Look Different

Toolkit
MTV’s Emmy-Award winning “Look Different” campaign helps America’s youth better recognize and challenge hidden racial, gender and anti-LGBT biases, empowering them to create a more equal future. To support our audience in reaching towards a world without prejudice, MTV has built a coalition of the foremost authorities and is tackling this issue on all of our platforms, including on-air programming, social media engagement, innovative digital tools and much more. To date, over one million actions have been taken by young people nationwide as part of Look Different.

This toolkit is meant to help lead a conversation about a range of topics related to racial, gender and anti-LGBT bias. Each section includes a description of the topic, relevant video content, discussion questions, ways to take actions and in some cases, additional resources. You can discuss each topic in order or if your time is limited, you can pick and choose the topics that are most relevant for you and only view the related content for those topics.
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• MORE ON: IMPLICIT BIAS
  
  **What it is:** “Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.” These implicit biases can be both positive and negative, and can be activated without you even knowing it. They operate unconsciously and differ from known biases that people may intentionally hide.

  **How it works:** “Even if you say that men and women are equally good at math, it is possible that you associate math with men without knowing it. In this case we would say that you have an implicit math-men stereotype.” An other example: if a woman or person of color makes a point in a meeting and is ignored, and then a white male is rewarded for making the same comment, that may be implicit bias at work.

  **Why it matters:** Implicit bias matters because it can cause inequities even despite people’s best intentions. A study simulating decisions police officers make found that participants more quickly chose to shoot armed black characters than armed white characters, and more quickly chose not to shoot unarmed white characters than unarmed black characters – and were also more likely to commit mistakes like shooting unarmed black characters.

• DISCUSSION QUESTIONS:
  
  Can you describe implicit bias in your own words?
  Where do you think this bias comes from?
  How has implicit bias has affected you? How have you seen it affect others?
  What can you do to address implicit bias?

• WAYS TO TAKE ACTION:
  
  Implicit Bias Quiz
  Bias Cleanse

• TEACHING TOLERANCE TOOLS:
  
  Test Yourself for Hidden Bias
• **VIDEO CONTENT:**
  Broken Glass Spot: You’re Pretty for a Dark Girl
  Broken Glass Spot: What Up, Bin Laden?
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• **MORE ON: RACIAL MICROAGGRESSIONS**

  **What it is:** Racial microaggressions are brief and commonplace statements or actions that can be intentional or unintentional. They communicate slights and insults, and can have a harmful or unpleasant impact on the person experiencing them.

  **How it works:** “Racial microaggressions may be sent verbally (“You speak good English.”), nonverbally (clutching one’s purse more tightly) or environmentally (symbols like the Confederate flag or using American Indian mascots). Such communications are usually outside the level of conscious awareness of perpetrators.”

  **Why it matters:** Racial microaggressions are often constant, continuous, and cumulative for their targets. Even if they’re statements that are intended as positive (e.g. “You speak such good English!”), they can have a negative impact when piled on top of other microaggressions. And studies reveal that racial microaggressions have powerful detrimental consequences to people of color. They have been found to affect the mental and physical health of recipients, create a hostile work or campus environment, lower work productivity and problem solving abilities, and be partially responsible for creating systemic inequities.

• **DISCUSSION QUESTIONS:**

  What is a microaggression?
  Can you think of a time when someone meant well, but what they said hurt your feelings?
  Have you ever said anything to someone that you’d consider a microaggression? Have you ever been on the receiving end of a microaggression?
  How do these things make you feel?
  How do you think microaggressions impact society?
  How do you think we can avoid microaggressions?

• **WAYS TO TAKE ACTION:** See That Say This Talking tips: Racist Jokes
• VIDEO CONTENT:
  The Talk: Tiq Milan Part 1
  Broken Glass Spot: You’re Different for a Black Guy

• MORE ON: RACIAL STEREOTYPES

  **What it is:** A racial stereotype is a widely held but fixed and oversimplified image or idea of a particular race.

  **How it works:** Racial stereotypes happen in movies, in music, on TV, and in daily life. Some examples of racial stereotypes include black people being good at basketball, white people not being able to dance, Asians being good at math, and Hispanics not speaking English.

  **Why it matters:** Stereotypes affect the way we look at the world around us and have a profound impact on how we interact with people based on race, from job interviews to police stops and housing applications. Researchers have found that unconscious stereotyping by teachers can cause students to be put into less challenging classes, reducing their educational opportunities and turning it into a self-fulfilling prophecy – and sometimes, young people end up unconsciously internalizing the stereotypes and fulfilling them.

• DISCUSSION QUESTIONS:
  What are some stereotypes you’ve encountered?
  Where do you think they come from?
  Why do stereotypes still exist even if we know them to be false/problematic?

• WAYS TO TAKE ACTION:
  See That Say This talking tips: Racial Stereotypes
  See That Say This talking tips: Bias in the Workplace

• TEACHING TOLERANCE TOOLS:
  “Stereotypes and Tonto” Lesson
CHAPTER 4: RACIAL PROFILING
• VIDEO CONTENT:

   The Talk: Jasmine Sudarkasa

• MORE ON: RACIAL PROFILING

   What it is: Racial profiling refers to the discriminatory practice by law enforcement officials of targeting individuals for suspicion of crime based on the individual’s race, ethnicity, religion or national origin.

   How it works: Racial profiling happens across the country – including, according to some people, within New York City’s stop-and-frisk program. In 2013, New Yorkers were stopped by the police nearly 200,000 times. Nearly 90% of those people were totally innocent – and a great majority of those stopped were black or Latino.

   Why it matters: The effects of racial profiling can be detrimental. In a study on the effect of stop-and-frisk on young people ages 13 to 25 from the Vera Institute of Justice, data found that nearly 60% of those stopped said that they would not feel comfortable asking a police officer for help if they were in trouble.

• DISCUSSION QUESTIONS:

   How could recent events in the news be impacted by racial profiling and implicit bias?

• WAYS TO TAKE ACTION:

   talk.lookdifferent.org

• TEACHING TOLERANCE TOOLS:

   “What is racial profiling?” Handout
**MORE ON: RACIAL SLURS**

**What it is:** A racial slur is “a derogatory or disrespectful nickname for a racial group.”

**How it works:** Slurs appear in many different places: for example, in song lyrics, as part of casual conversation, through hate speech, and online. According to research, one in every 15,000 posts on Twitter contains a racist or ethnic slur—that’s about 7 tweets per minute). Such communications are usually outside the level of conscious awareness of perpetrators.”

