![GSA NETWORK]

VIRTUAL GSAS IN ACTION: DIGITAL ORGANIZING TOOLKIT

INTRODUCTION

GSA Network is extremely proud to launch Virtual GSAs In Action. This new digital organizing toolkit was inspired by, and designed for, trans and queer youth activists, GSA club advisors and educators, and grassroots organizations across the country.

In March 2020, GSA Network paused our in-person youth leadership training and events to keep our community healthy and united in the face of COVID-19. History has taught us that the trans and queer movement can be resilient and self-sufficient, particularly when our movement is led by people of color whose intersectional identities inform our approach to organizing, justice, and healing.

As a trans and queer youth driven organization, we've been listening to countless students who had to quickly pivot away from mainstream education and traditional community organizing practices towards virtual learning and digital organizing. Schools also took a sharp turn to adapt the school model to a remote environment. As they prioritized learning and academic achievement, other important aspects of campus life--social clubs, community building, sports, support groups and mental health services--did not survive the transition to the digital world.

School-based GSA clubs, which have already been proven to improve school climate and the experiences of LGBTQ+ students on campus, were a stabilizing force during a time of really rapid change for students. When schools discontinued their club activities, we saw trans and queer young people fight to keep their GSA club members connected. Locally, grassroots organizations stepped up to fill in the gaps when school districts were too strapped to invest in more than video conferencing platforms and online learning software. And GSA clubs began to embrace the potential of becoming a Community GSA to make connections with young people outside of their individual school.

At their core, LGBTQ+ youth and trans and queer young people of color want to build community in this moment. They are searching for places that affirm their identities and experiences, uplift their spirit, and promote self and

Students from across the state of California came together in the Spring of 2019 to advocate for implementation of the California Health Youth Act (CHYA), new legislation that will ensure that students can receive comprehensive sexual education.

community care. The Virtual GSAs In Action Toolkit was created to support them to start a Community GSA, take their existing school-based GSA clubs online, create new clubs, and above all, build virtual spaces that can restore their sense of community.

The Virtual GSAs In Action: Digital Organizing Toolkit's first two resources will provide steps for young people to get started in creating a Virtual Community GSA and take their clubs online. The remaining resources are for young people to go deeper and take their clubs further in their activism for racial and gender justice, and for grassroots organizations to create truly youth-led spaces and provide the necessary support and infrastructure for young people to get connected and practice online safety.

GSA clubs have been a vital part of building a more just society and advancing the larger LGBTQ+ rights movement. It is our hope and belief that trans and queer youth of color will continue to organize and advocate, both on and off line.

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GSA CLUBS GO VIRTUAL

There are many reasons why you may want to take your GSA club online to build community and organize with trans and queer young people in a virtual space. This resource will give you a few things to consider before you take your school-based club online and how to get your members there. If you can't get support from your school, you might want to create a Community GSA.

HOW DO I TAKE MY GSA CLUB ONLINE?

If you already have an existing GSA club and club advisor, be sure to check in with them to learn whether there are any limitations related to school clubs meeting outside of campus or in an online environment. Are there issues related to cybersecurity or privacy that you should be aware of? Does the school need to be informed of your club's activities? Your advisor can talk to the school administration to find out more. If you do not have a GSA club yet, or if your school does not allow your school-based GSA club to meet online, consider starting a Community GSA.

WHAT IS A COMMUNITY GSA?

Traditionally, GSAs are school-based clubs that bring together students and organize activities on campus. A Community GSA allows students to expand beyond their schools and bring together trans, queer, and allied youth from across their community. Similar to a school-based GSA club, a Community GSA can be a space to socialize, find support, and build your activism. This space can also be what you and those around you want to make it!

A Community GSA can still count on support from an adult advisor, though some clubs might choose to be completely youth-led. If you do not have an adult advisor, we suggest that you only invite students between the ages of 12 and 18 to ensure everyone's safety.

We encourage you and your peers to really explore and define how you want adults to support your Community GSA so that you feel empowered to lead your own space. Here are some tips and suggestions to get things going!

RECRUIT MEMBERS!

- **Use our search guide** to Identify other trans and queer students in your area (see Appendix A of this toolkit) and use the sample texts and emails to start inviting students to participate.

- **Ask yourself:** What GSAs are in your area? Do you know students there? Invite them to attend or help put on your local GSA meeting!

- **Find a supportive adult** to help out, if needed

- **Get your folks in formation!** Collect everyone's name and contact info (txt, email, handle).

- **Set a time and date** for everyone to meet online.

- **Find a co-leader** to help you brainstorm and plan the meeting activities.

- **Check out GSA Network resources** for more ideas, and stay connected to our virtual trainings and digital media opportunities.

KEEPING IT FUN ONLINE!

Once your club is fully online and members are ready to join, it's important to keep the meeting fun and make sure that everyone feels welcomed and heard! This space should be a place where everyone can contribute their ideas.

HOW DO WE KEEP PEOPLE ENGAGED DURING A VIRTUAL MEETING?

Play games in the beginning to get people comfortable talking and being online. These can also help bring up the energy during a break. Some options include, Scattergories, Pictionary, or an at-home scavenger hunt.

HAVE A CHECK IN QUESTION!

These questions can be a great way to open meetings. Try to avoid general questions like, "How are you doing?" Instead, ask questions that invite participants to think more deeply, such as:

- What brings you joy lately? Where would you like to travel? Who inspires you?

- Share a rose and thorn (something good that has happened to you this week & something not so good).

- If you have an ongoing Discord or chat group, you can post a Question of the Week.

Poll it is! On platforms like Zoom and Instagram, you can use poll functions to keep people engaged during the meeting. This tool is perfect for getting anonymous votes from people who can't or don't feel comfortable sharing during video calls but still want to feel included.

Chat! Chat! Chat it Up! Invite members to chat their answers, questions or comments. Sometimes it's not quiet or safe for folks to share out loud in their homes.

Take a moment to pause! Use breaks to shake up the meeting. Give people time to get water, move their bodies, or use the restroom. Keeping your meeting flexible will make it feel less like class time.

HOW DO WE KEEP PEOPLE INVESTED IN THE CLUB?

Create a social media page for your club and use it as an opportunity to engage people! You can post fun daily quizzes/polls, reminders for your club on your feed and stories, or ask members questions about what they would like to see and get out of the club meetings.

Ask club members what they want to be a part of. Some might like to see more activism, others might need social support. Either way, make this space fluid and adaptable to people's needs and wants.

Invite presenters, such as local community organizations or collectives, to lead a virtual workshop. You can find LGBTQ+ and social justice groups via Instagram hashtags like #YouthOrganizing, #YouthPower, #YouthActivism, #LGBTQyouth and #TransYouth, to name a few.

Invite club members to help plan activities. Rotate duties, meeting facilitation, and presentations about social justice or LGBTQ+ topics that members care about. Assign someone to host a social event like a club movie night. Vote on discussions that you want to have and ask a member to help plan and facilitate.

HOW DO WE AVOID LOW ATTENDANCE?

Getting members to return for the next meeting is a crucial part of keeping a strong GSA in person and online. Here are a few tips to ensure that you have consistent participation throughout the school year:

Create a Doodle Poll or similar tool that can be used to see what dates and times work best for a majority of members. Call, text, email or direct message people to remind them of upcoming club meetings.

