

LGBTQ Crash Course



Icebreaker

- Name
- Pronouns
- How you work with youth
- What show have you been binge-watching lately?

Group Guidelines

- No such thing as a stupid question
- Respect
- Step forward, step back
- Confidentiality
- Growth
- Predictions, acknowledgements, disclaimers
- Safe space
- Other guidelines?



Objectives

- By the end of this session, participants will be able to:
 - Define terms related to sex and gender, including gender identity and expression
 - Define terms related to sexuality, including different sexual orientations
 - Identify health disparities LGBTQ people face
 - Respond to young people who come to them with common hard questions about gender and sexuality

LGBTQ Terminology

- For each set of terms, brainstorm:
 - Definitions
 - Ideas
 - Questions
 - Misconceptions
 - Anything you've heard relating to the term (**does not mean you have to agree or believe it**)
- We will discuss afterwards



MiroBoard


- <https://tinyurl.com/lgbtqmiro>
- Double click on a post-it to enter your text
- You can move post-its to wherever you'd like by clicking and dragging
- Get more post-its from the icon on the left side of the screen
- Respond with definitions, ideas, questions, etc
- Please feel free to add as many responses as you'd like

Sex

- The biological and physiological characteristics that define males and females
- Intersex – describes a variety of conditions in which someone is born with biological and physiological traits that don't fall neatly into the boxes of “male” and “female”.
 - About as common as natural redheads – just under 2% of the population

The Gender Unicorn

Graphic by: **TSER**
Trans Student Educational Resources



Gender Identity

- Female/Woman/Girl
- Male/Man/Boy
- Other Gender(s)

Gender Expression

- Feminine
- Masculine
- Other

Sex Assigned at Birth

- Female
- Male
- Other/Intersex

Physically Attracted to

- Women
- Men
- Other Gender(s)

Emotionally Attracted to

- Women
- Men
- Other Gender(s)

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

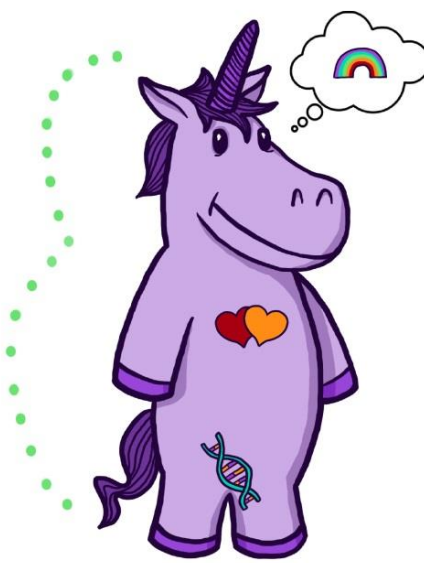
Design by Landyn Pan and Anna Moore

Gender

- The socially constructed roles, behaviors, activities, and attributes that society considers appropriate for men and women
- Gender affects your internal sense of self, how you interact with others, and how others perceive you

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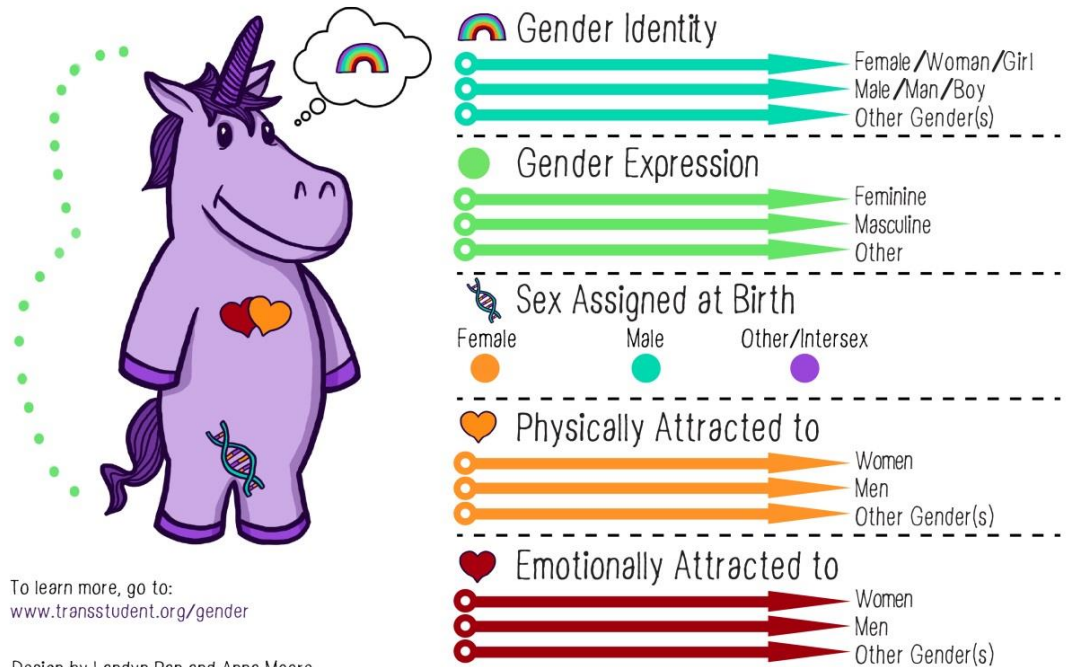
Design by Landyn Pan and Anna Moore