**Why it matters:** Sometimes people don’t use slurs to be intentionally hurtful, but “the problem with using this type of language is that it reinforces the systems of power (i.e., racism, sexism, heterosexism) that continually oppress folks who have less power...in other words, slurs are tools of oppression.”

**DISCUSSION QUESTIONS:**

Do you think racial slurs are ever okay in music/entertainment? Why?
Is it okay for a group to “reclaim” a word and use it, even though it’s a slur?
Who’s able to “reclaim” a word?
Has a slur ever been directed at you? What did you do?
How do you feel when you hear these slurs?
Were you ever unaware that a word was a slur?

**WAYS TO TAKE ACTION:**

See That Say This talking tips: Offensive Song Lyrics
• VIDEO CONTENT:
  “White People” Documentary

• MORE ON: WHITE PRIVILEGE
  **What it is:** White privilege is not something that people necessarily do, create or take advantage of on purpose. Centuries of being the dominant group has led to certain advantages for white people that most aren’t even aware they have.

  **How it works:** Some ways that white privilege works include: being able to turn on the television or open the paper and see people that look like you; no one questioning why you got that really great job or how you got into that prestigious university; and never being asked to speak for all the people who are the same race as you. According to James Baldwin, “being white means never having to think about it.”

  **Why it matters:** White privilege can mean that white people get certain advantages that other groups don’t get. For example, given the exact same financial history, white people in the United States are up to ten times more likely to get a housing loan than people of color.

• MORE ON: WHITENESS
  **What it is:** Race isn’t biological – it’s a social construct that exists based on everyone in a community accepting it, and is usually created by the dominant group. But “just because race isn’t something biological, that doesn’t mean it’s not real.” People are treated differently based on their race. In America, that means white people are often given unearned advantages.

  **How it works:** Whiteness isn’t a constant – it changes over time. In the late 1800s, groups we now think of as white, like the Irish, Italians, and Jews, were looked down upon, and were considered “morally inferior, ignorant, brutalized, disease ridden degraded criminals.” Once whiteness was conferred on these groups, those unearned disadvantages went away.

  **Why it matters:** Because society deems whiteness “normal,” it’s difficult to recognize unearned advantages that it grants. “We must begin here” (with denial of whiteness) “because racism keeps people of color in the limelight and
makes whiteness invisible.” We need to start by realizing whiteness is “a privileged way” of being in “and seeing the world that is usually not talked about.”

• DISCUSSION QUESTIONS:
  Were you aware of white privilege before this?
  What do you think of this idea of white privilege?
  What are examples of this in your own life?
  What does this look like in entertainment/the media?
  What does representation have to do with white privilege?

• WAYS TO TAKE ACTION:
  More Information on White People
  Want to see how privilege can impact a day in your life? Take the “Different Day” quiz. Take the quiz a second time, but this time imagine you are someone of another race, gender, sexual orientation, etc.

• TEACHING TOLERANCE TOOLS:
  On Racism and White Privilege
CHAPTER 7:
AFFIRMATIVE ACTION
• VIDEO CONTENT:

  Broken Glass Spot: How’d You Get Into That School?

• MORE ON: AFFIRMATIVE ACTION

  What it is: Affirmative action is defined as “a set of procedures designed to eliminate unlawful discrimination between applicants, remedy the results of such prior discrimination, and prevent such discrimination in the future.” Affirmative action is generally a goal, not a quota system. It doesn’t mean being partial, but rather means to treat candidates fairly and equally.

  How it works: Affirmative action is often associated with its use in college admissions. In 2008, several high school seniors were denied admission at the University of Texas-Austin and filed a lawsuit against the university arguing that it could not use race as a factor in admission processes. The case, Fisher v. Texas, reached the Supreme Court, and in a 7-1 ruling in 2013, the Court ruled in favor of the University but emphasized that affirmative action programs need to be more strictly reviewed.

  Why it matters: Affirmative action has been shown to increase diversity in certain situations – and, conversely, removing affirmative action from the equation can lead to huge drops in diversity. When the state of California got rid of affirmative action, minority admissions at UC Berkeley dropped 61%, and minority admissions at UCLA dropped 36%, for example. Diversity can be a crucial factor in success since research shows that diversity is linked to productivity and more effective problem solving.

• DISCUSSION QUESTIONS:

  Do you think affirmative action is fair? Why/why not?
  Who is affected by affirmative action?
  Do you think we still need affirmative action?
  What would happen if we did away with affirmative action?
  Should affirmative action be implemented for other groups?

• WAYS TO TAKE ACTION:

  See That Say This talking tips: Affirmative Action
CHAPTER 8: IMMIGRATION STATUS
• VIDEO CONTENT:
  The Talk: Eva Vega Olds

• MORE ON: IMMIGRATION STATUS
  What it is: Immigration status is your legal permission to remain in the U.S. under specific conditions as defined by a visa document. Other terms often used as synonyms for having legal immigration status are permanent resident, immigrant, green card holder, and resident alien.

  How it works: Here’s how obtaining citizenship normally works—you’re either born in the country or go through an application process. If you’re in the country unlawfully, it’s really hard—if not impossible—to change your immigration status. Undocumented immigrants are often told to go to the back of the line, but there is no “line” that would eventually help them get legal status.

  Why it matters: Immigration activists are working to solidify the future of immigration processes into the U.S. for many reasons, including the facts that many immigrants are separated from their families or are living under uncertainty. Undocumented immigrants also have a huge positive impact on the US economy-- if all undocumented immigrants in the country were deported, the United States cumulative GDP would suffer a hit of $2.6 trillion over 10 years.

• DISCUSSION QUESTIONS:
  Why do people immigrate in the first place?
  Why do you think people oppose immigration?
  What kind of things have you heard people say about “illegal aliens” or undocumented immigrants?
  Why do people assume that immigrants are undocumented?
  Why do people assume all of these immigrants are from a certain country?
  How do immigrants actually make America a better place?