Use a sign in sheet to save contact information and send reminders for the next meeting.

Start every meeting with introductions to builld community and ensure you don't miss someone new.

Follow up with members after the meeting so they know you care! You can ask for feedback and invite them to stay connected through social media or group texts.

Reach out to members individually. In a time where many students can feel isolated and alone, it's so important that GSA club leaders reach out to members on a 1-to-1 basis. This builds trust and a deeper connection.

Plan a giveaway! Keep track of attendance using a sign-in sheet and encourage participation by hosting a raffle or prizes for members with the highest attendance throughout the semester.

HOW DO WE RECRUIT NEW MEMBERS?

Bringing new folks into a group has its challenges, but with structure, good communication, and clear intentions, you can have a very successful online GSA club! Here are some ways to start reaching out to returning or new members:

Reach Out to Your Contacts. Text or message friends who were in the club before. Do they have the contact info of others in the club last year? Do they know someone else who is looking for a place to hang out online with other trans and queer teens? If you have an advisor, reach out to them and ask for the student contact list. They may be able to give you their school email addresses.

Members of GSA Network's Youth Councils host a series of workshops focused on community organizing, advocacy, and racial and gender justice.

Find Contacts Online
If your school has an Instagram page, you can search for posts related to your GSA and find students that were tagged who may have been part of the club. You can also DM folks from your school to get their friends' contact. It is totally normal for you to message someone new online as long as you have clear intentions.

Get in Touch with Local Schools. Try reaching out to the leaders of other GSA clubs from past events. If you use Instagram, you can search the local "high school name + GSA" (e.g. #McClymondsGSA, #PortolaGSA, #FremontGSA)

Look for youth groups in your community! Is there an LGBTQ+ Resource Center in your area? Oftentimes these centers have youth groups that meet in person. Your GSA can possibly be a resource to them! You can also search for them on Instagram by searching your "city and youth" (e.g. #Oaklandyouth #QueerOakland #YouthOrganizing.

THINKING ABOUT ONLINE SAFETY: TQ YOUTH IN UNSUPPORTIVE HOMES

For everyone who works to uplift Trans and Queer Youth, social distancing quickly reminded us just how much our activism has overlooked our home life. TQ Youth are at home now more than ever. Here are some ways to adapt , if you find yourself in an unsupportive home.

IDENTIFY THE SAFE AND BRAVE SPACES IN YOUR HOME.

What does a safe space mean to you? Sometimes your bedroom or bathroom fits this description when you need a little retreat. Can you find peace in a sibling, other relative, or housemate's room? A yard, outdoors, or nature may hold what you're looking for.

CONSIDER YOUR IN-HOUSE ALLIES.

Is one parent, guardian, or relative more likely to be more affirming and uplifting than the others? Prioritize time with them! Chat or set a date to hang in a safe space. Don't write off pets!

BRIDGE GAPS WITH SOCIAL MEDIA AND HEADPHONES.

Zoom, FaceTime, Google Hangouts, Skype, Instagram, Twitter, video games, KAST and other apps are great ways to connect with your favorite people outside of your home. Set a daily or weekly check-in schedule. Put on some music in the background and plug-in your headphones for a little extra privacy.

CREATE INTENTIONAL TIME ALONE.

Are you a safe space for yourself? Are you a self-ally? Find time to go within. Support, solutions, and peace come that way too. Create a music playlist and listen to it. Share it with friends. Journal about your dreams. Meditate with the help of Youtube videos. Take a shower to re-adjust your mood. Immerse your heart, mind and body in a sea salt bath. Build something and tear it down. Make art with what you have at home. Reflect on the thoughts you allow in your head. You're your first support team. If you give love to your internal world, you'll find external love everywhere. Use our Queer & Trans Wellness Pack for additonal grounding and healing practices.

> **"YOU ARE YOUR FIRST SUPPORT TEAM. IF YOU GIVE LOVE TO YOUR INTERNAL WORLD, YOU'LL FIND EXTERNAL LOVE EVERYWHERE."**

KNOW YOUR RIGHTS: DIGITAL ORGANIZING

Trans and queer youth have rights! This guide is intended to inform youth in California public schools of their legal rights to organize and participate in school or community spaces online, and what to do if your rights are violated.

All students have rights to a safe and supportive school environment. Here are some questions and concerns we have heard from trans and queer students as their schools and GSAs turned to remote learning.

Please Note: The majority of the information in this guide is California-specific. We have noted if information is applicable throughout the U.S. We recommend consulting a local legal resource about your state's policies on these following questions.

MOVING YOUR GSA ONLINE

CAN OUR GSA CLUB MEET WHILE WE ARE IN A REMOTE LEARNING ENVIRONMENT?

You have the right to a GSA club, as long as your school allows for extracurricular clubs, and GSAs cannot be treated differently than any other extracurricular club (federal Equal Access Act — 20 U.S.C. § 4071). Remote learning does not change this. Even if other extracurricular clubs are not meeting, it does not necessarily mean that your GSA cannot meet! Many GSAs were able to continue meeting as schools transitioned to remote learning in Spring 2020 and in some schools they were the only clubs that tried to meet online. However, we have encountered several different school policies for school clubs. Ask your advisor, activities director, or school

administration for the school policies for extracurricular clubs so you can make sure your GSA is treated fairly. **This applies to all public school students in the U.S.!**

WHAT CAN WE DO IF MY SCHOOL DOES NOT ALLOW EXTRACURRICULAR CLUBS TO MEET?

Students have the right to meet and self-organize outside of school forums. You do not need to be school-approved to have a GSA club with GSA Network! We call these Community GSAs. If you are not school-approved, this may create some additional limitations to be aware of. For instance, your club advisor/sponsor may not be able to attend, depending on the school policy or you may not be able to use school forums publicize your club.
This applies to all students in the U.S.!

WHAT CAN WE DO IF GSA CLUB MEMBERS ARE HARASSED?

Some clubs may be worried about promoting the online GSA club meetings while also fending off unwanted attendees or "Zoom bombers" who want to harass or bully GSA members. All students have the right to be free from bullying, harassment, and discrimination, regardless of sexual orientation, gender identity, or gender expression (§200-220). If members are being harassed in meetings, online, or during remote learning, check out our tips below and take a look at our meeting security tips.

WE DID NOT GET A CHANCE TO COLLECT OUR GSA MEMBERS' CONTACT INFORMATION BEFORE REMOTE LEARNING STARTED! CAN WE STILL COLLECT CONTACT INFORMATION?

For GSA club leaders, having a private list of GSA members' contact information (emails, phone numbers, or social media handles) can be very helpful for building a club community. Remember that trust and confidentiality are important values for GSAs creating safer spaces for trans and queer students. Do not post this information, and keep it with a club leader who can store the information safely. Check out our safety resource for online security.

How you collect the information may make a difference. Students are generally allowed to share their contact information with other students. Teachers and school staff may have different restrictions on their ability to collect student information. Ask your advisor if this is the case. If you collect information via an online form, youth under the age of 13 may need parental consent to share their email address or phone number (COPPA). Note: This applies to all students in the U.S.!

WE'RE WORRIED ABOUT THE PRIVACY OF OUR GSA CLUB MEMBERS!

