

Bienvenue!
Please rename yourself
on Zoom to include one
of the following letters
for break out room
discussions
ex. A Lily Kamarn

A - Core French/IF Elementary

B - Core French/ IF Secondary

C - FRIMM Elementary

D - FRIMM Secondary

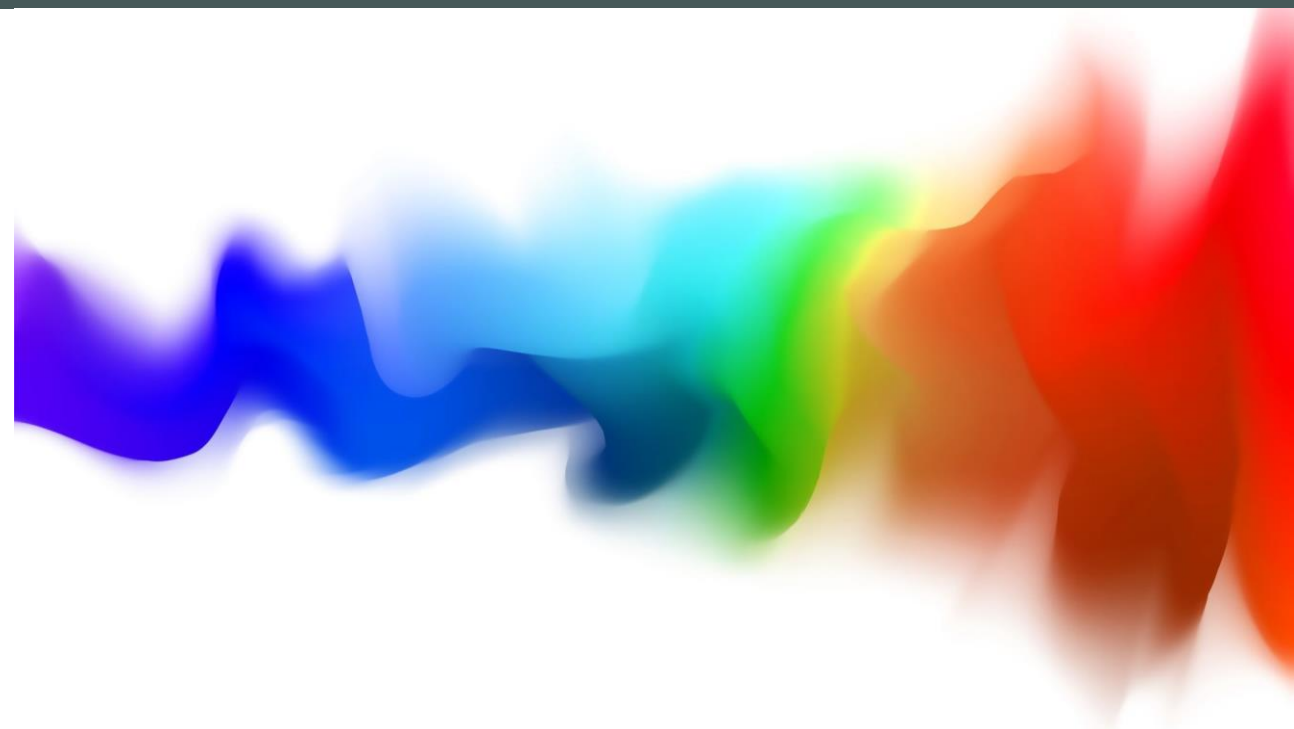
BCATML INCLUSIVE LANGUAGE IN FRENCH PART I

Nicole Curtis, Chantal Goguen &

Lily Kamarn

Thursday, May 26, 2022

3:30 - 5:00pm (Zoom)



Territory Acknowledgment

We acknowledge that we are on the unceded, traditional territory of the Katzie, Semiahmoo, Kwantlen and other Coast Salish Peoples on which we work, play and learn.

Agenda & Learning Intentions

Inclusion of LGBTQ2+ students, staff, and families

Examining biases and gaps in curriculum delivery and school practices

Creating safe, inclusive spaces where all students see themselves reflected in their learning

Begin embedding inclusive language in French

ie. Les pronoms sujets et les pronoms objets

Explicit examples will be provided on how to incorporate these inclusive and neutral pronouns in French

