



APPENDIX

BEST PRACTICES FOR SERVING LGBTQ STUDENTS

A Teaching Tolerance Guide



TEACHING
TOLERANCE

A PROJECT OF THE SOUTHERN POVERTY LAW CENTER

APPENDIX A

THE LGBTQ LIBRARY

Books and Films for You and Your Classroom

This list of books and films—with options for students of all ages and reading levels—offers a good starting place for educators who need to diversify their curricula and classroom libraries. And, because adults need windows and mirrors too, the list includes professional development options that can broaden your understanding of LGBTQ history and lived experiences.

Note: This is intended as a resource, and all books were chosen for their reported value in providing diverse perspectives and representation of LGBTQ characters. But Teaching Tolerance has not read every book in this catalogue; educators should vet any chosen books carefully before using them in the classroom.

ELEMENTARY SCHOOL

And Tango Makes Three

by Justin Richardson and Peter Parnell

This true story about two penguins, Roy and Silo, at the Central Park Zoo who created a nontraditional family offers a heartwarming look at the boundless definitions of family and love.

Antonio's Card/La Tarjeta de Antonio

by Rigoberto González

This bilingual book written in English and Spanish follows Antonio, a boy searching for the words to express his love for his mother and her partner Leslie (who his classmates make fun of) on Mother's Day.

Annie's Plaid Shirt

by Stacy B. Davids

Annie's mom demands her daughter wear a dress to her uncle's wedding. But Annie is miserable, and feels weird wearing dresses. So she has a better idea. This book will encourage students to consider gender norms, and possibly rethink the boundaries of personal expression.

Gay & Lesbian History for Kids: The Century-Long Struggle for LGBT Rights

by Jerome Pohlen

This interactive book—complete with 21 activities for kids—highlights LGBTQ individuals who shaped world history.

Heather Has Two Mommies

by Lesléa Newman

This updated version of the 1989 book of the same name simply and beautifully illustrates the diverse range of families young readers can have and appreciate.

I Am Jazz

by Jazz Jennings and Jessica Herthel

This book—based on Jazz's real-life experience—offers a simple, clear window into the life of a transgender girl who knew her true self from a young age.

In Our Mothers' House

by Patricia Polacco

Marmee, Meema and the kids cook dinner together, laugh together and dance together. But some of the other families don't accept them—they say they are different. These two moms teach their children the true meaning of family.



FILM/DOCUMENTARY

Introducing Teddy: A Gentle Story about Gender and Friendship

by Jessica Walton

After a few days of feeling down, Teddy reveals to Errol that she feels more like a girl than a boy. Her fear of speaking up is quickly turned into self-confidence as Errol and his friend embrace the newly named Tilly just the way she is.

Jacob's New Dress

by Sarah and Ian Hoffman

Jacob loves playing dress-up, when he can be anything he wants to be. This heartwarming story speaks to the unique challenge faced by boys who don't identify with traditional gender roles.

Mommy, Mama, and Me and

Daddy, Papa, and Me

by Lesléa Newman

These books follow toddlers who spend the day with their two moms and two dads, respectively.

Morris Micklewhite and the Tangerine Dress

by Christine Baldacchino

Morris is a little boy who loves using his imagination. But most of all, Morris loves wearing the tangerine dress in his classroom's dress-up center. This book can help early readers understand and value peers whose gender expression may differ from cultural norms.

One of a Kind, Like Me/Único Como Yo

by Laurin Mayeno

Tomorrow is the school parade, and Danny knows exactly what he will be: a princess. And his family is going to help him do it. Written in English and Spanish.

Our Daughter is Getting Married

by Gail Heath

From Teaching Tolerance Advisory Board Member Gail Heath, this rhyming picture

book offers the perspective of supportive parents seeing their daughter marry the woman she loves.



Our Family: A Film About Family

Diversity from *Not In Our Town* and *Our Family Coalition*

This documentary features elementary students' insights about what makes a family, featuring a diverse range of answers and identities. An extensive K-5 instructional guide accompanies the film, providing ready-to-use materials such as discussion outlines and lesson plans.

Prince and Knight

by Daniel Haack

In this modern fairy tale, a noble prince and a brave knight come together to defeat a terrible monster and in the process find true love.

Red: A Crayon's Story

by Michael Hall

A blue crayon mistakenly labeled as "red" suffers an identity crisis. No matter how hard he and everyone around him tries to make him red, he can't do it. This book is about his journey to find the courage to be true to his inner self.

Sex Is a Funny Word

by Cory Silverberg

Less controversial than its title suggests, this comic book for kids includes children and families of all makeups, orientations and gender identities, providing an essential resource about bodies, gender and sexuality for young children that will help caregivers guide difficult conversations.

Stella Brings the Family

by Miriam B. Schiffer

Stella's class is having a Mother's Day celebration, but what's a girl with two daddies to do? In this sweet story, Stella finds a unique solution that illustrates the true meaning of family.

The Best Man

by Richard Peck

This story about small-town life, gay marriage and everyday heroes follows Archer, a boy nearing adolescence and trying to understand his male role models and adults in general. This book features a gay teacher who outs himself to combat anti-gay bullying in the school.

The Family Book

by Todd Parr

This book introduces readers to a diverse range of families, encouraging them to empathize with peers who may have single parents, same-sex parents, other relatives raising them or any number of supposedly “nontraditional” homes.

This Day in June

by Gayle E. Pitman

This book offers young readers a celebratory look at the LGBTQ community, inviting them to experience a Pride celebration. This book includes facts about LGBTQ history and culture, as well as discussion guides for parents, caregivers or educators.

Who Are You?: The Kid’s Guide to Gender Identity

by Brook Pessin-Whedbee

This brightly illustrated children’s book provides a straightforward introduction to gender identity for early readers, and it includes a guide for adults to help them field questions and facilitate conversation.

Worm Loves Worm

by J.J. Austrian

When a worm meets a special worm and they fall in love, they decide to get married. But their friends want to know: Who will wear the dress? And who will wear the tux? The answer is: It doesn’t matter. Because worm loves worm.

MIDDLE SCHOOL



A Place in the Middle: The True Meaning of Aloha

This documentary short by Dean Hamer and Joe Wilson tells the story of a school in Honolulu, Hawaii, that is demonstrating respect for and inclusion of gender-fluid students. Also suitable for high school.

Better Nate Than Ever

by Tim Federle

This novel follows Nate Foster, who has always dreamed of starring in a Broadway show. But he lives in Jankburg. So when he sees an open casting call, he plans a daring overnight escape to New York. This book contains a subplot about a teenager who is questioning his sexual orientation.



Bullied: A Student, a School and a Case That Made History

This Teaching Tolerance documentary chronicles one student’s ordeal at the hands of anti-gay bullies and offers an inspiring message of hope to those fighting harassment today. Our film kit includes a viewer’s guide with standards-aligned lesson plans and activities.

Double Exposure

by Bridget Birdsall

This novel follows 15-year-old Alyx, who was born intersex and, at first, raised as a boy and bullied. When she gets to start her life over in Milwaukee, she finds her place on the girls’ varsity basketball team, only to then face a rival who tries to subvert Alyx’s happiness, and her identity.

Drama

by Raina Telgemeier

This graphic novel focuses on Callie and the dramatic (in more ways than one) production of a middle school play. The book also happens to feature openly gay characters, worked seamlessly into the plot without their identity being a crisis point.

From the Notebooks of Melanin Sun

by Jacqueline Woodson

Melanin Sun is close to his mom. But when she tells him she's gay—and that her girlfriend is white—he becomes angry and scared. What will his friends think? Can his mom's girlfriend truly be family? This novel explores the intersections of family, race and sexuality through a compelling young man's voice.

Gracefully Grayson

by Ami Polonsky

This book offers the beautifully written perspective of Grayson, a transgender girl who feels she must keep her identity a secret. An unexpected friendship and a caring teacher's wisdom help her find courage.

Growing Up Trans



This PBS Frontline documentary offers a look at the choices families must make when the biological sex and gender identity of their child do not match. The film's website features short, topical articles that accompany the film—perfect for classroom use. Also suitable for high school.

LGBTQ+ Athletes Claim the Field: Striving for Equality

by Kirstin Cronn-Mills and Alex Jackson Nelson

This nonfiction book chronicles the struggles and triumphs of athletes across the LGBTQ spectrum, offering inspiration to queer student-athletes who may feel they don't fit the mold.

