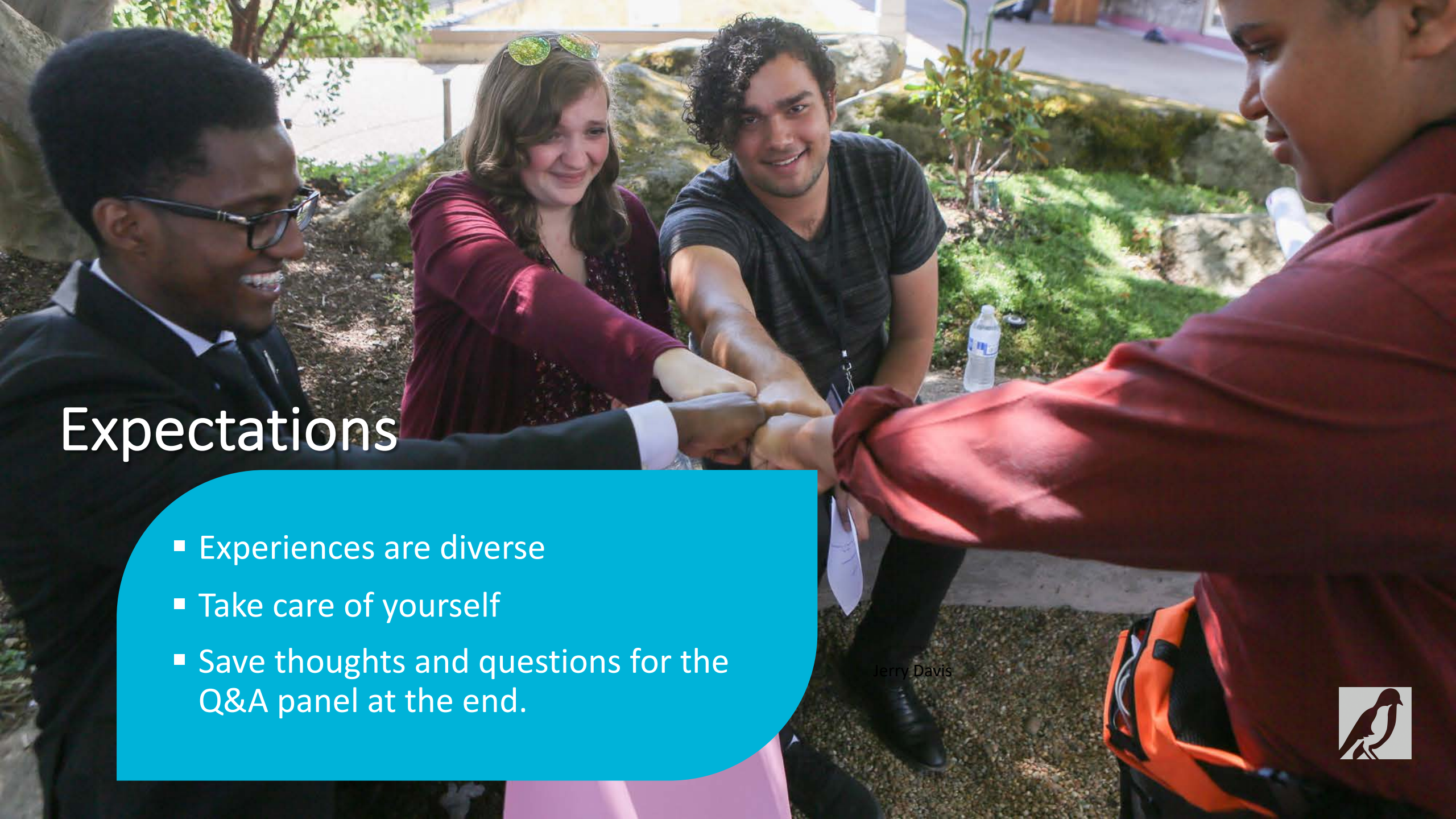
Transforming foster care & Ending youth homelessness

- We work with young people and families to transform foster care and end youth homelessness.
- We train YYA who have been homeless or in foster care to be their own best advocates.
- We partner with young people to change policies and perceptions that stand in the way of every child having a safe, supportive, and stable home.