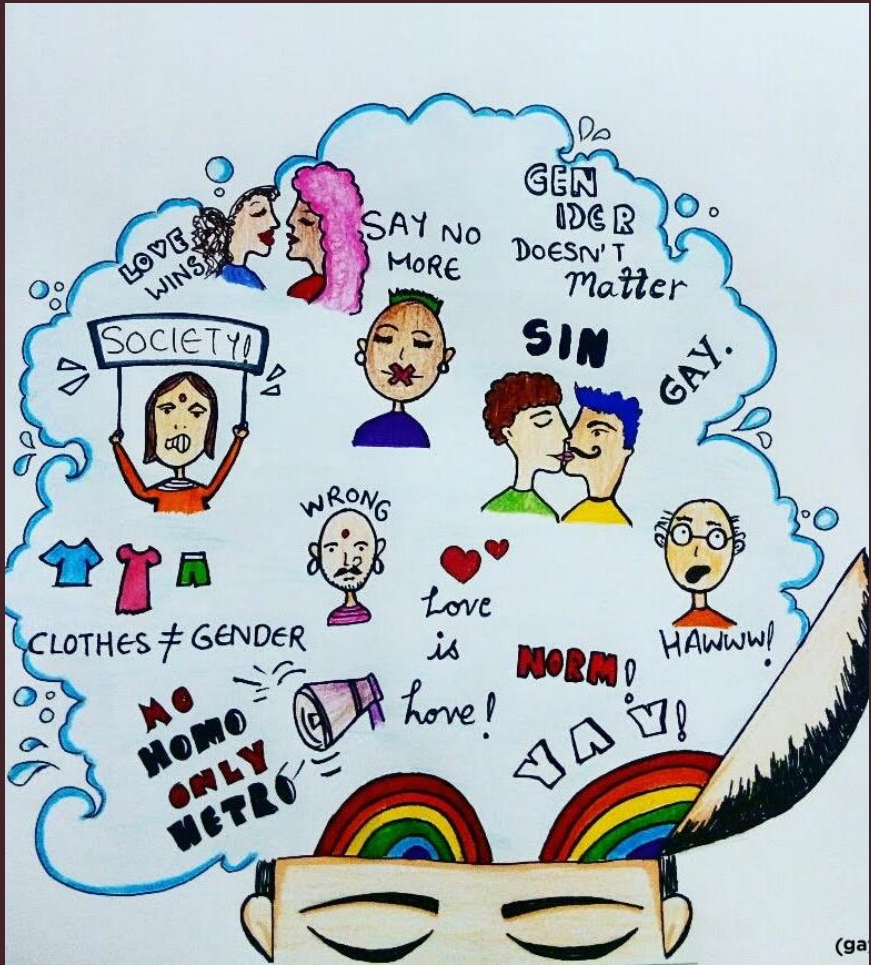
SOGI Overview

- Sexual Orientation & Gender Identity
 - Everyone has these, SOGI is for everyone!
 - Result of provincially-mandated policy (2016)

- Subset of LGBTQ2+ students, staff and families who require extra support
 - Increased risks & barriers associated with being LGBTQ2+
 - Discrimination
 - Mental health & wellbeing
 - Reduced access to community resources



SOGI in Schools



- Expanding how we understand, interact with and value diverse genders & sexualities
- Building practice that promotes positive outcomes & is grounded in research (local, national, global)
- Creating safe, affirming, inclusive, positive spaces
- Eliminating stigma, bias, discrimination and oppression based on gender and sexual diversity --> Human Rights
- Building equity for marginalized groups --> Social Justice

(In part, from [CAST: Out & Proud Affirmation Guide, 2011](#))

Effects of Exclusion and Discrimination

Content Warning: self harm & suicide

- According to SARAVYC* (2018), compared to their heterosexual peers...
 - Gay & bisexual males are 2X as likely to self-harm
 - Lesbian & bisexual females are 2-3X as likely to self-harm
- Of trans youth surveyed in BC...
 - 50% reported being bullied at school
 - **75% reported self-harming in the last year**
 - **50% reported extreme stress in last 30 days**
 - **1/3 had attempted suicide in past year**



L**LESBIAN**

A self-identified woman who is romantically/sexually attracted to other self-identified women.

G**GAY**

A self-identified man who is romantically/sexually attracted to or involved with other self-identified men. 'Gay' can also be used to talk about both men and women or, more generally, the "gay community", but it commonly refers to men.

B**BISEXUAL**

A person who is romantically/sexually attracted to or involved with people of the same gender or another gender, "both"/all genders, or is open to such attraction. Note: the word "both" appears in quotation marks to reference the root of bi as meaning two, but also to challenge the binary notion that there are only two genders.

T**TRANS, TRANSGENDER OR TRANS-IDENTIFIED**

A term for people whose gender identity, expression, or behaviour is different from those typically associated with their assigned sex at birth. Transgender is a broad term and "Trans" is shorthand for "transgender." (Note: Transgender is correctly used as an adjective, not a noun, thus "transgender people" is appropriate but "transgenders" is often viewed as disrespectful).

2S**TWO-SPIRIT**

A contemporary term that refers to the historical and current First Nations people whose individual spirits were or are blend of male and female spirits. This term has been reclaimed by some in Indigenous Native American LGBT communities in order to honor their heritage and provide an alternative to the Western labels of gay, lesbian, bisexual, or transgender.

