



Module 3: Supporting Gender Diversity in your Community

Gender diversity: Professional workshops

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Grow
Waitaha

Introduction to the workshops



Acknowledgements



Kia ora, and thank you for participating in this workshop which is part of our **Equity and Inclusion** pou.

Our dedicated rōpū has been collaborating since 2021 to discuss inclusivity for gender-diverse ākonga, and creating resources for schools which largely target governance.

We acknowledge the contributions of **Jordan** (he/him), **Grae** (she/her), and **Gabrielle** (she/her) for writing and filming these workshops. We also acknowledge the efforts of **Ari** (they/them), **Rose** (she/they), **Janelle** (she/her), and **Chris** (he/him) for their support, wisdom, and leadership in creating these workshops.

How to use these modules

These short modules are intended to be used for short professional learning sessions.

These can be self-directed and taken at your own pace or led by a member of staff. Each module should take about **30-45 minutes**.

Module 3: Supporting Gender Diversity in your Community is the third of three modules.

It builds on the last module and discusses gender diversity in the curriculum, age appropriate health education, and allyship in the community.

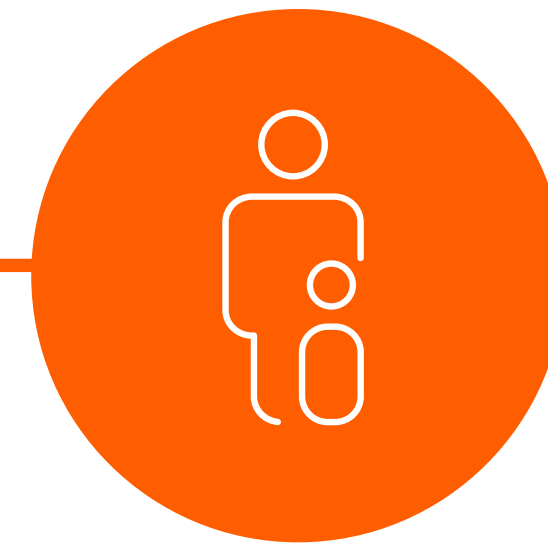
This session will cover:



Gender diversity
and allyship:
A quick recap



Integrating gender
diversity in the
classroom



Age-appropriate
health education



Allyship in the
school community

Learning outcomes

By the end of this session, you should be able to:



Integrate components of gender diversity into the curriculum



Integrate components of gender diversity into health education in age-appropriate ways



Navigate difficult conversations with community members regarding advocacy for gender-diverse populations

“

Mā te huruhuru ka rere te manu

Adorn the bird with feathers so it may soar

”



Before you begin, ensure that you are
in a safe space to share ideas, ask
questions, and speak openly.



Gender diversity and allyship: A quick recap

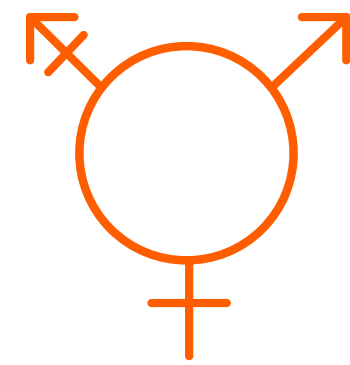
Gender diversity and trans identities



Gender Diversity

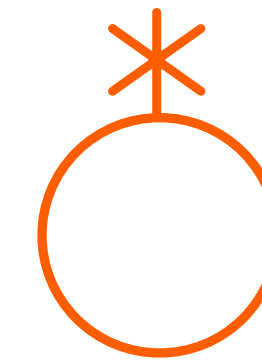
Gender diversity describes identities that demonstrate diversity beyond the binary framework (male and female).

People identify in many ways beyond what they were assigned at birth based on basic biology.



Transgender

Transgender (trans) is an umbrella term that describes those whose gender identity differs from what is associated with sex assigned at birth.



Non-binary

Those who are non-binary do not identify with either male or female identities.

Gender diversity and trans identities



+ **Gender** is not the same as sex assigned at birth.

+ People are multi-faceted and it can be difficult to capture the complexity of gender identity.

+ Sex (biological factors) is distinct from **gender identity, gender expression, and sexual and romantic attraction.**

+ Even our long-held beliefs about gender identity and expression are rooted in our cultural and social upbringing. Our views of what makes a man or woman are contextual. It depends on where we come from, the period we grew up in, and how we were brought up.



Allyship is the active, ongoing, consistent support for trans people that affirms their identities, promotes inclusion, and challenges discrimination.

Educators can engage in several activities that help them show authentic allyship:

For example, opening this presentation!

But also:

- + Respecting and affirming gender diverse identities.
- + Creating safe spaces.
- + Listening to and learning from others.
- + Challenging discrimination.
- + Addressing complex problems.



Integrating gender diversity in the classroom

How can gender diversity be represented in classrooms?



In module two, we suggested that representation of trans people matters.

This fosters a sense of belonging for all students, reflects the diversity of identities in the real world, and encourages empathy and understanding.

But how?