Photo: Michael B. Maine

TRANS 101

Originally created by Orion Olsen, in collaboration with Alyssa Downing



Expectations

- Experiences are diverse
- Take care of yourself
- Save thoughts and questions for the Q&A panel at the end.

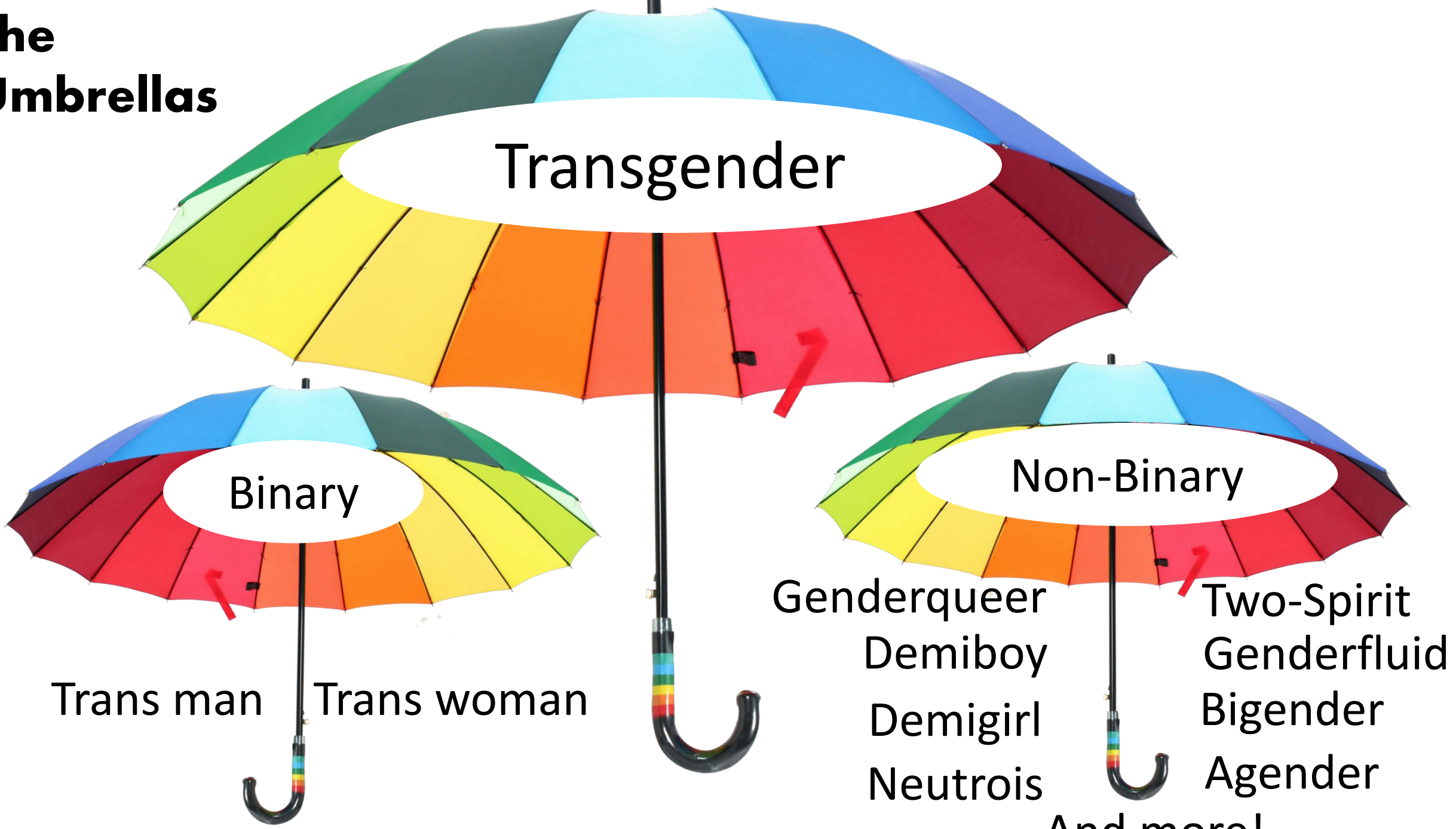
Jerry Davis

Goals

- Realize gender and sexuality are separate
- Recognize discrimination and what it looks like
- Learn about how to make spaces safer for trans youth