Gender Identity

- A person's **internal** sense of whether they feel like a man, woman, or another gender(s)

The Gender Unicorn

Graphic by:
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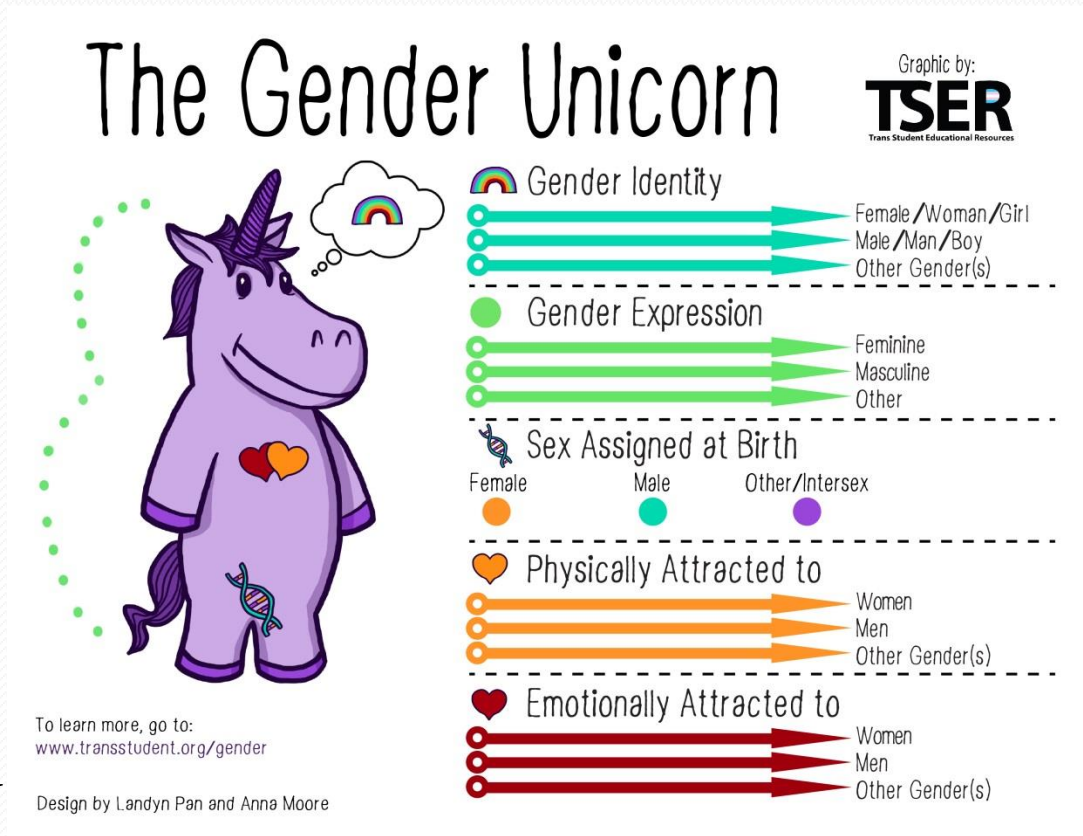


