

The background features a white space with various colorful circles and dashed lines. On the left, there are teal, yellow, and green circles, some with dashed outlines. On the right, there are lime green, orange, and pink circles, along with a large rainbow flag circle. A dashed line curves across the top right.

Gender Diversity & Supporting **2SLGBTQ+** Students

Presentation by
Leon Tsai for
Humber College 2020

Land Acknowledgement

Tkaronto (Toronto)

“The Dish with One Spoon is a treaty between the Anishinaabe, Mississaugas and Haudenosaunee that bound them to share the territory and protect the land. Subsequent Indigenous Nations and peoples, Europeans and all newcomers have been invited into this treaty in the spirit of peace, friendship and respect. We all eat out of the Dish, all of us that share this territory, with only one spoon. That means we have to share the responsibility of ensuring the dish is never empty, which includes taking care of the land and the creatures we share it with. Importantly, there are no knives at the table, representing that we must keep the peace.”

- Aboriginal Education Council at Ryerson University



Dissecting/Understanding Gender Identity, Gender Expression, and Sex Assigned at Birth

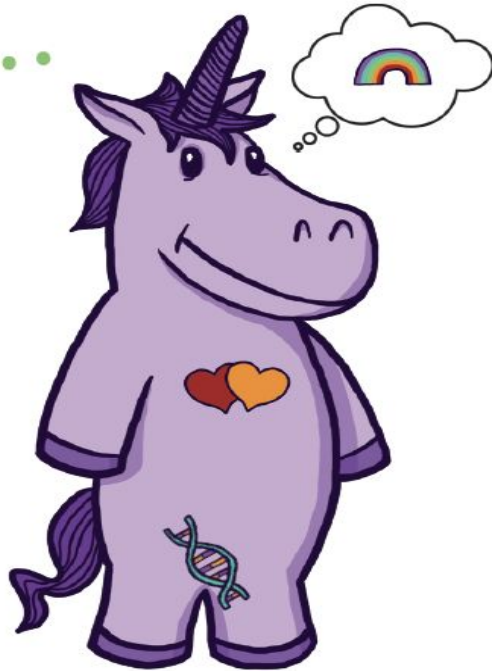
**Expression:
Style, Aesthetic,
In Conversation with
Social
Visibility/Status
(Feminine,
Masculine,
Androgynous...etc.)**

**Identity:
Spectrum of
Embodiment
(Cisgender,
Trans Binary,
Trans Non Binary,
2-Spirit,
Genderqueer
Agender...etc.)**

**Sex Assigned at
Birth:
Binary Male vs
Female
(erasure of Intersex
identities and
medically
marginalizing
normality)**

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



Gender Identity



Female/Woman/Girl

Male/Man/Boy

Other Gender(s)



Gender Expression



Feminine

Masculine

Other



Sex Assigned at Birth

Female

Male

Other/Intersex



Physically Attracted to



Women

Men

Other Gender(s)



Emotionally Attracted to




Women

Men

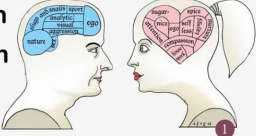
Other Gender(s)

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


Design by Landyn Pan and Anna Moore




the sex binary
is a social construct:
the flaws in brain
science research




a book report by @alokvmenon




how “normal”
became a code
word for “white:”
a eugenic history



a book report by @alokvmenon



the racist
history of the
sex binary 

a book report by @alokvmenon

A decorative background featuring a large, light blue dashed circle that frames the central text. Scattered around this circle are various solid-colored circles and arcs in shades of green, yellow, orange, red, and cyan. Some circles are solid, while others are hollow or partially cut off by the edges of the frame. The overall aesthetic is modern and vibrant.

“

“Two-Spirit is also useful because it recenters discussion onto gendered constructions, both from within and outside Native traditions... [as] *queer* too often refers to sexualized practices and identities. *Two-Spirit*, on the other hand, places gendered identities and experiences at the center of discussion”...