LGBTQ2SIA+ Explained

[UBC Positive Spaces](#)



Q

QUEER

An umbrella term for a social, intellectual, and/or political movement that seeks to encompass a broad range of sexual identities, behaviours, and expressions. It is also a personal identity that has been "re-claimed" because 'queer' has been historically used as a vicious insult. The letter "Q" added to the end of the acronym LGBT (lesbian, gay, bisexual, transgender) can refer to either queer or questioning.

Q

QUESTIONING

The questioning of one's gender, sexual identity, sexual orientation, or all three is a process of exploration by people who may be unsure, still exploring, and concerned about applying a social label to themselves for various reasons.

I

INTERSEX

A term to describe people who are born with reproductive or sexual anatomy that does not fit typical definitions of male or female. The terms 'intersex' and 'trans' are distinct and should not be used interchangeably.

LGBT2SQIA+

A

ASEXUAL

A newer term used to describe people who do not experience sexual attraction. Asexuality is not the same as celibacy, which is the willful decision to not act on sexual feelings. Asexual people are quite capable of loving, affectionate, romantic ties to others. In fact there is a lot of diversity in how asexual people experience things like relationships, attraction, and arousal.

+

PLUS SIGN

A plus sign (+) is added to represent the infinite variety of identities outside of, or not represented, by this acronym.

UBC Positive Spaces



Curious about terminology?
Check out
www.qmunity.ca and their
Queer Glossary!

Breaking the binary

Diversity of human sexuality and sexual orientation

Gender Identity

How you think about yourself



Woman
Genderqueer
Man



Gender Expression

How you demonstrate your gender



Feminine
Androgynous
Masculine



Biological Sex

Organs, hormones and chromosomes

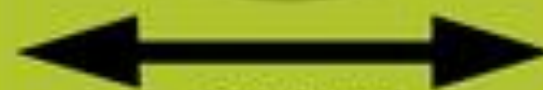


Female
Intersex
Male



Sexual Orientation

Physical, spiritual and emotional attraction



Heterosexual
Bisexual
Homosexual

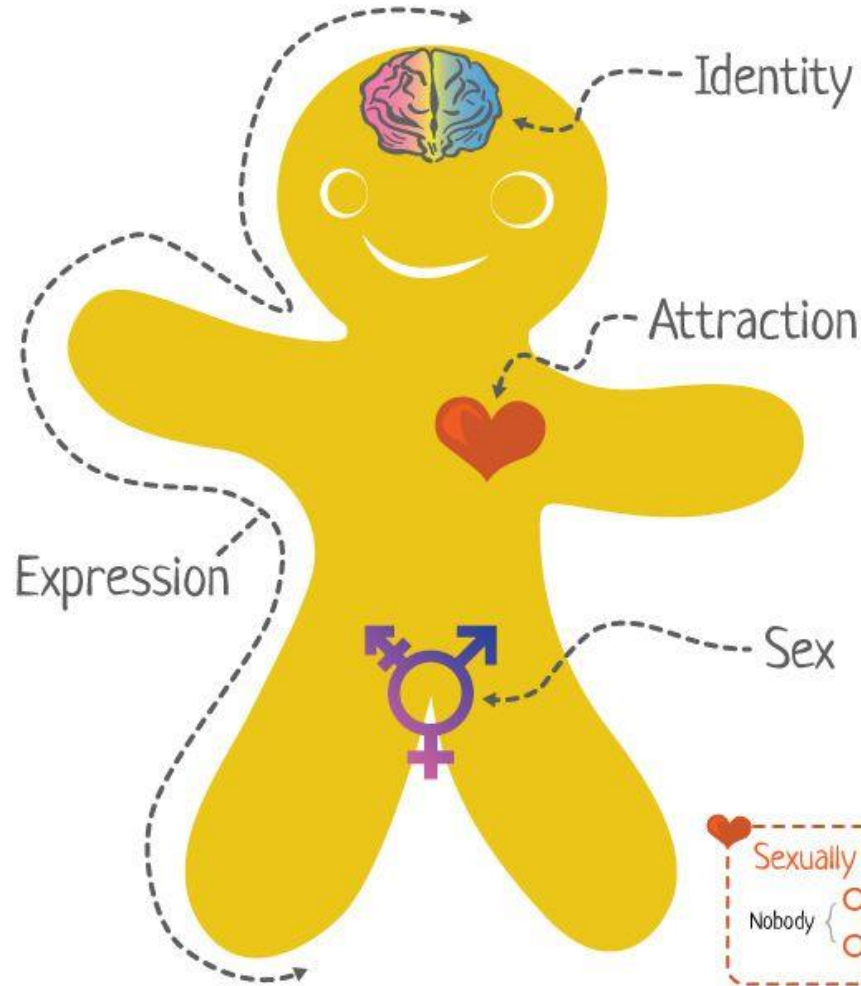


"Diversity in human sexuality," ASSAF, 2015

The Genderbread Person v3.3

by its pronounced **METROsexual**.com

Gender is one of those things everyone thinks they understand, but most people don't. Like *Inception*. Gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for gender understanding. It's okay if you're hungry for more. In fact, that's the idea.



