



**OUTRIGHT**  
VERMONT

**hope, equity, power!**  
FOR LGBTQ+ YOUTH

outrightvt.org • 802-865-9677  
PO Box 5235, Burlington, VT 05402

# 2023 Demands for Queer and Trans Youth Autonomy

## To Vermont State Leaders:

Today is Trans Day of Visibility, and Outright Vermont's annual Leadership Day! We hold true to the heart of Leadership Day with this Youth Rally and SpeakOUT. In centering and uplifting youth voices and hearing their priorities and demands, we recognize youth leadership and power. With over 400 pieces of anti-LGBTQ+ legislation introduced this year that threaten their lives and their futures, it is more necessary than ever that youth voices be heard.

The youth-led organization Queer Youth Assemble collected youth demands in national focus group conversations in preparation for today's national March for Queer and Trans Youth Autonomy. Outright concurrently held conversations with Vermont youth leaders to ask for their priorities and demands. The resulting document represents a collective vision for a world where ALL queer and trans youth have autonomy.

In the demands that follow, youth have provided adults the roadmap to a world where LGBTQ+ youth have Hope, Equity, and Power. It's our responsibility to put forth the work to enact these changes and make that world a reality.

## Outright Youth Priorities for Solidarity

“Listen and include everybody. This means hearing everybody's story – youth or adult. Even when others' priorities might not fully align with yours, show up and be in solidarity with the whole community.”

“Be loud in uplifting and defending the voices of queer folks, even when they're not in the room.”

“Understand that we are all in places of learning and growing – be open and curious about how you can support someone's identity, even when you don't understand yet.”

“Separating yourself and making yourself 'more digestible' to non-queer people does more harm than good for the community.”



## General Demands

- Codify Title IX to include sexuality, gender identity, and gender expression.
- Support, strengthen, and create a Safe Schools Program for LGBTQ+ Students nationally and statewide in Departments of Education. Require all states to form a state-wide Commission on LGBTQ+ Youth that will assist with policy, professional development, and queer & trans youth empowerment.
- Actively include communities being discussed when having conversations about them. This includes young people. We know what we need to feel safe and supported. No conversations or decisions about us without us.
- We call for an end to violence and hatred directed toward all people. We ask for empathy and clear actions to support our queer, trans, BIPOC, and disabled communities who survive every day despite the world we live in.

## Demands for Schools

- We call for the end to outing and ask for teachers, parents, and peers to maintain confidentiality in regards to others' gender, sexuality, and other aspects of our identities.
- We call for school faculty and staff to undergo mandated LGBTQ+ specific diversity, equity, and inclusion training.
- Schools should create and follow a clear plan for trans students to use chosen names in place of legal names (unless specifically instructed otherwise by the student).
- Designate funding for at least one clearly designated and functioning gender-neutral bathroom at all times, and transition to single-stall and multi-stall gender-neutral bathrooms.
- Teach LGBTQ+, BIPOC, and disabled history as part of existing history classes and Make LGBTQ+ History, BIPOC, and African American History electives accessible for students who want to learn about these communities.
- Require the teaching of LGBTQ+ inclusive sex-ed as a part of sex-ed courses/curriculums. Sex-Ed should be comprehensive, culturally competent, developmentally appropriate, trauma and consent informed, medically accurate, and inclusive of intersex and disabled experiences.
- Remove dress codes that are racist, sexist, homophobic, transphobic, ableist, nativist, xenophobic, mentalist/sanist, or classist.
- Collect, analyze, and publicize Youth Risk Behavior Survey data from the CDC regarding LGBTQ+ students, including gender identity and expression.



## **Demands for Legal Changes**

- Ban all forms of conversion therapy on people of all ages nationwide.
- Require any youth serving medical or mental health specialist to complete nationally certified training on queer & trans youth.

## **Demands for Healthcare and Transitioning**

- Require all practitioners be familiar with and follow the The World Professional Association for Transgender Health standards for trans healthcare.
- Fund further trans health research.
- We call for an end to all state sponsored misinformation on transitioning and gender-affirming healthcare.
- Require all states, all territories, and Washington, D.C. to have a resource page on the state website to support and advocate for the safety of queer and trans youth.

## **Demands for Participation in Sports**

- Allow transgender athletes to participate on the sports team that corresponds with their identity, and provide middle and high schools with state funding for co-ed sports teams.
- Ban genital checks and other invasive, unnecessary medical practices for all athletes.
- Allow athletes access to uniforms that are gender-neutral and non-sexualized.
- Designate funding for at least one clearly designated and functioning gender-neutral locker room at all times, and create stalls in all locker rooms.



## Policy Demands

- Pass the Equality Act HR5
- Require states to form an LGBTQ+ legislative group to advise lawmakers on legislation that impacts the LGBTQ+ community
- Create a federal law protecting the right to healthcare and bodily autonomy for trans youth and adults.
- Ratify the Equality Amendment, an updated comprehensive and inclusive version of the proposed federal Equal Rights Amendment, which would protect the equal rights of all peoples and prohibit any and all forms of discrimination based on race, ethnicity, sexual orientation, gender identity, nationality, disability, religion, spirituality, etc.
- Ratify Equality Amendments into state constitutions or update current state Equal Rights Amendments to make them fully comprehensive and inclusive.
- Repeal any and all existing state constitutional amendments banning same-sex unions and replace them with marriage equality amendments.
- Repeal any and all existing state anti-sodomy laws that are still on the legal books.

## Demands for Workplaces

- Create a federal law protecting queer & trans people's rights and safety in the workplace.
- Mandate anti-harassment trainings which includes discussion of gender identity, gender expression, and sexual orientation as protected classes.