We have heard of school policies for online extracurriculars that require leaders or advisors to collect and submit sign-in lists to the school, to record all club meetings, etc. In cases like these, you may be worried about the privacy of your LGBTQ+ members and allies. You have the right to keep your LGBTQ+ identities private. Your school may not out you to other students or staff without your permission except under very limited circumstances. Ask your district about who will have access to the sign-in lists or Zoom recordings and how they plan to store the files. Remind them that without a well-thought out plan for what to do with this information, they may run the risk of violating your right to privacy.

When schools make video recordings that clearly depict students, districts must take steps to protect student privacy. If a recording includes student biometric information, such as students' faces, then the record constitutes protected educational records and can be

GSA isn't allowed to meet online

Mariah: My school has a VERY strict administration and no clubs have been allowed to go online, which means emails were the only way we could keep in contact. Even then, kids just don't check emails that often and we lacked that communication and community. Can they do that?

Organizer Buddy: That really sucks to hear your administration is not letting any clubs meet online. Technically, your rights are NOT being violated, because it's not just the GSA but all clubs that cannot meet. In this situation, there is no direct bias to any club meeting, rather the school's administration may be enacting a schoolwide guideline that applies to all students.

But here is what she decided to do...

Mariah: After doing some research and checking in with my GSA members and advisor we thought of two ideas. Either we would write a letter to our school's administration demanding a change to the guideline or we would take our GSA meeting outside of school. In the end, we decided to take our GSA outside of the school and meet with members in our own way. Our advisor supported us and offered support when we needed it.

used only as permitted by the Family Educational Rights and Privacy Act (FERPA). This also means that a parent/guardian of a student under 18 years of age in K-12 schools has the right to view the recording. If you are in a situation like this, please reach out to us.

Note: Though all students in the U.S. have a right to a reasonable expectation of privacy, you may be entitled to additional protections depending on your state. Reach out a local legal resource for more information.

CAN MY GSA CLUB MEET ONLINE WITHOUT PARENT PERMISSION?

We see this question most often from middle schools. Under the federal Equal Access Act, your GSA club should not be treated any differently than other extracurricular clubs. If your school requires parental permission for all extracurricular activities, you may need to follow these guidelines to have a GSA sponsored by your school. *This applies to all public school students in the U.S.!*

TRANS AND QUEER STUDENT RIGHTS DURING REMOTE LEARNING

CAN I USE MY CHOSEN NAME ON A VIDEO CALL OR ONLINE CLASSROOM?

You have the right to use your chosen name and pronouns (§200-220). Your school should use your chosen name and pronouns on everything possible—your student ID, class attendance rosters, yearbook, online school accounts, video calls, etc. Your legal name should only appear on your official file. You should not need a parent's signature to request the school use your chosen name and pronouns. If you are not out to your parents with your chosen name and pronouns, make sure the school understands what name to use when communicating with parents. If a school staff intentionally or persistently refuses to respect your chosen name and pronouns, that violates your right to be free from harassment at school.

I AM TRANS AND SOMETIMES I FEEL DYSPHORIA WHEN I AM ON VIDEO. CAN MY SCHOOL REQUIRE ME TO BE ON VIDEO?

It's possible. Some students have successfully requested to be able to be off video for this reason and it's possible to request this as a gender-related accommodation. If you are not able to get that support, there may be other ways to mitigate this, such as hiding your self-view on Zoom. Other platforms may have similar options.
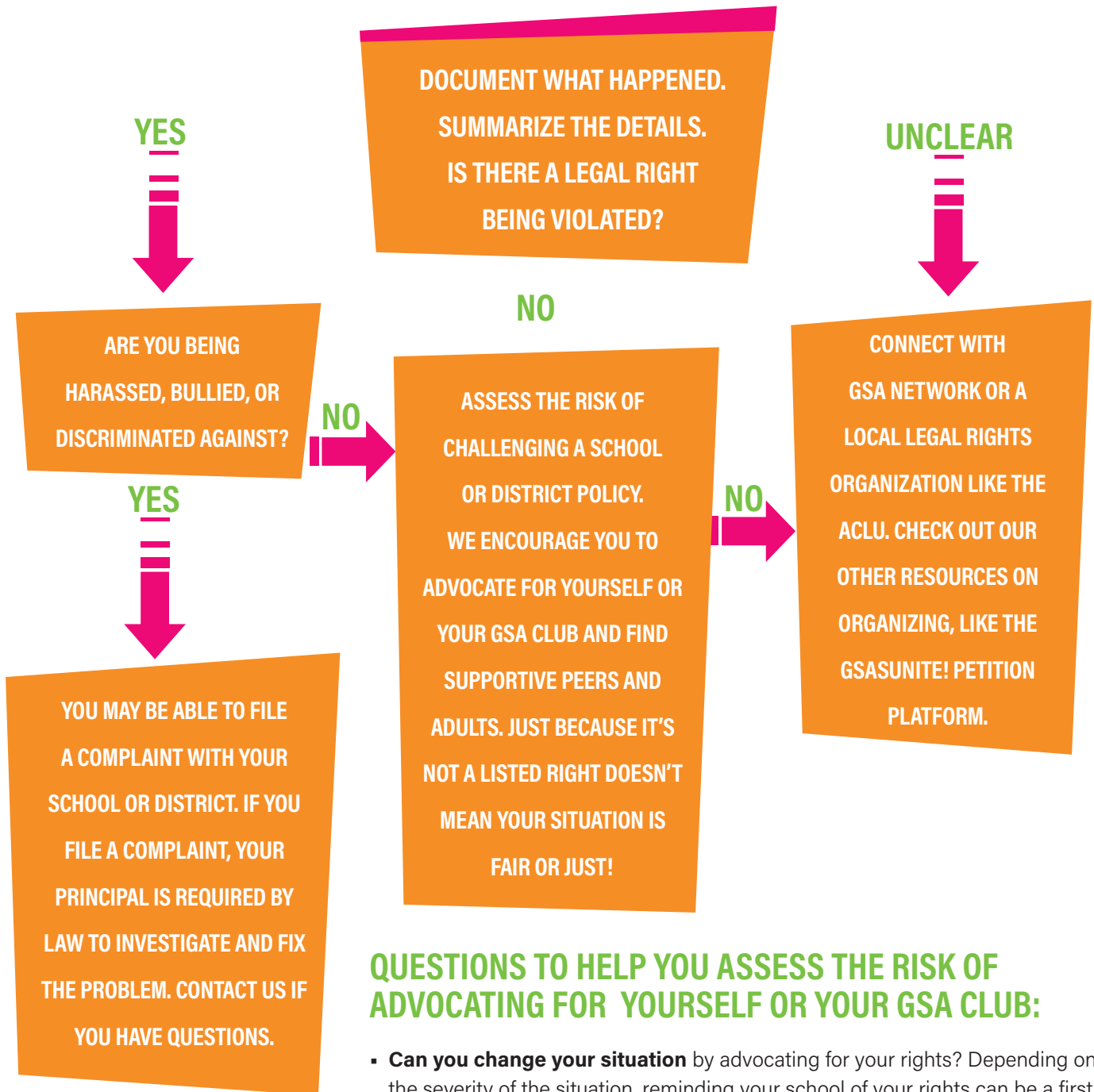
School enacts new guidelines for online club meetings

Mx Sampson: When our school shifted to remote learning, they also rolled out new guidelines for extracurricular activities meeting online. At first glance, I understood that some of the policies were meant to protect students from harassment and keep everyone safe, but others— especially recording meetings, requiring students to show their school IDs, and have their video on—seemed like a privacy nightmare.

