



**SEXUAL ORIENTATION, GENDER
IDENTITY & EXPRESSION
(SOGIE)
PLAYLIST: *ADVANCED***

INTRODUCTION

This playlist will provide a further understanding of anti-LGBTQIA+ bias as a system of oppression and its intersection with education. Building from the work of intersectionality and queer theory, this playlist will guide you through applied strategies for engaging with students and colleagues around sexual orientation, gender identity and gender expression (SOGIE).

Through these eight modules, each of which will take about 90 minutes, you will engage in a curated experience that builds upon critical knowledge; provides opportunities for reflection and self work; offers resources to engage in interpersonal and group work; and provides scaffolding to address organizational and systemic change.

In each module, we have included some global resources. While these are not exhaustive, you should peruse resources from regions of familiarity or interest to you, as gender and sexuality identities are steeped in cultural contexts.

The following modules have been intentionally developed and organized to guide learners through a developmental sequence, building your knowledge as you move from Module 1 to Module 8. By moving through the modules and respective resources in order, you will engage deeply with curated opportunities to build upon your knowledge as you progress through the playlist.

ORIENTATION

To access the resources, click on the underlined text within the modules and the resource will open in a new tab. At the end of each module, there are reflections, activities, and challenges that serve as natural pauses to process your learning and consider how to apply these new insights to your practice. We encourage you to use a journal to keep track of your reflections and responses, so that you have a record of your learning through this playlist.

If you are new to this work, you might start by doing this **activity**.

This playlist includes resources related to trauma, violence, and discrimination. We encourage you to take care of yourself while engaging in these resources. If you need additional support, we have listed Harvard resources in the final module.

As you engage with this playlist, be mindful that we cannot expect closure. True anti-oppressive work is a lifelong process, grounded in a commitment to lifelong learning. This playlist merely serves as a thoughtful entry into the work and we highly recommend that you continue to share these resources with your communities and sustain your commitment to this work through the suggestions in Module 8.

CREDITS

This playlist was curated by Arushi Mittal (Ed.M. 2020) & Kimm Topping (Ed.M. 2020).

As feminist and gender-inclusive educators ourselves, we are constantly working to challenge ourselves and the institutions around us. We hope you enjoy engaging in this playlist as much as we did creating it. And that you will continue to seek solutions to the beautifully complex challenges of social justice and transformation.

To learn more about Arushi and Kimm, click [here](#).

Because this playlist is a pilot, we would truly appreciate your feedback to improve this tool and ensure that these learning experiences are intentional and useful to our community. Once you complete this playlist, please provide your feedback [here](#).

MODULE 1: REFRESHING OUR HEARTS & MINDS

Young people know what they need. Our role is to listen. This module centers the voices of students to help us reimagine an educational system that is affirming of their identities.

MODULE 2: IT'S ALL CONNECTED

Liberation must include all of us. Here, we explore how systems of oppression overlap with one another according to Kimberlé Crenshaw's concept of intersectionality.

MODULE 3: MORE ON INTERSECTIONALITY

We'll dig deeper into gender expansive perspectives across cultures and histories, in addition to applying these topics to our own work.

MODULE 4: QUEER THEORY & SPACES

What does a queer space look and feel like? How do people think differently about queer lives and spaces?

MODULE 5: OUR HISTORY

Black trans women started the gay rights movement in 1969. Breaking the binary has always existed, but its suppression is rooted in colonization.

MODULE 6: INCLUSIVE CURRICULUM & SCHOOLS

Fostering our relationship-building and critical analysis, we can begin to transform the system through curriculum and practice.

MODULE 7: CHALLENGING INSTITUTIONS & CONTINUED LEARNING

In order to succeed, change needs to be strengthened, monitored, and integrated into the ritual of daily life. This module will provide some tools to begin.

MODULE 8: SUSTAINING

Because anti-oppressive work requires continuous learning, this module provides connections and additional resources to dig deeper, learn more, and engage with this work in community.



ROAD MAP

NO PRIDE for SOME of US without
LIBERATION for ALL of US.