Lily and Dunkin

by Donna Gephart

This book chronicles the transformative friendship between Lily Jo McGrother and Dunkin Dorfman, a transgender girl and a boy who has bipolar disorder.

None of the Above

by I. W. Gregorio

This book gives voice to an identity group not often heard in young adult literature:

intersex teens. Readers explore the complexities of gender identity and growing up through Krissy, who is dealing with her androgen insensitivity syndrome diagnosis. Also suitable for high school.

Not Your Sidekick

by C.B. Lee

Perfect for students looking for a fun, extracurricular read, this book tells the story of Jessica Tran—a queer, Asian-American protagonist. Jessica was born to superhero parents, but has no powers herself. When she spites her parents by taking an internship, she finds herself in danger.

Pride: Celebrating Diversity and Community

by Robin Stevenson

This youth-friendly book celebrates the diverse and vibrant LGBTQ community, while explaining what Pride is, who celebrates it and why it came to be.

Real Talk for Teens: Jump-Start Guide to Gender Transitioning and Beyond

by Seth Jamison Rainess

This powerful book offers transgender teens and their families, teachers and friends suggestions for navigating transitions in a safe, healthy and inclusive way.

So Hard to Say

by Alex Sanchez

This novel follows Frederick, a questioning youth dealing with the attention of an interested girl while he can't stop thinking about his soccer teammate. A relatable story for adolescents trying to figure out their feelings, and a window into that process for straight students who may not understand.

The House of Hades

by Rick Riordan

This fourth book in the famous Percy Jackson series (Heroes of Olympus) features Nico, who comes out as gay. This represents a rare example of a widely read, popular series including an out queer character.

The House You Pass on the Way

by Jacqueline Woodson

This novel tells the story of 14-year-old Staggerlee—the child of a black father and white mother living in the rural South. Through her connection to her aunt, Trout, Staggerlee explores the intersections of family, race, sexuality and loneliness in a nuanced way.

The Lottery Plus One

by Emma Donoghue

“Once upon a time, a man from Delhi and a man from Yukon fell in love, and so did a woman from Jamaica and a Mohawk woman.” These couples co-parent seven children in a fun-filled story featuring a perfectly imperfect modern family. Also suitable for upper-elementary students.

The Misfits series

by James Howe

These books that inspired No Name-Calling Week follow Bobby, Joe, Addie and Skeeze, best friends experiencing middle school and bullying. These books tackle growing up gay, interracial relationships, queer identity and more.

The Other Boy

by M. G. Hennessey

This novel follows Shane Woods, a 12-year-old boy who loves pitching for his baseball team, working on his graphic novel and hanging out with his best friend, Josh. When his secret—that he was assigned female at birth—comes out, he finds acceptance from people he feared wouldn’t understand.

HIGH SCHOOL

Almost Perfect

by Brian Katcher

When Logan discovers that his love interest, Sage, is a transgender girl, he lashes out. His regret of this act—and Sage’s journey—informs a sensitive, accessible look at what it means to be a transgender teen.

As I Descended

by Robin Talley

A lesson on Shakespeare’s Macbeth can be made more accessible with a cross-comparison to this modern retelling, featuring school power couple Maria Lyon and Lily Boiten.

Aristotle and Dante Discover the Secrets of the Universe

by Benjamin Alire Sáenz

Two Mexican-American teens—Aristotle Mendoza and Dante Quintana—are trying to grow up in El Paso, Texas, and figure out the world beyond it. For “Ari,” this includes grappling with approaching manhood, his culture and his increasing awareness of his sexuality.

Bait

by Alex Sanchez

When he punches a guy for looking at him funny, Diego lands in juvenile court. Only when Diego starts to open up to Mr. Vidas does he discover that the source of his anger is buried in his past.

Beautiful Music for Ugly Children

by Kirstin Cronn-Mills

Gabe hosts a show on 90.3 KZUK—one of the rare spaces he can be himself. In waking life, he’s forced to go by Elizabeth, faces bullying and his family will not acknowledge his identity. As he says: “Elizabeth is my A side, the song everybody knows, and Gabe is my B side, not heard as often, but just as good.”

Being Jazz: My Life as a (Transgender) Teen

by Jazz Jennings

In this memoir, Jazz Jennings reflects on what it’s like to be a public face for transgender youth.

Beyond Magenta: Transgender Teens Speak Out

by Susan Kuklin

This book contains six intimate interviews with transgender or gender-neutral young adults, offering unique insight into their

perspectives of gender, family dynamics, transitioning and more.

Boy Robot

by Simon Curtis

Seventeen-year-old Isaak discovers the truth about his origin: he's a government-made robot and marked for termination. In a quest to fight against a secret government organization, he finds a male love interest along the way.

Chulito: A Novel

by Charles Rice-González

Set against a vibrant South Bronx neighborhood and the queer youth culture of Manhattan's piers, Chulito is a coming-of-age, coming out love story of a tough, hip-hop-loving, young Latino man and the colorful characters who populate his block.



Deep Run

Frameline's Youth in Motion collection features many films from a diverse range of LGBTQ lived experiences. One such film is Deep Run, an intimate documentary featuring Cole Ray Davis's life in rural North Carolina, where his identities as a trans man and undocumented immigrant cause tension in his quest for faith, work, acceptance and love.

Fade to Black

by Alex Flinn

Latino and HIV-positive, Alex Crusan faces a lot of isolation and cruelty at school. But when someone shatters his windshield with a baseball bat and injures him, the school blames Alex's bully, who is given a glimpse at the pain of isolation and assumptions.

Fat Angie

by e.E. Charlton-Trujillo

This novel is a coming-of-age story about a teenage girl who's bullied for keeping to herself, being quiet and being obese. With the help of a girl named KC Romance, she begins to see value in herself.

Fingersmith

by Sarah Waters

Set in Victorian Era Britain, this thriller follows the story of Sue Trinder, an orphan who becomes a petty thief. Her complicated relationship with Maud—a wealthy woman who falls for Sue—leads to a climactic double-crossing, and a stint in the asylum.

How Many Letters Are In Goodbye

by Yvonne Cassidy

Rhea lost her arm in a childhood accident, and has since lost her mother. Experiencing homelessness in New York City, she writes letters to her late mother, exploring her fears, her secrets, and her confusion and pain around accepting her sexuality.

I Am J

by Cris Beam

This novel follows J, a transgender boy of Jewish and Puerto Rican descent. After he is deserted by his best friend, J decides he is done hiding his true identity from his family and friends—no matter the cost.



I Am Not Your Negro

This documentary by Raoul Peck brings the final writings of James Baldwin—a prolific and openly gay writer—to life for today's audiences.

If I Was Your Girl

by Meredith Russo

In this award-winning novel, Amanda Hardy is the new girl in school with a secret: At her old school, she used to be Andrew. But when she falls for Grant, she finds herself wanting to share her truth with him—and finds herself fearing the repercussions.

If You Could Be Mine

by Sara Farizan

Seventeen-year-old Sahar is in love with her best friend, Nasrin. But Iran is a dangerous place for two girls in love. This novel explores the intersections of cultural ex-

pectations, sexuality and gender expression as Sahar considers undergoing sex reassignment to preserve the relationship.

I'll Give You the Sun

by Jandy Nelson

Two twins—Noah and Jude—serve as the narrators for this book about two inseparable siblings who grow apart when puberty hits. Later, when tragedy strikes, they find themselves competing for the same boys, the same art schools and forgiveness.

Jaya and Rasa: A Love Story

by Sonia Patel

Seventeen-year-old trans boy Jay Mehta is Indian, born of wealth and privilege. Rasa Santos, like many in Hawaii, is of mixed ethnicity, the daughter of an absent mother. Neither have known love or family—until they meet each other.

Juliet Takes a Breath

by Gabby Rivera

From GLSEN Youth Programs Manager Gabby Rivera comes a story about Juliet, who is still trying to figure out the intersections of her identity as a Puerto Rican lesbian from the Bronx. In a tumultuous summer in Portland, Oregon, she discovers other writers of color, love, family, friends and self-esteem.



Kiki

This documentary follows seven characters from the Ballroom scene in New York City. These young LGBTQ youth-of-color speak about their art, homelessness, illness and prejudice at a moment when Black Lives Matter and transgender rights are in the headlines. For classroom purposes, it may be best to select clips of interviews rather than screen in full.