Organizer Buddy: Wow, that is extra and does sound like a nightmare. What did your students say about that? Did the club end up meeting online?

Mx Sampson: As an advisor, I wanted to do my best to be an ally to our GSA members. I checked in with our local GSA organizer and researched student rights. I knew from our GSA members that the meeting was very important to them. We decided to meet anyway. Truthfully, we did not follow all the guidelines, but so far our school's administration has not checked on us. If they do, we are prepared to push back and make our case. The GSA members continue to meet and have maintained supportive relationships amongst each other.

I THINK MY RIGHTS ARE BEING VIOLATED! WHAT DO I DO?

DOCUMENT WHAT HAPPENED. SUMMARIZE THE DETAILS. IS THERE A LEGAL RIGHT BEING VIOLATED?

YES

UNCLEAR

NO

ARE YOU BEING HARASSED, BULLIED, OR DISCRIMINATED AGAINST?

NO

ASSESS THE RISK OF CHALLENGING A SCHOOL OR DISTRICT POLICY. WE ENCOURAGE YOU TO ADVOCATE FOR YOURSELF OR YOUR GSA CLUB AND FIND SUPPORTIVE PEERS AND ADULTS. JUST BECAUSE IT'S NOT A LISTED RIGHT DOESN'T MEAN YOUR SITUATION IS FAIR OR JUST!

NO

CONNECT WITH GSA NETWORK OR A LOCAL LEGAL RIGHTS ORGANIZATION LIKE THE ACLU. CHECK OUT OUR OTHER RESOURCES ON ORGANIZING, LIKE THE GSASUNITE! PETITION PLATFORM.

YES

YOU MAY BE ABLE TO FILE A COMPLAINT WITH YOUR SCHOOL OR DISTRICT. IF YOU FILE A COMPLAINT, YOUR PRINCIPAL IS REQUIRED BY LAW TO INVESTIGATE AND FIX THE PROBLEM. CONTACT US IF YOU HAVE QUESTIONS.

QUESTIONS TO HELP YOU ASSESS THE RISK OF ADVOCATING FOR YOURSELF OR YOUR GSA CLUB:

- **Can you change your situation** by advocating for your rights? Depending on the severity of the situation, reminding your school of your rights can be a first step. Connect with GSA Network or a local legal rights organization.

- **Does the school policy negatively impact** your club's ability to meet and organize? Is there a school policy that could be changed or that needs to be put in place?

- **Identify the changes you want to see in your school** and find supportive peers and adults to help you push for those changes.

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RESOURCES & WHO TO CONTACT

We know that for many students, being your authentic trans and queer self during remote learning can be challenging for many reasons. Please reach out to us if you experience other potential rights violations that are not covered in this resource.

CALIFORNIA: california@gsanetwork.org
OUTSIDE OF CALIFORNIA: info@gsanetwork.org

ADDITIONAL KNOW YOUR RIGHTS RESOURCES FOR CALIFORNIA STUDENTS

- My School, My Rights

- Students Rights in California Schools

ADDITIONAL LEGAL RESOURCES FOR CALIFORNIA STUDENTS

- ACLU of California

- California Rural Legal Assistance - LGBT Program

- Transgender Law Center legal help des

The National Trans Youth Council (TRUTH) developed a Nine Point Platform that guides their vision and work for liberation. In 2020, they are organizing for the abolition of the police, ICE, borders, and the Judicial System.

Trans & Non Binary Student Rights Violated During Remote Learning

Jade: Some of my teachers are not respecting my chosen name on video calls and my dead name keeps showing up in the online class profile. I had several conversations with my teachers, but felt dismissed when they would tell me it was just the name on the attendance roster they received and that I should handle it with the attendance office. I remembered we had a Know Your Rights presentation at a GSA meeting, and was reminded I can ask for help.

Organizer Buddy: You're right! You do have the right to have your chosen name used. Some school districts even have explicit policies supporting transgender and non-binary students to have their chosen name used on all attendance rosters without outing them to their guardians. We can push for that change! Some things to consider: Identify the changes you want to see in your school and find supportive peers and adults to help. Check out our organizing resources, like the GSAsUnite petition platform.

Jade: That's so true. After talking to other trans students, we realized that it was not just our school, but rather the district that had no clear process for students to change their name. I can pitch an idea to other GSA club members, ask for their support, and discuss a plan to organize for a name change policy at the district level.

CENTERING RACIAL & GENDER JUSTICE IN GSAS

This guide is intended to center Trans, Queer, Gender Non-Conforming / Non-Binary, Black, Indigenous, and Youth of Color in your GSA for a liberated future.

In a world in need of healing, we have an opportunity to reimagine how GSA clubs can come together and develop our collective liberation. GSA Network is working to strengthen the national movement-building capacity at the intersection of LGBTQ+ youth organizing and racial and gender justice in schools, and to develop the next generation of LGBTQ+ leaders. For a liberated future, we must center Trans, Queer, Non-binary / Gender Non-Conforming, Black, Indigenous, and youth of color.

In our everyday conversations in our current society you may be aware of the acronym QTBIPOC, which refers to Queer and Trans people who are Black, Indigenous and/or People of Color. Folks use this QTBIPOC acronym to highlight groups of people who are often targeted and marginalized. Although the acronym is popularly used, in this guide we center Trans, Queer, Non-Binary/Gender Non Conforming, Black, Indigenous youth of color. We do this to be intentional about our work and who we serve: young people who are suspended, expelled, and arrested at higher rates than their cis, white peers because of biased, zero tolerance discipline and policing that lands them in the juvenile justice system. This phenomenon is known as the school-to-prison pipeline.

Research also shows that schools nationwide are hostile environments for LGBTQ+ and gender nonconforming students of color. According to one study, "1 in 5 LGBT students report being bullied due to race, ethnicity, or national origin."

In this guide, we will introduce resources and tools to increase your GSA club's inclusivity and bring to the forefront the voices and individuals who are often left out of our spaces. By doing this in solidarity, your GSA will be joining many other GSAs in leading the LGBTQ+ youth and GSA movement forward. This guide will not have answers to all the unique challenges your club may face as you begin this process. Consider this to be a starting point for important conversations in your club and your communities to lead with principles based in equity as we work towards collective liberation.

Equality & Liberation

- *Equality* is the state of being equal, especially in status, rights, and opportunities.

- *Equity* is the quality of being fair and impartial.

- *Liberation* is the act of setting someone free from imprisonment, slavery, or oppression; release.

- *To get started,* you first have to start with doing the self work.

DOING THE SELF WORK

As we move towards collective liberation with Trans, Queer, Non-binary / Gender Non-Conforming, Black, Indigenous, youth of color, we must do the self work to analyze how our actions, lack of actions or privileges contribute to the ongoing marginalization of this community. Self work is looking at how we move through the world and our impact on Trans, Queer, Non-binary / Gender Non-Conforming, Black, Indigenous, youth of color. If we are able to recognize how our actions con-tribute to the marginalization of these communities, we can begin to disrupt this process and really center Trans, Queer, Non-binary / Gender Non-Conforming, Black, Indigenous, youth of color in all our spaces, including GSAs. In this next section we are going to provide a few recommendations to help you start the self-work conversation with your GSA.

