Sample Student Call-Ins (Inspired by Liz Kleinrock)

A student might say something like...	We can respond with...
Being _____ (gay, lesbian, queer, etc) is wrong and not allowed in my religion.	I understand that is what you believe, but not everyone believes that. We don't have to understand or support a person's identity to treat them with respect and kindness. School is a place where we learn to work together regardless of our differences. In any community, we'll always find people with beliefs different from our own and that is okay--we can still show them respect.
They can't get married or be a family, they're both men. Does that mean they're gay? That's weird	When people are adults they can get married. Two men who love each other can decide they want to get married, be a family and care for each other. There are so many different kinds of families and ways to be a family. Each family is special and has ways that they are similar to and different from our own. The word "gay" describes people of the same gender who love each other. In our school we respect all people so we don't talk about being "gay" in a negative way like saying it's "weird."
She can't like a girl like that, she can only like boys because she's a girl.	Disrupt the either/or thinking by saying something like: actually, people of any gender can like whoever they like. People are allowed to like whoever they want. How do you think it would make __(character's name)__ to hear you say that? Do you think it's fair for people to decide for us who we can and can't like? Then, provide an example to counter the statement: • My best friend is a woman and she is married to another woman.
That's weird. He can't be a boy if he was born a girl.	That comment is hurtful; we shouldn't use negative words to talk about peoples' identities. Sometimes when we learn information that's different

What's transgender? What body parts do they have?	from what we always thought, it can be confusing and hard to process. When we're born, people make a guess about our gender and label us "boy" or "girl" based on our body parts. Sometimes they're right and sometimes they're wrong. When someone's transgender, they guessed wrong; when someone's cisgender, they guessed right. Our body parts do not decide our gender. Our gender comes from our inside--we might feel different than what people tell us we are. We know ourselves best. When someone tells us what their gender is, we believe them because they are the experts on themselves. It's none of our business what body parts a person has, so we should never ask that question.
How can someone be both a boy and a girl or neither? That doesn't make sense	It can be confusing to learn something new or try to understand something we've never felt or experienced before. Sometimes people feel like a boy or a girl, sometimes they feel like both, sometimes they feel like neither. We can't really guess someone's gender based on how they look or act. Not assuming people's gender is a way that we can respect one another.
Is that a boy or a girl?	We can't know someone's gender by looking at them. Also, not everyone is a boy or girl. Some people identify with both, sometimes one more than the other and sometimes neither. I know that we tend to look at someone and guess but we actually shouldn't do that because we could be guessing incorrectly. When we meet people, that's something they might share with us, but not always. When I introduce myself, I say hi my name is Mrs. Phillips and I use she/her pronouns. Then I ask, what's your name? Are you comfortable sharing your pronouns with me? This helps me respect people's identity because then I'm using the right pronouns when I'm talking about them and they're not here. For example, when you tell your caregiver about your day you can say, Mrs.

	Phillips read a cool book today, she said it's her favorite one.
Stereotypes like: dresses are for girls, boys can't paint their nails, those are boy toys, that's a girl book, etc. ***a consideration--are there items in my learning space that are sorted by gender?	Disrupt the either/or thinking by saying something like people of any gender can like dresses/nail polish/books/toys, etc. Those things don't have a gender and everyone is free to like what they like. Liking something is often based on our personality and interests and not on what gender we are. How do you feel when you get to wear the clothes you like, read what you like, play what you like and express yourself in the ways that feel good to you? Shouldn't everyone be able to do that? Then, provide an example to counter the stereotype made: ● "Harry Styles wears dresses." ● Men who paint their nails
That's so gay	Regardless of how it's intended, using gay to describe something negative reflects a long history of prejudice against LGBTQ+ people, so please don't use it in that way. There are so many different ways to say what you mean that are not insulting to others. You may not have meant to be hurtful, but when you use the word 'gay' in any way outside of its definition, it's disrespectful. When I ask you to not use expressions like "that's so gay," I'm just trying to make you aware that it is hurtful to a lot of people. How do you think it would feel to hear a word used over and over again to describe something negative when it also describes who you are? We have all been on the receiving end of an insult and felt its sting, so why wouldn't you put a little effort into avoiding language that insults others, especially when there are so many alternatives?

Sources:

- Correcting Kids' Stereotypes
- Responding to Sexism, Homophobia and Transphobia: Tips for Parents and Educators of Younger Children
- Reading the Rainbow

- It Feels Good To Be Yourself
- Teaching About Gender and Diversity
- Welcoming Schools: Responding to Questions
- Anti-Bias Education for Young Children and Ourselves
- Gender Spectrum