Labyrinth Lost

by Zoraida Córdova

At her Deathday celebration, Alex performs a

spell to rid herself of her bruja powers. But if backfires. Her whole family vanishes into thin air. The quest to get them back follows Alex, a bisexual protagonist, in a story steeped with Latinx-American culture and magic.



Major!

This documentary celebrates and chronicles the work of Miss Major Griffin-Gracy, an activist and veteran of the Stonewall riots in New York City. This includes her fight to speak up for trans people—especially trans women of color—who faced unfair treatment in prison. Due to subject matter and strong imagery, choosing classroom-friendly clips is recommended.



Matt Shepard is a Friend of Mine

This is a documentary about Matthew Shepard, the gay young man who was tortured and murdered in one of the most notorious hate crimes in recent U.S. history. Directed by one of his close friends, the film revisits the case with never-before-seen photos, rare video footage and new revelations.

Maurice

by E. M. Forster

Published posthumously, Forster's novel follows Maurice from school to adulthood in early 20th century Britain. The book serves as an indictment of the legal and social codes at the time, as Maurice struggles to reconcile his feelings with his fear of being gay in a country that deems his love illegal.

Middlesex

by Jeffrey Eugenides

Calliope Stephanides' transition from Callie to Cal begins with the realization that he is intersex—one of the many surprises he uncovers about his family history that spans from Mount Olympus to Detroit. Winner of the 2003 Pulitzer Prize.

Money Boy

by Paul Yee

This novel follows a young immigrant in Canada who is struggling to navigate his intersecting identities of being Chinese, gay and an immigrant.

More Happy Than Not

by Adam Silvera

Struggling to cope with his father's suicide, 16-year-old Aaron Soto finds happiness and safety when he's around Thomas, who's new to the Bronx. But facing backlash—internal and external—Aaron considers a memory-altering procedure to forget his feelings.

Not Otherwise Specified

by Hannah Moskowitz

Etta struggles to mesh her identities with what seem like narrowly defined groups in her Nebraska hometown. As a black, bisexual young woman recovering from an eating disorder, she navigates issues of biphobia, race, mental health and bullying as she looks to live beyond labels that don't fit.

October Mourning: A Song for

Matthew Shepard

by Lesléa Newman

Matthew Shepard was savagely killed in 1998, becoming a martyr and face of anti-bullying and gay rights. This stunning cycle of 68 poems chronicles his final moments and pays tribute to him.

Queens of Geek

by Jen Wilde

Three friends, two love stories, one convention: this fun love letter to geek culture is all about fandom, friendship and finding the courage to be yourself.

Queer, There, and Everywhere: 23 People Who Changed the World

by Sarah Prager

World history has been made by countless lesbian, gay, bisexual, transgender and queer

individuals—and you've never heard of many of them. Prager's nonfiction book begins to fill that gap of knowledge with this book about forgotten but rich queer heritage.



Raising Zoey

Thirteen-year-old Zoey wants nothing more than to simply go to school, learn and be a kid. But as a transgender teen, it's not that simple. This documentary chronicles her fight—alongside the ACLU—to self-identify at school, despite the bullying and endless teasing from both students and school officials.

Saving Alex

by Alex Cooper and Joanna Brooks

"When I was fifteen, I told my Mormon parents I was gay, and that's when my nightmare began." This nonfiction, first-person narrative tells the story of Alex Cooper, who was held captive in an unlicensed conversion therapy boot camp in Utah.

Skim

by Mariko and Jillian Tamaki

This graphic novel covers a gamut of heavy teenage issues in its telling of Kimberly "Skim" Keiko Cameron's story. With her school in mourning after a recent suicide—and her mind in overdrive as she crushes on her female teacher—Skim navigates her intersectional identity, cliques and first love.

Stonewall: Breaking Out in the Fight for Gay Rights

by Ann Bausum

This nonfiction book provides a teen friendly history of the Stonewall Riots and the national LGBTQ rights movement that followed.

Simon vs. The Homo Sapiens Agenda

by Becky Albertalli

Sixteen-year-old and not-so-openly gay Simon Spier prefers to save his drama for the school musical. But when an email falls into the wrong hands, his secret is at risk of being

thrust into the spotlight. This book inspired the major motion picture *Love, Simon*.

Sister Outsider

by Audre Lorde

A quintessential collection of speeches and essays on race, sexuality, gender and society, featuring the words of a woman at the forefront of contemporary feminism and understanding intersectionality. This collection features appropriate excerpts for high school students.

Some Assembly Required: The Not-So-Secret Life of a Transgender Teen

by Arin Andrews

In this memoir, Arin Andrews details the journey that led him to make the life-transforming decision to undergo gender reassignment as a high school junior. He speaks to the challenges he faced, the humiliation and anger he felt after getting kicked out of private school, and transitioning.

Symptoms of Being Human

by Jeff Garvin

On the advice of a therapist, Riley starts an anonymous blog to vent those pent-up feelings and tell the truth of what it's really like to be a gender-fluid teenager. But just as Riley's starting to settle in at school, the blog goes viral, and an unnamed commenter discovers Riley's real identity, threatening exposure.

Tell Me Again How a Crush Should Feel

by Sara Farizan

As an Iranian-American, she's different enough; if word got out that Leila liked girls, life would be twice as hard. But when Saskia shows up, Leila starts to take risks she never thought she would. This book gives students a nuanced look at issues of family, religion, sexual orientation and cultural expectations.

The Autobiography of Alice B. Toklas

by Gertrude Stein

Written under the guise of her lover's voice, Stein's book chronicles the couple's star-stud-

ded life in Paris, featuring artistic luminaries such as Pablo Picasso, Ernest Hemingway and Henri Matisse.

The Color Purple

by Alice Walker

This classic Pulitzer Prize- and National Book Award-winning book tells the story of two sisters—one a missionary in Africa and the other a child wife living in the South—who keep connected across time and distance. The story features intimate portraits of a lesbian relationship and fluid sexual identities.

The Gender Quest Workbook: A Guide for Teens and Young Adults Exploring Gender Identity

by Rylan Jay Testa, Deborah Coolhart and Jayme Peta

This book incorporates skills, exercises and activities from evidence-based therapies to help young people address the broad range of struggles they may encounter related to gender identity, as well as explore the concepts of gender, gender identity and gender expression.

The God Box

by Alex Sanchez

Paul, a religious teen living in a small conservative town, meets Manuel—a young man who says he's both Christian and gay, two things that Paul didn't think could co-exist in one person. This novel offers a compassionate look at the intersections of faith and sexuality.

The Imitation Game: Alan Turing Decoded

by Jim Ottaviani

This biography and graphic novel tells the story of mathematician and scientist Alan Turing, whose work saved countless lives during World War II. This book details his life as an unconventional genius who was arrested and punished for being openly gay and whose work still impacts the modern world.

The Laramie Project

by Moisés Kaufman and the Tectonic Theater Project

This play—based on interviews conducted in Laramie, Wyoming, in the aftermath of the murder of Matthew Shephard—portrays what happens when a small town becomes the scene of a hate crime and its citizens have to reckon with the horror that has happened.

The Left Hand of Darkness

by Ursula K. Le Guin

An ambassador is sent to Winter, a world without sexual prejudice, where the inhabitants can change their gender whenever they choose. His goal is to facilitate Winter's inclusion in an intergalactic civilization. To do so he must bridge the gulf between his own views and those of the culture he encounters.

The Lost Prayers of Ricky Graves

by James Han Mattson

A heartbroken and humiliated Ricky Graves took the life of a classmate and himself. For those closest to the tormented killer, shock and grief have given way to soul searching.

The Necessary Hunger

by Nina Revoyr

Nancy Takahiro and Raina Webber are basketball rivals. But when their parents move in together, and the girls fall in love, things get complicated as Nancy and Raina navigate love in an L.A. neighborhood experiencing racial tension between Asian Americans and African Americans.

The Porcupine of Truth

by Bill Konigsberg

The author of *Openly Straight* returns with an epic road trip that forces protagonist Carson Smith to confront issues of his family history, gay history, race and religion during a summer spent in Montana.

The Price of Salt, or Carol

by Patricia Highsmith

Originally published under the author's pseudonym of Claire Morgan, this novel was revolutionary upon its release in 1952, due to exploring a lesbian relationship and offering a happy (or at least, non-tragic) ending.



The T Word

Presented by Laverne Cox, this documentary from MTV and Logo TV details the lives of seven transgender youth ranging in age from 12 to 24 and offers a call to action: a call for complete justice, respect and inclusion.