Plot a point on both continua in each category to represent your identity; combine all ingredients to form your Genderbread

4 (of infinite) possible plot and label combos

Gender Identity

Indicates a lack of what's on the right.

Woman-ness

Man-ness

How you, in your head, define your gender; based on how much you align (or don't align) with what you understand to be the options for gender.

Labels: "woman", "man", "two-spirit", "genderqueer"

Gender Expression

Feminine

Masculine

The ways you present gender; through your actions, dress, and demeanor; and how those presentations are interpreted based on gender norms.

Labels: "butch", "femme", "androgynous", "gender neutral"

Biological Sex

Female-ness

Male-ness

The physical sex characteristics you're born with and develop, including genitalia, body shape, voice pitch, body hair, hormones, chromosomes, etc.

Labels: "male", "female", "intersex", "MtF Female"

Sexually Attracted to

Nobody

(Women/Females/Femininity)

(Men/Males/Masculinity)

Romantically Attracted to

Nobody

(Women/Females/Femininity)

(Men/Males/Masculinity)

In each grouping, circle all that apply to you and plot a point, depicting the aspects of gender toward which you experience attraction.

Personne Gingenre v3.3

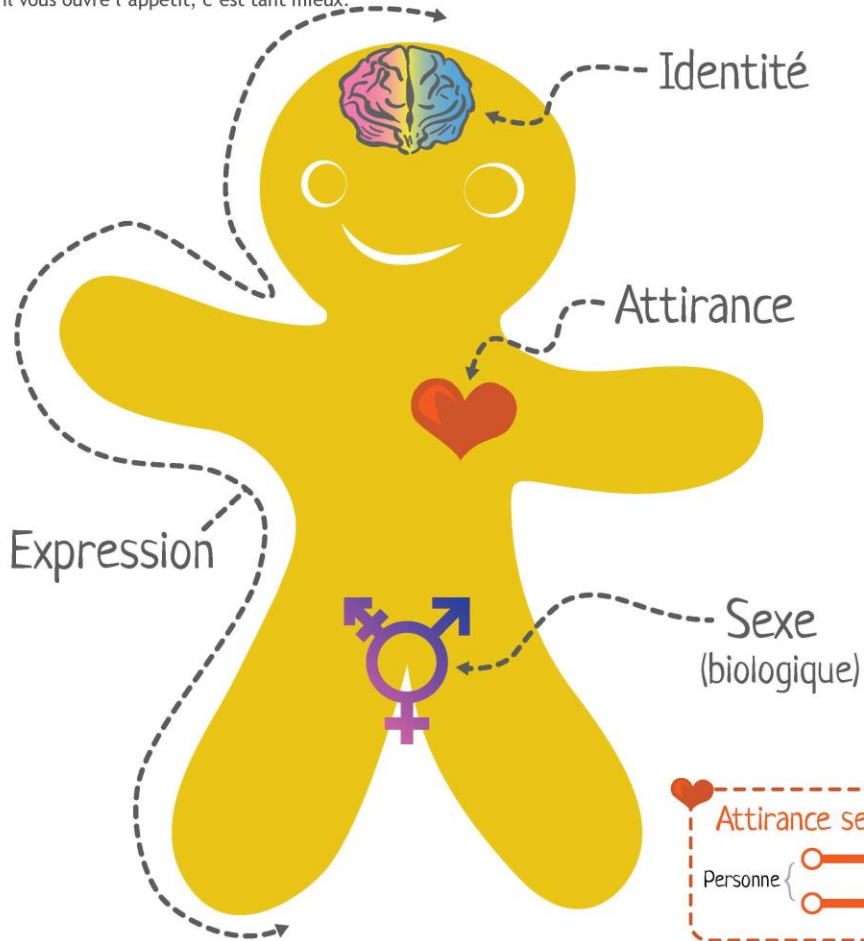
Translated by
cfsfcée
 CANADIAN FEDERATION OF STUDENTS
 FÉDÉRATION CANADIENNE DES ÉTUDIANT·E·S

by its pronounced **METROsexual**.com

Le genre est l'un de ces concepts que tout le monde croit comprendre, mais que la plupart ignore. Le genre n'est pas binaire. Ce n'est pas « un ou l'autre ». Dans plusieurs cas, il s'agit « des deux et plus ». Une pincée de ceci, un soupçon de cela. Ce délicieux petit guide est conçu comme un hors-d'œuvre afin de mieux comprendre les genres. S'il vous ouvre l'appétit, c'est tant mieux.

