

# The Mockingbird Society™

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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.





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

A photograph of four people of diverse backgrounds (two men and two women) in a huddle, pulling on each other's arms in a team-building gesture. They are outdoors in a sunny, grassy area with rocks and trees in the background. The man on the left is wearing a suit and glasses, smiling. The woman next to him is wearing a maroon top and sunglasses on her head. The man next to her is wearing a dark t-shirt and has curly hair. The woman on the right is wearing a maroon top. A blue water bottle is on the ground near the man with curly hair.

# 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



Transgender



Binary

Trans man

Trans woman



Non-Binary

Genderqueer

Demiboy

Demigirl

Neutrois

Two-Spirit

Genderfluid

Bigender

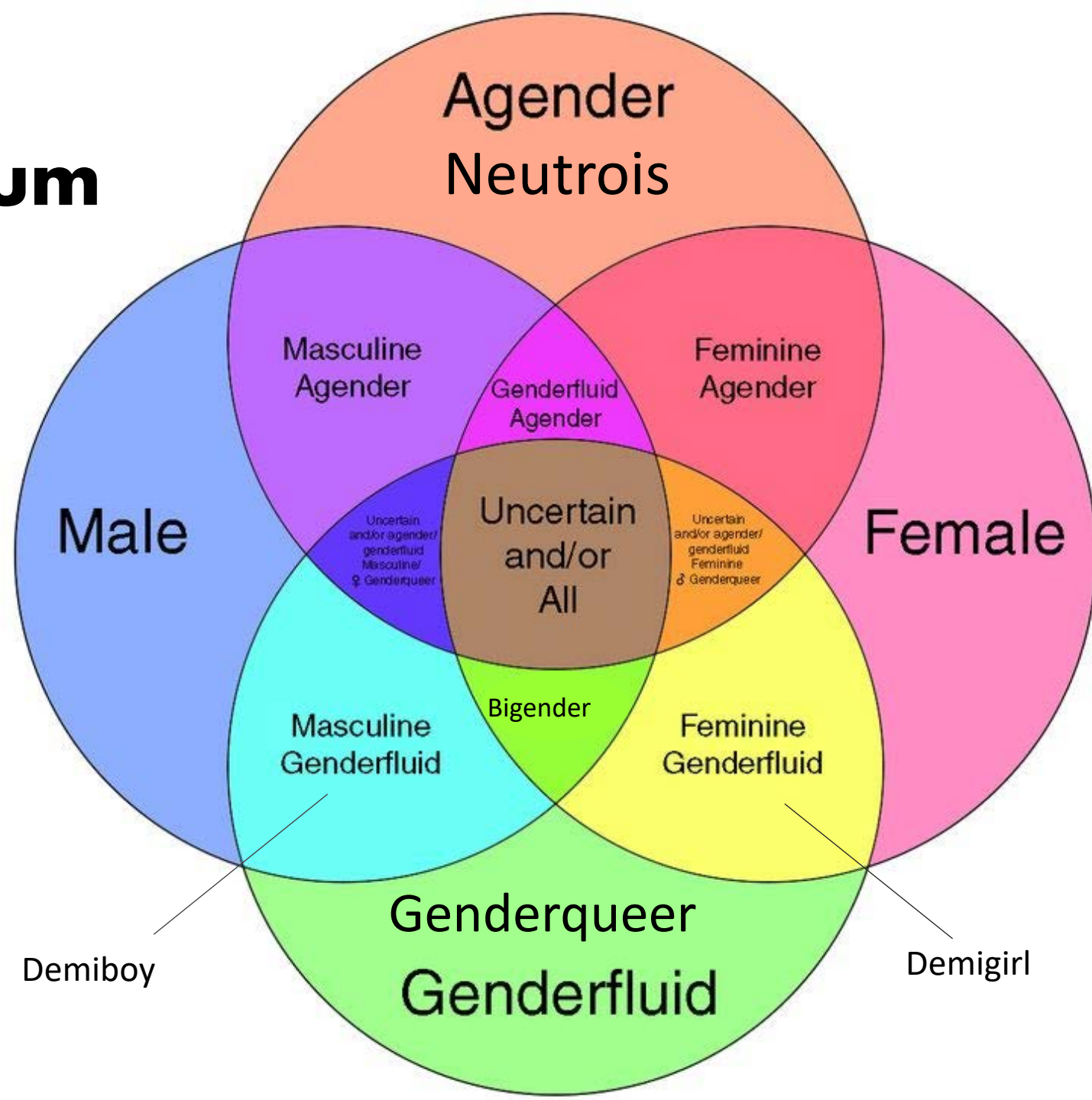
Agender

And more!