- **“Doubleweaving Two-Spirit Critiques:
Building Alliances between Native and Queer Studies”
by Qwo-Li Driskill (Cherokee) 2010**

Understanding Marginalization & The Poetics/Politics of Violence

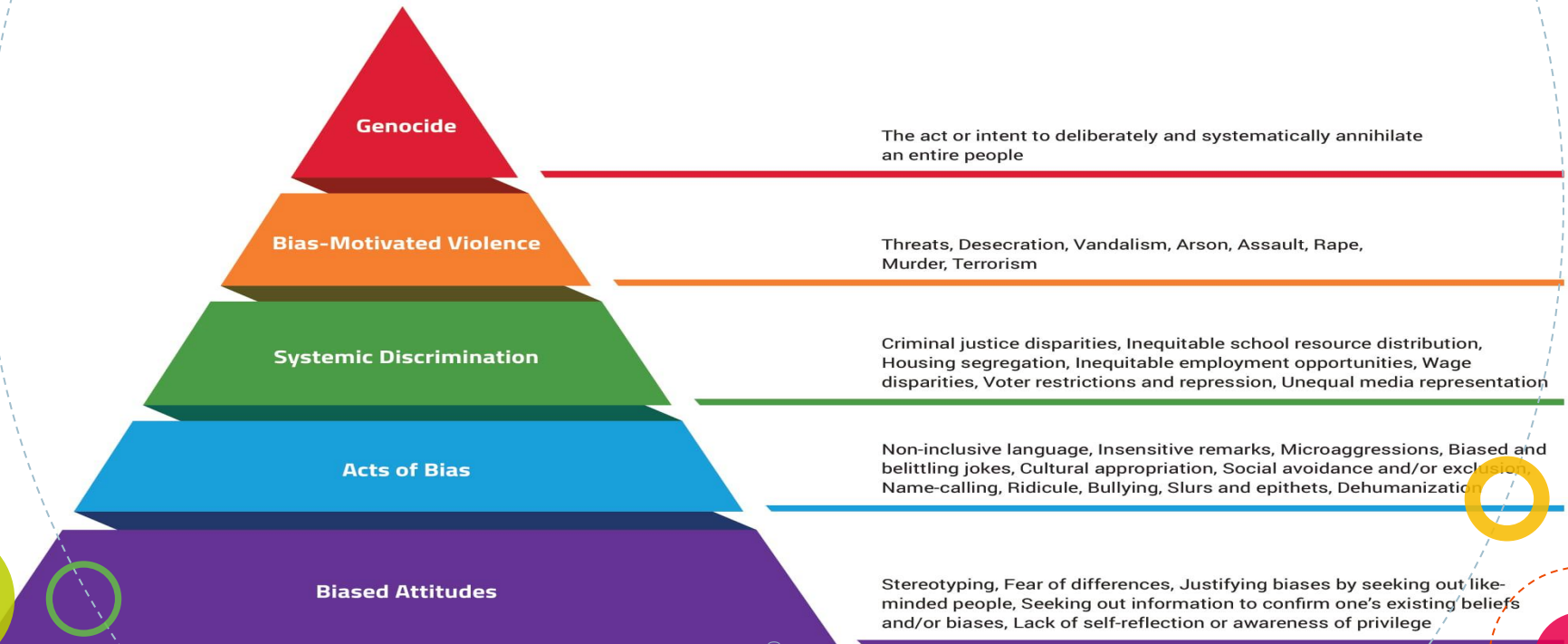
**Colonial
Constructions
Of White
Supremacy and
Patriarchal
Hierarchies
...**

**Socio-Political
Traditions/
Normalities of
Prejudice/
Discrimination
...**

**Interpersonal
Ideologies of
Difference &
Defence of
Insecurities/
Uncertainties
...**

ADL PYRAMID OF HATE

The **Pyramid of Hate** illustrates the prevalence of bias, hate and oppression in our society. It is organized in escalating levels of attitudes and behavior that grow in complexity from bottom to top. Like a pyramid, the upper levels are supported by the lower levels. Bias at each level negatively impacts individuals, institutions and society and it becomes increasingly difficult to challenge and dismantle as behaviors escalate. When bias goes unchecked, it becomes “normalized” and contributes to a pattern of accepting discrimination, hate and injustice in society. While every biased attitude or act does not lead to genocide, each genocide has been built on the acceptance of attitudes and actions described at the lower levels of the pyramid. When we challenge those biased attitudes and behaviors in ourselves, others and institutions, we can interrupt the escalation of bias and make it more difficult for discrimination and hate to flourish.