• WAYS TO TAKE ACTION:
  See That Say This talking tips: Immigrants

• TEACHING TOLERANCE TOOLS:
  “How Does Immigration Shape the Nation's Identity?” Lesson
  Using Photographs to Teach Social Justice: Exposing Anti-Immigration Sentiment Activity
CHAPTER 9: CULTURAL APPROPRIATION
• VIDEO CONTENT:
  Braless: Should White People Rap?

• MORE ON: CULTURAL APPROPRIATION
  What it is: Cultural appropriation refers to picking and choosing elements of a culture by a member of another culture without permission. This includes traditional knowledge, religious symbols, artifacts or any other unauthorized use of cultural practice or ideation.

  How it works: Cultural appropriation can happen in pop culture and in daily life. Some examples include someone who’s not a member of the relevant culture wearing a Native American headdress, dressing up as a geisha in a kimono, sporting a sombrero on Cinco de Mayo, wearing a bindi — and yes, twerking. A Native American teen from Irvine, CA exemplifies how it feels to be up against cultural appropriation. He met with several faculty members and students at his high school to share discomfort about the school’s mascot—“an anonymous Native American “warrior” with long, flowing, jet-black hair, a large nose and huge muscles”—and had his concerns ignored.

  Why it matters: Immigration activists are working to solidify the future of immigration processes into the U.S. for many reasons, including the facts that many immigrants are separated from their families or are living under uncertainty. Undocumented immigrants also have a huge positive impact on the US economy -- if all undocumented immigrants in the country were deported, the United States cumulative GDP would suffer a hit of $2.6 trillion over 10 years.

• DISCUSSION QUESTIONS:
  What are examples of cultural appropriation?
  What is the difference between appropriation and respecting and exploring other cultures?
  How would you react if you saw someone appropriating another culture?
  How would you explain to someone what this is and why it’s not okay?
CHAPTER 10: INDIGENOUS ISSUES
• VIDEO CONTENT:
  Rebel Music Native America

• MORE ON: INDIGENOUS ISSUES
  What it is: Native Americans (or Indigenous people) have been known to have some of the most recognizable cultures in the world. Yet, Native traditions, languages, and religious practices often face threats from mainstream society in the form of cultural appropriation and current state laws and policies that give little regard to Indigenous concerns. Issues that impact Indigenous communities include: disproportionately high rates of poverty, suicide, infant mortality, unemployment, and low high school completion rates.

  How it works: Here’s how obtaining citizenship normally works—you’re either born in the country or go through an application process. If you’re in the country unlawfully, it’s really hard—if not impossible—to change your immigration status. Undocumented immigrants are often told to go to the back of the line, but there is no “line” that would eventually help them get legal status.

  Why it matters: Native Americans were the original inhabitants of this country and have now been marginalized to the point where “the life expectancy of American Indian and Alaska Native people is nearly 6 years less than any other race or ethnic group in America—72.4 versus 77.8 for the general population.” Native women are also more likely to be raped than other groups: “34 percent of American Indian and Alaska Native women have been raped in their lifetimes, compared to 19 percent of African American women, 18 percent of White women, and 7 percent of Asian American women.”

• DISCUSSION QUESTIONS:
  What are some stereotypes about Native Americans? Why do you think they’re stereotypes?
  How do you feel about the fact that some people say that white people “discovered” America when it was already inhabited by Native Americans?
  Why do you think it’s important that we learn about the full picture of how America was settled?

• TEACHING TOLERANCE TOOLS:
  “Indian Removal: Does History Always Reflect Progress?” Lesson
• VIDEO CONTENT:
  Broken Glass Spot: What’s Up Bin Laden

• MORE ON: ISLAMOPHOBIA

  **What it is:** “Islamophobia is close-minded prejudice against or hatred of Islam and Muslims.” Some examples of how Islamophobia occurs include “seeing Muslims as not loyal, voicing prejudice against Muslims, and avoiding Muslims as neighbors.”

  **How it works:** “Because of my hijab and my religion, people told me that I should ‘burn at the stake,’ and go back to my hometown, even though I was born and raised in the United States. I began to wonder what the roots of this discrimination were. I think that a sense of unity and security results from collectively hating on a specific group of people — it unites the discriminators, while those discriminated against are cast as outsiders.”

  **Why it matters:** “At 48%, Muslim Americans are by far the most likely of major faith groups surveyed to say they have personally experienced racial or religious discrimination in the past year.” They’re also often the victims of hate crimes -- and Islamophobia can even lead to hate crimes against other people who are perceived as Muslim.

• DISCUSSION QUESTIONS:

  Why do you think people are Islamophobic?
  Is it fair to blame an entire group of people for the actions of extremists?
  Can people’s minds be changed about Islam? How?
  Can you think of any Islamic celebrities? If not, is that a problem?
  How much, if anything, do you think people know about the Islamic belief system (not extremist views)?

• TEACHING TOLERANCE TOOLS:

  “Understanding Religious Clothing” Lesson
  “Debunking Stereotypes About Muslims and Islam” Lesson
CHAPTER 12: ANTI-SEMITISM
• VIDEO CONTENT:
  Broken Glass Spot: You Don’t Look Jewish

• MORE ON: ANTI-SEMITISM

  What it is: Anti-Semitism is “the belief or behavior hostile toward Jews just because they are Jewish. It may take the form of religious teachings that proclaim the inferiority of Jews, for instance, or political efforts to isolate, oppress, or otherwise injure them. It may also include prejudiced or stereotyped views about Jews.”

  How it works: Anti-Semitism can take a number of forms, from harmful stereotypes about Jews (depicting them as “vengeful, greedy, and evil”), to Holocaust denial, or “saying that the number of Jewish people killed is exaggerated and that Anne Frank’s diary is fake.”

  Why it matters: In a recent study conducted by the Anti-Defamation League, 9% of Americans “answered ‘probably true’ to a majority of anti-Semitic stereotypes,” with the most common stereotypes being that Jews are more loyal to Israel than their own countries and Jews having too much power in the business world. Anti-Semitism often leads to violence against those perceived as Jewish, especially those who choose to wear religious items.

• DISCUSSION QUESTIONS:
  Why do you think people deny that the Holocaust happened?
  Do you think something like the Holocaust could happen again today?
  Do media depictions of Jewish people fuel stereotypes?
  What are examples of Jewish stereotypes and why are they harmful?
  How can depictions of Jewish people be improved or made more accurate?