The Year We Thought About Love

This documentary celebrates the powerful work of a Boston LGBTQ youth theatre troupe as they transform their personal struggles into theater for social change, and write a play about love.

Unbecoming

by Jenny Downham

In this multigenerational novel, Katie starts putting together the life story of her grandmother who has dementia. As a result, she begins to understand her mother's behavior, her sexuality, the future and her younger brother.

Under the Udala Trees

by Chinelo Okparanta

Ijeoma comes of age as her nation does. Born before independence, she is 11 when civil war breaks out in the young republic of Nigeria. When she falls in love with another girl from a different ethnic community, Ijeoma learns that she may have to hide this part of herself.

Vanilla

by Billy Merrell

This novel chronicles the twists and turns of the emotional chemistry between a high-school-age gay couple. An ingenious work of prose poetry, this story realistically captures the internal

worlds of adolescents as they inquire into gay, asexual and nonbinary identities.

We Are the Ants

by Shaun David Hutchinson

Henry has spent years being periodically abducted by aliens. Then the aliens give him an ultimatum: The world will end in 144 days, and all Henry has to do to stop it is push a big red button. In the wake of family struggles and his boyfriend's suicide, Henry decides he needs to think about it—scientifically.

Weird Girl and What's His Name

by Meagan Brothers

In rural Hawthorne, North Carolina, 17-year-olds Lula and her gay friend Rory share everything—including that feeling that they don't quite fit in. When a schism comes between them, Lula questions her own sexual orientation and identity, and runs away to find her mother—and answers.

When the Moon was Ours

by Anna-Marie McLemore

Through magical realism and metaphorical prose, this book follows the relationship between Miel, a Latina girl, and Sam, a Pakistani trans boy. The book navigates the intersections of their identities and how it forces them to interact with their world.

Will Grayson, Will Grayson

by John Green and David Levithan

Two teens with the same name meet in Chicago. With alternating narrators, this book gives both of their perspectives. Will Grayson 1 is the only straight male in the Gay Straight Alliance; Will Grayson 2 is battling depression and coming to terms with being gay. Once they meet, they change each other's lives.

PROFESSIONAL DEVELOPMENT

Another Country

by James Baldwin

This novel spans the settings of Greenwich

Village, Harlem, France and beyond to present the intersections of gender, race and sexuality among a group of friends in the 1970s. Much of James Baldwin's catalogue serves as necessary reading for educators hoping to elevate queer voices in their curriculum, and understand the intersectional perspective of queer people of color in the 20th Century, who faced discrimination and self-policing. Excerpts of Baldwin's work could be appropriate for high school students.

Borderlands/La Frontera: The New Mestiza

by Gloria Anzaldúa

Rooted in Gloria Anzaldúa's experience as a Chicana, a lesbian, an activist, and a writer, the essays and poems in this volume profoundly challenged, and continue to challenge, how we think about identity.

Fun Home: A Family Tragicomic

by Alison Bechdel

This memoir and graphic novel offers a darkly funny family tale, marked by gothic twists, a family funeral home, sexual angst and great books. An often challenged book, but excerpts may be appropriate for high school classrooms.

Gender Diversity and LGBTQ Inclusion in K-12 Schools: A Guide to Supporting Students, Changing Lives

This collection of essays—which includes a chapter by TT Grants Coordinator Jey Ehrenhalt—offers tips for creating an LGBTQ-inclusive environment, curriculum and pedagogy at the elementary, middle and high school levels.

GSA Advisor Handbook

Published by the National Association of GSA Networks, this guide gives current and future GSA advisors tips on establishing and maintaining a strong alliance for queer students and allies.

LGBTQ Voices in Education: Changing the Culture of Schooling

Emphasizing socially just curricula, supportive school climates and transformative educational practices, this book is designed to help educators find the inspiration and support they need to become allies and advocates for queer students.

Living Out Islam: Voices of Gay, Lesbian and Transgender Muslims

by Scott Siraj al-Haq Kugle

This book documents the rarely heard voices of Muslims who live in secular democratic countries and who are gay, lesbian and transgender.

My New Gender Workbook: A Step-by-Step Guide to Achieving World Peace Through Gender Anarchy and Sex Positivity

by Kate Bornstein

Using a workbook format, complete with quizzes, exercises and puzzles, Bornstein gently but firmly guides readers toward discovering their own unique gender identity.

Not Straight, Not White: Black Gay Men from the March on Washington to the AIDS Crisis

by Kevin J. Mumford

Examining the lives of both famous and little-known black gay activists—from James Baldwin and Bayard Rustin to Joseph Beam and Brother Grant-Michael Fitzgerald—Mumford analyzes the ways in which movements for social change both inspired and marginalized black gay men.

Out & Allied: An Anthology of Performance Pieces Written by LGBTQ Youth and Allies

This collection offers both student voices and action steps for facilitating dialogue within families, schools, organizations and faith-based communities about LGBTQ youth and allies.

Queer Brown Voices: Personal Narratives of Latina/o LGBT Activism

Histories of LGBTQ activism in the 1970s, '80s, '90s and beyond often reduce the role that Latinx people played, resulting in mis-

information. This book tries to counter this trend, featuring essays and oral history interviews of 14 Latinx activists.

Reading the Rainbow: LGBTQ-Inclusive Literacy Instruction in the Elementary Classroom

by Caitlin L. Ryan and Jill M.

Hermann-Wilmarth

Drawing on examples of teaching from elementary school classrooms, this timely book for practitioners explains why LGBTQ-inclusive literacy instruction is possible, relevant and necessary in grades K–5.

Readings for Diversity and Social Justice

With full sections dedicated to racism, sexism, heterosexism, transgender oppression and other topics, this bestselling, updated text remains a trusted, leading anthology of social justice issues.

Ready, Set, Respect!: GLSEN's Elementary School Toolkit

This resource from GLSEN provides K–5 teachers with tips for creating a more inclusive environment and lessons aligned with Common Core States Standards.

Safe is Not Enough: Better Schools for LGBTQ Students

by Michael Sadowski

This book highlights how educators can make their schools more supportive of LGBTQ students' positive development and academic success, using examples from classrooms, schools and districts across the country.

Stepping Up!: Teachers Advocating for Sexual and Gender Diversity in Schools

by Mollie V. Blackburn, Caroline T. Clark and Ryan Schey

Building on interviews with parents, students, teachers and administrators, this book offers concrete examples of advocacy and creating welcoming classroom climates for LGBTQ and gender diverse youth.

Stone Butch Blues

by *Leslie Feinberg*

This novel follows Jess Goldberg, who navigates the complexities of being transgender in the mid-20th century. Though some of the language has since become outdated, it remains a seminal work.

**The Death and Life of Marsha P. Johnson**

This documentary—with never-before-seen footage and rediscovered interviews—searches for the truth behind the mysterious 1992 death of black transgender activist and Stonewall veteran Marsha P. Johnson, a name that belongs in any survey of LGBTQ history and activism.

Trans*: A Quick and Quirky Account of Gender Variability

by *Jack Halberstam*

Halberstam explores the recent shifts in the meaning of the gendered body and representation in a book that blends academic research with popular culture trends to imagine a more inclusive understanding of gender.

Understanding and Teaching U.S. Lesbian, Gay, Bisexual, and Transgender History

This book is designed to help university and high school teachers integrate queer history into their curriculum. The anthology in-

cludes a contextualizing of fascinating queer history, as well as detailed suggestions as to how those histories can be presented in the classroom, including assignments.

When We Rise: My Life in the Movement
by *Cleve Jones*

Jones chronicles the heartbreak of losing countless friends to AIDS; his co-founding of the San Francisco AIDS Foundation; his conception of the AIDS Memorial Quilt; and stories from San Francisco told from a friend of Harvey Milk and himself a hero to the LGBTQ community.

Whipping Girl: A Transsexual Woman on Sexism and the Scapegoating of Femininity

by *Julia Serano*

Lesbian transgender activist and biologist Julia Serano shares her experiences and observations—pre- and post-transition—to reveal the ways in which fear, suspicion, and dismissiveness toward femininity shape our societal attitudes toward trans women.

For shorter, classroom-ready texts reflecting LGBTQ history and lived experiences, visit tolerance.org/classroom-resources/texts and filter for Topic: Gender & Sexual Identity.