There are lots of ways that educators can be allies and show representation in the classroom. This includes across subject areas in subtle ways that normalise trans people and concepts of gender identity.



“

A future that understands, values, and
uplifts every voice is a future that thrives

”

Ways to include gender diversity in lessons



Literacy

Include books and stories with gender-diverse characters or concepts, such as *My Shadow is Purple* by Scott Stuart. These can be age-appropriate.

Discuss authors or historical figures from rainbow communities such as Georgina Beyer of Te Āti Awa.

Numeracy

Create maths problems using non-gendered names and contexts.



Ways to include gender diversity in lessons



Science

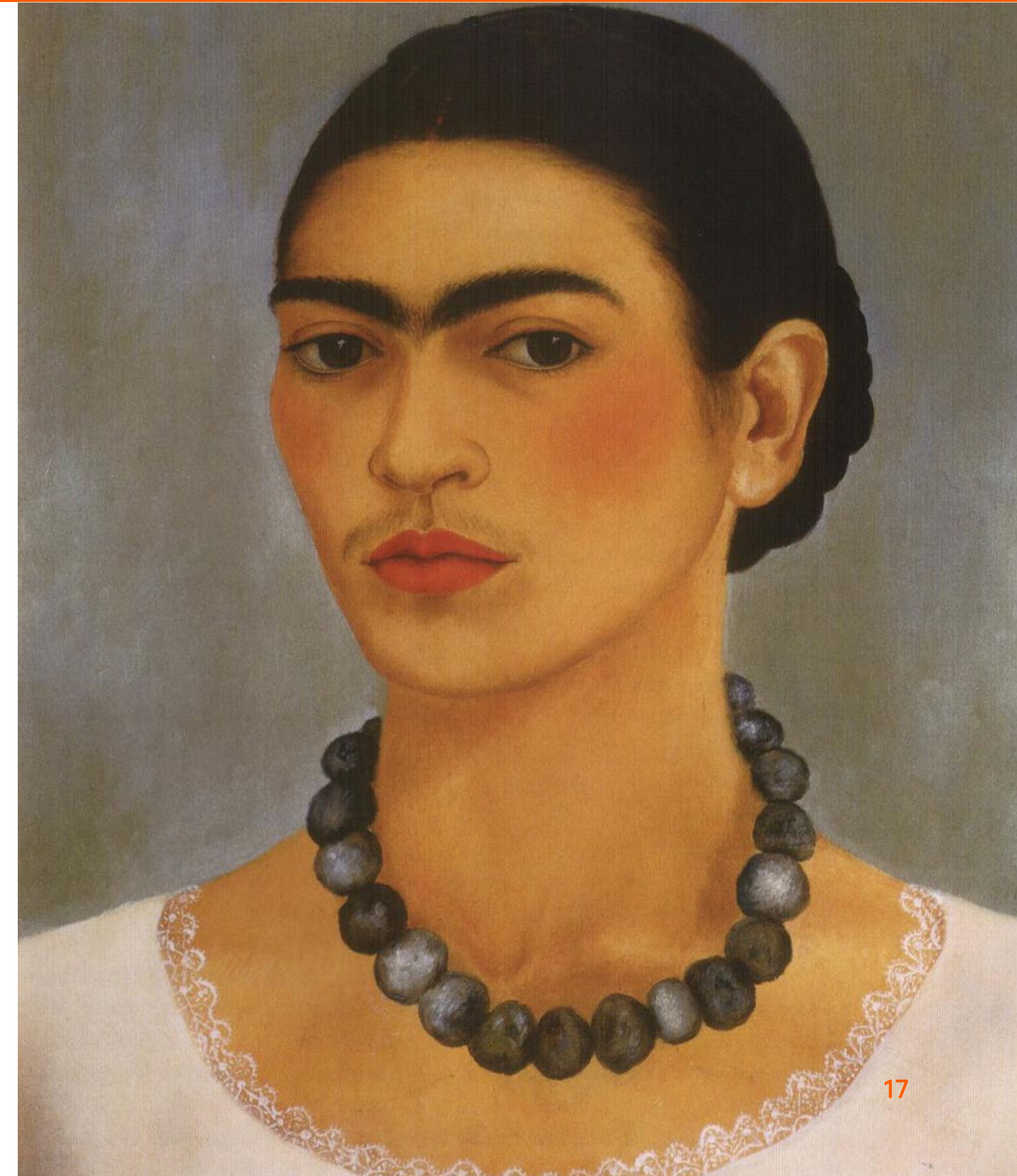
Highlight topics of biology that challenge a (human) binary view of sex/gender in the among animals, for example, seahorses which reverse sex roles for gestation and birth.

Art

Explore self-expression through art projects, and focus on identity. Fashion design can be a way to express ourselves.

Study works by artists who challenge gender norms, such as Shigeyuki “Yuki” Kihara.

Self Portrait with Necklace, Frida Khalo, 1933. This image is in the Public Domain.



Some classroom activities



Inclusive introductions

Learn to introduce yourself with your pronouns. This could be normalised with students.



Identity/history projects

Students may create projects or presentations celebrating what makes them unique, or the history of their family/communities.