TransTrivia

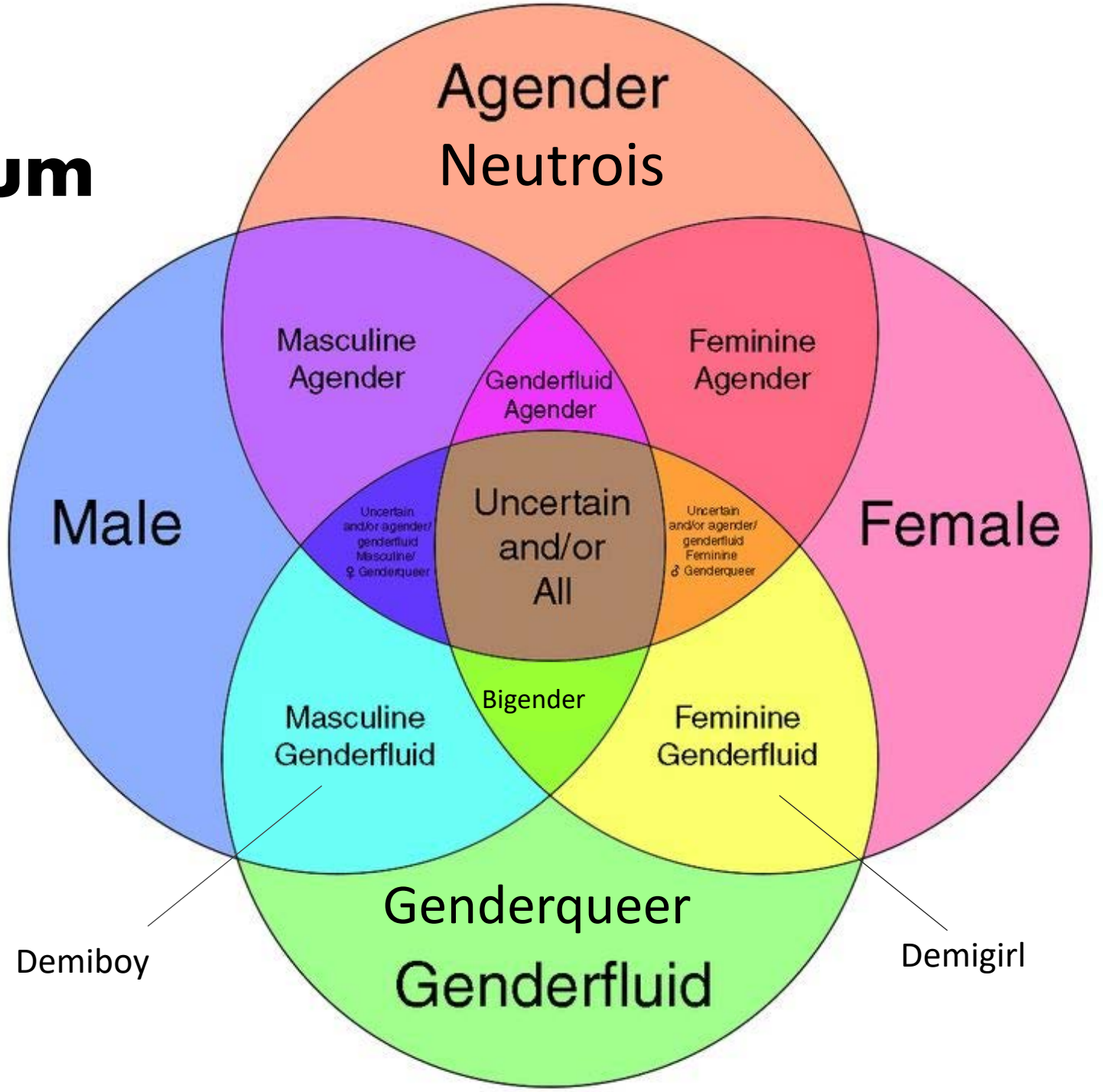
The Umbrellas



The Gender Spectrum

- The gender spectrum is a diagram of gender identities that is more inclusive than the gender scale.

- As opposed to having only two end-points, male/female - with some grey area in the middle, this representation includes genderfluid, gender