APPENDIX B

LGBTQ HISTORICAL FIGURES

The erasure of LGBTQ figures from our history books and classrooms does a disservice to students on three fronts: 1) It introduces bias into our studies, providing an incomplete and unfair portrait of our past; 2) It strips LGBTQ students of role models and precedent, leaving them to feel disconnected from past and present, and less capable of making history; and 3) It takes away possibilities for students to envision a happy, thriving adult life for themselves. Instead, they see blankness, nonexistence, conformity or invisibility—a void of potential life purpose that can increase suicide risk.

As Emery Grant—the director of community engagement at Stonewall National Museum and Archives—says, “When those students see the full spectrum of possibilities for themselves, that affirmation helps them to take their identities more seriously. It helps them and their peers to take LGBT identities more seriously.”

For educators looking for a place to start—or looking for LGBTQ figures to plug into existing curriculum—this list offers the simplest first step. This list is not exhaustive, but highlights LGBTQ people who belong in any discussion of their respective time periods.

Daayiee Abdullah (1954–)

One of two openly gay Imams in the world, a gay Muslim activist who performed same-sex weddings and led prayers for victims of AIDS when few would.

Zackie Achmat (1962–)

South African activist and filmmaker who has championed access to HIV/AIDS medication, LGBTQ-inclusive policies, and economic and racial equity.

Jane Addams (1860–1935)

Founder of the Hull House—a settlement house in Chicago—and pioneering social worker and women’s suffragist.

Alvin Ailey (1931–1989)

A pioneer of modern dance who founded the Alvin Ailey Dance Theater of New York City.

Edward Albee (1928–2016)

The author of *The Sandbox* and *Who’s Afraid of Virginia Woolf*, he won two Tony Awards for Best Play and three Pulitzer Prizes for Drama.

Alexander the Great (356–323 B.C.)

A king of Macedon—a Greek kingdom that stretched into parts of modern-day India and northern Africa.

Reinaldo Arenas (1943–1990)

Cuban writer who would become known as a rebel and prisoner of the Communist Cuban government led by Fidel Castro, advocating for Cubans’ freedom and other Cuban writers who had come to America until his death.

There is a difficulty in discussing historical queer figures. It can be tempting to place labels on people who—depending on their era and social norms at the time—may never have used those labels on themselves. This requires nuance, and care. While it may be appropriate to discuss the queer themes in an artist’s work and author’s words, or to discuss known queer relationships and rebellions against gender norms, it’s less appropriate to put modern labels on a person posthumously, or speculate beyond the evidence.

Howard Ashman (1950–1991)

Song lyricist and playwright whose best-known songs were featured in the Disney films *The Little Mermaid*, *Beauty and the Beast*, and *Aladdin*.

Francis Bacon (1561–1626)

A pioneering figure of empiricism and the scientific method who also held influence as an important political figure and philosopher during the English Renaissance.

James Baldwin (1924–1987)

An author and essayist whose work often addressed racism, sexuality, class and inequities in the United States.

Tammy Baldwin (1962–)

Wisconsin senator and first out lesbian/LGBTQ community member elected to the U.S. Senate.

Natalie Clifford Barney (1876–1972)

American writer whose openly lesbian poetry represented some of the first well-known descriptions of same-sex attraction since Sappho. Her Paris salon attracted a Who's Who of literary figures and artists. Her life inspired the novel, *The Well of Loneliness*.

Katharine Lee Bates (1859–1929)

American poet and songwriter famous for penning the words to “America the Beautiful.”

Joseph Beam (1954–1988)

An activist, poet and writer whose works provided an intimate portrait of what it meant to be a black gay man during the AIDS epidemic. His 1986 anthology “*In the Life*” collected works from black gay writers in order to promote pride and representation for people like him.

Simone de Beauvoir (1908–1986)

French writer of such works as *The Second Sex* and a key figure in modern feminist thought.

Mel Boozer (1945–1987)

An activist for racial equity and LGBTQ

rights; the first black president of the Gay Activists Alliance.

Glenn Burke (1952–1995)

Major League Baseball player who is often credited for “inventing” the high five.

Lord Byron (1788–1824)

English politician and poet known for such works as “*Don Juan*” and notable figure in the Romantic movement.

Caravaggio (1571–1610)

Italian painter of the Baroque movement known for such paintings as *The Calling of Saint Matthew*.

Albert Cashier (1843–1915)

An Irish immigrant—born Jennie Irene Hodgers—and veteran of the American Civil War, serving in a regiment under General Ulysses S. Grant's Army of the Tennessee.

Dan Choi (1981–)

A former army officer who helped co-found the organization *Knights Out* and became a leading voice in calling for the repeal of Don't Ask, Don't Tell and the right of LGBTQ military personnel to serve openly.

Roy Cohn (1927–1986)

An attorney who served as Joseph McCarthy's chief counsel during the Red Scare and Lavender Scare in the United States post World War II.

Tim Cook (1960–)

CEO of Apple Inc. and the first Fortune 500 chief executive to identify publicly as a gay man.

Roberta Cowell (1918–2011)

A racecar driver, World War II veteran, pilot, businessperson and transgender woman.

Laverne Cox (1972–)

LGBTQ advocate and American actress and the first transgender woman to earn a Primetime Emmy nomination.

Sor Juana Inés de la Cruz (1651–1695)

From what we now know as Mexico, a nun, playwright and famous poet of the Latin American colonial era.

Countee Cullen (1903–1946)

American poet and key figure of the Harlem Renaissance.

Patrisse Khan-Cullors (1984–)

Queer activist and co-founder of the Black Lives Matter movement.

Chevalier d'Éon (1728–1810)

French soldier and spy who fought in the Seven Years' War.

Angela Davis (1944–)

Scholar, author and famous activist with ties to the Black Panther Party and former member of the Communist Party USA. Known for her work combating racial inequality and the prison-industrial complex.

Ellen DeGeneres (1958–)

Comedian, actress and TV host who became the first openly gay actress to play an openly gay character on network television in 1997.

Marie Equi (1872–1952)

Doctor and activist who served poor patients in the early American West. Advocated for women's suffrage and labor rights, among other human rights causes.

Emily Dickinson (1830–1886)

An iconic American poet who lived in Massachusetts.

Lili Elbe (1882–1931)

A transgender woman and painter whose life inspired the novel (and film), *The Danish Girl*.

Laura Esquivel (1950–)

Considered “La Madre” of the Latinx LGBTQ movement, she co-founded the Latino(a) Lesbian and Gay Organization (LLEGÓ), marched alongside César Chávez, and advocates for labor and immigration rights.

Barney Frank (1940–)

Represented Massachusetts in the U.S. House of Representatives from 1981 to 2013, championing many civil rights initiatives and chairing the House Financial Services Committee.

Frederick the Great (1712–1786)

King of Prussia during the Seven Years' War and Prussia's Enlightenment.

Alicia Garza (1981–)

Activist, writer and co-founder of the Black Lives Matter movement.

Barbara Gittings (1932–2007)

An LGBTQ activist who, among many good works, helped lead the charge to remove the stigma of classifying homosexuality as a mental illness.

Miss Major Griffin-Gracy (1940–)

The executive director for the Transgender Gender Variant Intersex Justice Project, Griffin-Gracy is a transgender activist, Stonewall Riots participant and advocate for prison reform.

Angela Weld Grimké (1880–1958)

Playwright, journalist and poet of the Harlem Renaissance. Her play, *Rachel*, was written for the NAACP in response to D.W. Griffith's *Birth of a Nation*, and served to raise awareness of racial violence perpetrated against black people.

Steve Gunderson (1951–)

Outed on the House floor, Gunderson was the first openly gay representative to represent the Republican party, and famously stood alone among his party in voting against the Defense of Marriage Act.

Mabel Hampton (1902–1989)

A dancer during the Harlem Renaissance and openly lesbian LGBTQ rights activist.

Lorraine Hansberry (1930–1965)

Author of *A Raisin in the Sun* and the first black woman to have a play she wrote per-

formed on Broadway, Hansberry also advocated for human rights as a journalist.

Harry Hay (1912–2002)

A gay rights pioneer—and controversial figure due to his communist views—who founded the Mattachine Society to liberate gay people from persecution and discrimination.

Langston Hughes (1902–1967)

A poet, social activist and prominent figure in the Harlem Renaissance.

King James VI and I (1566–1625)

Served as King of Scotland and King of England in the 16th and 17th centuries; the namesake of the King James Bible.

Marsha P. Johnson (1945–1992)

A trans woman and activist who was on the frontlines of the Stonewall Riots in 1969.