Dessinez votre point dans les deux continums de chaque catégorie pour représenter votre identité et combinez tous les ingrédients pour former votre personne gingenre.

4 versions et combinaisons d'étiquettes possibles (parmi une infinité)



Identité du genre

Indique un manqué de ce qui est sur la droite

Féminité
 Masculinité

Comment vous, dans votre esprit, définissez votre genre selon votre conformité (ou non conformité) à ce que vous pensez être les options de votre genre.

« femme »
 « homme »
 « bi-spirituel »
 « intergenre »

Expression du genre

Féminin
 Masculin

La manière dont vous manifestez votre genre par vos actions, votre habillement et votre attitude, et comment ces manifestations sont interprétées selon les normes de genre.

« butch »
 « fem »
 « androgyne »
 « neutre »

Sexe biologique

Féminité
 Masculinité

Les caractéristiques sexuelles à votre naissance et pendant votre croissance, incluant les organes sexuels, la forme du corps, le ton de la voix, la pilosité, les hormones, les chromosomes, etc.

« homme »
 « femme »
 « intergenre »
 « femme trans »

Attrance sexuelle envers

Personne (Femme/féminine/féminité)
 (Homme/masculin/masculinité)

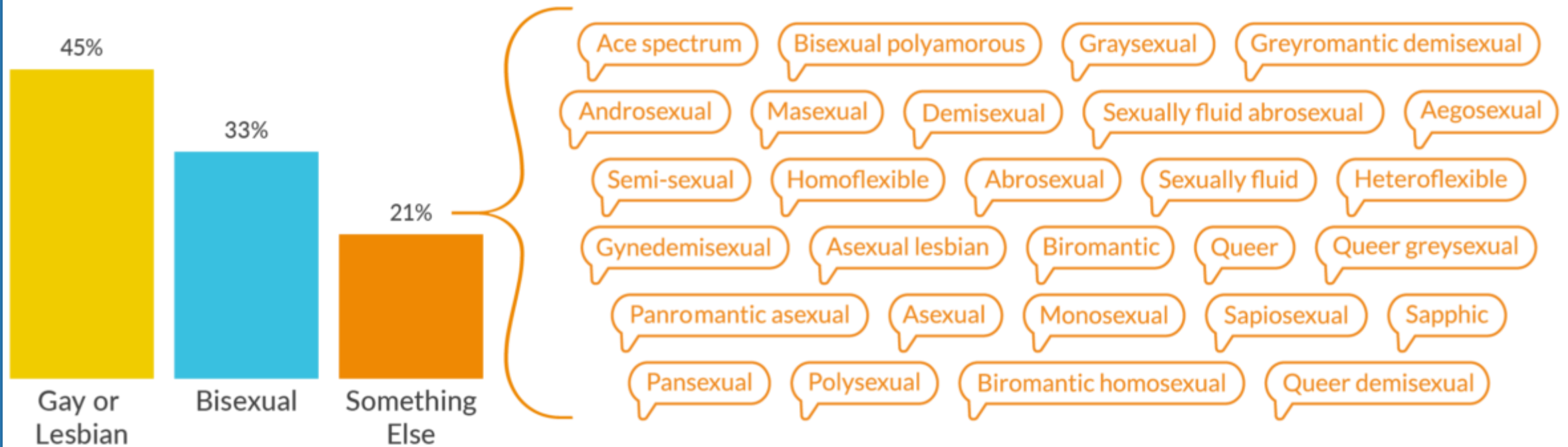
Attrance émotionnelle envers

Personne (Femme/féminine/féminité)
 (Homme/masculin/masculinité)

Pour chaque groupe, encercez toutes les options qui s'appliquent à vous et dessinez le point qui décrit les aspects du genre qui vous attire.