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Design by Landyn Pan and Anna Moore

Gender Expression

- The way people **externally** communicate gender identity through chosen appearance and behavior
- Encompasses clothing, hair, mannerisms, language, behavior
- May conform to or defy gender norms



Transgender

- Describes someone who has a gender **identity** that doesn't match the **sex they were assigned at birth**
 - Some transgender people may transition to living as the gender they identify with
 - Some transgender people may take hormones
 - Some transgender people may undergo transition surgery/ies (more appropriate term for 'sex change' surgery)



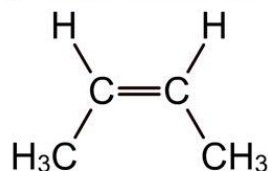
Cisgender

- Describes someone who has a gender **identity** that matches the **sex they were assigned at birth**

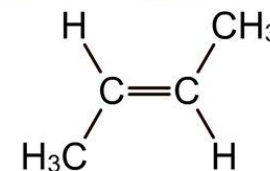
Cis-trans isomerism



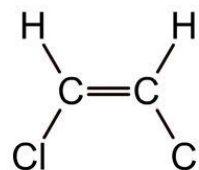
If an alkyl group or atom other than hydrogen is attached to each carbon then the isomers can be named either **cis** ('on the same side') or **trans** ('on the opposite side').



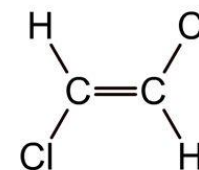
cis-but-2-ene



trans-but-2-ene



cis-1,2-dichloroethene

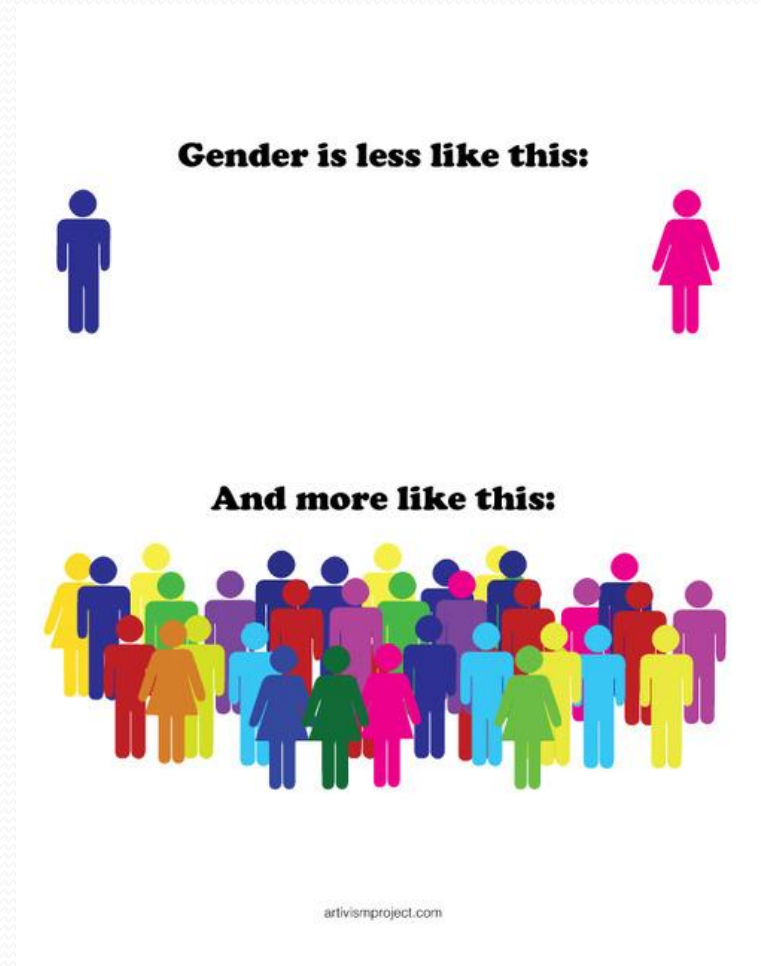


trans-1,2-dichloroethene



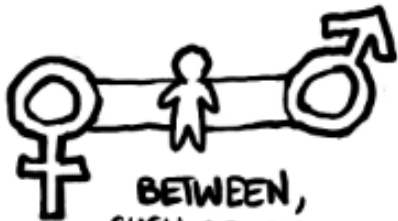
Nonbinary

- Describes any gender **identity** that does not fit within the man/woman binary
- Becoming more common for people who are nonbinary to use the singular they as their pronoun