# 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.



$A_{\text{assigned}}$

$M_{\text{ale}}$

$A_{\text{t}}$

$B_{\text{irth}}$

$A_{\text{assigned}}$

$F_{\text{emale}}$

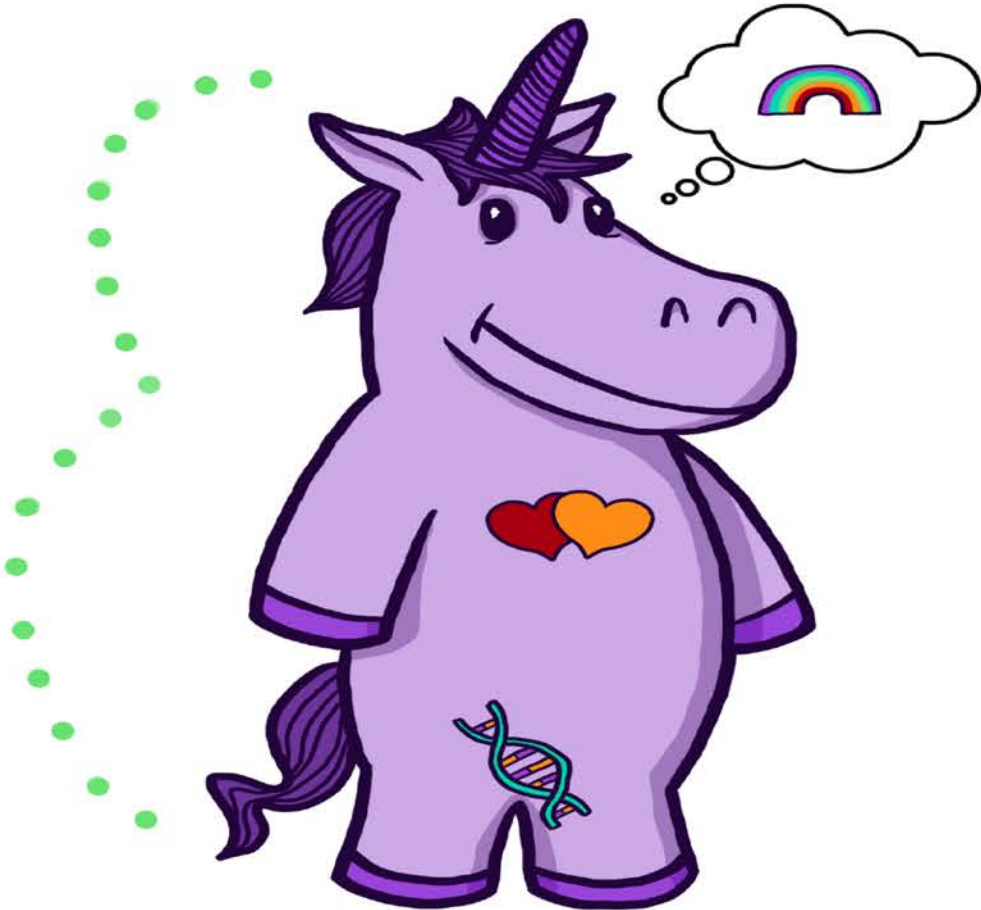
$A_{\text{t}}$

$B_{\text{irth}}$



# 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](http://www.transstudent.org/gender)

Design by Landyn Pan and Anna Moore  
With modifications by Mockingbird



**TRANSGENDER**

**PRIDE**

**NON-BINARY**

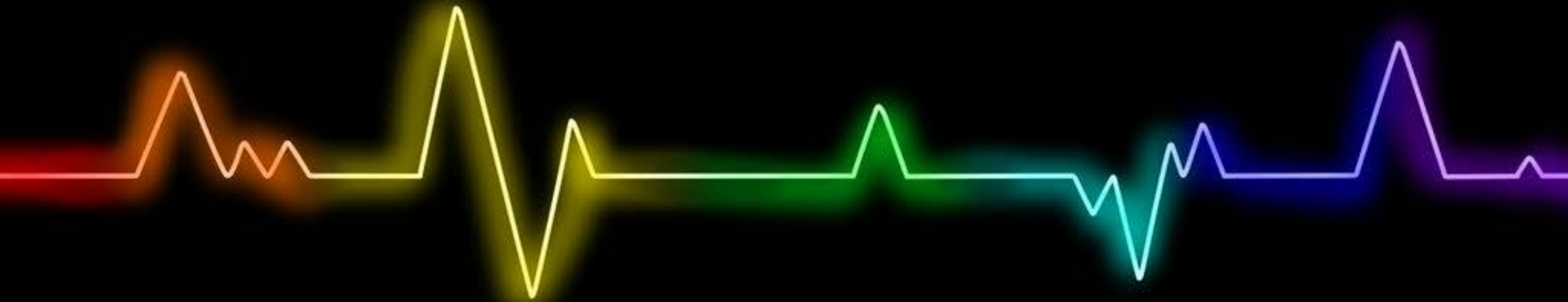
**PRIDE**

The image features a graphic design with a rainbow background divided into horizontal bands of red, orange, yellow, green, blue, and purple. On the left side, there are four overlapping