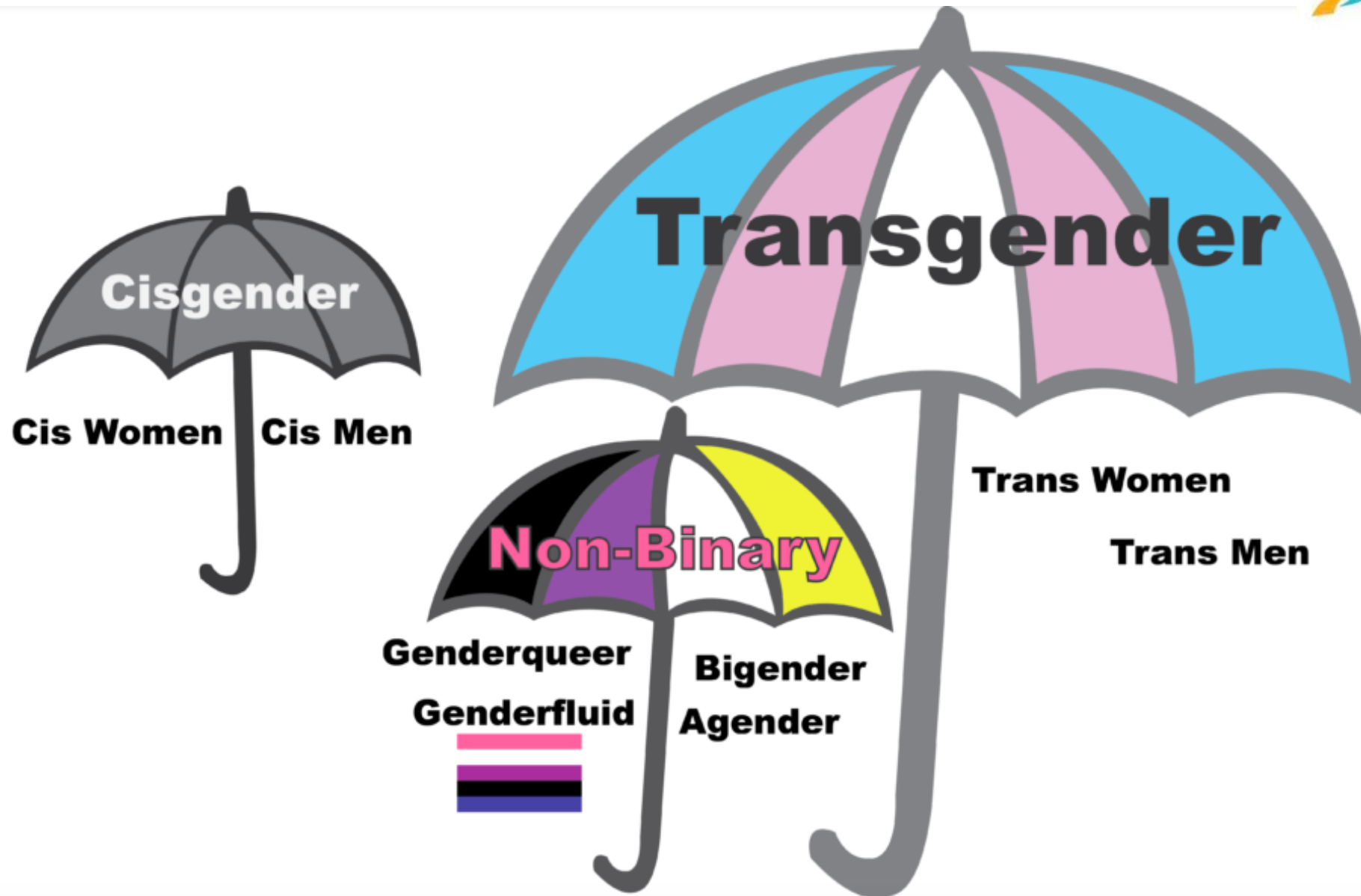
Vous restez sur votre faim? Apprenez-en plus à <http://bit.ly/genderbread>