Nonbinary

SOME WAYS TO IDENTIFY IN RELATION TO THE BINARY



BETWEEN,
SUCH AS ON
A SPECTRUM



BACK AND
FORTH



ON TOP OF



ENCOMPASSING



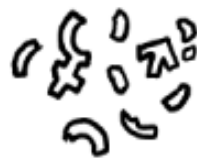
DEPENDING ON
WEATHER



BOTH



A WHOLE
BUNCH



BITS OF EACH



ONE OF THEM,
SOMETIMES

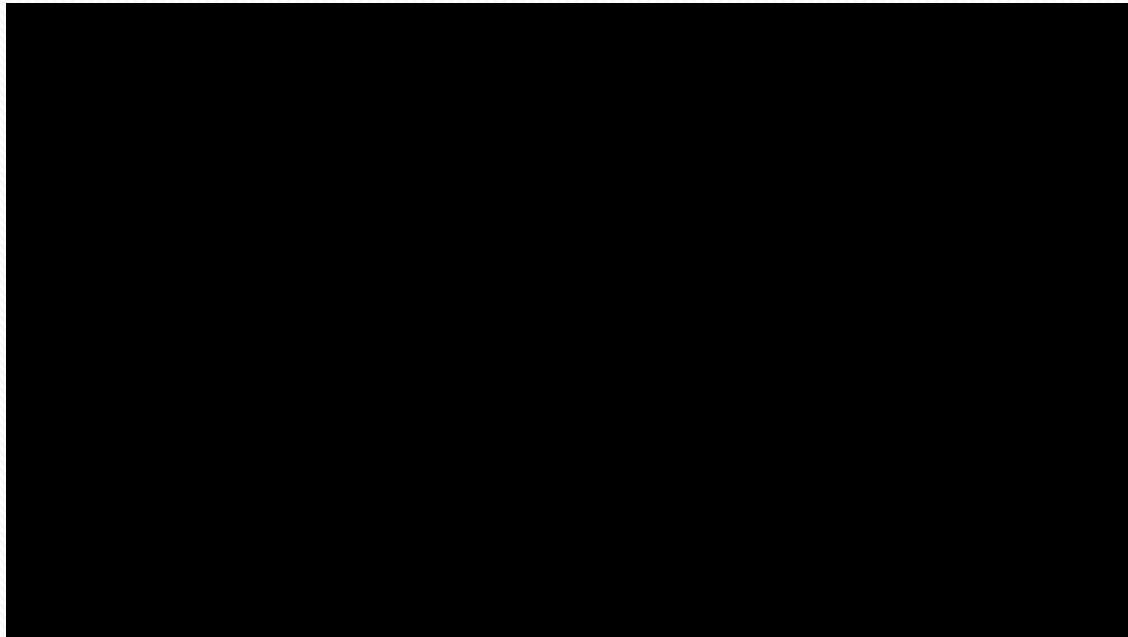
BUT ALSO, VERY
IMPORTANTLY,



- NEITHER
- A DIFFERENT GENDER(S) ENTIRELY
- NOT EVEN ON THE SAME PAGE DUDE

THIS IS **NOT** A COMPLETE LIST! THERE ARE ACTUALLY **ONE MILLION BAZILLION** WAYS TO DO IT.

Video: What is a nonbinary gender identity?



<https://youtu.be/w8UgxG8e2TY>

Gay/Lesbian/Queer

- **Gay** – refers to men who are attracted to other men
 - Can also be an umbrella term
- **Lesbian** – a woman who is attracted to other women
- **Queer**-An umbrella term for anyone who is not heterosexual



Wait, I thought queer was a slur?