First, look at the privileges we hold and the systems of oppression that create these privileges for us. Privileges are the advantages your identity carries. These advantages stem from systems that are created to uphold power for a certain group of people, called systems of oppression.

In **Appendix B** we will show you groups with systemic power in America today, systems of oppression that give them power, and which groups hold less power within this system. This list is meant to provide you with some examples. It is not comprehensive and you will need to do more research on systems of oppressions to get a better understanding of the concept.

NOW THAT WE HAVE AN INTRODUCTION TO PRIVI-LEGE, WHAT ARE YOUR PRIVILEGES?

The next step in doing the self work is acknowledging where you hold privileges and how your privileges can be used to center Trans, Queer, Non-binary / Gender Non-Conforming, Black, Indigenous, youth of color in order to move towards liberation. While these privileges don't always show up in our day-to-day life, focus on the long-term advantages that come from holding this identity. For example: if you are a cisgender person, you might have never considered or thought about how the world perceives you based on your gender presentation.

A Trans or Non-Binary person will always be mindful about the way they move through the world. While you may not agree with the oppression Trans and Non-Binary folks face, you can use your identity as a cis person to uplift Trans and Gender Queer folks when facing oppression, like discrimination at school.

HOW TO START A PRIVILEGE CONVERSATION WITH YOUR GSA

Doing the self and collective work to analyze how we contribute to the oppression of Trans, Queer, Non-binary / Gender Non-Conforming, Black, Indigenous, youth of col-or is tough, but we must commit to dismantling these sys-tems for collective liberation. Take a minute to decide why you want to do the self work. Finding this purpose will help you stay committed to liberation. Remember that self work happens everywhere—not just in a GSA meeting. By doing this, you will be working toward being an ally.

EDUCATE YOURSELF

I STARTED THE SELF WORK, NOW WHAT?

The real work of allyship (standing up for an oppressed community you are not necessarily a part of) requires educating yourself about the forms of oppression you need to learn and unlearn to be a better advocate. Let's learn how prejudice and oppression show up for Trans, Queer, Non-binary / Gender Non-Conforming, Black, Indigenous, youth of color informs discrimination. Beliefs and actions are the foundations that hold up systems of oppression and stop us from dismantling them. In order to create a GSA movement that moves towards liberation, we must acknowledge how privilege shows up in GSA clubs and our group but develop strategies to combat it.

In **Appendix B**, we will show some examples and ask that you dive deep into your own research to learn more. Once you have reviewed how oppression shows up for some, develop a plan to learn more ways that discrimina-tion and prejudice show up in our communities. Devel-oping this plan will help us actively combat systems of oppression and put your GSA on track to center Trans, Queer, Non-binary / Gender Non-Conforming, Black, Indigenous, youth of color members.

CHECK IN AND TAKE ACTION

I STARTED EDUCATING MYSELF AND OTHERS... NOW WHAT?

When the news is filled with heavy headlines about death, violence and protests related to Trans, Queer, Non-binary / Gender Non-Conforming, Black, Indigenous people of color, you can feel lost about what to do, what to say, or how to show up. Here is a short list of ways to check in with them, if and when you're ready:

- **Contact your Trans, Queer, Non-binary / Gender Non-Conforming, Black, Indigenous, youth of color peers.** Showing that you care, and are aware of what's going on, can make a difference.

- **Affirm that you are there for them** in any way they need.

- **Start and encourage dialogues** across differences.

- **Use your privilege** (and your physical and monetary resources) to support Trans, Queer, Non-binary / Gender Non-Conforming, Black, Indigenous people of color, issues, businesses, and projects.

While we do not have all the answers about what to do, use your best judgement to center Trans, Queer, Non-binary / Gender Non-Conforming, Black, Indigenous youth of color. *Taking action is processing this hurt and anger with others like yourself and who differ from you.*

However, do not put emotional labor on those most impacted by hurt and pain to help you process, unless they give you consent to do so. While it is powerful that you are leaning into your discomfort, it's important to understand that those most affected may not have the capacity to help you process this pain. Instead, seek out a local resource that can help you do this.

Once you feel ready to take on more, begin to take action with others. Your GSA can bring in guest speakers who are organizing around racial and gender justice issues in your local community or state. They might be able to share how your GSA can get involved or give you more strategies to approach the issue. Check out **Appendix B** where we have included some immediate steps you can

take to make your GSA club more inclusive and center Trans, Queer, Non-binary / Gender Non-Conforming, Black, Indigenous, youth of color.

BECOME A GSA FOR JUSTICE

YOU ARE CONNECTED AND READY TO TAKE ACTION. WHAT NOW?

Now that you are in a place to take action, you will be joining the many clubs that are not only supporting racial and gender justice but actively fighting for racial and gender justice! Some clubs are also looking inward to their club mission and vision to align with their new values and to be explicit about who they are doing the work with/for. They are using language such as, " fighting for racial and gender justice" and "uplifting Trans, Queer, Non-binary / Gender Non-Conforming, Black, Indigenous, youth of color leadership". They have also updated their club flyers and invited new people to their club's l eadership structure to be reflective of their new mission and values. We encourage you to do the same.

Our ***Educational Justice Campaign Workshop Series*** includes seven 30-minute workshops designed for individual GSA clubs to complete during meetings. Use them to have deeper conversations about what racial and gender justice can look like for your club, school, or community. They will give you a better understanding of inequity across the country and in your own schools. Reimagine how your GSA members can work together and develop what liberation looks like with/for our most vulnerable siblings.

> **"IN A RACIST SOCIETY, IT'S NOT ENOUGH TO BE NON-RACIST, WE MUST BE ANTI-RACIST."**
>
> *--ANGELA DAVIS*

YOUTH-LED SPACES IN A VIRTUAL WORLD

This resource was developed by TRUTH and focuses on creating and facilitating youth-led spaces, and offers staff organizers who support youth programming a working list of tips and practices to keep in mind.

We understand our work to be a youth-adult partnership, where we as staff organizers get to uplift and support youth leaders as they lead movement spaces and work. Even during a global pandemic, if not especially, youth leadership offers a needed perspective and force in our fight for liberation. As the organizers who oversee youth programs, our role is to find opportunities of all types for young trans and queer people to learn, practice, and grow.

TIPS AND TRICKS

WORKING THROUGH THE TECH + TECH ISSUES

- **Call link:** Use email invites to send a participation link. This will establish a place where folks can always find the link (and not have to ask "Where's the link?" 5 minutes before a meeting starts). This requires folks to know how to use Google Calendar. This will be a good tool to teach folks how to use. Returning youth members can facilitate a quick tutorial on how to use Gmail/calendars for newer members.

- **Expect tech issues:** Keeping five minutes when the call begins to work through tech issues is always helpful and helps to reduce potential stress for when tech issues come up. *Because. They. Will.* Check in with youth members before meetings to ask about their access needs and offer opportunities for folks to skill-

share. Allowing young folks to volunteer to co-run tech support with an adult during meetings can also boost confidence.

- **Safe spaces to call in from:** Conference calls will require folks to be in spaces where they're safe to discuss queer and trans topics. Support folks who need help planning where to call from. This will be important for all participants and can determine how fully they can engage in programming or not.