IMAGE OF MARSHA P. JOHNSON
BY MICAH BIZANT

AS YOU PREPARE TO ENGAGE WITH THIS PLAYLIST, TAKE A MOMENT TO REFLECT AND NAME YOUR **WHY**.

WHAT HAS BROUGHT YOU TO THIS PLAYLIST?

WHAT ARE YOUR GOALS AS YOU MOVE THROUGH THE MODULES?

WHAT CHANGE ARE YOU HOPING TO CREATE? PERSONALLY, INTERPERSONALLY, AND STRUCTURALLY?

AS YOU CONTINUE THROUGH THE FOLLOWING MODULES, YOU WILL HAVE OPPORTUNITIES TO REVISIT, REFINE, AND RECOMMIT TO YOUR WHY.

**OPENING REFLECTION: WHAT'S YOUR
*WHY***

AS WE CURATED THIS PLAYLIST, WE ALIGNED THE MODULES AND RESOURCES WITH THE FOLLOWING DEIB OUTCOME AREAS:

- **KNOWLEDGE:** GAIN A FUNCTIONAL UNDERSTANDING OF KEY CONCEPTS AND TERMS RELATED TO DIVERSITY, EQUITY, INCLUSION AND BELONGING.
- **REFLECTIVE AND DEVELOPMENTAL SELF-WORK:** DEMONSTRATE AWARENESS, COMFORT, AND SKILL AT CONSISTENTLY SELF-IDENTIFYING AND REFLECTING ON IDENTITY, POSITIONALITY, AND POWER OVER TIME.
- **INTERPERSONAL AND GROUP WORK:** GAIN CAPACITY TO COMMUNICATE, COLLABORATE, DIALOGUE, FACILITATE AND INTERVENE (IN REAL TIME) WITH OTHER PEOPLE, ACROSS SOCIAL IDENTITY DIFFERENCES.
- **ORGANIZATIONAL AND SYSTEMS WORK:** BUILD CAPACITY TO IDENTIFY AND ANALYZE SYSTEMS (HISTORICAL, ORGANIZATIONAL, POLITICAL, GLOBAL) OF POWER AND THEIR INFLUENCE ON THE EVERYDAY EXPERIENCES OF INDIVIDUALS IN OUR SOCIETY.

DEIB OUTCOMES

FOR A FULL LIST OF DEIB OUTCOMES, CLICK [HERE](#).

RECOGNIZING THAT THIS PLAYLIST IS MEANT TO BE A PERSONALIZED EXPERIENCE, COMPARE OUR FOUR DEIB OUTCOMES WITH **YOUR WHY** AND **YOUR GOALS**?

IF YOU WOULD LIKE TO INTEGRATE THESE DEIB OUTCOMES INTO YOUR PERSONAL PURPOSE FOR THIS PLAYLIST, TAKE A MOMENT TO REVISE YOUR WHY AND YOUR GOALS.

AS YOU NAVIGATE THE FOLLOWING MODULES, THESE GOALS WILL SERVE AS TOUCH POINTS FOR YOUR LEARNING.

WHY + DEIB OUTCOMES

MODULE 1: REFRESHING OUR HEARTS & MINDS

Young people know what they need. Our role is to listen. This module centers the voices of students to help us reimagine an educational system that is affirming of their identities.

1. GLSEN 2017 NATIONAL SCHOOL CLIMATE SURVEY

GLSEN's National School Climate Survey highlights experiences of lesbian, gay, bisexual, transgender, and queer youth in our nation's schools. The report includes information on LGBTQ middle and high school students' experiences with discrimination, biased language, and availability and utility of supportive school resources. **Focus on page 73.**

2. STUDENT EXPERIENCE VIDEOS

Select one video of LGBTQIA+ students sharing their experiences:

- [Interviewing LGBT High Schoolers](#)
- [How to Support Bisexual Students](#)
- ['Ask Me': What LGBTQ Students Want Their Professors to Know](#)

3. ADDITIONAL RESOURCES

- [LGBTQIA Resource Center Glossary](#)
- [Sharing Pronouns: what, why and how](#)



REVIEW THE **GENDER UNICORN.**

HOW DOES YOUR OWN GENDER, SEXUAL, AND ROMANTIC IDENTITY MAP ONTO THE GENDER UNICORN AND GLOSSARY OF TERMS?