- Queer has been reclaimed by some
- Others in the community consider it an offensive slur
- Take cues from each person as to whether they identify with this term



Bisexual

- Describes a person who is attracted to men and women, or a person who is attracted to more than one gender
- Bi = two
- Older term



Pansexual

- Describes a person who is attracted to all genders, or who does not experience gender as a factor in attraction
- Pan = all
- Newer term



Asexual

- Someone who does not experience any **sexual desire or attraction** to other people
- Sexual orientation
 - “Physically Attracted to”
- Not celibacy or abstinence
- “Ace”



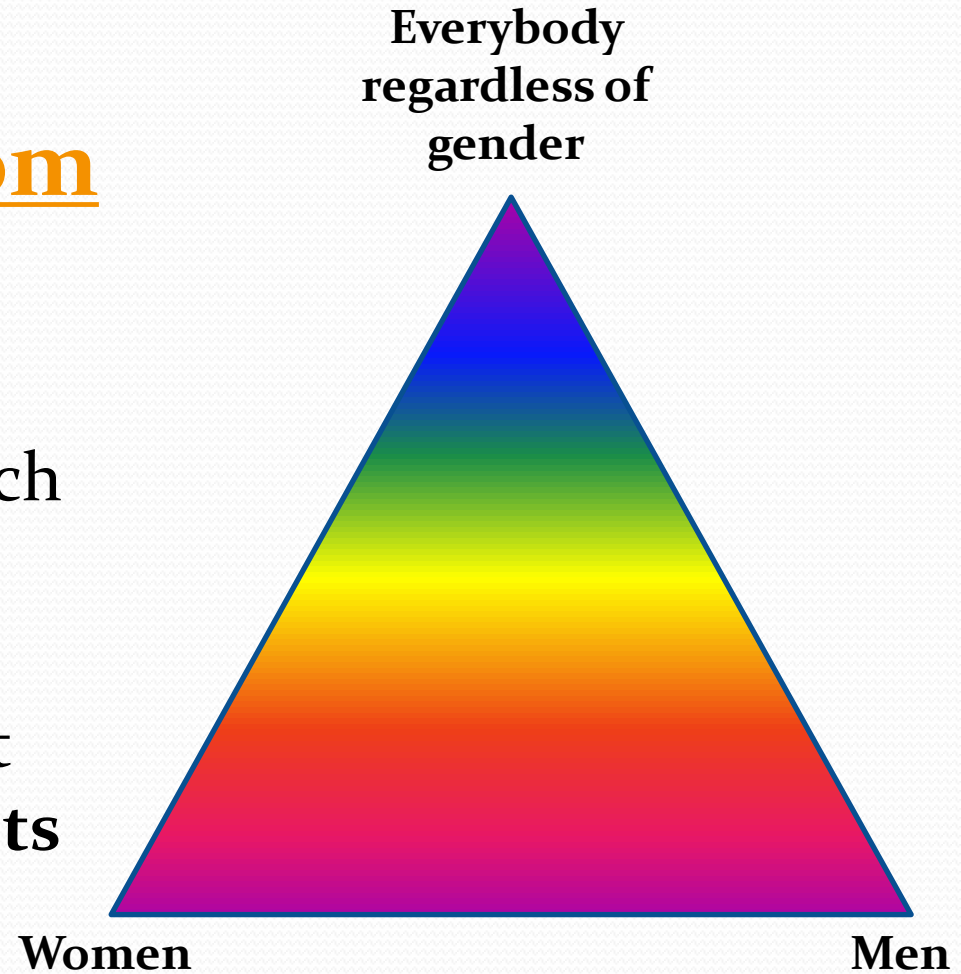
Aromantic

- Someone who does not experience **romantic desire or attraction**
- Romantic orientation
 - “Emotionally Attracted to”
- May or may not also be asexual
- “Aro”