• TEACHING TOLERANCE TOOLS:
  One Survivor Remembers: Anti-Semitism” Lesson
CHAPTER 1: IMPLICIT RACIAL BIAS
• VIDEO CONTENT

Are You Bi
The Talk: Daniella Carter 1
The Talk: Franchesca Ramsey Part 4

• MORE ON: IMPLICIT BIAS

What it is: “Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.” These implicit biases can be both positive and negative, and can be activated without you even knowing it. They operate unconsciously and differ from known biases that people may intentionally hide.

How it works: “Even if you say that men and women are equally good at math, it is possible that you associate math with men without knowing it. In this case we would say that you have an implicit math-men stereotype.” Another example: if a woman or person of color makes a point in a meeting and is ignored, and then a white male is rewarded for making the same comment, that may be implicit bias at work.

Why it matters: Implicit bias matters because it can cause inequities even despite people’s best intentions. A study simulating decisions police officers make found that participants more quickly chose to shoot armed black characters than armed white characters, and more quickly chose not to shoot unarmed white characters than unarmed black characters – and were also more likely to commit mistakes like shooting unarmed black characters.actors than armed white characters, and more quickly chose not to shoot unarmed white characters than unarmed black characters – and were also more likely to commit mistakes like shooting unarmed black characters.

• DISCUSSION QUESTIONS:

Have you ever experienced gender bias?
Where do these biases come from?
Do you think there is a fundamental difference between boys and girls?
What things are considered masculine? Feminine?
Think about times that you may have defied gender roles, either consciously or unconsciously. How did it make you feel? And how did people react?
CHAPTER 2:
GENDER NORMS AND STEREOTYPES
- **VIDEO CONTENT**
  
  Girl Code: Girl Power
  
  Braless: How Disney Stereotypes Hurt Men
  
  Braless: Are There Girl Toys and Boy Toys?

- **MORE ON: GENDER NORMS**
  
  **What it is:** Gender roles are “traits, behaviors, and attitudes socially prescribed for women and men in a given culture.” Women are often seen as dependent, emotional, passive, sensitive, innocent and soft, whereas men are seen as independent, non-emotional, aggressive, tough-skinned, strong and self-confident.

  **How it works:** Women make up less than a quarter of the STEM (science, technology, engineering, and math) workforce and men lead the way in nearly every science and engineering major, despite women making up more than half of college graduates. Studies have shown that even when girls and women have outwardly positive attitudes towards STEM fields, stereotypes can undermine their work in these fields.

  **Why it matters:** Over half of women say that “being a working parent has made it more difficult to advance their career,” and “women are much more likely than men to experience family-related career interruptions.” Additionally, stereotypes around masculinity and parenting can negatively impact men. 89% of men say paternity leave is hugely important to them, but only 20% of companies offer some kind of paid leave for new dads.

- **MORE ON: GENDER STEREOTYPES**
  
  **What it is:** Gender stereotypes are preconceived views about how a man or a woman is supposed to act, the roles they’re meant to play, or what’s “masculine” or “feminine.”

  **How it works:** Gender stereotypes impact both men and women. Some common stereotypes include: “Men are tough and powerful. Men are unfeeling and insensitive. Men are logical, sensible and rational. Women can easily form deep emotional attachments. Women do not have a primary interest in their careers or vocations. Women are primarily interested in a long term relationship and parenthood.”
**Why it matters:** “A gender stereotype is harmful when it limits women’s and men’s capacity to develop their personal abilities, pursue their professional careers and make choices about their lives and life plans. Harmful stereotypes can be both hostile/negative (e.g., women are irrational) or seemingly benign (e.g., women are nurturing).”

- **DISCUSSION QUESTIONS:**
  - What are some examples of gender stereotypes?
  - What are examples from the media that defy these stereotypes?
  - Why are gender stereotypes harmful? Are men hurt just as much as women are by gender stereotypes?

- **WAYS TO TAKE ACTION:**
  
  See That Say This talking tips: Sexist Jokes

- **TEACHING TOLERANCE TOOLS:**
  
  Watching It: Examining and Critiquing Gender Stereotypes in the Media” Lesson
  “Critical Viewer” Activity
  “Using Photographs to Teach Social Justice: Exposing Gender Bias” Lesson
CHAPTER 3: SLUT-SHAMING
• VIDEO CONTENT
  True Life: I’m Being Slut Shamed
  Braless: Can Amber Rose End Slut Shaming?

• MORE ON: SLUT-SHAMING

  **What it is:** “Slut-shaming is the act of making a girl feel embarrassed for her sexuality, whether she’s sexually active or not.”

  **How it works:** “I’ve been called a slut for all sorts of reasons... my shorts were too short, when I was molested in middle school..., and sometimes for what might seem to people as ‘justifiable’ reasons, for having casual sex and dating a lot... The insult is less a reflection of the woman it is being used against, and more as a means for the insulter to use the woman’s sexuality to bring her down.” – MJ

  **Why it matters:** Felicia Garcia was bullied and slut-shamed by her classmates after having sex with football players. “Friends say Garcia was teased, called a slut, and physically harassed in the halls. ‘They were torturing her,’ said classmate Stephanie Imparato. ‘How can you go through life being verbally assaulted like that? These guys are cruel and malicious.’”

• DISCUSSION QUESTIONS:
  What do dress codes have to do with slut-shaming?
  Think of an example of a celebrity or person in the media being slut shamed.
  How did people react? How did it make you feel?
  How do you think this affects society in general?
  Why do both men and women slut shame?

• WAYS TO TAKE ACTION:
  See That Say This talking tips: Slut-Shaming
• VIDEO CONTENT
  Braless: Taylor Swift Slays Sexism

• MORE ON: FEMINISM

  **What it is:** As Chimamanda Ngozi Adichie says in Beyoncé’s “***Flawless***” – “Feminist: the person who believes in the social, political, and economic equality of the sexes.” It’s also important to remember that “feminism is not about hating men. It is not about losing your femininity. It’s about equality. Which is something that we still need.”

  **How it works:** “Somewhere between earning women the right to vote, pushing through legislation opening up universities to female students and advancing the civil rights movement...feminism has indeed made life much, much better — not just for American women, but men as well. Far removed from the stereotypical and inaccurate image of the bra-burning activist, feminists have proven time and time again that women's rights are human rights.”