queer, and allows for those with non-binary identities to be recognized.



Assigned

Male

At

Birth

Assigned

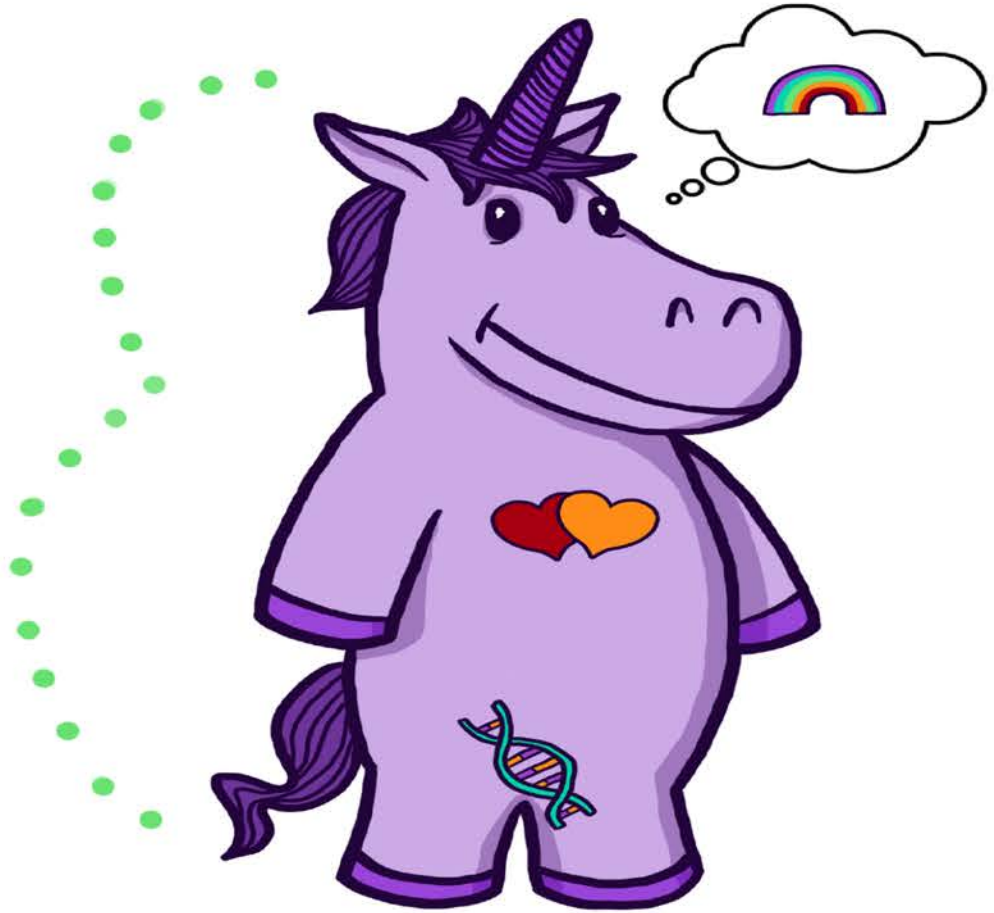
Female

At

Birth

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



Gender Identity

- Female / Woman / Girl
- Male / Man / Boy
- Non-Binary/ Genderfluid/ Genderqueer