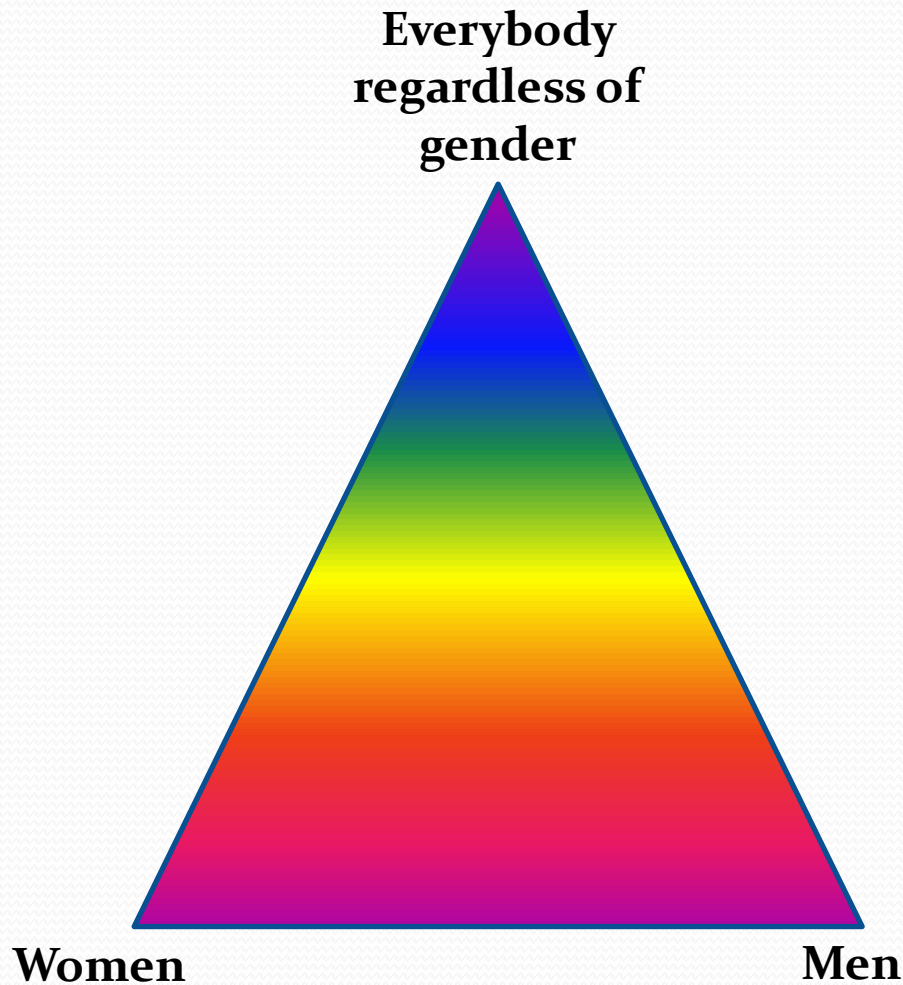
Gender Triangle

- <https://tinyurl.com/gendertri>
- At each poster, list things that **society** expects of each group of people
- Not necessarily what you expect of people, but what **society as a whole expects** of them



- Where do you fit in the gender triangle?

- Are you surprised where you fit?



LGBTQ Health Disparities

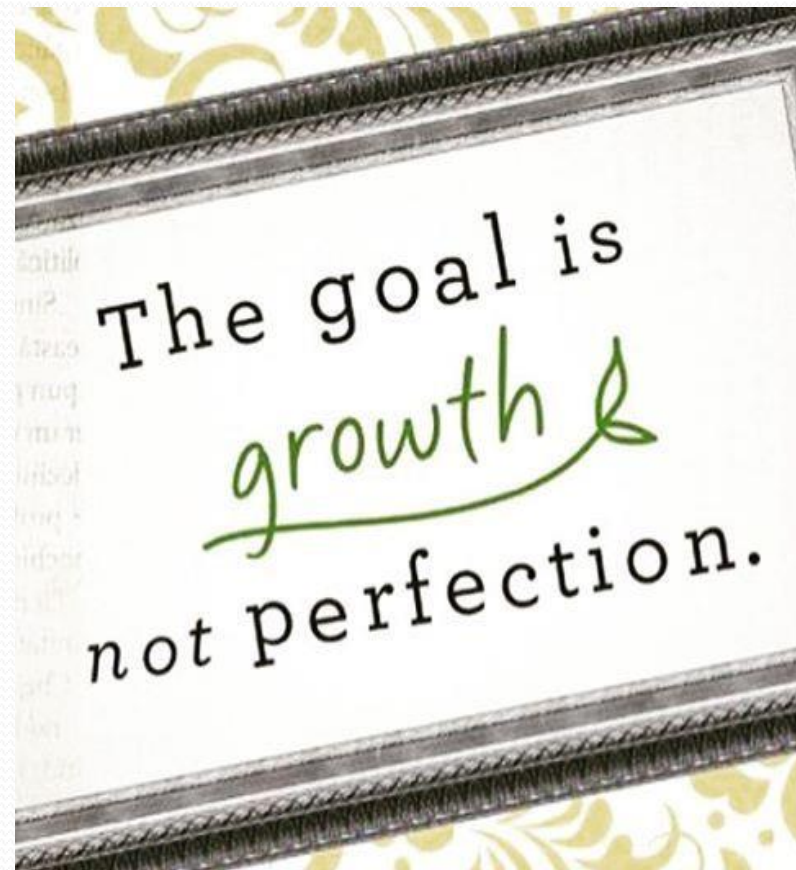
- Less likely to have health insurance
- More likely to be homeless
- Highest rates of tobacco, alcohol, and other drug use
- Lesbians are less likely to get preventive services for cancer
- Transgender individuals are at a higher risk for HIV/STDs, victimization, mental health issues, and suicide
- “Young gay and bisexual males have disproportionately high rates of HIV, syphilis, and other sexually transmitted diseases (STDs), and adolescent lesbian and bisexual females are more likely to have ever been pregnant than their heterosexual peers.”
CDC, 2015
- Elderly LGBTQ individuals face barriers to health because of isolation, lack of social services, and culturally competent providers