LGBTQ Youth Sexual Orientations



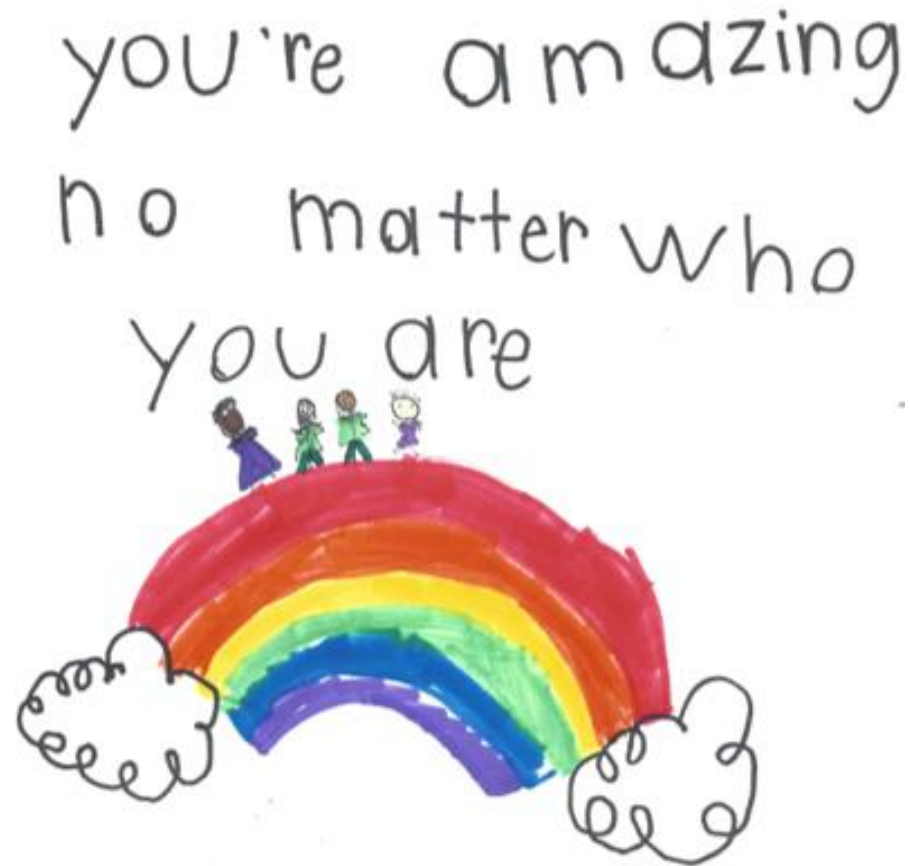
Orientations

A	Romantic	No _____ attraction to others
	Sexual	
Gray	Romantic	Almost never _____ attracted to others
	Sexual	
Demi	Romantic	Attracted _____ when strong emotional connection is established
	Sexual	
Hetero	Romantic	Attracted _____ to sex(es) other than their own
	Sexual	
Homo	Romantic	Attracted _____ to same sex
	Sexual	
Bi	Romantic	Attracted _____ to same sex and other sexes
	Sexual	
Pan	Romantic	Attracted _____ regardless of sex or gender identity
	Sexual	
Poly	Romantic	Attracted _____ to other sexes (but not necessarily all)
	Sexual	



What questions do you have related to SOGI?

Next week, we will talk about creating safe classroom spaces.



Bio Break – 5 mins



Break out & Share out – 5 mins

I know about French inclusive pronouns, and I am comfortable using them with students.

I have heard/seen French inclusive pronouns, but not used them with students.

I am completely new at using French inclusive pronouns and have not used them with students.

Gender-Specific & Gender-Neutral Pronouns

ASK ✓

You cannot tell someone's name or pronoun just by looking at them.

RESPECT ✓

If someone takes the time to let you know their name and pronoun, use and respect it. It's not up to you to decide someone else's identity.

PRACTICE ✓

If you have difficulty using someone's pronoun and name, practice. Ask co-workers, peers, and friends to point out when you've made a mistake.

Pour commencer la conversation

Évitez de dire :

mesdames **messieurs** **madame** **monsieur** **les filles** **les gars** etc.

Envisage d'utiliser ce qui suit à la place :

« Merci mes **amis**,
passez une très belle
soirée. »

« Bonjour
tout le monde! »

« Bonjour **à tous!** »

« Et pour **vous?** »

« Puis-je
vous offrir
quelque chose? »

Puis-je avoir votre attention, s'il vous plaît?

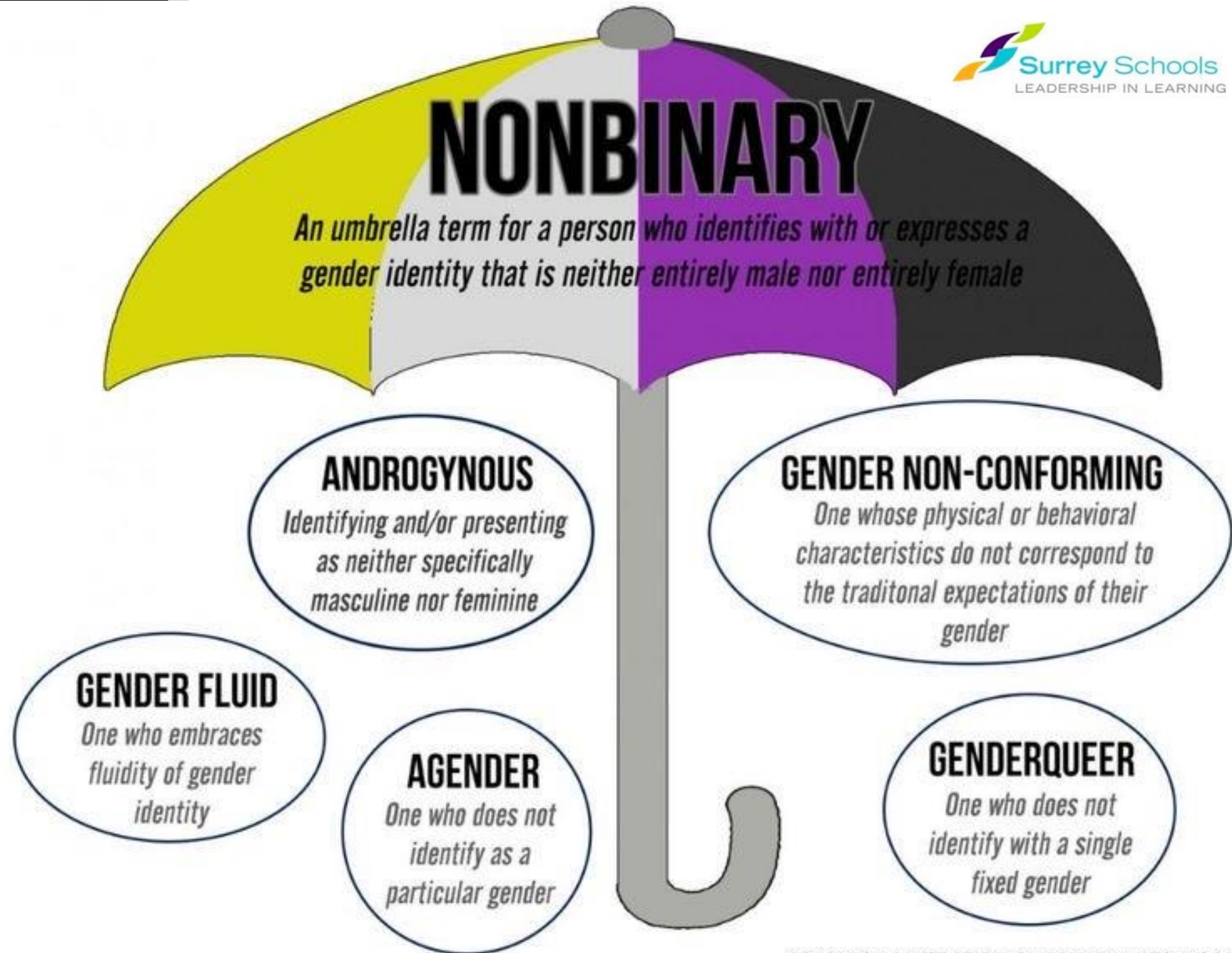
3 Questions Vrai ou Faux?