Barbara Jordan (1936–1996)

The first black woman from a southern state elected to Congress, as well as the first black person (and woman) to serve as a keynote speaker for the Democratic National Convention.

Christine Jorgensen (1926–1989)

A singer and actress who became one of the first known people to undergo surgical sex reassignment.

Mychal Judge (1933–2001)

A Catholic priest and the New York City Fire Department's chaplain at the time of the September 11 attacks. Judge died while administering prayers and aid in the North Tower lobby.

Frida Kahlo (1907–1954)

A Mexican artist whose work explored aspects of identity, race, class and colonialism.

Frank Kameny (1925–2011)

Astronomist, activist and gay rights lobbyist who was the first openly gay man to run for a seat in U.S. Congress. He took part in the first demonstration for gay rights outside the White House.

John Maynard Keynes (1883–1946)

Influential British economist who inspired modern macroeconomics theory known as Keynesian economics.

Josef Kohout (1915–1994)

Holocaust survivor and author of *The Men With the Pink Triangle*—perhaps the best-known testimony of the treatment of queer people by Nazi Germany.

Lady Chablis (1957–2016)

A pioneering trans woman and performer, known for her role in *Midnight in the Garden of Good and Evil*.

Edmonia Lewis (1844–1907)

An Oberlin College-educated, black and Native American sculptor of the Neoclassical movement who achieved international renown.

Audre Lorde (1934–1992)

A poet, civil rights activist and feminist whose philosophy on intersectional identities still influences feminist and progressive ideology today.

Phyllis Lyon (1924–) and Del Martin (1921–2008)

A lesbian couple that founded the Daughters of Bilitis—the nation's first political organization for lesbians—and the first to have their marriage officially recognized in California.

Monica Márquez (1969–)

The first openly gay Latina justice on the Colorado Supreme Court.

Yukio Mishima (1925–1970)

Japanese writer, filmmaker, actor and nationalist. His literary influence led to a national award named in his honor. Founded a right-wing militia that attempted a coup to restore the Emperor to the status held pre-World War II.

Harvey Milk (1930–1978)

An activist and first openly gay elected official in California history, Milk was assassinated in 1978.

sinated in 1978 by a fellow San Francisco city supervisor.

Janet Mock (1983–)

Bestselling author, writer, TV host and transgender rights activist.

Pauli Murray (1910–1985)

A civil rights activist, lawyer, priest and writer, Murray fought for gender and racial equality across disciplines and set precedent that would be used by future judges to rule against school segregation and gender discrimination.

Alice Dunbar Nelson (1875–1935)

A Harlem Renaissance figure, suffragist, activist, poet and journalist who contributed to and co-edited several progressive black publications.

Jack Nichols (1938–2005)

Co-founder of the Mattachine Society of Washington (alongside Frank Kameny) and prominent gay liberation activist post-Stonewall.

Tseko Simon Nkoli (1957–1998)

An internationally celebrated South African anti-apartheid and gay rights activist.

Zazu Nova (dates unknown)

A trans woman of color in the frontlines of the resistance at the Stonewall Riots, Nova advocated for LGBTQ youth and co-founded Gay Youth to provide them a safe space.

Jean O’Leary (1948–2005)

Activist, founder of the Lesbian Feminist Liberation and co-founder of National Coming Out Day.

Ozaawindib (dates unknown)

A warrior of the Ojibwe tribe and niizh manidoowag, or two-spirited person.

“Ma” Rainey (1886–1939)

The “Mother of the Blues” and pioneering recording artist.

John Rechy (1931–)

Mexican-American writer known for the bestselling novel, *City of Night*.

Alfred Redl (1864–1913)

A pioneer in espionage techniques and Austrian military officer whose sexuality may have been used as blackmail to coerce him into becoming a Russian spy.

Renée Richards (1934–)

Professional tennis player and transgender woman, she won the right to play in the 1976 US Open in a case that went to the New York Supreme Court. Later coached tennis legend Martina Navratilova.

Sally Ride (1951–2012)

An American astronaut and the first American woman in space.

Sylvia Rivera (1951–2002)

A founding member of the Gay Activists Alliance and Gay Liberation Front, Rivera was a gay and transgender activist on the frontlines of the Stonewall Riots.

Marty Robinson (1943–1992)

An activist and organizer who developed the “zap” protest in the immediate aftermath of the Stonewall Riots; a founding member of GLAAD.

V. Gene Robinson (1947–)

The only openly gay man to become a bishop in the Episcopal Church.

Eleanor Roosevelt (1884–1962)

A human rights activist, former United Nations official and former First Lady of the United States.

Bayard Rustin (1912–1987)

An integral figure of the civil rights movement and one of the fiercest advocates for nonviolent protest and resistance, and later in life, an openly gay advocate for LGBTQ rights.

Deborah Sampson (1760–1827)

An early Massachusetts citizen who posed as a man to fight in the American Revolutionary War.

Sappho (~630–580 BC)

A celebrated Greek lyric poet from the island of Lesbos, whose work famously depicted same-sex love.

José Julio Sarria (1922–2013)

The founder of the Imperial Court System—a large, grassroots LGBTQ rights organization—and the first openly gay man to run for public office in the United States.

Pierre Seel (1923–2005)

A gay survivor of the Holocaust who bravely testified to the horrific treatment of gay people in the concentration camps.

Barbara Smith (1946–)

An activist, leading black feminist, author and co-founder of the Combahee River Collective, an organization who pioneered use of the term “intersectionality.”

Bessie Smith (1894–1937)

Influential music artist known as the “Empress of the Blues.”

Stephen Sondheim (1930–)

An American composer whose work has majorly influenced the musical theater scene; he has won eight Tony Awards spanning five decades.

Gertrude Stein (1874–1946)

A bestselling American writer and art collector whose Paris salon became a social hotspot for modernist writers and artists.

Baron Friedrich Wilhelm von Steuben (1730–1794)

A Prussian-born American military officer, serving during the Revolutionary War as a major general of the Continental Army. Known for implementing drills and order into the Continental Army, he would later become General George Washington’s chief of staff.

Mark Takano (1960–)

Representing California’s 41st congressional district in the U.S. House of Representa-

tives, Takano is the first openly gay person of color to serve in congress.

Pyotr Tchaikovsky (1840–1893)

Russian composer of *Swan Lake* and *The Nutcracker*.

James Tinney (1942–1988)

A scholar, minister, speechwriter and Howard University professor, Tinney founded Faith Temple, a church for black queer people, as well as the Pentecostal Coalition for Human Rights.

Alan Turing (1912–1954)

A British mathematician and pioneering computer scientist whose codebreaking saved countless lives during World War II.

Jose Antonio Vargas (1981–)

An immigration rights activist, award-winning journalist and founder of the nonprofit, *Define American*. Born in the Philippines, Vargas is undocumented, but identifies as American.

Adela Vázquez (1958–)

A transgender activist, writer and performer from Cuba who sought asylum during a time of political uprising in 1980.

Bruce Voeller (1934–1994)

A biologist and gay rights activist who originated the term “acquired immune deficiency syndrome” (AIDS) to counter homophobic names for the disease. Co-founded and served as director for the National Gay Task Force, which organized the first meeting between openly LGBTQ leaders and the White House.

Stanisława Walasiewicz (1911–1980)

An intersex woman and track icon sometimes known as Stella Walsh, she was an Olympic gold medalist in the 100m dash.

Lillian Wald (1867–1940)

A nurse and founder of the Henry Street Settlement house in New York City, Wald was involved in the founding of the NAACP,

a suffragist, and among the first to advocate for nurses in public schools.

Alice Walker (1944–)

The first black woman to win the Pulitzer Prize for her book, *The Color Purple*, Walker is also an activist who has taken on anti-war and voter registration causes.

Andy Warhol (1928–1987)

An American artist and filmmaker known for being the preeminent figure of pop art.

We'wha (1849–1896)

A Zuni lhamana, or two-spirited person, and accomplished artist who served as an ambassador of her tribe in a visit to Washington, D.C.

Oscar Wilde (1854–1900)

Irish poet and playwright.

Walt Whitman (1819–1892)

An American poet, essayist and humanist known for such works as *Leaves Of Grass* and *Drum Taps*.

Tennessee Williams (1911–1983)

A 20th century American playwright and writer of such classic works as *The Glass Menagerie*, *A Streetcar Named Desire* and *Cat on a Hot Tin Roof*.