  **Why it matters:** Feminism matters because **rape culture**, **gender-based violence**, **male privilege**, **unequal pay**, **sexual harassment**, **slut-shaming**, and **street harassment** still exist. “We need feminism because everyone can benefit from it, regardless of gender.”

• DISCUSSION QUESTIONS:
  What is your personal definition of feminism?
  Can a man be a feminist?
  Why do you think the word “feminism” has a negative connotation?
  Who are some celebrity feminists?
  Would you identify as a feminist? Why/why not?
CHAPTER 5: RAPE CULTURE, VICTIM BLAMING, + CONSENT
• VIDEO CONTENT
  Braless: Is 50 Shades About Abuse?
  Braless: Do Girls Lie About Rape?

• MORE ON: RAPE CULTURE
  
  What it is: “Rape culture is an environment in which rape is prevalent and in which sexual violence against women is normalized and excused in the media and popular culture.” Examples of rape culture include: “blaming the victim, gratuitous gendered violence in movies and television, pressure on men to ‘score,’ and refusing to take rape allegations seriously.”

  How it works: Rape culture leads to an attitude that rape and the degradation of women is normal, which often results in lack of punishment for aggressors and lack of support for victims. In Steubenville, OH, high school football players sexually assaulted a girl during a party. The rape became public when partygoers posted the assault online and others shared it, without doing anything about it.

  Why it matters: Of the 1 in 5 women who have been sexually assaulted in college, only 12% of students report the attacks. College-aged victims often don’t “see the incidents [as] harmful or important enough” and don’t want their family or others to know. For advice on how to fight rape culture, check out this post.

• MORE ON: VICTIM BLAMING

  What it is: Victim blaming occurs when the victim of a crime is held responsible for the crime. This sometimes occurs in cases of abuse and sexual assault, where the victim is described as “asking for it” or assumed to be lying, especially if they were drunk, wearing something perceived to be “slutty,” or the victim of an acquaintance rape.

  How it works: Daisy Coleman was raped as a fourteen-year-old by a high school football player. She was left nearly unconscious and there was evidence to support her claim. But the attacker was not prosecuted. Her classmates said she was asking for it, called her a liar and a skank, and told her to kill herself, even publicly on social media.

  Why it matters: “Society’s compulsion to ‘assume the victim is lying’ does nothing to protect the wrongly-accused but instead serves to vilify and demean the victim”--lessening the likelihood that genuine victims will step
forward--and remove responsibility from the alleged perpetrator.” Studies have shown that many victims of rape don’t report it to the police because they didn’t think the police would take it seriously.

- **MORE ON: CONSENT**
  - **What it is:** Consent is when two people agree to engage in any kind of sexual activity, either verbally or nonverbally. Many schools require “yes means yes,” or affirmative consent, which requires clear consent from both parties. Consent is not silence, lack of resistance, the existence of a dating relationship or previous sexual relations, and, importantly, a person can’t consent if they’re intoxicated or high. And really, don’t we all want a partner that is fully engaged and interested?

  - **How it works:** It’s important to check in with your partner at every step of a sexual encounter. Either partner can withdraw consent at any time, so if you change your mind or want to stop, it’s totally fine to say so – and your partner should accept your wishes. Talking about consent matters for gender equality because “in a culture that insists women prove they didn’t want to have sex, anything becomes ‘yes.’”

  - **Why it matters:** 1 in 4 college women will be the victim of sexual assault during her academic career. One in 12 college-age men admit having fulfilled the prevailing definition of rape or attempted rape, yet virtually none of these men identify themselves as rapists.

- **DISCUSSION QUESTIONS:**
  - How do you feel about the normalization of rape?
  - Do you think it’s a woman’s responsibility to protect herself from rape/sexual assault?
  - How do you feel about jokes about rape? Are they okay?
  - What is the definition of consent?
  - Why is rape often blamed on the victim?
MORE ON: GENDER BASED VIOLENCE

What it is: Gender-based violence refers to “a violation of fundamental human rights that perpetuate sex-stereotyped roles that deny human dignity and the self-determination of the individual and hamper human development. They refer to physical, sexual and psychological harm that reinforces female subordination and perpetuates male power and control.”

How it works: In 2010, UVA lacrosse player Yeardley Love was beaten to death by her ex-boyfriend, George Huguely V. “Evidence at the trial highlighted warning signs of Huguely’s drinking problems and violence growing out of control. Classmates testified about violent incidences that were reported but did not result in intervention, and reports emerged that he sent Love a furious email in a jealous rage saying that he should have killed her.”

Why it matters: 43% of dating college women report experiencing some violent and abusive dating behaviors including physical, sexual, tech, verbal or controlling abuse, and 52% of college women report knowing a friend who has experienced this.

DISCUSSION QUESTIONS:
What are reasons that people stay in abusive relationships?
What is a safe way to interfere if you know that gender-based violence is occurring?
What would you say to a friend in an unsafe environment such as this? How would you help?
CHAPTER 7:
STREET HARASSMENT
• **MORE ON: STREET HARASSMENT**

  **What it is:** “Street harassment is any action or comment between strangers in public places that is disrespectful, unwelcome, threatening and/or harassing and is motivated by gender or sexual orientation.”

  **How it works:** 65% of American women have experienced some form of street harassment, and 41% have been subject to physically aggressive harassment in public. “Comments from ‘You’d look good on me’ to groping, flashing and assault are a daily, global reality for women... but street harassment is rarely reported, and culturally accepted as ‘the price you pay’ for being a woman.”

  **Why it matters:** The immediate impact of street harassment is making a woman feel devalued and potentially unsafe, and the cumulative impact can be even more severe. “The long-term impacts include depression, anxiety, and post-traumatic stress disorder, as well as a reduced sense of safety that can limit earnings, decrease mobility, and interrupt their ability to fully engage with civic life.”

• **DISCUSSION QUESTIONS:**
  What is the difference between paying someone a compliment politely and catcalling?
  Why does street harassment make people uncomfortable?
  How should people respond to street harassment directed at them?
  Would you stop someone who was harassing others?
• VIDEO CONTENT
  Quintrviews: Gender

• MORE ON: UNEQUAL PAY

  What it is: Despite the basic principle that women and men should be paid the same wages for the same work, a gender-based wage-gap persists. More than 50 years after the Equal Pay Act was signed, women who work full-time, year round still earn 78 cents for every dollar paid to men. For women of color, the gap between women’s wages and men’s wages is even worse – 64 cents for African American women and 56 cents for Latinas.