The National Trans Youth Council (TRUTH)

TRUTH is a collaboration between GSA Network and Transgender Law Center. We are a national council that consists of 18 trans and gender non-conforming youth leaders accross the U.S. TRUTH is a two-year program with our cohort consisting of new members and returners. This is a list of tips and tricks we've learned supporting the virtual space for the TRUTH council to stay connected throughout the program year.

MAINTAINING A COMMUNITY

- **Youth Facilitators:** It is usually a good idea to support young leaders in facilitating meetings; this keeps folks attentive and offers a peer-to-peer accountability structure during meetings. Meeting before the call 1-3 times to outline the agenda and practice facilitation helps.

- **Check ins:** Start with check in questions and allocate sufficient time for everyone to respond (10-15 minutes). This helps folks focus and feel like they're part of the circle. One volunteer role for the facilitation team could be choosing a question and facilitating a check in.

- **Talking via chat box:** Ask for folks to support in reading messages from folks who are not able to talk. You could ask for a youth volunteer at the beginning of the call who agrees to read chat box comments aloud.

- **Buddies:** Implement buddy programs (Returning/New Members). This system can support folks in connecting with each other and can offer you an "accountability buddy system" for checking in about projects and duties.

- **Energy:** It's important to keep the energy flowing, so the facilitators should be leading that energy. Your team of facilitators (including youth) can encourage folks to participate as they watch their peers energetically lead the conversation.

PLANNING VIRTUAL MEETINGS

- **Create a timeline:** We recommend that staff start planning 4-5 weeks before the event. Give yourselves enough time to recruit and prepare youth facilitators and invite youth participants. The roll of staff organizers is to create the structure but remind the youth facilitators that their work is vital to making youth organizing happen.

- **Recruit youth facilitators:** To ensure spaces continue to be youth led, it is important to recruit youth facilitators. Staff should recruit anywhere from 1-3 facilitators, especially if you meet regularly with a group of youth who would be good to reach out to for a leadership opportunity. Staff should also host weekly facilitation meetings so that youth presenters feel prepared for the day of the event.

- **Create an agenda:** For staff supporting youth, it is best to create an agenda with time blocks! There is opportunity during agenda planning to include youth leaders and offer them space to truly direct the call's meaning. Remember to include breaks. Youth facilitators should be a part of the process of finalizing the agenda. Ask them to come up with opening/closing activities, icebreakers, discussion questions, themes, etc.

DAY OF VIRTUAL MEETING

- **Final reminders:** Make sure youth have the most updated information to participate— including the Zoom link and agenda—the day before the meeting. It would be good for the youth facilitators to send reminders via chat groups or to send out an email reminder to everyone!

- **30 minutes before kickoff:** Staff organizers should schedule youth facilitators to join the call 30 minutes before start time. Make sure everyone is ready to go with Powerpoints and go over any final tech needs.

- **Community agreements:** Whether it is your first time meeting or you have been meeting regularly with the same group, it is important to come up with community agreements for the space. The youth facilitators should offer some agreements and ask others to make suggestions. You can always review and edit your agreements.

- **For adult allies:** Make sure youth feel safe in the space by making sure the space is youth led. Be mindful of your participation.

KEEPING PEOPLE ENTERTAINED

- **Dress up/theme:** Come up with creative ideas to make your meetings fun! We encourage the youth facilitation team to come up with different themes.

- **Playful backgrounds:** Encourage everyone to use backgrounds on Zoom calls. You can find all sorts of fun Zoom backgrounds online to go with your themes.

- **Icebreakers and activities:** Coming up with interactive activities to do on Zoom is a great way to keep peers entertained and supports in strengthening bonds. Use the 'white board' feature on Zoom and invite folks to play games like Pictionary or Tic Tac Toe. Or host a ball game where participants toss around an imaginary ball while leading introductions. Or invite folks to shake it out where they shake their bodies, counting down from 5-4-3-2-1, 4-3-2-1, 3-2-1, 2-1, 1-1 for their left arm, right arm, left leg, and right leg!

- **Create a music playlist:** Have each person give a song suggestion and create a playlist on Youtube, Spotify, Apple Music, etc. You can play these songs before or after the meeting starts.

- **1 Minute Dance Party:** When youth facilitators feel energy falling, lead a 1 minute dance party playing songs from the playlist you created.

The Central Valley Youth Council joins together in December 2019.

MEDIA CONSIDERATIONS AND YOUTH

Consider these 7 questions when promoting and planning live, public, or recorded events that may potentially expose youth to broader audiences.

Social media attention is all the rage these days. That's especially true in the virtual world that youth and staff from grassroots organizations are currently navigating during remote learning and social distancing. Still, youth safety should always be a higher priority. It is important to ensure that your organization has policies in place related to the privacy and safety of young people. and protocols to address issues that fall under laws or best practices related to online spaces and virtual communities.

QUESTIONS TO CONSIDER

- **How can you limit the ability of strangers gaining access to youth names and social media accounts?**

- **Who is watching or viewing your content?**

- **Are you collecting permission forms from minors and their parents?**

- **Can photo or video angles that limit facial recognition and personal locations be adopted?**

- **Are you posting content that can over-familiarize strangers and viewers with your youth?**

- **Do you have a system for identifying and tracking adults and other youth who may use your social media or website to trace the habits, activities and locations of your young people?**

- **Do you remind young people about the reality of child sex trafficking, how important it is to not meet other young people in private, and to never meet an adult without parental permission?**

A group of GSA youth leaders engage in conversations about racial and gender justice, community organizing, and advocacy during GSA Activist Camp in 2019.

LET'S TALK TECH
AND GET Y'ALL ONLINE

Here you will find some tips and resources to get your virtual club meetings started, including where to host them, options for GSA members to get the tech equipment they need, and how to make your virtual space accessible.

WIFI & TECH ACCESS

- If you have the help of an advisor, double check what your school is doing to support getting students hooked up to wifi and access to a computer/tablet. Your school district might have a program and your advisor or teacher can best help you.

- If you do not have an advisor at the moment, you can still ask club members what tech support they might need right now to be able to make the meetings. If you have the support of a parent, download and use Zoom to host the meetings for your club without an advisor.

GSA youth leaders from Southern California discuss issues impacting trans and queer students during a peer group discussion in Los Angeles in 2019.

MEETING PREPARATION!

DESIGNATE ROLES

To ensure a smooth meeting, we recommend your group identify at least 3 people to help lead and support. These roles can be reassigned, but we recommend inviting members to step up to learn how to support the meetings.

- **Tech host:** Starts the meeting, presents slides, and shares screen/music.

- **Chat moderator:** Hypes up the chat and helps to answer questions/comments.

- **Notetaker:** Takes attendance and captures all important information and next steps for projects.

- **Facilitators:** Lead the meeting, move through the agenda, and serve as #VibeKeepers

If your club has few members, you can adapt your roles accordingly. Remember: hosting meetings online can be hard so learn and adapt with each meeting.

- If you are hearing an echo, you might want to turn down your microphone or speakers. That can cause an echo. Headphones also help.

- Invite club members to ask questions in the chat, so that the meeting is more interactive.

- Use the Hand Up feature to allow more members to participate.

- Go over Quick Tools, such as Hand raise; Mute and unmute yourself; Chat box; and Stop video.

- When Sharing screen, take note of Share Computer Sound at the bottom and Optimize screen share for video clip.