RESEARCH ONE TERM THAT IS NEW TO YOU AND TRY TO FIND A FIRST-PERSON ACCOUNT OF THEIR EXPERIENCE VIA A VIDEO OR OTHER ONLINE NARRATIVE.

ACTIVITY & REFLECTION

MODULE 2: IT'S ALL CONNECTED

Liberation must include all of us. Here, we explore how systems of oppression overlap with one another according to Kimberlé Crenshaw's concept of intersectionality.

1. KIMBERLÉ CRENSHAW: THE URGE FOR INTERSECTIONALITY

In the TED talk, Kimberlé Crenshaw uses the term "intersectionality" i.e., if you're standing in the path of multiple forms of exclusion, you're likely to get hit by both.

2. INTERSECTIONALITY 101

This video from Teaching Tolerance explains the term intersectionality.

3. 23% OF YOUNG BLACK WOMEN NOW IDENTIFY AS BISEXUAL

In the most recent General Social Survey, researchers report that 23% of young Black women identify as bisexual.

4. BLACK TRANS WOMEN AND BLACK TRANS FEMMES: LEADING & LIVING FIERCELY

This resources from the Transgender Law Center envisions "... a world where Black Trans Women & Black Trans Femmes are thriving and leading solutions for social, economic, and political change."

5. GLOBAL RESOURCES

- [Dhiren Borisa On Dalit Queerness](#)
- [The Challenges of Leading an LGBT Student Society in China](#)
- [Homosexuality as cultural battleground in the Middle East: culture and postcolonial international theory](#)



COMPLETE THE IDENTITY WHEEL EXERCISE.

HOW DO YOUR IDENTITIES INTERSECT WITH ONE ANOTHER? FOR EXAMPLE, DO ANY OF YOUR IDENTITIES AFFORD YOU MORE PRIVILEGE IN PARTICULAR SPACES?

GLOBAL REFLECTION: WHAT ARE SOME SPECIFIC CHALLENGES OF LGBTQ+ STUDENTS IN PARTICULAR REGIONS AND COUNTRIES?

ACTIVITY & REFLECTION

MODULE 3: MORE ON INTERSECTIONALITY

We'll dig deeper into gender expansive perspectives across cultures and histories, in addition to applying these topics to our own work.

1. LATINX: A BRIEF GUIDE

This resource from the Princeton LGBT Center provides historical context of the term "Latinx" and an understanding of the complexity of gender inclusive terminology.

2. TRANS AND NATIVE: MEET THE INDIGENOUS DOCTOR GIVING THEM HOPE

"What is it like to provide trans care on an Indigenous reserve that serves 2,400 people in central Alberta? For this Two-Spirit Cree doctor, it's more than his job. Dr. Makokis created a unique approach to transgender care, combining Indigenous and Western teachings."

3. COMBAHEE RIVER COLLECTIVE STATEMENT

"The beliefs of the Collective were about equality, non lesbian seperatism, peace and togetherness along with the recognition of the intersectorality of both men and women of color. These beliefs showed how black feminism was powerful but was never about being on top of the heirarchy for power and control of another group of people."

4. GLOBAL RESOURCES

- [Homosexuality as cultural battleground in the Middle East: culture and postcolonial international theory](#)

CHOOSE ONE:

SKIM **THIS ARTICLE** AND REFLECT ON HOW YOUR OWN PRACTICE AS AN EDUCATOR HAS BEEN “QUEERLY RESPONSIVE” AND “CULTURALLY RESPONSIVE.”

WHAT GAPS ARE THERE? WHAT RESOURCES DO YOU NEED TO BETTER SUPPORT QUEER AND TRANS YOUTH OF COLOR?

USE ANY OF THE TOOLS MENTIONED IN THIS **INTERSECTIONALITY TOOLKIT** (PAGE 14-19) TO UNDERSTAND WHERE YOUR ORGANIZATION(S) STAND WITH RESPECT TO RECOGNIZING INTERSECTIONAL IDENTITIES. FEEL FREE TO WORK WITH OTHERS TO EVALUATE THEIR ORGANIZATIONS.

