



ESTHER EXPLAINS

An educational tool brought
to you by LINC to help create
safe spaces for LGBTI+
young people!



Advocating for
Lesbian & Bisexual
Women in Ireland



ESTHER EXPLAINS

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LINC

LINC is an NGO working with lesbian and bisexual women and their families. As well as hosting a welcoming and vibrant community space, LINC runs various interest-based groups and provides education and training on LGBTI+ Diversity Awareness.

One of LINC's central aims is to improve the quality of life, health and well-being of our community and to achieve this we offer support as well as opportunities to improve and maintain all aspects of health from mental and physical health to sexual and social health.

We developed this series along with animator Janet Grainger and in conjunction with the Department of Children, Equality, Disability, Integration and Youth, Cork City Council and the HSE in order to contribute to LGBTI+ safety and inclusivity.

Esther is based on a member of the LINC team (also named Esther) and the character's easy and unassuming manner is inspired by the real life Esther! LINC would like to thank Esther for the character inspiration who we hope will inspire many young people and the adults in their lives to help create a safer more accepting society.



ESTHER EXPLAINS

Teacher's Guide

Esther Explains is a series of short animations developed by LINC that tackle some of the basics of being LGBTI+.

The intention of these animations is to start a conversation about diverse identities, assisting teachers, parents and other adults who want to help create safe, inclusive spaces for LGBTI+ young people. This guide will provide some helpful prompts, questions and ideas for the classroom to support teachers as they navigate the conversations around gender identity and sexuality.

As we are all conditioned with unconscious biases, the manual will also provide other resources to help adults broaden their awareness and understanding of the issues brought up in the animations such as gender binary, pronouns, homophobia etc. However, this is just an exercise in talking about the basics; dedicated organisations such as BeLonGTo design training and resources for schools who want to address policies and structures within the school that may not be inclusive; their contact details will be shared in the contacts section at the back.



ESTHER EXPLAINS

Teacher's Guide

The three topics covered in this series are:

- Being Trans
- Non-Binary
- Homophobic Language

Conversations between Esther and other people in her life take place in everyday settings at home and at school with the intention of creating familiarity for the young people viewing. The approach is casual and unassuming, with the tagline 'Don't be a butt!' closing out each animation as a way of promoting inclusivity and acceptance in a colloquial and relatable way for the intended audience.

Also included in this manual is a glossary of some of the basic terms for adults to familiarise themselves with before screening each animation. While young people have endless resources in relation to terminology, engaging in these conversations in a safe and trusted environment has the potential to build empathy and understanding.



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Using the worksheets



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The speech bubbles in each worksheet offer possible questions or prompts to use in the classroom to help facilitate a discussion with young people. In order to prepare for what might come up in these discussions, it's helpful to familiarise yourself with the terminology related to that particular topic and seek out further information if the issue addressed is new to you.

Speech bubbles



Ideas Box

This section can act as a reminder to the teacher/adult about some potential answers to the questions and prompts from the speech bubble.

Remember to read around the topic and relevant terminology and watch the animation in advance of screening it to the class; this will help to plan for potential questions, topics or terminology that may arise.



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Worksheet

being Trans

Teacher's Guide

Let's share some ideas on how we can be trans allies!

Can you think of some difficulties trans young people face?

Ideas

- Use correct pronouns
- Use name trans person gives
- Gender neutral toilets
- Inclusive dress codes/gender neutral options
- Educate students and staff on trans issues
- Visibility - posters, flags etc.



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Worksheet

Homophobic language Teacher's Guide

Can you list phrases, words or names that are used in every day language that may be harmful to marginalised groups?

What kind of impact do you think homophobic language has on LGBTI+ people?

Ideas

- Talk about the scale of homophobia addressed in the video
- Discuss findings in the School Climate Survey



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Worksheet

Non-Binary

Teacher's Guide

How could we help to create a more supportive environment in school for non-binary students?

Can you name some non-binary celebrities?

Ideas

- Talk about pronouns (he, him, they, them, she, her) share your own and allow others to tell you theirs
- Acknowledge gender diversity



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Glossary of terms

LGBTI+

Lesbian, gay, bisexual, transgender, intersex
The '+' represents the many other identities that make up this community

Trans

An umbrella term for all those whose gender identity does not match the sex assigned to them at birth

Non-binary

A person whose gender identity is neither exclusively male nor female.

Pronouns

In the context of gender, pronouns refer to the ways in which we address one another in place of names, examples include: his, hers, theirs, they, she, him etc.

Queer

An umbrella term that conveys both a sexual orientation and a sense of community.

The word queer is still sometimes used as a hateful slur, so although it has mostly been reclaimed, be careful with its use.



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Glossary of terms

Homophobia/Transphobia/ Biphobia

A prejudice or discrimination against lesbian, gay, bisexual or transgender people or people believed to be LGBTI+

Cis-gender

A person whose gender identity aligns with the sex assigned to them at birth

Transition

A process through which some transgender people begin to live as the gender with which they identify, rather than the one assigned at birth. May include social, physical or legal changes.

Intersex

Individuals born with sex characteristics that are not typical of the male/female binary. Intersex births account for 1.7% of all births.

Often un-necessary 'corrective' cosmetic surgery is performed on infants to make them appear to fit our understanding of male/female

Heteronormativity

The assumption that all people are heterosexual and that heterosexuality is superior to and more desirable than homosexuality or bisexuality



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Useful resources

Follow the hyper links below for other sources of information

[BeLonGTo School Climate Survey.](#)

[BeLonGTo Stand Up Resource Pack](#)

[LGBT Ireland Report](#)

For training please contact LINC on info@linc.ie



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This series would not have been possible without the help and advice of the many people who assisted in various ways. To our actors Esther Huggins-Young, Jack Kirby, Michael Murphy and writer Ciara Mulcahy, to Sonya Matthews and UP Cork LGBT Youth Group who all gave their time freely, we acknowledge and appreciate you. A massive thank you is due to the incredible, patient and talented animator Janet Grainger for her skill, professionalism and dedication to her craft.

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Thank you to BeLonGTo Youth Services for their continued effort and contribution to a society where young people feel safe, equal and valued and for the excellent resources and training they have created, some of which are referenced in the resources section of this workbook.

To the LINC team for the concept, logistical effort, administration and everything else that goes with a project of this scale.

Finally, to the real life Esther whose way of delivering big concepts to young people inspired this resource; thank you for your voice, your image and for the person behind the project!



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Contacts

LINC – 021-4808600

www.linc.ie

Gay Project – 021-4300430

www.gayprojectcork.com

LGBT Helpline – 1800 929 539

www.lgbt.ie

BelongTo – 01-6706223

www.belongto.org

TENI – 01-873357

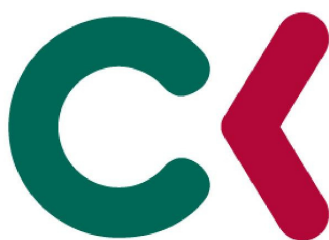
www.teni.ie



An Roinn Leanaí, Comhionannais,
Míchumais, Lánpháirtíochta agus Óige
Department of Children, Equality,
Disability, Integration and Youth



Comhairle Cathrach Chorcaí
Cork City Council



CÚRAM SLÁINTE POBAIL
CORCAIGH CIARRAÍ
CORK KERRY
COMMUNITY HEALTHCARE



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