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Today’s date:

**Gender Needs Assessment Tool**

*People begin to self-advocate if something is not working for us, or if other people are treating us badly because of who we are, gender-wise, or because of our gender expression: how we dress, walk, talk, do our hair But before we ask for someone to change something, it’s important to know what we are asking for. If we don’t, people at school might not know what changes to make.*

*This tool will help you think through what you need so you can inform people at school.* ***If you have already found a supporting adult, get them to sit down with you and help you complete it.*** *If not, see* [*Step 3: Talk to Someone*](https://www.gegi.ca/talk-to-someone/)*. You can also fill this out by yourself if you need to.*

*Remember – our needs around gender can change, and this is just a snapshot of where you are right now. And, not everything in this tool will match your situation, so only answer questions that make sense to you!*

**What pronouns should people use for me at school?**

(she/her, he/him, they/them, something else)

**When people talk about me, what words feel good…**

…for me and my gender? (boy, girl, non-binary, gender-fluid, something else)

…for my role in my family (brother, sister, sibling, something else)

…for a relationship I have (girlfriend, boyfriend, partner, date, something else)

**What name do I want to be called at school, and is that the one on my birth certificate?**

|  |  |
| --- | --- |
| **Places** where I need people to **always** use my pronouns, name, or correct gender terms, and to **always** correct people: | Is this happening right now? |
|  |  |
|  |  |
|  |  |

|  |  |
| --- | --- |
| **Places** where I need people to **never** use my pronouns, name, or correct gender terms right now, and to **never** correct people because this might be uncomfortable or unsafe for me: | Have I told anyone? Who might share this information unless they know better?  |
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|  |  |
| --- | --- |
| **People** who **need help** using my pronouns, name, or correct gender terms because they are making a lot of mistakes and not getting better at it: | How often do mistakes happen? Has this person been corrected by you or others? How many times? |
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|  |  |
| --- | --- |
| **People** who **cannot know** my pronouns, name, or correct gender terms right now because this might be uncomfortable or unsafe for me: | Have I told anyone at school? Who might share this information unless they know better?  |
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|  |  |
|  |  |

**When students at school are divided by gender (in class, for health and physical education, washrooms and changerooms, or trips), where do I want to be? Check:**

* With the boys
* With the girls
* Somewhere else
* This changes depending on the situation, and I need to be asked each time.

**When students at school are told to wear something, like a school or athletic uniform, what do I want to wear? Check:**

* The ‘boy’ uniform
* The ‘girl’ uniform
* Something in between
* This changes depending on the situation, and I need to be asked each time.

|  |  |  |
| --- | --- | --- |
| **I told this adult at school…** | **…about this thing…** | **…and this is how it’s going:** |
|  | My washroom or changeroom needs |  |
|  | How I want to participate in HPE |  |
|  | Which uniform I wear |  |
|  | [ add your own ] |  |
|  | [ add your own ] |  |

**Now what?**

Now you have a clear picture of what you need and whether those needs are being met at school. If you have told people what your needs are, and nothing is changing, you might be experiencing gender expression or gender identity discrimination ([learn more](https://www.gegi.ca/definitions/)). Your school has a legal obligation to prevent discrimination from happening, and address it when it is happening.

**If you are experiencing harassment, violence or bullying because of your gender expression or gender identity, you don’t have to have told anyone about who you are for your school to address this, and support you by making sure it doesn’t happen again. They should respond immediately, and continue to check in with you as the situation gets addressed.**

Share this form with an adult on your team (see [Step 3: Talk to Someone](https://www.gegi.ca/talk-to-someone/)*)*, or take it with you to a meeting with an adult who has the authority to act if your needs aren’t being met (**Gegi’s School Who’s Who** can help).



**Hoof-five! This can be hard to do. Now finish up like a pro:**

Keep this document! Take a picture with your phone, or save it to a device. Come back to it often to see if your needs have changed, or to check in with yourself.