Ludwig Wittgenstein (1889–1951)

A prominent 20th century philosopher whose work influenced future theories on the philosophy of mind and language.

Virginia Woolf (1882–1941)

A modernist English writer known for feminist themes and stream of consciousness writing in works such as *Mrs. Dalloway* and *Orlando*.

Mary Yu (1957–)

The Washington Supreme Court's first Latina, first Asian-American and first openly gay justice.

APPENDIX C

THE ACRONYM AND BEYOND

A Glossary of Terms

From the outside looking in, the ABCs of LGBTQ identities can feel overwhelming, academic and inaccessible. But for students deprived of representation, words matter—and can open a door toward realization. To hear yourself or see yourself described for the first time can be transformational, especially if you’ve been conditioned to see yourself as abnormal. A definition can point to a community. And a community can make a kid feel less alone.

Today’s youth, more than ever, have a large vocabulary with which they can articulate their gender expression, gender identities and sexual orientations. That vocabulary can make some feel uncomfortable. These terms often force us to confront our biases or assumptions. They ask us to consider the complexity of gender and attraction. But an understanding of these words opens a door for an educator to become an ally to LGBTQ students—capable of facilitating conversation, and more importantly, capable of listening.

Affirmed gender (*noun*): The gender by which one wishes to be known. This term is often used to replace terms like “new gender” or “chosen gender,” which imply that a person’s gender was chosen rather than simply innate¹.

Agender (*adj.*): Describes a person who does not identify with any gender identity.

Ally (*noun*): A person who does not identify as LGBTQ, but stands with and advocates for LGBTQ people.

Androgynous (*adj.*), **Androgyne** (*noun*): used to describe someone who identifies or

presents as neither distinguishably masculine or feminine².

Aromantic (*adj.*): A romantic orientation generally characterized by not feeling romantic attraction or a desire for romance³.

Asexual (*adj.*): Used to describe people who do not experience sexual attraction or do not have a desire for sex⁴. Many experience romantic or emotional attractions across the entire spectrum of sexual orientations⁵. Asexuality differs from celibacy, which refers to abstaining from sex. Also *ace*, or *ace community*⁶.

Assigned sex (*noun*): The sex that is assigned to an infant at birth based on the child’s visible sex organs, including genitalia and other physical characteristics. Often corresponds with a child’s *assigned gender* and *assumed gender*⁷.

Binary system (*noun*): Something that contains two opposing parts; binary systems are often assumed despite the existence of a spectrum of possibilities. Gender (man/woman) and sex (male/female) are examples of binary systems often perpetuated by our culture⁸.

Biological sex (*noun*): A medical classification that refers to anatomical, physiological, genetic or physical attributes that determine if a person is assigned male, female or intersex identity at birth. Biological sex is often confused or interchanged with the term “gender,” which encompasses personal identity and social factors, and is not necessarily determined by biological sex⁹. See *gender*.

Bisexual, Bi (*adj.*): A person emotionally,

romantically or sexually attracted to more than one sex, gender or gender identity though not necessarily simultaneously, in the same way or to the same degree¹⁰.

Cisgender (*adj.*): Describes a person whose gender identity (*defined below*) aligns with the sex assigned to them at birth.

Cissexism (*noun*): A system of discrimination and exclusion that oppresses people whose gender and/or gender expression falls outside of normative social constructs. This system is founded on the belief that there are, and should be, only two genders—usually tied to assigned sex¹¹.

Coming out (*verb*): A lifelong process of self-acceptance and revealing one's queer identity to others. This may involve something as private as telling a single confidant, or something as public as posting to social media.

Demisexual (*adj.*): Used to describe someone who feels sexual attraction only to people with whom they have an emotional bond—often considered to be on the asexual spectrum¹².

Gay (*adj.*): Used to describe people (often, but not exclusively, men) whose enduring physical, romantic and/or emotional attractions are to people of the same sex¹³.

Gender (*noun*): A set of social, physical, psychological and emotional traits, often influenced by societal expectations, that classify an individual as feminine, masculine, androgynous or other. Words and qualities ascribed to these traits vary across cultures¹⁴.

Gender dysphoria (*noun*): Clinically significant distress caused when a person's assigned birth gender is not the same as the one with which they identify¹⁵.

Gender expression (*noun*): External appearance of one's gender identity, usually expressed through behavior, clothing, haircut or voice, and which may or may not

conform to socially defined behaviors and characteristics typically associated with being masculine or feminine¹⁶.

Gender-fluid (*adj.*): A person who does not identify with a single fixed gender and whose identification and presentation may shift, whether within or outside of the male/female binary^{17,18}.

Gender identity (*noun*): One's innermost feeling of maleness, femaleness, a blend of both or neither. One's gender identity can be the same or different from their sex assigned at birth¹⁹.

Gender neutral (*adj.*): Not gendered, usually operating outside the male/female binary. Can refer to language (e.g., pronouns), spaces (e.g., bathrooms), or identities²⁰.

Gender nonconforming (*adj.*): A broad term referring to people who do not behave in a way that conforms to the traditional expectations of their gender, or whose gender expression does not fit neatly into a category. Also, *gender expansive*²¹.

Genderqueer (*adj.*): Describes a person who rejects static categories of gender (i.e. the gender binary of male/female) and whose gender expression or identity falls outside of the dominant social norms of their assigned sex²². They may identify as having aspects of both male and female identities, or neither²³.

Gender roles (*noun*): The social behaviors and expression that a culture expects from people based on their assigned sex (e.g., girls wear pink; boys don't cry; women care for home and child; men are more violent), despite a spectrum of various other possibilities.

Heteronormativity (*noun*): Coined by social critic Michael Warner, the term refers to a societal assumption of certain norms: 1) that there are two distinct sexes; 2) that male and female functions and character-

istics are distinctly different; and 3) that traits such as attraction and sexual behavior correspond to anatomy. Those who do not fit these norms—be it through same-sex attraction, a non-binary gender identity or nontraditional gender expression—are therefore seen as *abnormal*, and often marginalized or pressured to conform to norms as a result²⁴.

Heterosexism (*noun*): The assumption that sexuality between people of different sexes is normal, standard, superior or universal while other sexual orientations are substandard, inferior, abnormal, marginal or invalid²⁵.

Heterosexual (*adj.*): Used to describe people whose enduring physical, romantic and/or emotional attraction is to people of the opposite sex²⁶. Also *straight*.

Heterosexual/cisgender privilege

(*noun*): Refers to societal advantages that heterosexual people and cisgender people have solely because of their dominant identities. This can include things as simple as safely holding hands with a romantic partner in public or having safe access to public bathrooms. This can also include systemic privileges such as the right to legally donate blood, to adopt children without facing possible rejection because of your sexual orientation, or play organized sports with others of the same gender identity.

Homophobia* (*noun*): A fear or hostility toward lesbian, gay and/or bisexual people, often expressed as discrimination, harassment and violence²⁷.

Intersex (*adj.*): An umbrella term describing people born with reproductive or sexual anatomy and/or a chromosome pattern that can't be classified as typically male or female²⁸.

Latinx (*adj.*): A gender-expansive term for people of Latin American descent used to be more inclusive of all genders than the binary terms *Latino* or *Latina*²⁹.

Lesbian (*adj.*): Used to describe a woman whose enduring physical, romantic and/or emotional attraction is to other women³⁰.

LGBTQ (*noun*): An acronym for “lesbian, gay, bisexual, transgender and queer.” Less often, the Q stands for “questioning.” Acronyms like LGBTQIA also include the intersex, allied and asexual communities, while acronyms like LGBTQ attempt to envelop an entire community of people who hold identities that are not cisgender or heterosexual.

Misgender (*verb*): To refer to someone in a way that does not correctly reflect the gender with which they identify, such as refusing to use a person's preferred pronouns or name³¹.

Nonbinary (*adj.*): An umbrella term that refers to individuals who identify as neither man or woman, or as a combination of man or woman. Instead, nonbinary people exhibit a boundless range of identities that can exist beyond a spectrum between male and female.

Outing (*verb*): The inappropriate act of publicly declaring (sometimes based on rumor and/or speculation) or revealing another person's sexual orientation or gender identity without that person's consent³².

Pansexual (*adj.*): Used to describe people who have the potential for emotional, romantic or sexual attraction to people of any gender identity, though not necessarily simultaneously, in the same way, or to the same degree³³. The term *panromantic* may refer to a person who feels these emotional and romantic attractions, but identifies as asexual.