Gender Expression

- Feminine
- Masculine
- Non-Binary/ Genderfluid/ Genderqueer

Sex Assigned at Birth

Female | Male | Other/Intersex

Physically Attracted to

- Women
- Men
- Other Gender(s)

Emotionally Attracted to

- Women
- Men
- Other Gender(s)

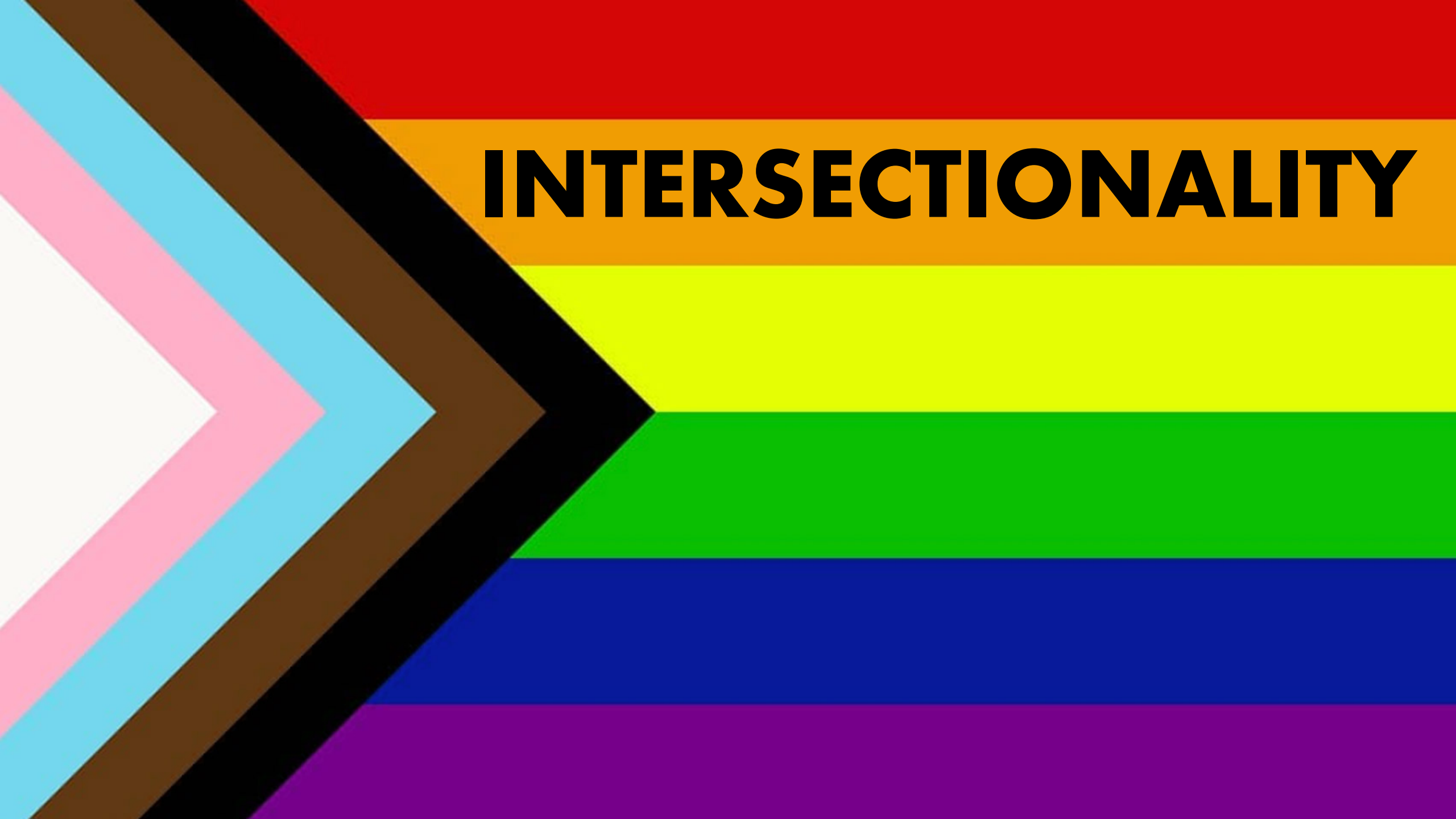
To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore
With modifications by Mockingbird

