

diversity, equity, inclusion (DEI)

## COMMUNITY NEWSLETTER



# Riverview School

January 28, 2021 / Issue #2 / Gender Diversity



Welcome to Riverview's 2<sup>nd</sup> community Newsletter. As mentioned in our introductory letter (attached), we plan to focus on a variety of topics over the next year, with each chosen topic being the highlight in a 3-part newsletter series. This 2<sup>nd</sup> newsletter, continues to build upon our growth and education around gender diversity and how we can better serve our Riverview community. **We welcome all feedback, and have created an easy way for people to contact the committee (anonymously if you wish) by clicking this [DEI Feedback Link](#).**

### SPOTLIGHT ARTICLE

#### [Toilets, Bowties, Gender & Me](#)

AUDREY MASON\_HYDE, January, 2018

This brief but powerful [TED talk](#) (10min) introduces us to Audrey. You might think Audrey was a boy, which isn't quite correct, but calling Audrey a girl doesn't feel quite right either. Audrey, who doesn't identify within the gender binary, shares experiences, and asks pointed questions for self-reflection: Why does it matter to you if someone is a boy or a girl? Have you ever come across someone whose gender you just can't place? Have you wondered, why you 'just need to know'? Even if it 'doesn't matter' to you one way or the other? For Audrey, gender is fluid and an uncomfortable construct, and perhaps sitting with a bit of 'discomfort' not knowing someone's 'gender identity' is okay. And even more powerfully, perhaps living with that 'little bit of discomfort' could make someone else feel a lot more welcomed and included.

Riverview School is a community that values and celebrates diversity as essential to the experience of our students, staff and community. We embrace and respect differences, including but not limited to: race, socioeconomic status, gender, sexual orientation, religion, age, cultural heritage, educational background, and of course learning styles. As a community that aspires to reflect and prepare our students for the increasingly diverse world, Riverview supports and nurtures the whole child and their full identity

## DEI BOOK CLUBS

### JOIN US

We enjoyed our first month of book club and look forward to the continuation of meaningful discussion of various topics. We will continue hosting two book clubs- **Mondays @ 7:00 pm**, **Thursdays @ 8:00 am**. Below are links to descriptions of each book and details (click the purple link below for details). It's not too late to join, please email Caitlin or Ann if interested. All welcome! (Note: Books are available to borrow upon request.)



[\*\*So You Want to Talk About Race\*\*](#), Ijeoma Oluo

HOSTED BY CAITLIN YIP, Mondays @ 7:00 pm  
[cyip@riverviewschool.org](mailto:cyip@riverviewschool.org)



[\*\*White Fragility\*\*](#), Robin DiAngelo

HOSTED BY ANN PHELAN, Thursdays @ 8:00 am  
[aphelan@riverviewschool.org](mailto:aphelan@riverviewschool.org)

## RESOURCES

*Things we are listening to, reading, watching, and following.*

### Articles

- [\*\*Best Practices for Schools- Gender Diversity\*\*](#): How to provide a supportive, non-discriminatory environment for all students.

### Podcasts

- [\*\*Transgender Representation, Advocacy + the Power of Love\*\*](#): June, 2020 - Brene Brown interview with Lavern Cox (61 min)

### Social Media

- [\*\*Instagram: them. #OneOfThem\*\*](#)
- [\*\*Instagram: lgbt history\*\*](#)

## [\*\*What it Means to be Non-Binary\*\*](#)

Micha Cottingham, August, 2019



Pronouns like he or she can add convenience to our daily language. But for many people, male/female pronouns are just too limiting. Fifteen-year-old Michah Cottingham provides their perspective on what it means to be non-binary.

## PROFESSIONAL DEVELOPMENT

*Opportunities for DEI engagement and education.*

- [\*\*Considerations for LGBTQ+ Children and Youth in the Era of Covid-19\*\*](#): September 2020
- [\*\*How to Handle Difficult Conversations\*\*](#): Tips for having difficult conversations in the workplace.: January 9, 2015
- [\*\*Advocating for LGBTQ+ Students with Disabilities\*\*](#): A guide for educators and parents/guardians on supporting LGBTQ+ students with an IEP or 504 Plan.: 2020

## SUPPORTING EACH OTHER

*We want this to be a safe space for learning.*

As we begin many important dialogues, and encourage colleagues to lean into discomfort, we also want to remind everyone to do so in a respectful manner: Listen to understand, be raggedy, speak from personal experience, disagree without being disagreeable, tend to impact, make the implicit explicit, agree to uncover.

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## GLOSSARY

*Terms to build our community vocabulary.*

**Gender Diversity** A term referring to the wide spectrum of gender identities and expressions that can be experienced outside of the societal norm.

**Intersex** A range of conditions that are associated with atypical development of physical sex characteristics. For example; differences in hormones, chromosomal differences, and/or genitalia that don't match the typical presentation of female or male presentations.

**Cisgender** A term used to refer to individuals who feel as though their assigned sex, aligned gender, physical body, and gender identity all match and feel appropriate for them.

**Questioning** A term that refers to individuals who are actively exploring their gender and/or sexual identity.

**Queer** A term that was reclaimed by the LGBTQIA+ community that encompasses sexual identities, gender identities, and gender expressions that are not dominant societal norms.

**Pushout** An individual who was deemed as "too much work" for school systems and leaves school prior to graduation with the encouragement of school personnel.

## Fast Facts

*Facts: Some food for thought.*

**2020** - 44 transgender or gender non-conforming people were violently murdered in the United States. The majority of those murdered were Black and Latina trans women.

**Massachusetts** - The Human Rights Campaign notes that Massachusetts is working towards innovative equality for the LGBTQIA+ community based on laws against discrimination in housing, employment, marriage, healthcare and other protections.

*(Sources: Human Rights Campaign & American Psychological Association)*

**Interested in providing feedback to our committee? Feel free to contact us here:**

[DEI Feedback.](#)