

LGBTQ + 101

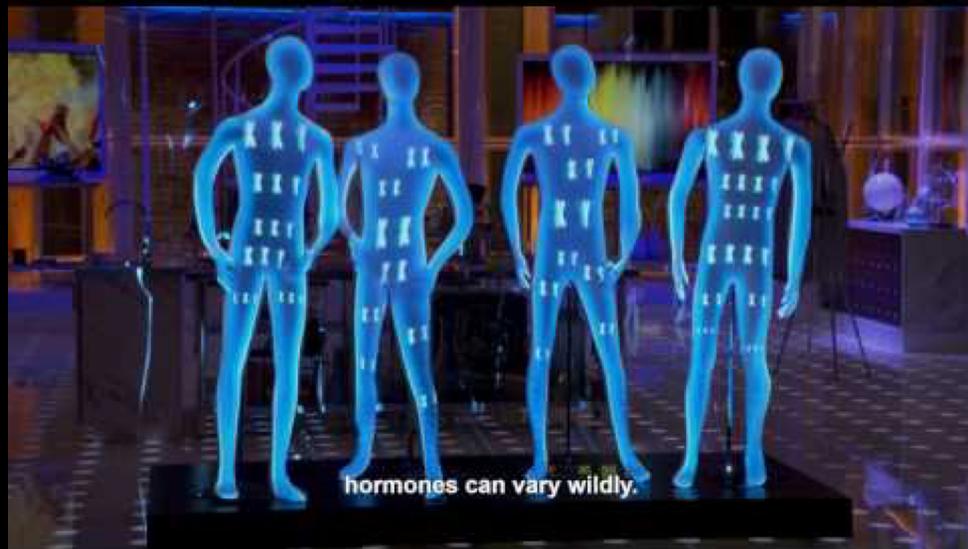
Adapted from a workshop developed by

LGBTQ Youth Space & LGBTQ Wellness

PART 1

Unpack gender identity, sexual orientation, and language.

Discuss ways to support LGBTQ+ clients, especially by using proper names and pronouns.



hormones can vary wildly.

IMPORTANT
TERMINOLOGY

SEX ASSIGNED AT BIRTH

The **assignment and classification** of people as male, female, intersex, or another sex **based on** a combination of **anatomy, hormones, and chromosomes.**

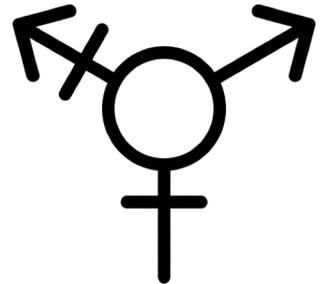


GENDER IDENTITY

One's internal sense of being male, female, neither of these, both, or another gender(s).

Everyone has a gender identity.

For transgender people, their sex assigned at birth and their own internal sense of gender identity are **not the same**.



GENDER EXPRESSION

The **physical manifestation of one's gender identity** through clothing, hairstyle, voice, body shape, etc.

Some examples of gender expression include: masculine, feminine, butch, femme, androgynous, etc...



SEXUAL ORIENTATION &/OR ATTRACTION

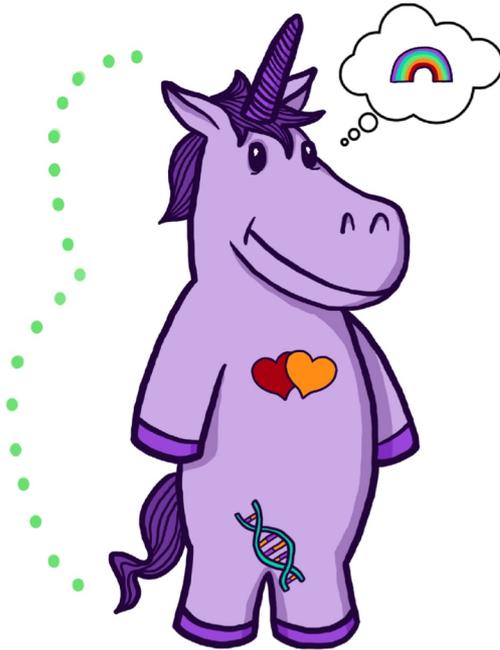
This describes the direction of our sexual and/or emotional attraction.