TRUE

FALSE

Q1 - Nonbinary means a person who identifies with a gender identity that is neither entirely male or entirely female.

Quelle est la différence entre Binaire et Non-Binaire?



Q2 - "IeI" and "Ile" are neutral terms whereas "OI" and "UI" are inclusive terms.

Quelle est la différence entre Inclusif et Neutre?

Inclusif

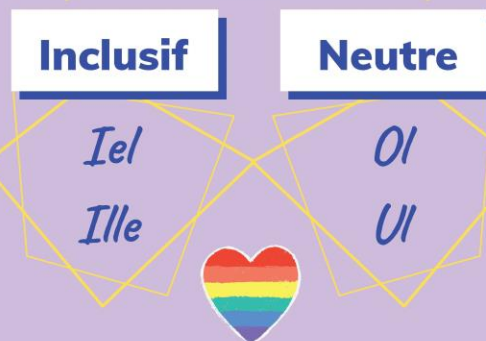
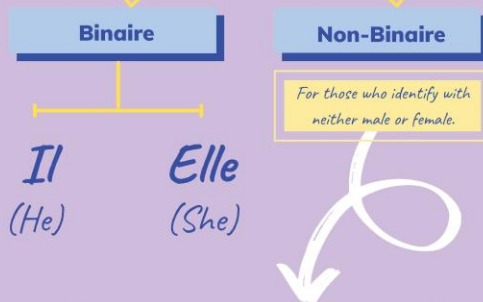
- Goal: Create space for everyone
- The combination of both binary genders
- ex. the use of "iel" and "ille" is a combination of il and elle

Neutre

- Goal: De-center gender
- Language is non-binary
- It does not have a direct relation to male or female
- ex. the use of "Ol" or "Ul"

Gender Identity

USE OF PRONOUNS EN FRANÇAIS



*Choose the pronoun(s)
you most identify with!*

*A: Bonjour! Je m'appelle...Comment
t'appelles-tu?*

*B: Bonjour, je m'appelle...et j'utilise
le(s) pronom(s)...*

En résumé

Rencontrer une personne pour la première fois

- Bonjour. Je m'appelle ... et j'utilise les pronoms ...

Break out - Un peu de pratique!

Les exemples

Iel / Ille mange
une pomme.
(inclusif)

O1 / U1 mange
une pomme.
(neutre)

Practice Writing

- Write a few sentences using:
 - 2 neutral and 2 inclusive pronouns
 - UI / OI
 - Iel / Ille
-
- Share sentences with your group in the next break out

Monsieur HEUREUX

Hargreaves



CHÉPTE
TOMASSE

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Madame PROF



à la manière de *Roger Hargreaves*

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Q3: Mix and
Minestre are
neutral terms for
Monsieur et
Madame

Comment
utiliser les
termes
neutres?

Ex. Mx Leblanc
marche au cinéma.

Ex. Minestre Sandhu
marche au cinéma.

Homework – Scan your classroom

In what ways does your class reflect a sense of belonging for student diversity?

- Physical, emotional, and psychological safety are all different
- Physical representation can include: SOGI stickers, posters and books

Merci pour
avoir assisté
à notre
session