chevron shapes pointing right, colored white, pink, light blue, and brown. A thick black chevron shape is positioned over these, also pointing right. The word "INTERSECTIONALITY" is written in bold, black, uppercase letters across the orange and yellow bands.

**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







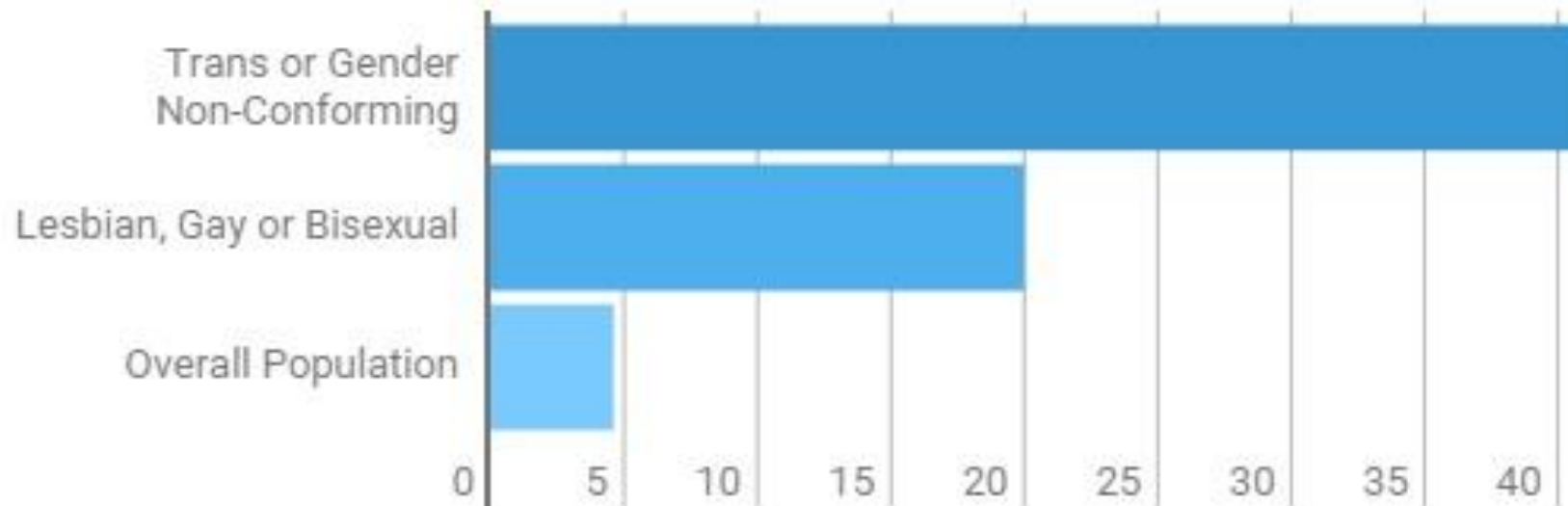
# Debrief

- 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 (%)



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](http://mockingbirdsociety.org)



[facebook.com/mbociety](https://facebook.com/mbociety)



[@mockingbird.society](https://@mockingbird.society)



[@Mb\\_society](https://@Mb_society)



## Thank you!

