

# FACILITATION STRATEGIES FOR THE CLASSROOM

**Purpose:** Name, recognize and apply mindsets and actions which reflect and support inclusive and affirming environments that center students, equity and relationships.

INSTEAD OF DOING THIS...	TRY THIS!	WHY?
Assume people's pronouns or genders based on outward appearance or name.	Ask for names and pronouns at the beginning of the workshop. Model by sharing your pronouns and putting them in your Zoom name.	Just because someone's wearing a skirt doesn't mean they are a girl. Also, names can have different "genders" in other languages.
Assume people's names based on their zoom names.	Ask for their names and use what they say. If it's different from their zoom name, make a note so you don't forget.	Sometimes legal or "official" names are not students' actual names. Listen to what they want to be called.
Refer to someone's pronouns as "their preferred pronouns"	Say "their pronouns are ___."	They are just their pronouns... nothing "preferred" about it. The term "preferred" makes it sound optional.
Misgendering someone and then apologizing, but your apology takes more than 10 seconds.	Apologize, correct yourself, move on. If desired, follow up later with another short apology.	By over-apologizing, you make it about you & put the burden on the trans/non-binary student to console/forgive you.
Ask an out student to speak on behalf of the trans or LGBT community/give the trans or LGBT perspective.	Literally just don't do that!	The trans and LGBT communities are not homogenous; there is no <i>one</i> trans or LGBT opinion.
Use "he or she" or "his or her" when talking about a hypothetical person (e.g. ok, everybody should take out his or her workbook now)	Use singular they. (e.g. ok, everybody should take out their workbook now)	It's less clunky and includes people who do not use he/him or she/her pronouns.
Using the phrase "opposite gender"	Specify what group you're talking about. Remember that non-binary people exist!	There are more than 2 genders.
Gender specific body parts like "male genitals"	Use medically accurate terms like "penis" if that's what you mean	Medically accurate non-gendered language normalizes body parts not being tied to specific groups of people.
Assume the gender of a potential relationship or sexual partner	Use a gender-neutral term like "partner" or "someone you're in a relationship with"	Assuming that the norm is straight is alienating to those who are not. Equity!
Use the term "homosexual"	Say gay and lesbian, same-gender attracted people, or be more specific depending on what you're actually trying to get across	The term "homosexual" has a long and pathologizing history of use in medicine. It's stigmatizing.