We're Here



Trans, Nonbinary and Gender Diverse Youth Across Ontario Assert Needs and Experiences

We're Here

2SLGBTQ+ Youth across Ontario Assert Needs and Experiences



A SUMMARY REPORT
2020

We're Here



Racialized 2SLGBTQ+ Youth Across Ontario Assert Needs and Experiences

Cover Illustration: melissa warden (@melissawarden) / Featured artist: Malika Muhammad-Chen (@malika_gilgipoo)



Marginalization/Violence on Campus

Students experiencing intersections of Sexism, Racism, Xenophobia, Queer/Transphobia, Classism, Ableism...

- What are our duties/responsibilities as educators/peers/allies/mentors ?

“Are We in School to Know or to Grow ?”

- What does/will it take for us to (re/un)learn ?
- How do we (re)grow/build communities within systematic educations and institutions ?
- How can we make space for difference ?

So what you doing for school?

Gender studies and poetry

At U of T

Jhezzz that sounds complex asf

You like it?

Yah I do haha

I just hate school in general

Wbu haha in school ?

Dam so ur saying you can spit some bars eh 🤔

Don't we all 🤔

And I'm in school for

Dam so ur saying you can spit some bars eh 🤔

Don't we all 🤔

And I'm in school for community justice and services

At Humber

Lmfaooo I'm not that good

Oh nice cool lol

That's dope

Ahhh come on, no is ever bad it's just how you apply yourself

Yeah I like it, it's interesting but just ALOT of essays 🤔🤔

Ahhh come on, no is ever bad it's just how you apply yourself

Yeah I like it, it's interesting but just ALOT of essays 🤔🤔

Thanks haha ur sweet

For sure lol I feel ya

Have u ever accessed Humber's academic or career advising staffs lol how r they

What do u think the admin or program staffs r lacking

You're welcome and I try to be 🤔🤔

Omg nah they're dooky, one of the Financial aid advisers fucked me over with osap

You're welcome and I try to be 🤔🤔

Omg nah they're dooky, one of the Financial aid advisers fucked me over with osap

When I wanted to switch programs he told me that I didn't need to re apply for osap but when this semester just started I had to re apply so late cuz I couldn't join my classes 🤔

Oh damnnn

I'm sorry to hear smfh

Yah financial aid is a headache

Yeah it's so stupid smfh

Such a dam headache

Such a dam headache

For realsss

Omg I just read ur bio, I didn't know you was a trans female 😬 that's cool

What's that like for you?

I've been on OSAP probation and had appealed 5 times already while in my 4th year of studies lmfao

U of T sucks lol

But that's also me failing n dropping courses 😬👉👈

Lmfao yah I'm trans

Oh jheztt that's tuff

School can be hard yeah, if I

Oh jheztt that's tuff

School can be hard yeah, if I ever fail a class or land on probation it's back to Africa for me 😂

Yeah that's cool, I don't have a problem with that just so u know

I'm very open minded

Javel
School can be hard yeah, if I ever fa...
Damn lolll

Cool haha

Javel
I'm very open minded
As u should being in community justice

Haha yeah I guess 😬

Javel
School can be hard yeah, if I ever fa...
Damn lolll

Cool haha

Javel
I'm very open minded
As u should being in community justice

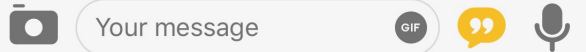
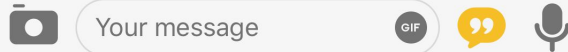
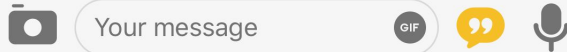
Haha yeah I guess 😬

Haven't done anything with one tho yet

Maybe when I'm older tbh, and like fucked up on drugs 😂😂

Javel
Maybe when I'm older tbh, and lik...
???

Wdym lol why's that





Unpacking Privilege: Understanding Allyhood

1. The Interpersonal:

**Confronting Silence/Denial/Ignorance
& Comfort/Complicity**

2. The Social:

**Combating Performative/Passive
Allyhood & Awareness**

Amplifying Marginalized Voices/Needs

3. The Political:

**Continuing Active
Support & Solidarity**



What is Support & Solidarity ?

Support...

Instead of asking:

“What can I do ?”

Ask:

“What do you need ?”

AND LISTEN

Listen not to

respond but to act →

Solidarity...