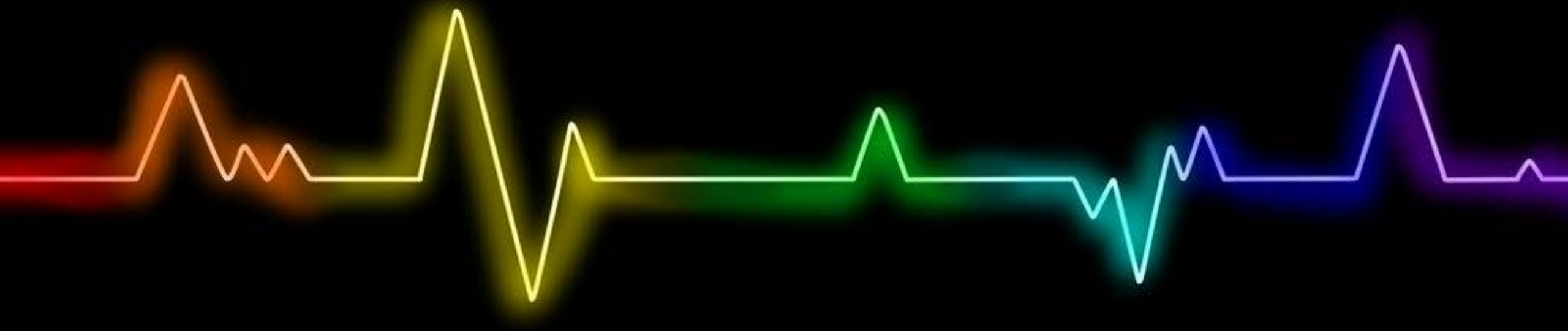
TRANSGENDER

PRIDE

NON-BINARY
PRIDE


INTERSECTIONALITY

OUTING



EMPLOYMENT

90% of transgender individuals encountered harassment or mistreatment on the job.

47% of workers experienced an adverse job outcome because they were transgender.

44% were passed over for a job.

23% were denied a promotion.

26% were fired because they were transgender.

- Unemployment rate for transgender individuals is 3 times the national average.
- More than 3/4 of transgender employees take steps to avoid mistreatment in the workplace.
- Until 2020 you could legally be fired for being transgender in 27 states