Some examples of sexual and romantic attraction include:
asexual, gay, queer, straight, lesbian, bisexual, pansexual,
aromantic, panromantic, etc.



The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore

IMPORTANT
LANGUAGE
CONSIDERATIONS

NAMES



- Changing one's name & gender markers on official government issued documents can be a long and costly process.
- Federal law permits “common law name change”
- Different states have different regulations; CA accepts this method for most people

Usage method:

- Person decides to go by a new name
- Person starts using this name and assumes life as usual under this name

IMPORTANT TO KNOW ABOUT LEGAL TRANSITION:

- Any resident can petition the court of the county in which they reside to legally change their name for any legal reason.
- When you file for a gender change in CA, an individual must provide a declaration from a physician attesting to having had “clinically appropriate treatment” for gender transition.
- The process is different for every state! You must comply with the rules of the state where you were born regardless of where you currently reside. (Birth certificates)

LANGUAGE & GENDER-INCLUSIVE TERMS

Instead of these...

- You guys/ladies & gentlemen
- Him/her
- Boy/girl
- Lady/guy
- Hello sir/ma'am
- Manpower
- -----

try these!

- Y'all, folks, everyone
- Them
- Child/kid
- Person
- Hello/hi there
- Person power
- -----

Gender Pronouns

Please note that these are not the only pronouns. There are an infinite number of pronouns as new ones emerge in our language. Always ask someone for their pronouns.

Subjective	Objective	Possessive	Reflexive	Example
She	Her	Hers	Herself	She is speaking. I listened to her. The backpack is hers.
He	Him	His	Himself	He is speaking. I listened to him. The backpack is his.
They	Them	Theirs	Themselves	They are speaking. I listened to them. The backpack is theirs.
Ze	Hir/Zir	Hirs/Zirs	Hirself/ Zirself	Ze is speaking. I listened to hir. The backpack is zirs.

 transstudent.tumblr.com

 facebook.com/transstudent

 twitter.com/transstudent

Design by Landyn Pan

For more information,
go to transstudent.org/graphics

TSER
Trans Student Educational Resources

PUTTING PRONOUNS INTO PRACTICE

Using they/them/theirs pronouns, how would you complete this sentence?

She is waiting to meet with her clinician in the lobby.

He is waiting to meet with his clinician in the lobby.

(____) (___) waiting to meet with (____) clinician in the lobby.

PRONOUN ETIQUETTE

- The way a person looks/dresses does not always indicate what pronouns they use.
- It is okay to normalize asking for pronouns, and to share yours as well. Folks should be given the space to pass.
- If one person in a group is asked to share their pronouns, everyone should be asked to share.
- Check in with individuals about whether pronouns are safe to use around other people.

TRIPPING GRACEFULLY

We all mess up sometimes, and that's ok. It's important to understand how to minimize harm and move forward:

1. Immediately correct your mistake
2. Apologize
3. Move on

No more commentary or explanation is needed.

ADDITIONAL TERMS & DEFINITIONS

Understanding impact

OTHER IMPORTANT TERMS

- **Heteronormativity:** the assumption that everyone is heterosexual, and the belief that heterosexuality is superior to homosexuality and bisexuality
- **Heterosexism:** any attitude, action, or practice – backed by institutional power– that subordinates people based on sexual orientation
- **Cissexism:** prejudice or discrimination against transgender and other non-cis people.

INTERSECTIONALITY*

*TERM COINED BY KIMBERLÉ WILLIAMS CRENSHAW

SO WHAT'S IT MEAN?!

An **intersection of identity** is the way different social categories (like race, class, gender, etc.) apply to an individual or a group.

Because a person can have **multiple categories** encompassed in their personal identity, intersectional identities typically face **overlapping, interdependent systems** of disadvantaged (or discrimination).

Definitions: intersectionality, token, tokenism

INTERSECTIONALITY

Concept that describes how -isms and -phobias are interconnected.

Describes how social inequality is experienced as an intersection of several forms of discrimination.

TOKEN

An individual, used to indicate authenticity, authority, or evidence of proof.