MAKING VIRTUAL COMMUNITIES AND CONTENT ACCESSIBLE

Just as schools accommodate student accessibility needs for in-person learning and meetups, GSA clubs can accommodate members' accessibility needs to build inclusive virtual communities. Many video conferencing and social media platforms such as Facebook, Instagram, and Twitter have built-in tools for users with hearing and visual challenges. These tools can be utilized when posting club content (e.g. flyers, photos, campaign videos, zines, memes, etc.) or hosting video conferencing meetups. Here are basic steps to ensure that your virtual GSA communities are accessible and affirming.

ADD DESCRIPTIVE TEXT TO SOCIAL MEDIA
Integrating "alternative text", also known as "alt text", to visual content is one of the easiest ways to ensure that youth who are blind or have visual impairments can still enjoy photos and videos online via screen readers. This type of text differs from photo or video captions or basic descriptions of what appears on screen. As the Center for Persons with Disabilities states: "Rather than providing what the image looks like, alt text should convey what the content of the image is and what it does."

- How to add alt text to Instagram posts.

- How to add alt text to Facebook posts with photos.

- How to add alt text to Twitter posts with photos.

Note that alt text may need to be turned on in your social media app settings.

ADD VIDEO CAPTIONING
Whether you are using a video conferencing platform to host a virtual meetup or posting a video to social media, add captions to accommodate youth who are deaf or hearing impaired. This can include closed captioning (video captions that viewers can turn on and off to suit their needs) or open captioning (video captions that cannot be turned off by viewers). Many video conferencing platforms come with built-in captioning tools. Some social media platforms include built-in captioning tools while others require third party apps to add captions to a video before posting it to an account.

- How to add captioning on Facebook videos.

- How to add captioning on Youtube videos.

- How to add captioning on Google Meet.

- How to add captioning on Skype.

- How to add captioning on Zoom.

Popular third party apps for video captioning Instagram and Twitter videos are Apple Clips, Cliptomatic, and MixCaptions. Learn more about how to make videos more accessible at Project Hearing.

CREATE TRANSCRIPTS
Unstable internet connections, tech equipment mishaps, or other accessibility challenges may prevent members from fully participating in a video meetup. Troubleshoot by writing transcripts or detailed recaps of group discussions for members to read later and be in the know. GSA advisors or student leaders can take on the transcriber role using a simple Word document or Google document. Transcription tools are now built into some paid video conferencing platforms (e.g. Zoom), web extensions (e.g. Google Meet Transcripts), or available through third-party apps (e.g. Otter.ai)

FINDING THE RIGHT VIRTUAL COMMUNITY SPACE

It is important to choose the right meeting platform to keep GSA members engaged and active while building a new virtual community. Whether your GSA is social, support, or activist oriented, there's a wide variety of free or low-cost platforms to stay connected and accommodate various club needs. When choosing the right platform, be sure research privacy and security safeguards to keep members safe.

VIDEO CONFERENCE CALLS

These most closely resemble in-person meetings by providing space for youth to facilitate and participate in group discussions face-to-face. Platforms include:

- **Google Hangouts (free):** This conferencing platform is accessible for anyone with a personal Gmail account. Up to 25 participants can join a video at once. (hangouts.google.com)

- **Google Meet (free with paid option for advanced features):** This conferencing platform allows up to 100 participants per meeting for free and can be accessed via personal Gmail accounts or Google Classroom. It has higher quality lighting and sound capabilities than Google Hangouts, allows more participants at once, and offers live captioning/subtitles for accessibility. (meet.google.com/)

- **Skype (free with paid option for advanced features):** This conferencing platform is owned by Microsoft and allows up to 50 participants per meeting for free. Live captioning is available. This is one of the older and well-known video conferencing options, but it is not accessible via older browsers or devices.

- **Zoom (free with paid option for advanced features):** This youth-friendly conferencing platform allows up to 100 participants per meeting for free and includes a number of interactive features for users, including polls, audio and visual sharing, a group messaging function, emojis, a white board, and customizable backgrounds. Names and pronouns can also be changed to affirm all participants. Live captioning is available. Free accounts have some time limitations.

Trans and queer youth leaders are organizing

GROUP CHATS

Non-video messaging meetups can be used to accommodate GSA members who want to stay connected and participate in meetups but are unable to join video calls due to safety concerns and/or technical hurdles. Members can also use them to communicate and support each other in between scheduled meetups. Platforms include:

- **Discord (free with paid option for advanced features):** This chat platform provides a variety of messaging options, including text, audio, and video chats. While it was created as a gaming chat service, it is increasingly popular with school-based clubs. (discord.com/new)

- **Google Hangouts (free):** This doubles as a text chat platform that can be used by any user with a personal Gmail account. (hangouts.google.com)

- **Slack (free with paid option for advanced features):** This chat platform allows you to create channels, or chat rooms, for group discussions, member updates,

campaign planning, and sharing resources and media. (slack.com)

- **Q Chat Space (free):** Although GSA clubs cannot organize and facilitate their own chats on this platform, it is a dedicated safe space for LGBTQ+ youth to participate in pre-scheduled group discussions. Every chat is facilitated by well-trained experts from trans & queer youth programs. This platform is ideal for GSA members who need additional community support between club meetups. (qchatspace.org/)

SOCIAL GATHERINGS

These types of meetups are for GSAs to host fun group bonding activities. They can integrate a variety of streaming and gaming services. Platforms include:

- **Houseparty (free):** Hop on a video call to play new versions of classic party games like Quick Draw (Pictionary), Chips & Guac (Apples to Apples), trivia, or Heads Up! (houseparty.com)

- **Kahoot:** An online, game-based learning platform. Educators have used it to create fun and interactive ways of learning inside the classroom. The platform can also be used to encourage participation during summits or workshops and to host virtual trivia events. There is a free basic education account that allows you to create your own trivia games or select from thousands of predesigned games.

- **Kast (free with paid option for advanced features):** Host a watch party on Netflix, Amazon Prime, Hulu, Disney+, Youtube and more by streaming a video and sharing your screen with your entire club. The person who shares their screen does need an account to access specific streaming services (e.g. a paid Hulu account), but members do not need their own to participate.

- **Netflix Party (only free to download):** Watch shows, movies, and documentaries on Netflix as a club. All participants need access to a Netflix account and must use a laptop or desktop to stream. (netflixparty.com)

FREE AND DISCOUNTED INTERNET SERVICES

The first step in creating an online/virtual space for participants is their ability to connect. For some, access to the internet has only been available at schools, public libraries, and coffee shops. With the closing of these spaces, many have lost their access to internet services.

Many internet providers have offered free or discounted internet to new customers. The options, availability, and cost of these services vary on location and the person or family's particular situation. Some programs support households on income-based government assistance programs and require that documentation. These programs include: National School Lunch Program (NSLP), the Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), or Public Housing (HUD). Other programs are being offered to the general public with or without being on an income-based government assistance program.

CableTV.com is an online resource that researches and compares TV, internet, and streaming services. Rachel Oaks, a staff writer at CableTV.com, provides an outstanding list of resources for free or discounted internet programs. The blog outlines available programs, the cost of discounted services by company, and a general understanding of low-income internet service options. The blog can be used as a resource guide to share with all participants to review options.

GSA Network staff host a workshop to trans and queer students in Southern California.