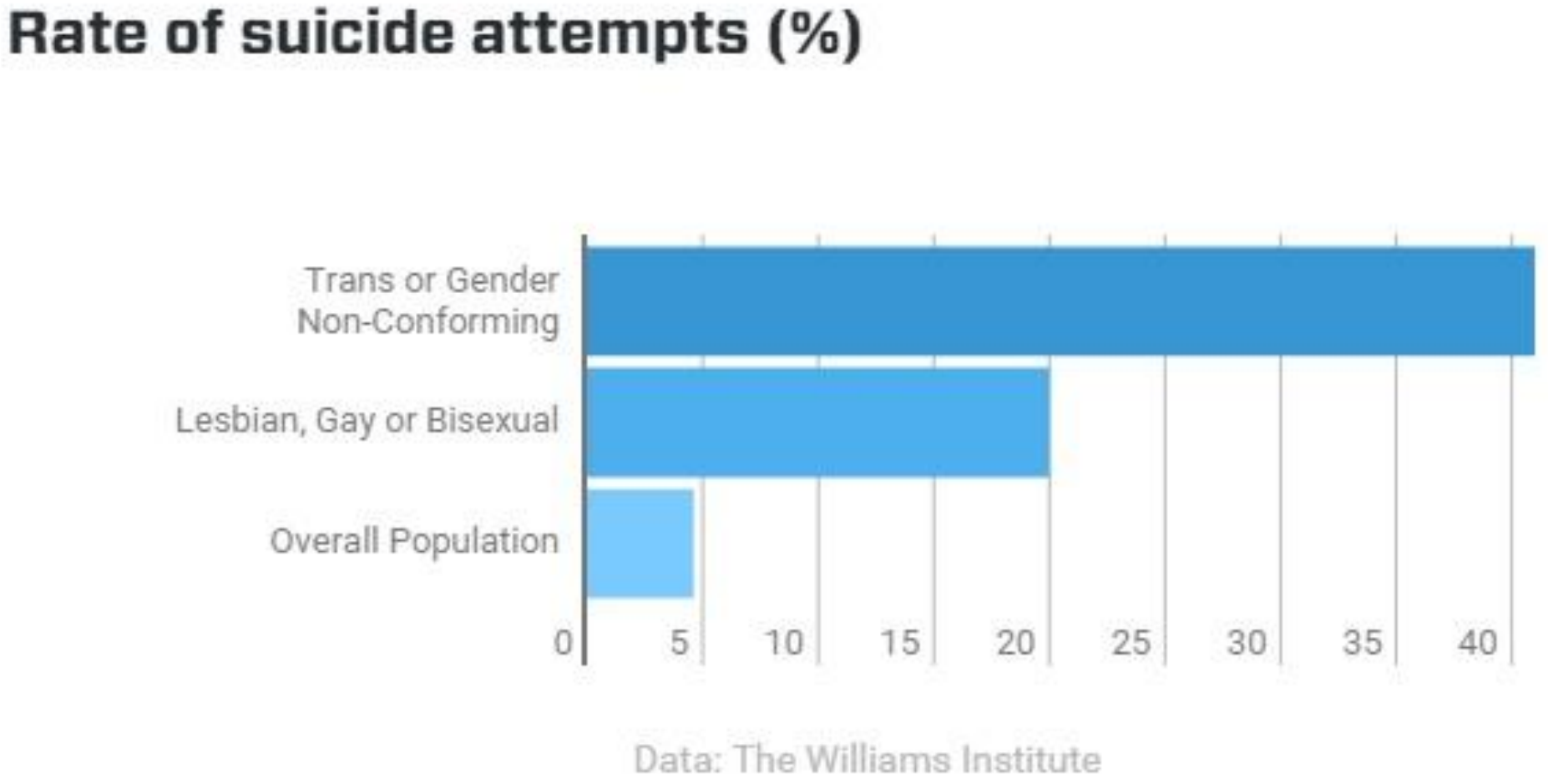
Why is staff representation important?

- Helps to address inequity in employment
- Makes transgender clients more comfortable expressing themselves
- Gives transgender youth more positive role models
- Transgender staff can provide more insight into trans experiences

Debrief

- What did you notice as I led you through the activity?
- What kind of emotions came up for you during this activity?
- How has your thinking about cis privilege changed with this activity?
- What will you do differently after participating in this activity?

The Data


Rate of suicide attempts (%)
Trans or Gender Non-Conforming
Lesbian, Gay or Bisexual
Overall Population
0
5
10
15
20
25
30
35
40
Data: The Williams Institute

What can I do?

- One supportive adult reduces suicide attempts by half and improves quality of life
- Being supportive is easy: Just listen and use correct name and pronouns.
- Build community around supporting trans youth with other service providers
- Create affirming connections with medical and service providers, and LGBTQ+ role models

Q&A?

Connect with us!

mockingbirdsociety.org

facebook.com/mbsociety

@mockingbird.society

@Mb_society

Thank you!