  Why it matters: Women’s earnings are critical to their families’ financial stability and well-being. In the US today, women are the primary or co-breadwinner in nearly two-thirds of families. Moreover, it sends the message that women are less competent, less valuable and less worthy than men.

• MORE ON: SEXUAL HARASSMENT IN THE WORKPLACE

  What it is: Workplace sexual harassment occurs when a co-worker or supervisor makes unwanted sexual advances, requests sexual favors or uses words or actions in a sexual way. Both women and men can be harassers and both can also be the victims of harassment.

  How it works: Lihuan Wang was a Phoenix Satellite Television intern. In 2009, DC bureau chief Zhengzhu Liu lured her to his hotel room to talk about hiring her full time. When there, “Wang alleged that Liu tried to kiss her and ‘squeezed her buttocks.’ After she refused to let him go any further and left the hotel, she said Liu no longer expressed interest in permanently hiring her.”

  Why it matters: Sexual harassment can make women feel unsafe and intimidated at work. One in four women has experienced workplace sexual harassment, and 69% of women see it as a problem.

• MORE ON: PAID PARENTAL LEAVE

  What it is: Only 50% of first-time mothers take any paid leave after the birth of their child; the rest take unpaid leave, lose or leave their jobs or go back to work very soon after giving birth. Only 35% of employees work for employers who offer paid maternity leave to most women employees and 20% of employees work for employers who offer paid paternity leave to most male employees.
**How it works:** Selena’s company didn’t offer paid family leave, so when her son was born early, she went back to work and saved the time that she was able to scrape together for her son’s return home. Every day, she would drop off her older son at daycare, leave work early to visit her newborn son, pick up her older son, and, many days, return to the hospital after dinner. “I was in tears every day.”

**Why it matters:** Paid parental leave affects both women’s and men’s abilities to start a family with a confident level of job security and financial stability. Additionally, “positive, consistent relationships during a baby’s early years yield confident individuals who are better equipped for success in school and in life, paving the way for a higher quality workforce and strong economic growth.”

- **DISCUSSION QUESTIONS:**
  Why do you think there is still a wage gap?
  How would you respond to sexual harassment in the workplace?
  Do you think that maternity leave is fair the way it is?

- **ACTIONS TO TAKE:**
  See That Say This talking tips: women in the workplace

- **TEACHING TOLERANCE TOOLS:**
  “Gender and Jobs: Women in the Workforce” Lesson
CHAPTER 9: MALE PRIVILEGE
MORE ON: MALE PRIVILEGE

What it is: Male privilege refers to the advantages granted to men within a society based solely on their sex or gender that are usually denied to women.

How it works: Some ways that male privilege works include: never being denied an opportunity because of your gender, never being catcalled, making more money than your professional counterparts of a different gender, and never being sexually assaulted.

Why it matters: Studies have shown that both men and women are more likely to hire a male job applicant than a female job applicant with identical resumes. There are only 23 female CEOs on the Fortune 500 list – less than 5%.

DISCUSSION QUESTIONS:

How does male privilege impact both men and women? Specifically, how does male privilege affect your life?

What are some instances of male privilege?

What is the patriarchy?
• VIDEO CONTENT
  Braless video on Justin Bieber

• MORE ON: MASCULINITY
  **What it is:** “Masculine traits are ways of behaving that our culture usually associates with being a boy or man.” Words often used to describe men include “aggressive,” “non-emotional,” “strong,” and “competitive,” but standards of masculinity can vary based on culture, race, or other parts of our identities. Masculinity is often defined by a man’s peers.

  **How it works:** Men learn about masculinity early on. “Men face intense pressure to look and act the part of the ideal “masculine male” set by society...Playing outside and being rough is acceptable while staying inside and helping with the dishes is not. As boys get older, playing sports is a way to embrace maleness and to be “strong” instead of “weak.”

  **Why it matters:** The pressures of masculinity, and the fact that men are discouraged from sharing their emotions, can be really harmful: “less than 50% of boys and men with mental health challenges seek help.” Studies also show that social norms of masculinity prevent men from challenging other men on their harmful behaviors.

• DISCUSSION QUESTIONS:
  How are men hurt by masculinity?
  Why do you think there is so much pressure for males to be “dominant” and “strong”?
  How does the idea of masculinity contribute to gender-based violence?
  Is being masculine necessarily a bad thing?
  What does it mean to say that was woman is “masculine”?

• WAYS TO TAKE ACTION:
  See That Say This talking tips: gender policing
CHAPTER 1: IMPLICIT ANTI-LGBT BIAS
• VIDEO CONTENT

Are You Bi
The Talk: Daniella Carter Part 4
The Talk: Stephen Icaza

• MORE ON: IMPLICIT BIAS

What it is: “Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.” These implicit biases can be both positive and negative, and can be activated without you even knowing it. They operate unconsciously and differ from known biases that people may intentionally hide.

How it works: “Even if you say that men and women are equally good at math, it is possible that you associate math with men without knowing it. In this case we would say that you have an implicit math-men stereotype.” Another example: if a woman or person of color makes a point in a meeting and is ignored, and then a white male is rewarded for making the same comment, that may be implicit bias at work.

Why it matters: Implicit bias matters because it can cause inequities even despite people’s best intentions. A study simulating decisions police officers make found that participants more quickly chose to shoot armed black characters than armed white characters, and more quickly chose not to shoot unarmed white characters than unarmed black characters – and were also more likely to commit mistakes like shooting unarmed black characters than armed white characters, and more quickly chose not to shoot unarmed white characters than unarmed black characters – and were also more likely to commit mistakes like shooting unarmed black characters than armed black characters – and were also more likely to commit mistakes like shooting unarmed black characters.
• VIDEO CONTENT
  Quinnterviews: LGBT

• DISCUSSION QUESTIONS:
  What are some LGBT stereotypes?
  How do your parents/older family members react to LGBT people? How do you feel about these reactions? Do you feel like they differ from your friends’ reactions?
  What kind of barriers do LGBT people face?