This may highlight all the things that make people unique, beyond just being a boy or girl.



Open discussions

Facilitate respectful conversations about gender using age-appropriate prompts. For example, “why is respect important in our classroom?”

Encourage reflection



Encourage students to be reflective and empathetic. Consider questions like:

- + What can we do to make everyone feel included and respected in our classroom?
- + How do I show respect for people who are different from me?
- + What can we learn from each others' identity and diversity?
- + Does our classroom make everyone feel welcomed?
- + Why is it important to challenge bullying or stereotyping?
- + What is one small thing that can make our classroom more inclusive?



Age-appropriate health education

Age-appropriate health education



Health education is essential for building understanding and fostering student well-being and inclusivity. This includes addressing topics of gender and sexuality.

The Te Poutāhū | Relationships and sexuality education guides have been removed while the Ministry review the curriculum. The old guidelines can be found here: [Years 1-8](#), [Years 9-13](#).

We will update these slides once we have more information.

This is a complex area and we encourage schools and educators to engage in active learning to participate fully in age-appropriate health education.

Exercise caution. There is a lot of misinformation and there are groups that target gender education.

Considerations for age-appropriate gender education



Match learning to children's development.

- + This means starting simple with things like discussing sanctioned roles of boys and girls, friendship, belonging, growth, identifying body parts, and personal identities.
- + Later, children may learn about diverse families, gender expression, body image, puberty, sexual drive, hormones etc.
- + Eventually, senior students may be learning about intimacy and relationships, sexual health, sexual attraction and maturation, gender identity, and diverse communities.



Again, the focus is on building awareness and understanding.

Reflective questions



Thinking back to when you were at school...

- + What did you learn about gender and gender norms?
- + Did that education shape how you view gender as an adult?
- + What more could you have learned to have a better understanding now?

What are some opportunities where you could represent gender-diversity in your practice?

- + What efforts have you made in the past?
- + What new opportunities have you identified?
- + How confident do you feel making small adjustments to your practice?



Allyship in the school community

Why?



Engaging the community fosters collaboration between the school and families.

It is also important for ensuring that inclusive practices align with community values while respecting the rights of students.

Key considerations:

- + Prioritise student safety, wellbeing, and privacy in all discussions.
- + Respect diverse viewpoints while maintaining a strong stance against discrimination
- + Use clear, accessible language to explain school policies and inclusive practices

How?

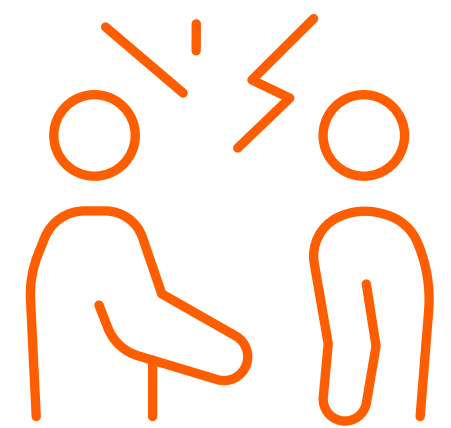


Start with common ground.

Emphasise shared goals of creating safe, inclusive environments for all students.

- + Highlight the importance of **respect** and **empathy** – refer to the values of the school and uplifting all students.
- + Be proactive and transparent in your discussions. Address anti-bullying and discrimination.
- + Listen to parents' questions or concerns without judgment. Focus on the facts such as legal obligations, student privacy, and student rights. Schools should be places where students can be safe to be themselves.

Difficult conversations



Discussions around gender diversity can be difficult and emotionally charged.

Often, we have found that people can come from a place of misunderstanding, assuming that advocating for gender-diverse young people means something is being taken away from their cis-gender peers.

- + Such misunderstandings often arise from a lack of knowledge or resistance to change.
- + Acknowledge their concerns come from a desire to protect their children. Wanting the best for all children does, however, mean advocating for inclusion for everyone.
- + Inclusive practice makes the school safer for everyone, and helps students learn about acceptance, empathy, and kindness.

Engage with external organisations



We recommend you have a look at resources and information from some Rainbow organisations in New Zealand.

This will help you navigate issues affecting gender-diverse populations and connect you with people and resources that can help.

Inside  UT

INSIDE OUT



RAINBOW YOUTH

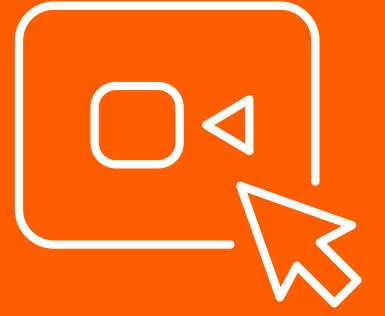


GENDER MINORITIES
AOTEAROA



RAINBOW RIGHTS

Short video



1. What things do you think educators could teach ākonga about diversity?
2. How should schools respond to transphobic comments from parents and community members?



VIEW →

<https://youtu.be/-hxjyKWtDtA>



Tēnā koutou
Thank you
Fa'afetai lava

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