LGBTQ Safety Disparities at School

- Due to feeling unsafe or uncomfortable, nearly a third (32%) missed at least one day of school in the last month
- Nearly 2 in 3 (66%) experienced LGBTQ-related discrimination at school
- Lower GPAs, lower self-esteem, and higher levels of depression
- Over 8 in 10 (86%) experienced verbal harassment based on a personal characteristic
- Around 45% avoided bathrooms and locker rooms
- LGBTQ students who experienced high levels of victimization were twice as likely to report they do not plan to pursue post-secondary education

First Steps for Your Classroom or Office

- On the first day, call last names only
- Know where the nearest gender-neutral bathroom is
- Review your forms
- Don't split students by gender binary
- Nondiscrimination policies should include
 - gender identity
 - gender expression
 - sexual orientation



What do I do if...

a young person comes out to me?

- Recognize that it was likely a hard decision for them and thank them for coming to you
- Realize that each youth will have different feelings, ranging from shame to acceptance to pride
- If necessary, let them know that you're still learning and ask for their patience
- Determine who else they've come out to and if they want you to keep it in confidence – make sure you don't accidentally out them to their parents/guardians, friends, or others

What do I do if...

a young person tells me they're questioning their gender or sexuality?

- Affirm that questioning aspects of their identity is normal and that it's okay to not know
- Ask values-neutral, open-ended questions
 - How do you see yourself in the future?
 - What does being (insert gender/sexuality) mean to you?
 - Tell me more about that
- Let them know it's okay to change their mind about their identity throughout their lifetime

What do I do if...

a young person asks my advice about coming out to someone else?

- Help them determine if they are emotionally prepared to come out
- When, where, and how?
- Offer to role-play their coming out
- Ensure they have a back-up plan.

How do I treat a transgender youth?

- Treat them like you would any other young person
- Ask pronouns and name they would like to be called
- Transition looks different for each person

Medical Resources

- **The Adolescent Center at BJC (STL)**
 - <http://www.stlouischildrens.org/our-services/adolescent-center> . For appointments call: 1-314-454-KIDS(5437) or 800-678-KIDS(5437)
- **Children's Mercy (KC)**
 - Patients and Families Phone: (816) 960-4134
 - Healthcare Professionals: For admissions, consults and transports
Phone: 1 (800) GO-MERCY 1 (800) 466-3729

Resources

- PFLAG <https://www.pflag.org/>
- TSER <http://www.transstudent.org/>
- GLSEN <https://www.glsen.org/>
- The Trevor Project <https://www.thetrevorproject.org>
- Trans Lifeline <https://www.translifeline.org/>
- AVEN <http://www.asexuality.org/>
- Welcoming Schools
<http://www.welcomingschools.org/>
- GLAAD <https://www.glaad.org/>
- GSA Network <https://gsanetwork.org/>



Questions?
Comments?
Parking Lot?



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