• TEACHING TOLERANCE TOOLS:
  Sex? Sexual Orientation? Gender Identity? Gender Expression?
CHAPTER 2: LGBT EQUALITY + ANTI-LGBT POLICIES
• **MORE ON: MARRIAGE EQUALITY**

**What it is:** Marriage allows a couple to publicly celebrate their love and commitment, and also serves as a gateway to over 1,000 federal protections and rights. The struggle for same-sex marriage equality first reached the Supreme Court in 1972 in the case of Baker v. Nelson.

**How it works:** “Edie Windsor married her partner, Thea Spyer, in 2007. The Defense of Marriage Act (DOMA) prohibited the IRS from treating her as a surviving spouse after Ms. Spyer’s death in 2009, costing her more than $600,000 in estate taxes.” In June 2013, her case led to the Supreme Court declaring DOMA unconstitutional, which allowed same-sex married couples to receive federal marriage benefits.

**Why it matters:** Today, same-sex marriage is recognized in 30 states and the District of Columbia nationwide.

• **MORE ON: HOMOPHOBIA ABROAD**

**What it is:** Homophobia abroad happens in many different ways. In Turkey, Russia and Armenia, morality laws are used “to silence...human rights defenders.” In Uganda, Nigeria, India, and Kenya, same-sex sexual acts are illegal. In the Philippines and Thailand, LGBT people aren’t included in hate crimes legislation. And, in Sudan, Iran, and Yemen, gay people can be legally executed.

**How it works:** John Abdallah Wambere is an openly gay Ugandan activist. While he was on a trip to the US on a speaking tour, Uganda passed restrictive laws against gay sex that can lead to life in prison. Consequently, he’s applied for asylum, leaving behind his community and daughter. “My government is unable and unwilling to protect us from harm,” said Wambere.

**Why it matters:** According to reports, nearly 1400 transgender people in 60 countries were murdered from January 2008 to November 2013, with 100 of these victims being under 20 years old – and these are only the publicly available numbers. These numbers increase for the LGBT community broadly.
• DISCUSSION QUESTIONS:
  Why do some people oppose LGBT people having the right to marry?
  What are other policies that are needed for true LGBT equality?
  What does LGBT equality (and inequality) look like abroad?

• WAYS TO TAKE ACTION:
  See That Say This talking tips: LGBT Equality

• TEACHING TOLERANCE TOOLS:
  “Marriage Equality: Different Strategies for Attaining Equal Rights” Lesson
• VIDEO CONTENT
  True Life: I’m a Gay Athlete

• MORE ON: COMING OUT
  What it is: Identifying as lesbian, gay, bisexual or transgender (LGBT) and disclosing this to other people is often referred to as ‘coming out’. Though for many people coming out is the right decision, for others it can have an impact on their safety. There’s no right or wrong way to come out, and “everyone’s coming out process is unique, shaped by their comfort level, the safety of their environment, and how ready they feel.”

  How it works: “I’ve endured years of misery and gone to enormous lengths to live a lie. I was certain that my world would fall apart if anyone knew. And yet when I acknowledged my sexuality I felt whole for the first time.” - Jason Collins

  Why it matters: The LGB community places great value on coming out as LGB. A 2013 study showed that “coming out is good for the mental health of gays and lesbians,” with the out participants having “lower stress hormone levels and fewer symptoms of depression.” Transgender people may or may not disclose their transgender status. When they are living as their authentic gender - that is their truth.

• DISCUSSION QUESTIONS:
  Do you think it can be dangerous to come out?
  What are the pros and cons of coming out?
  What are some reasons a person wouldn’t come out?
  What are the benefits to coming out?
  How can you support a friend who wants to come out?

• WAYS TO TAKE ACTION:
  Trevor Project’s coming out guide
• **VIDEO CONTENT**
  
  *Truce (pilot episode)*

• **MORE ON: ANTI-LGBT BULLYING**

  **What it is:** Anti-LGBT slurs are insults or disparaging epithets targeted at members of the LGBT community. They’re likely to have a shaming or degrading effect on the recipient’s reputation, mental health, self-image, and general well-being.

  **How it works:** Anti-LGBT slurs range from deliberately hurtful insults (fag got, dyke, tranny, she-male) to more casual remarks (“That’s so gay,” “No homo,” “She’s a man”). Anti-LGBT slurs are pervasive, with over half of young people saying that they see discriminatory language against LGBT people online sometimes or often. A lack of malicious intent doesn’t make a slur less hurtful.

  **Why it matters:** 83% of LGBT millennials have had personal experience as the target of bias. LGBT young people who experience high levels of anti-LGBT victimization are more likely to experience depression, report lower grades, and are about twice as likely to say they won’t go to college as their LGBT peers.

• **MORE ON: ANTI-LGBT SCHOOL POLICIES**

  **What it is:** Eight U.S. states have laws banning the promotion of homosexuality in schools, according to GLSEN. “The U.S. anti-propaganda laws range from stifling speech to actively promoting fear and misinformation in schools (ranging from) banning teachers from casting homosexuality in a positive light (to) requiring educators to describe homosexuality as abhorrent.”

  **How it works:** “The protection of the classroom doesn’t seem to extend to me. One day I was talking with my friends about Zachary Quinto being gay. An otherwise supportive teacher stopped me and told me, ‘Talking about being gay in the classroom is illegal in Tennessee.’ I wanted to scream, ‘NO IT’S NOT!’” – Spirit Day Ambassador and Tennessee Advocate, Marcel Neergaard

  **Why it matters:** "Officially sanctioned anti-gay prejudice has contributed to classroom bullying and to the high level of suicides among gay teens."
MORE ON: ANTI-LGBT SLURS

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Why it matters: A Huffington Post editor says “Faggot” is “the word [LGBT people] hear just before a fist meets our eye socket...it’s the word that has told us we are dangerous and filthy and evil.” “49% of students in elementary schools hear the term ‘gay’ used in a negative way,” and LGBT students who experience harassment miss more school days and exhibit poorer psychological well-being than their peers.

DISCUSSION QUESTIONS:
Do you think representation of LGBT couples in the media is important?
Why do LGBT people experience bullying?
Is it wrong to say “that’s so gay?” If so, why?

ACTIONS TO TAKE:
See That Say This talking tips: Homophobic Jokes
• MORE ON: STRAIGHT PRIVILEGE

What it is: Straight privilege means living without having to think, face, confront, engage or cope with the offenses—big and small—LGBT people face.