For example, pointing to a single experience with a single person to prove representation or “competency” of a whole community.

TOKENISM

The practice of only making symbolic efforts to do a particular thing.

For example, recruiting a small number of persons from an underrepresented group to give the appearance of diversity or social inclusiveness.

QPOC / QTPOC

BIPOC / BIQTPOC

ADDITIONAL CONSIDERATIONS W/ ADDITIONAL IDENTITIES

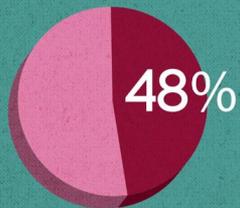
Acculturation / assimilation

Experiences of discrimination (incl. perceived)

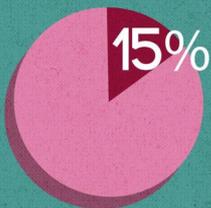
Trauma, including historical & cultural

Effects of poverty

1 IN 3 LGBTQ PEOPLE IDENTIFY THEMSELVES AS PEOPLE OF COLOR.



OF LGBTQ STUDENTS OF COLOR EXPERIENCED VERBAL HARASSMENT BECAUSE OF BOTH THEIR SEXUAL ORIENTATION AND THEIR RACE OR ETHNICITY.

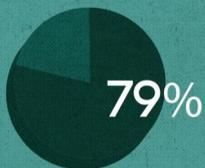


HAVE BEEN PHYSICALLY HARASSED OR ASSAULTED BASED ON BOTH OF THESE ASPECTS OF THEIR IDENTITY.

13%

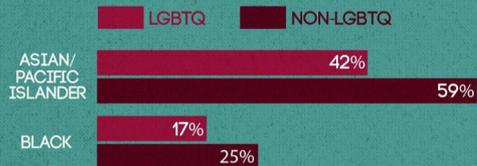
MORE LIKELY FOR BLACK LGBTQ YOUTH TO BE SENT TO DETENTION OR SUSPENDED, THAN NON-BLACK LGBTQ YOUTH

IN THEIR MIDDLE OR HIGH SCHOOL YEARS...



OF LGBTQ YOUTH OF COLOR REPORTED THAT THEY HAD INTERACTIONS WITH SECURITY OR LAW ENFORCEMENT, COMPARED TO 63% OF WHITE LGBTQ YOUTH.

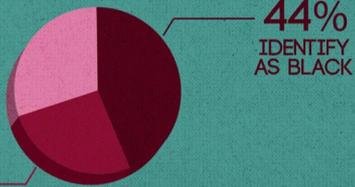
COLLEGE COMPLETION RATES



20-40% OF ALL HOMELESS YOUTH ARE LGBTQ

AMONG THEM...

26% IDENTIFY AS LATINO



Queer Youth of Color face challenges in addition to those faced by youth of color and LGBT youth.

(From TSER)

Where are you REALLY from?

You're too young to have that problem!

You're not fat! You're gorgeous!

HIRING: recent college grad

You're not man enough for the job.

MICROAGGRESSIONS

She is so articulate.

Science says there are only two genders!

That's *so gay*.

She's bossy.

Oh, they're special needs.

It's Adam and Eve, not Adam and Steve!

WHY DOES THIS
CONVERSATION
MATTER?

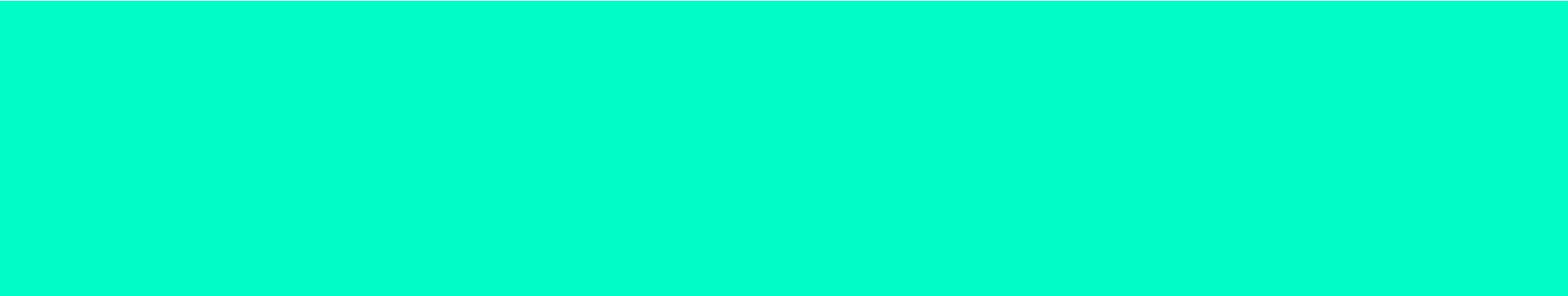
SOME OF YOUR CLIENTS ARE
GOING TO BE QUEER
AND/OR TRANS.