APPENDIX A:
QUICK CLUB RESOURCES

Recruiting new club members right now can seem very daunting, but trust that youth are looking to be connected to friends and community right now. Here is a list of recommendations when reaching out to new potential members.

TEXT MESSAGING

We all know that texting is the most convenient way of getting information to multiple people. If you feel comfortable, use your phone to text your members reminders and other updates. Most students are in a remote learning environment, and it's common to text new people.

TIPS FOR TEXTING:

- Always introduce yourself. Share how you know them or found their contact information.

- Pitch your invitation. If you do not know the person well, we recommend sending a flyer with the time, date, and contact information.

- When you extend your invitation for them to join, always be concrete. You want to get a sure answer if they can or cannot make it. It's OK if they cannot; just let them know your group is always open.

CONCRETE QUESTIONS TO ASK:

- "Are you interested in joining?"

- "Is this something you are interested in right now?"

- "Can I invite you to the next meeting?"

- "Can you make that time on Tuesday?"

Sample Text Message

My name is [Insert Your Name]. I remember that you were part of the [Club Name] last year! I wanted to let you know that we move the club online this year. We are meeting on [Platform] on [Day & Time]. Are you free and down to join us?

For something more discrete (maybe they are not out at home), you can replace the name of the GSA club with the name of your advisor to say something like: "I remember you were a part of Mr. Paton's club."

EMAILS

Okay, we get it! Emails are old and not the fastest way of sharing information, but for those who aren't out at home, emails can sometimes be the only place kids have privacy. That said, not everyone has access to a computer, so we definitely recommend texting when safe and possible.

We've included a sample email message in the sidebar. This is a medium-length message that can accomplish all of your main communications goals. It includes who you are, how you know them, when and where your club will meet, how to sign up, and some details about what the meeting will look like.

Sharing some details of what they can expect during the meeting can help you draw them in or can give you an idea of what kids are looking to do these days.

Once you have new members ready to connect with you online, **check out our Virtual GSA's In Action page for workshop ideas.**

Sample Email

Hello [Student name],

My name is [Your Name]. I hope this email finds you at a good time. I remember that you came to the GSA Club last year, so I wanted to let you know that we are starting up the club again, but this time it's online! ***share a positive memory if you can****

Our first meeting will be next Thursday from insert time and date. We will be meeting online through Google Hangouts. Here is the link to sign up **drop in important links/signups****

It's super important that we stay connected and give each other support. Our meeting will be a space where you can destress, have fun, and hopefully learn some new skills. Is this something you are interested in joining?

APPENDIX B: SYSTEMS OF POWER

The chart below shows groups with systemic power, systems of oppression that give them power, and groups will less power. This list is meant to provide some examples and is not comprehensive. You will need to do a little bit more research on systems of oppressions to better understanding of the concept.

While this chart is linear, we must remember that we can hold multiple identities. That means we can be impacted by multiple systems of oppressions in different and unique ways. This is called intersectionality. Taking the first step to learn where we live on this chart will help us acknowledge how we might be contributing to these systems and determine ways to stop systemic oppression..

HOW TO START A PRIVILEGE CONVERSATION WITH YOUR GSA

PREP FOR MEETING:

- Set up your meeting date, time and agenda.

- Reach out for support from a trusted ally who is familiar with having these conversations.

- Find resources to help people navigate complex emotions after meeting.

- Be ready to push through discomfort as a facilitator.

- Start and finish the conversation; this will need longer than a lunch period.

AGENDA EXAMPLE

- Welcome and icebreaker

- Set community guidelines

- Review your club's purpose.

- Discuss privilege, systems of oppression, and brainstorm ways to stop systemic oppression in our GSA.

- Ask tough questions: What privileges do we each hold? What ways might we be systematically oppressed? Do some of these systems exist in our GSA?

GROUPS W/ SYSTEMIC POWER (PRIVILEGE)	SYSTEM(S) OF OPPRESSION	GROUPS W/ LESS OR NO SYSTEMIC POWER (OPPRESSED)
Straight People, Cisgender People, Men	Patriarchy (Sexism & Cisgenderism)	Gender Non-Conforming, Trans, Queer, and Intersex People, Women
White People	Racism, Anti-Blackness, etc.	Black People, Non-Black People of Color
Citizens, Non-Native People	Settler Colonialism	Indigenous, Native People

GROUPS WITH SYSTEMIC POWER (PRIVILEGE)	SYSTEM(S) OF OPPRESSION	GROUPS W/LESS OR NO SYSTEMIC POWER (OPPRESSED)	PREJUDICE (A PRECONCEIVED IDEA ABOUT A GROUP OF PEOPLE WITH NO FACTUAL BACKING)	DISCRIMINATION (THE ACTIONS AND WAYS FOLKS ARE AFFECTED BY THE SYSTEM)
Straight People, Cis-gender People, Men	Patriarchy (Sexism & Cisgenderism)	Gender Non-Con-forming, Trans, Queer and Intersex People, Women	Not respecting or be-lieving in the identity of a Trans person the same as a cis person Queer relationships are not equal to straight relationships	Trans students being misgendered or not having access to facilities aligned with their gender. Being bullied for not being straight
White People	White Supremacy	Black People, Non Black People of Color	Believing racist opin-ions of Black People and People of Color.	Higher rates of sus-pension, expulsion Higher rates of being impacted by law enforcement (Police and/or I.C.E.)
Nationalist-Citizens	Imperialism	Indigenous, Native People	The belief Native People do not exist	Erasure of history; forced to learn history that centers Western colonial history in the classroom, with lack of Indigenous representation. Lack of land acknowledge-ments in school.

Keep in Mind

In your GSA, some members in the group might hold privileges others don't. This is not to say that you must shun those who hold privileges and those who don't. This is to help you build trusting relationships and a dynamic that centers the needs of those who are too often left out among your membership, which is oftentimes Trans, Queer, Non-binary / Gender Non-Conforming, Black, Indigenous , youth of color members.

GROUPS WITH SYSTEMIC POWER (PRIVILEGE)	SYSTEM OF OPPRESSION	GROUPS WITH LESS OR NO SYSTEMIC POWER (OPPRESSED)	PREJUDICE	HOW DO YOU CENTER THOSE IMPACTED?
Straight People, Cisgender People, Men	Patriarchy	Trans, Queer, Gender Non-Conforming, and Intersex People, Women	Sexism, Transphobia, Heteronormativity, Heterosexism	Implement the use of pronouns. Respect the pronouns offered. Center conversations around Trans liberation and listen to the Trans community for ways you can take action. Partner with a Trans led club on campus or organizations off campus for activities and workshops, or invite speakers to your club.
White People	White Supremacy	Black People, Non Black People of Color	Racism, Anti-Blackness, etc.	Be proactive about uplifting the Movement 4 Black Lives' demands. Center conversations around Black liberation and listen to ways you can take action from the Black community. Partner with a Black led club or local organizations for activities or invite speakers to your club.
Citizens, Non Native People	Imperialism Settler Colonialism	Indigenous, Native People	Colonialism Racism, Anti-Indigenous	Offer a land acknowledgement and understand why you are giving a land acknowledgement. Center conversations around Indigenous Sovereignty and listen to ways you can take action from the Indigenous community. Partner with an Indigenous-led club or local organizations for activities or invite speakers to your club.