How it works: Some examples of straight privilege include “I never had to come out,” “I never doubted my parents’ acceptance of my sexuality,” “I have never been called a derogatory slur” for someone who’s LGBT, “I am always comfortable with PDA with my partner in public,” and “I have never been told that my sexuality is ‘just a phase.’”

Why it matters: In over half the nation—29 states—you can be fired for being gay and in 32 states for being transgender. Losing your job because of your gender identity or sexual orientation is not something that straight people have to worry about.

• MORE ON: CISGENDER PRIVILEGE

What it is: Cisgender describes a person who is not transgender or, in other words, someone whose biological sex matches the gender they identify with. Cisgender privilege, then, can be described as “the unearned advantages that individuals who identify as the gender they were assigned at birth accrue solely due to their cisgender identity.”

How it works: “When I went to the bathroom in public, I realized how difficult it would be if the people around me questioned whether or not I was going into the right one. When I showed my ID to get into a bar, I didn’t have to worry about the bouncer accusing me of having a fake. When I went to the doctor, I didn’t have to wonder if my physician would know what to do with my body.”

Why it matters: Unlike cisgender people, transgender and gender non-conforming people often face injustice that’s specifically tied to their gender identity: “in childhood homes, in school systems, in workplaces, at the grocery store, the hotel front desk, in doctors’ offices and emergency rooms, before judges and at the hands of landlords, police officers, health care workers and other service providers.”

• DISCUSSION QUESTIONS:

What are some basic ways that straight privilege affects people’s daily life?
Where do you think straight privilege comes from?
What are some ways the media depicts straight privilege?
If you didn’t know what “cisgender” meant before, why do you think that is?
CHAPTER 6: GENDER NONCONFORMING PEOPLE
• VISUAL CONTENT:
  A Prom to DeGender
  The T Word Aftershow
  “I Don’t Identify As a Boy or Girl: This is My Story” by Alok Vaid-Menon

• MORE ON: GENDER POLICING
  What it is: Gender policing is the act of imposing or enforcing gender norms based on an individual’s perceived sex.

  How it works: “This type of behavior can range from banal actions, like a confused look on the subway, or...getting thrown out of a gendered public restroom or fitting room” because of how you look or act. Gender policing can also take the form of violence such as physically attacking someone because they are perceived to be a “man” dressed as a woman and therefore should be punished or even killed.

  Why it matters: According to a recent GLSEN report, about 9 out of 10 LGBT students say they regularly hear classmates make negative remarks about how someone expresses their gender, like comments about someone not acting “feminine” or “masculine” enough. About 1 in 5 LGBT students say they were physically harassed (e.g., pushed or shoved) based on the way they expressed their gender.

• DISCUSSION QUESTIONS:
  Why are some people so uncomfortable with people who do not conform to a certain gender?
  What is the gender binary?
  What does it mean to be “gender fluid”?
• VIDEO CONTENT

The T Word
3 Things You Need to Know About Being Transgender
Braless: Should All Bathrooms Be Gender Neutral?

• MORE ON: BEING TRANSGENDER

What it is: Transgender is an umbrella term for people whose gender identity differs from what is typically associated with the sex they were assigned at birth. Gender identity is someone’s internal, deeply held sense of being a man or a woman. For transgender people, their own internal gender identity does not match the sex they were assigned at birth.” For more, see Trans 101.

How it works: An estimated 0.3% of adults are transgender. Some people know that they are trans at a very early age, while others may come to that understanding later in life. Transgender is about being who you are, while being gay, lesbian, or bisexual is about who you want to date. Transgender people may be straight, gay, lesbian, or bisexual.

Why it matters: “I think the idea that one is always and only the gender they were assigned at birth - that idea needs to be challenged...so that we’re not stigmatizing, objectifying, sensationalizing, or criminalizing transgender people, but celebrating them. And celebrating everybody who has the audacity to be themselves and to live authentically.” - Laverne Cox

• MORE ON: TRANSGENDER RIGHTS

What it is: “Transgender is an umbrella term for people whose gender identity differs from what is typically associated with the sex they were assigned at birth. Gender identity is someone’s internal, deeply held sense of being a man or a woman.” For transgender people, their own internal gender identity does not match the sex they were assigned at birth. For more, see Trans 101.

How it works: Most states offer no legal protections for transgender people in employment, health care, and other areas where individuals experience discrimination based on their gender identity or expression. If passed by Congress, the Employment Non-Discrimination Act (ENDA) will ban workplace discrimination on the basis of gender identity and sexual orientation. Currently only 18 states have employment protections for transgender people.

Why it matters: Transgender people face a range of legal issues: identity doc-
uments not reflective of one’s gender, sex-segregated public restrooms, dress codes that perpetuate gender norms, and barriers to access to appropriate health care.” And transgender people are also more likely to be murder victims: in 2013, 72% of anti-LGBT homicide victims were transgender women. The majority were transgender women of color.

• MORE ON: GENDER IDENTITY

What it is: Sexual identity is different from gender identity. Gender identity is someone’s internal, personal sense of being a man or a woman (or as someone who doesn’t identify as either a man or a woman) – and people’s identities can be fluid. As Hayley, a 16-year-old from Virginia, says: “I’ve slowly been figuring out who I really am, and every step of the way I like who I find more and more.”

How it works: “There has never been a term, male or female, that fit me,” said Alok Vaid-Menon. “I was always taunted growing up in a small town in Texas. And, I am South Asian and I was gender nonconforming, so I got a lot of harassment because I was too effeminate or too fashionable.”

Why it matters: “More than half of transgender and gender non-conforming people who were bullied, harassed or assaulted in school because of their gender identity have attempted suicide. 35% of the participants who had been bullied, harassed, assaulted or expelled because of their gender identity or expression while in school said that they used drugs or alcohol to cope with the effects of discrimination, compared to 21% of those who had not had similar experiences in school.”

• DISCUSSION QUESTIONS:

What does it mean to be transgender?
Why is it important to not ask someone who’s transgender about their genitals?
What are the types of pronouns that can be used for transgendered people?
What’s an appropriate way to find out what a person’s preferred pronoun is?
What are some daily obstacles for a transgender person?
Why does bathroom equality matter for trans people?

• WAYS TO TAKE ACTION:

See This Say That talking tips: trans jokes, gender policing
trans.lookdifferent.org