Preferred pronouns (*adj.*): The pronoun or set of pronouns that an individual personally uses and would like others to use when talking to or about that individual. Can include variations of he/him/his, she/her/hers, they/their/theirs, among others³⁴. This term is being used less and less in LGBTQ circles, as it suggests one's gen-

der identity is a “preference” rather than innate. *Recommended replacement:* “Your pronouns, my pronouns, their pronouns, etc.”

Queer (*adj.*): Once a pejorative term, a term reclaimed and used by some within academic circles and the LGBTQ community to describe sexual orientations and gender identities that are not exclusively heterosexual or cisgender.

Questioning (*adj.*): A term used to describe people who are in the process of exploring their sexual orientation or gender identity³⁵.

Same-gender loving (*adj.*): A term coined in the early 1990s by activist Cleo Manago, this term was and is used by some members of the black community who feel that terms like gay, lesbian and bisexual (and sometimes the communities therein) are Eurocentric and fail to affirm black culture, history and identity.

Sexual orientation (*noun*): An inherent or immutable emotional, romantic or sexual attraction to other people; oftentimes used to signify the gender identity (or identities) to which a person is most attracted³⁶.

Third gender (*noun*): A gender identity that is neither male nor female, existing outside the idea that gender represents a linear spectrum between the two. Sometimes a catchall term or category in societies, states or countries that legally recognize genders other than male and female.

Transgender (*adj.*): An umbrella term for people whose gender identity differs from the sex they were assigned at birth³⁷. Not all trans people undergo transition (*defined below*). Being transgender does not imply any specific sexual orientation. Therefore, transgender people may identify as straight, gay, lesbian, bisexual, etc. Also, *trans*.

Transitioning (*verb*): A process during which some people strive to more closely

align their gender identity with their gender expression. This includes *socially transitioning*, during which a person may change their pronouns, the name they ask to be called, the way they dress, etc., to be socially recognized as another gender. This includes *legal transitioning*, which may involve official name change and modified IDs and birth certificates. And this includes *physically transitioning*, during which a person may undergo medical interventions to more closely align their body to their gender identity. Transgender and nonbinary people transition in various ways to various degrees; self-identification alone is enough to validate gender identity.

Transphobia* (*noun*): The fear and hatred of, or discomfort with, transgender people. This may manifest into transphobic actions, such as violence, harassment, misrepresentation or exclusion³⁸.

Transsexual (*adj.*): A less frequently used term (considered by some to be outdated or offensive) which refers to people who use medical interventions such as hormone therapy, gender-affirming surgery (GAS), or sex reassignment surgery (SRS), etc., as part of the process of expressing their gender³⁹. Some people who identify as transsexual do not identify as transgender and vice versa. *Only use this term if someone who specifically identifies as such asks you to.*

Two Spirit (*adj.*): An umbrella term in Native culture to describe people who have both a male and female spirit within them. This encompasses many tribe-specific names, roles and traditions, such as the *winkte* of the Lakota and *nadleeh* of the Navajo people⁴⁰. This term often describes Native people who performed roles and gender expression associated with both men and women. This term should be used only in the context of Native culture.

Words to avoid

Homosexual (*n.*); homosexual (*adj.*)
Sexual preference
Tranny/transvestite

Preferred terms

Gay man/person (*n.*); gay (*adj.*)
Sexual orientation
Transgender person or trans person
(*if they so identify*)

*University of California-Davis's LGBTQIA Resource Center offers this note on words like this: we've been intentionally moving away from using words like "transphobic," "homophobic," and "biphobic" because (1) they inaccurately describe systems of oppression as irrational fears, and (2) for some people, phobias are a very distressing part of their lived experience and co-opting this language is disrespectful to their experiences and perpetuates ableism.

DEFINITION SOURCES

Note: Not all definitions are used word-for-word, but were inspired by meanings provided by the following sources.

- 1 PFLAG National Glossary of Terms.
- 2 Human Rights Campaign Glossary of Terms.
- 3 University of California Davis, LGBTQIA Resource Center Glossary.
- 4 Glossary of Terms, from the GLAAD Media Reference Guide
- 5 Asexuality.org
- 6 The Trevor Project Glossary
- 7 PFLAG
- 8 The Trevor Project
- 9 PFLAG
- 10 Human Rights Campaign
- 11 UC Davis
- 12 Ibid.
- 13 GLAAD
- 14 Lambda Legal, Glossary of LGBTQ Terms
- 15 HRC
- 16 Ibid.
- 17 Oxford English Dictionary
- 18 UC Davis
- 19 Human Rights Campaign
- 20 PFLAG
- 21 Human Rights Campaign
- 22 Ibid.
- 23 UC Davis
- 24 International Encyclopedia of the Social Sciences
- 25 Lambda Legal
- 26 GLAAD
- 27 Lambda Legal
- 28 GLAAD
- 29 PFLAG
- 30 GLAAD
- 31 PFLAG
- 32 GLAAD
- 33 Human Rights Campaign
- 34 PFLAG
- 35 Human Rights Campaign
- 36 Ibid.
- 37 Ibid.
- 38 Ibid.
- 39 PFLAG
- 40 Tony Enos, "8 Things You Should Know About Two Spirit People," Indian Country Today. 2017.

APPENDIX D

SCHOOL CHECKLIST

How well is your school meeting the needs of your LGBTQ students?

PROM

- ☐ Gender-inclusive language is used on all event communications, including invitations.
- ☐ Event organizers are educated about students' First Amendment right to attend events with a date other than a student of the opposite sex, and to wear clothing of their choice.
- ☐ At least one member of the prom committee is designated the "inclusivity planner" to ensure that every student feels welcome.

PRIVACY

- ☐ School staff are never asked or required to reveal a student's sexual orientation or gender identity without the student's permission—even to the student's family.
- ☐ School privacy policies explicitly assert the confidentiality of information pertaining to students' sexual orientations and gender identities.

POLICIES

- ☐ My school's anti-bullying policy includes language that specifically prohibits harassment based on gender identity, sexual orientation and gender expression.
- ☐ The policy gives examples of harassment based on actual or perceived sexual orientation and gender identity.
- ☐ The effectiveness of my school's anti-bullying program is evaluated annually using student and staff surveys (find ours at tolerance.org/tdsi/schools-survey).

- ☐ Administrative forms and communications use gender-neutral language (singular "they," not "he or she") and provide an opportunity for students to communicate their gender identity. Updates are made as needed.
- ☐ My school's anti-discrimination policy states support for LGBTQ teachers and school personnel.

ANTI-BULLYING

- ☐ My school has a designated anti-bullying coordinator as well as an anti-bullying task force.
- ☐ Staff members are specifically trained to prevent and respond to bullying incidents involving LGBTQ students.
- ☐ The name and contact information for my school's anti-bullying coordinator is posted in the office, on my school's website and in the student handbook.
- ☐ My school communicates effectively and often with students, parents or guardians and the community about school climate issues such as bullying.
- ☐ Staff ensure that reactions to reports of harassment do not further stigmatize students who were targeted for their real or perceived LGBTQ identities.
- ☐ Teachers and administrators are educated about common bullying myths, such as the idea that LGBTQ students are "asking for it" by expressing their sexual orientations or gender identities.
- ☐ Counseling staff is well-versed in LGBTQ issues.

SCHOOL CULTURE

- ☐ My school's dress code is inclusive of a diversity of gender expressions, including for yearbook photos.
- ☐ My school has gender-neutral restrooms and/or single stall bathrooms and private changing areas.
- ☐ Students can use bathrooms and locker rooms that correspond with their gender identity.
- ☐ My school has a GSA that combats bullying and harassment.
- ☐ Within my school culture, other staff members are unafraid to be allies to LGBTQ and gender nonconforming students.
- ☐ LGBTQ educators and staff members feel safe to be “out” at work.
- ☐ My school offers public praise or formal rewards for school staff members who promote a safe and inclusive environment—ex: an “equity leader” certificate at the end of the year.

CURRICULUM

- ☐ My school's health and sexuality education is inclusive of all sexual orientations and gender identities. The curriculum does not take a heteronormative stance towards sexuality and gender (i.e., assuming students only need to know about heterosexual feelings and safe-sex practices.)
- ☐ My school's academic curriculum includes LGBTQ perspectives, voices, histories and current events.
- ☐ My school's library includes books and resources about LGBTQ individuals, history, events and issues.



TEACHING TOLERANCE

A PROJECT OF THE SOUTHERN POVERTY LAW CENTER