ACTIVITY & REFLECTION

AT THIS POINT, TAKE SOME TIME TO REVISIT YOUR WHY.

REMINDE YOURSELF OF THE QUESTIONS AND THOUGHTS THAT BROUGHT YOU TO THIS PLAYLIST.

HOW HAS YOUR LEARNING THUS FAR HELPED YOU REFINE YOUR GOALS FOR YOUR LEARNING?

WHAT HAS CHANGED REGARDING YOUR UNDERSTANDING OF THE PERSONAL, INTERPERSONAL, AND STRUCTURAL CHANGES YOU ARE HOPING TO CREATE?

**REFLECTION: REVISIT AND REFINE
YOUR WHY**

MODULE 4: QUEER THEORY & SPACES

What does queer space look and feel like? How do people think differently about queer lives and spaces?

1. QUEER (V.) PEDAGOGY

"This article is an exploration of queer pedagogy, its basis in queer theory, and its implications for educators."

2. IS PRIDE A SAFE SPACE?

Local activist, JP Delgado, explores intersectionality (or lack thereof) in Pride events.

3. DEVELOPMENT OF YOUTH ADVOCACY AND SOCIOPOLITICAL EFFICACY AS DIMENSIONS OF CRITICAL CONSCIOUSNESS WITHIN GENDER-SEXUALITY ALLIANCES

"These findings extend the critical consciousness literature and carry implications for how GSAs and similar groups could support SGM youth and their allies in resisting oppression."



WHAT DOES IT LOOK LIKE TO “QUEER” AN EDUCATIONAL SPACE?

HOW CAN YOU HIGHLIGHT INTERSECTIONALITY IN EDUCATIONAL SPACES?

CREATE A LIST OF 5 STRATEGIES FOR “QUEERING” EDUCATIONAL SPACES WITH AN INTERSECTIONAL LENS.

REFLECTION & ACTIVITY

MODULE 5: OUR HISTORY

Black trans women started the gay rights movement in 1969. Breaking the binary has always existed, but its suppression is rooted in colonization.

1. A TRANS HISTORY: TIME MARCHES FORWARD AND SO DO WE

"Through a collaborative video from the ACLU, Transparent producer and artist Zackary Drucker, Emmy-nominated actress Laverne Cox and the creative team of Molly Crabapple and Kim Boekbinder, we are telling the story of trans history and resistance."

2. 16 QUEER BLACK PIONEERS WHO MADE HISTORY

"From Marsha P. Johnson to Lori Lightfoot, NBC Out honors the black LGBTQ trailblazers of the past and present."

3. WHAT'S YOUR EXPERIENCE WITH THE BINARY? WITH ALOK VAID MENON

Alok is a gender non-conforming writer and performance artist. On this podcast with Jonathan Van Ness, they discuss their experience within and outside of the binary, and how challenging societal expectations can help reshape identity.

HOW HAVE OTHER FORMS OF OPPRESSION (RACISM, COLONIZATION, PATRIARCHY) INFLUENCED OUR EXPOSURE TO LGBTQ+ HISTORY? IF IT'S CHALLENGING TO ANSWER THIS QUESTION, SPEND SOME TIME READING THE ADDITIONAL RESOURCES BELOW ABOUT HOW HISTORIES OF COLONIZATION ARE TIED TO HOMOPHOBIA AND TRANSPHOBIA.

- [IMPACTS OF COLONIZATION ON INDIGENOUS TWO-SPIRIT/LGBTQ CANADIANS' EXPERIENCES OF MIGRATION, MOBILITY AND RELATIONSHIP VIOLENCE](#)
- [HOW BRITAIN'S COLONIAL LEGACY STILL AFFECTS LGBT POLITICS AROUND THE WORLD](#)
- [THE BRITISH EMPIRE'S HOMOPHOBIA LIVES ON IN FORMER COLONIES](#)

REFLECTION & ACTIVITY

AS YOU ARE NEARING THE END OF THIS PLAYLIST, HOW MIGHT YOU RECOMMIT TO YOUR WHY?