Listen, (Re/Un)learn & then

Action:

→ Intercommunal
Confrontations

→ Personal Reflections

→ Social (de)Constructions

→ Political Demonstrations

Becoming Anti-Racist

Fear Zone

Learning Zone

Growth Zone

I deny racism is a problem.

I recognize racism is a present & current problem.

I identify how I may unknowingly benefit from Racism.

I promote & advocate for policies & leaders that are Anti-Racist.

I seek out questions that make me uncomfortable.

I sit with my discomfort.

I avoid hard questions.

I understand my own privilege in ignoring racism.

I speak out when I see Racism in action.

I strive to be comfortable.

I educate myself about race & structural racism.

I educate my peers how Racism harms our profession.

I talk to others who look & think like me.

I am vulnerable about my own biases & knowledge gaps.

I don't let mistakes deter me from being better.

I listen to others who think & look differently than me.

I yield positions of power to those otherwise marginalized.

I surround myself with others who think & look differently than me.



**SISTERS
NOT JUST
CIS-TERS**

Combating “Trans-Exclusionary Radical Feminism” & Reorganizing Gender Justice

- On author J.K. Rowling’s TERF Gatekeeping of Gender
- Black/Native Feminist Studies & Critique as foundation in reimagining Gender Relations...
- “No Pride for some of us without Liberation for all of us”

Marsha P. Johnson (1945 - 1992)

A decorative background featuring a large, light blue dashed circle. Various colored circles and arcs are scattered around it: a large green circle at the top left, a large cyan arc at the top center, a large yellow circle at the top right, a large orange circle at the bottom left, and a large yellow arc at the bottom left. Smaller circles in green, blue, orange, pink, and cyan are also present.

“

**Queerness is that
"thing that lets us feel that
this world is not enough, that indeed
something is missing..."**

- Jose Muñoz



Professor Fleming ✓
@alwaystheself



"diversity and inclusion"



Apropos of Nothing @elisechenier · 1d

What is the academic version of 'thoughts and prayers'?

[Show this thread](#)



Lisa Ko ✓
@iamlisako



The revolution will not be diversity and inclusion trainings

2:24 PM · 6/5/20 · [Twitter Web App](#)



Noname ✓
@noname

ego death. before we can dismantle
oppressive systems we have to
eradicate the ways in which they've
manifested in us

if you kill the white supremacist in
your head you inevitably kill the
capitalist, the sexist, the racist, the
transphobia, the individualism

you trade i for we

12:07 am · 23/6/20 · [Twitter for iPhone](#)

15.9K Retweets **59K** Likes



Sonia Gupta
@soniagupta504

Unlearning white supremacy isn't
Instagrammable. It's deeply personal,
existential, and difficult work. It often
feels horrible. It will make you cry. You
might become depressed. It can be
very lonely and isolating. It will shatter
your ego and your belief system.

Do it anyway.

9:08 PM · 6/6/20 · [Twitter Web App](#)

Remembering Humanity: Mental Health

Remembering Humanity:
“Rest is not the enemy of change,
It is part of its fuel...”

- **Rest For Resistance**
- **Resistance For Resilience**
- **Resilience For Change**

Practicing Self- & Community Care
Relearning Empathy...



A decorative graphic featuring a large, light blue dashed circle that frames the central text. Various colored circles and rings are scattered around the page: a large green circle at the top left, a large cyan ring at the top center, a large yellow circle at the top right, a large orange circle at the bottom left, and a large yellow circle at the bottom right. Smaller circles in green, blue, orange, and pink are also present. A teal circle containing the quote symbol is positioned above the text.

“

Queerness is "a utopic futurity
that we both sense and create...
to craft a more humane and
just world." - **Robert Diaz**



Softer Care, Always... Community Resources/Actions:

**“A Trans Woman/Femme in Academia”
by Leon Tsai for The Underground UTSC**

Follow on Instagram:

@decolonizemyself

@raquel_willis

@vrye @prentis.h

@torontoprisonersrightsproject

@seedingsovereignty

@rania.writes

@riseindigenous

@theconsciouskid

@risingtidetor

@subversive.thread

@umbrellamentalhealth

@qtpocmentalhealth

@raven_trust

@harmreductioncoalition

@frontlinemedics

@blackowned.to

@defund.ca

@mutualaid.to