CLINICIANS CAN OFTEN BE
GATEKEEPERS TO CARE.

IT IS NOT POSSIBLE TO
POSSESS ALL KNOWLEDGE
ABOUT A COMMUNITY.

STAY HUMBLE.

THANK YOU FOR BEING HERE
TODAY



INTERSECTIONALITY

a fun guide

miriamdobson.wordpress.com

 @MiriamDobson



this is
Bob.



Bob is a stripey
blue triangle!

AND SHOULD BE PROUD.



SADLY SOME PEOPLE DO NOT LIKE BOB. BOB
FACES OPPRESSION FOR BEING A TRIANGLE, &
FOR HAVING STRIPES.

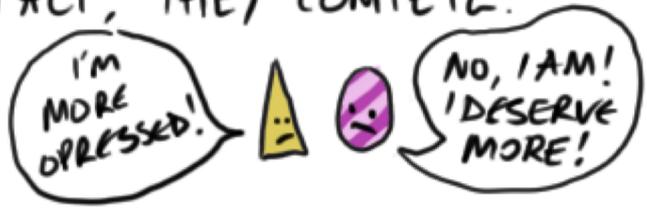


LUCKILY, THERE ARE LIBERATION GROUPS!
BUT THEY AREN'T INTERSECTIONAL.

SO THEY
LOOK LIKE
THIS



THEY DON'T TALK TO EACH OTHER.
IN FACT, THEY COMPETE.



BOB CAN'T WORK
OUT WHERE TO
GO.



AM I MORE
STRIPE OR
TRIANGLE?

BOB WISHES THAT THE
TRIANGLES AND STRIPES
COULD WORK TOGETHER

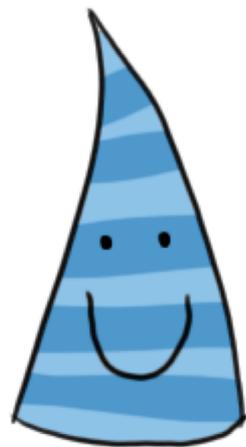
OPPRESSION
OF ONE AFFECTS
US ALL!



NO LIBERATION
WITHOUT EQUAL
REPRESENTATION!



INTERSECTIONALITY IS
THE BELIEF THAT
OPPRESSIONS ARE
INTERLINKED AND
CANNOT BE SOLVED
ALONE.



OPPRESSIONS ARE NOT ISOLATED.
INTERSECTIONALITY NOW!



MAIN IDEAS: WHAT YOU CAN DO

- Appreciate that identities intersect with systemic discrimination and present unique challenges for individuals in QPTOC communities.
- Ensure that notes and records affirm the experiences of individuals with intersectional identities.
- Consider how discrimination and systemic inequality contribute to differing health outcomes.
- Acknowledge that individuals with intersectional identities face unique challenges around the perception of their families and in building (and sustaining) their families and relationships.
- Strive to collaborate with people and/or provide resources for people from different communities, issue areas, and sectors to promote transformative change.

RESOURCES

-Gender Spectrum

www.genderspectrum.org

-WPATH

www.wpath.org

-Trans Lifeline

877-565-8860 www.translifeline.org

-Transgender Law Center

www.transgenderlawcenter.org

-The Center of Excellence
for Transgender Health

Transhealth.ucsf.edu

-LACY

www.lawfoundation.org/legal-advocates-for-children-youth-lacy

-Somos Familia

<http://www.somosfiliabay.org/>

Trans Lifeline



USA: 877.565.8860