BASED ON YOUR ENGAGEMENT WITH THE MODULES SO FAR, REMIND YOURSELF OF THE QUESTIONS AND THOUGHTS THAT BROUGHT YOU TO THIS PLAYLIST.

HOW CAN YOUR LEARNING THUS FAR HELP YOU SUSTAIN A COMMITMENT TO THE CHANGE THAT YOU ARE HOPING TO CREATE?

**REFLECTION: RECOMMIT TO
YOUR WHY**

MODULE 6: INCLUSIVE CURRICULUM & SAFER SCHOOLS

Fostering our relationship-building and critical analysis, we can begin to transform the system through curriculum and practice.

1. DEVELOPING LGBTQ INCLUSIVE CLASSROOM RESOURCES

"GLSEN research shows that LGBTQ students who attend schools with curriculum that is inclusive of LGBTQ people, history, and events experience a better school climate and improved academic outcomes. Curriculum serves as a mirror when it reflects individuals and their experiences back to themselves. At the same time, curriculum serves as a window when it introduces and provides the opportunity to understand the experiences and perspectives of those who possess different identities."

2. FAQ ABOUT ANTI-LGBTQ CURRICULUM LAWS

This FAQ provides information and resources about states where there are anti-LGBTQ curriculum laws.

3. RESEARCH BRIEF: FOSTERING THE MENTAL HEALTH OF LGBTQ+ YOUTH

"This brief provides a summary of existing research on resilience among LGBTQ youth and, in line with Trevor's life-saving mission, suggests ways that individuals and groups can enhance protective factors to foster positive development for LGBTQ youth."

4. GLOBAL RESOURCES

- **[Scotland Is The First Country to Mandate LGBTQ+ Education. Why Hasn't America?](#)**
- **[What makes sexuality education comprehensive \(India\) \(pages 51-65\)](#)**

ADDITIONAL RESOURCES

- **[Sex Ed for Some?](#)**
- **[True Colors United: Our Issue](#)**

SKIM THROUGH A FEW OF THE FOLLOWING CURRICULUM RESOURCES. WHAT DO YOU THINK? WHICH SUGGESTIONS CATCH YOUR ATTENTION? WHAT ARE YOUR APPREHENSIONS? FIND A FRIEND AND DISCUSS THESE!

- [READY, SET, RESPECT! ELEMENTARY TOOLKIT](#)
- [GLSEN UNHEARD VOICES](#)
- [HISTORY UNERASED CASE STUDY: OUT WITH HIV/AIDS](#) (SCROLL TO BOTTOM OF PAGE TO DOWNLOAD)
- [THE SCIENTISTS FIGHTING TO MAKE THE FUTURE OF STEM MORE QUEER](#)
- [SEXUAL HEALTH RESOURCES](#)
- [THE GENDER SPECTRUM](#)

REFLECTION & ACTIVITY

MODULE 7: CHALLENGING OUR INSTITUTIONS AND CONTINUING OUR LEARNING

In order to succeed, change needs to be strengthened, monitored, and integrated into the ritual of daily life. This module will provide some tools to begin.

1. TITLE IX PROTECTIONS FOR LGBTQ STUDENTS

"Title IX protects LGBTQ survivors, too – and it also provides important protections to LGBTQ students who face widespread bullying and harassment that can impede their access to education."

2. ADDITIONAL RESOURCES

- [Creating a Roadmap to a LGBTQ Affirmative Action Scheme](#)
- [Campuses shutter for coronavirus, leaving some LGBTQ students with nowhere to go](#)

CHOOSE TWO ACTIVITIES:

1. SELECT A **SCHOOL CLIMATE REPORT FROM THIS DATABASE** AND SKIM. WHAT STATISTICS AND SUGGESTIONS RESONATE WITH YOUR WORK? WHAT DID YOU LEARN THAT YOU WILL APPLY TO YOUR WORK GOING FORWARD?
2. SKIM THROUGH THIS **UNESCO REPORT** BASED ON THE REGION THAT IS RELEVANT FOR YOUR WORK. READ THOROUGH PAGES 62-71 TO UNDERSTAND SYSTEMIC RESPONSES TO TRANSPHOBIA AND HOMOPHOBIA IN EDUCATIONAL SETTINGS.
3. EXPLORE THE **MOVEMENT ADVANCEMENT PROJECT'S LGBTQ EQUALITY MAPS**. IN THE TOP RIGHT, SELECT "CHOOSE AN ISSUE" AND EXPLORE AT LEAST THREE DIFFERENT ISSUES.
4. EXPLORE TRANSGENDER STUDENT RIGHTS AT **GLAD.ORG** (SCROLL DOWN TO "STUDENTS" SQUARE AND SELECT A STATE). HOW DO THESE POLICIES COMPARE TO THE GEOGRAPHIC AREA YOU PLAN TO WORK? HOW CAN YOU ADVOCATE FOR INCLUSIVE POLICIES FOR STUDENTS, IF THEY ARE NOT ALREADY IN PLACE? WHAT BARRIERS WILL YOU FACE? HOW WILL INCLUSIVE POLICIES HAVE A POSITIVE IMPACT ON YOUR STUDENTS?

REFLECTION & ACTIVITY

MODULE 8: SUSTAINING

Because anti-oppressive work requires continuous learning, this module provides habits, connections, and additional resources to dig deeper, learn more, and engage with this work in community.

1. CONNECT: HARVARD RESOURCES

The following organizations and resources at Harvard provide opportunities to connect with and learn about gender in community.

- [Harvard Gender and Sexuality Caucus](#)
- [Office of Sexual Assault Prevention & Response](#)
- [QueerEd at HGSE](#)
- [Office of BGLTQ Student Life at Harvard](#)
- [Harvard Crimson coverage of Secret Court 100](#)

2 LEARN MORE: RESOURCE BANK + RECOMMENDED BOOKS

To learn more about gender equity and intersectional identities and experiences, consider exploring the other resources and playlists in our database. Also, take some time to explore the recommended book list below.

RECOMMENDED BOOKS

Explore these works to continue your learning.

BEYOND THE GENDER BINARY | ALOK VAID-MENON (2020)

BI: NOTES FOR A BISEXUAL REVOLUTION | SHIRI EISNER (2013)

BLACK ON BOTH SIDES: A RACIAL HISTORY OF TRANS IDENTITY | C. RILEY SNORTON (2017)

BOY ERASED: A MEMOIR OF IDENTITY, FAITH, AND FAMILY | GARRARD CONLEY (2016)

COLLECTED ESSAYS | JAMES BALDWIN (1998)

GENDER TROUBLE: FEMINISM AND THE SUBVERSION OF IDENTITY (SECOND EDITION) | JUDITH BUTLER (1999)

GLOBAL GAY: HOW GAY CULTURE IS CHANGING THE WORLD | FRÉDÉRIC MARTEL (2018)

JULIET TAKES A BREATH | GABBY RIVERA (2016)

LGBTQ STATS | DAVID DESCHAMPS & BENNET SINGER (2017)

MODERN HERSTORY: STORIES OF WOMEN AND NONBINARY PEOPLE REWRITING HISTORY | BLAIR IMANI (2018)

QUEER: A GRAPHIC HISTORY | MEG-JOHN BARKER & JULIE SCHEELE (2016)

REDEFINING REALNESS | JANET MOCK (2014)

RETHINKING SEXISM, GENDER, AND SEXUALITY | RETHINKING SCHOOLS (2016)

STONE BUTCH BLUES | LESLIE FEINBERG (1993)

THE STONEWALL READER | EDITED BY THE NEW YORK PUBLIC LIBRARY (2019)

TRANSGENDER HISTORY: THE ROOTS OF TODAY'S REVOLUTION (REVISED EDITION) | SUSAN STRYKER (2017)

ZAMI: A NEW SPELLING OF MY NAME | AUDRE LORDE (1982)

WHAT HAVE YOU LEARNED FROM THIS PLAYLIST?

WHAT CHALLENGED YOU AND WHAT SURPRISED YOU?

IDENTIFY ONE OR TWO RESOURCES THAT YOU WILL EXPLORE GOING FORWARD TO CONTINUE YOUR LEARNING ABOUT LGBTQIA+ COMMUNITIES.

FINAL REFLECTION