

# Introduction and DEI Crash Course to the LGBTQ+ Community and Cultural Humility

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# Getting Started

Subjects and Articles of Note





## About me

### Who am I?

- DEI Coordinator for CIS Gulf South
- Private practice counselor focusing on gender identity development, sexual orientation, and gender affirming counseling with children and adolescents

### Education

- Master of Arts in Clinical Mental Health Counseling from University of Holy Cross

### Fun Facts

- Has training and specialties in Child Centered Play Therapy, Expressive Arts therapy, and Gender Affirming Therapy

### Pronouns

- She/Her They/Them



## Today We Will...

- Identify fundamental terms and definitions relating to the concepts of gender and sexual orientation and understanding the LGBTQ+ community
- Gain an understanding of barriers affecting this demographic group and intersectional issues
- Learn how to support our student population within this identity
- Learn how to ensure your institution is a safe and intersectional space for students to exist and be feel acknowledged in the academic and community environment

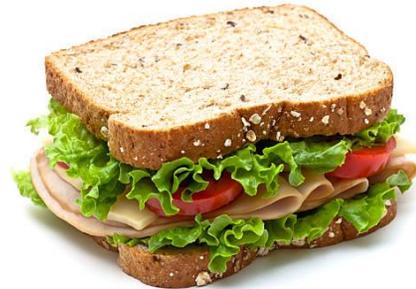
# Ice Breaker!!!

Lets have some fun!



## Let's Make a Sandwich (Or not....)

- Identify the best bread for your sandwich...(Or not)
- Do you use a sauce/condiments on your sandwich?
- What types of fillings do you put in your sandwich
- Did you cook your sandwich? If so how?
- If you didn't make a sandwich/don't eat sandwiches...what did you make in its place?



# Living and Learning

Identifying Terms and Defining the Subject



LGBT



TRANSGENDER



BISEXUAL



LGBTIQ+  
PROGRESS



PANSEXUAL



ASEXUAL



NON-BINARY



GENDERQUEER



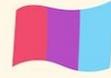
INTERSEXUAL



GAY



LESBIAN



ANDROGYNE

# Fundamental Terms

## Gender

refers to the characteristics of women, men, girls, boys, and nonbinary individuals that are socially constructed. This includes norms, behaviours and roles associated colloquially with being a woman, man, girl or boy, as well as relationships with each other. As a social construct, gender varies from society to society and can change over time.

## Gender Identity

Is the **personal sense of one's own gender**. Gender identity can correlate with a person's assigned sex or can differ from it. In many individuals, the various biological determinants of sex are congruent, and consistent with the individual's gender identity but this is not always the case.

## Sexual Orientation

An inherent or immutable, enduring, emotional, romantic or sexual attraction to other people. Or no attraction.

## Gender Expression

External appearance of one's gender identity, usually expressed through behavior, clothing, haircut or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine.



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# Fundamental Terms

## Cisgender

Denoting or relating to a person whose sense of personal identity and gender corresponds with the sex they were assigned at birth.

## Transgender

An umbrella term for people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth. Being transgender does not imply any specific sexual orientation. Therefore, transgender people may identify as straight, gay, lesbian, bisexual, etc.

## “Sex”

“Sex” refers to the physical differences between people who are male, female, non-binary intersex. A person typically has their sex assigned at birth based on physiological characteristics, including their genitalia and chromosome composition. This assigned sex is called a person’s “natal sex.”

## Nonbinary

Individual does not identify with the typical gender binary of “male” and “female” that is typically seen in some parts of society. Non-binary is an umbrella term for people whose gender identity doesn’t sit comfortably with ‘man’ or ‘woman’. Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely.



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## Coloring the Rainbow and Identifying the Acronym.

**LGBTQQIP2SAA**

- “L” Lesbian-Female identified dating others female identified
- “G” Gay-Male identified dating others male identified
- “B” Bisexual-Either male, female, or trans\* identified dating male, female or trans\* identified (this includes non-binary identities)
- “T” Transgender-Does not identify with gender assigned at birth by society
- “Q” Queer-Does not identify under the rigid binary or male or female in numerous ways
- “Q” Questioning-individuals questioning gender, gender identity, sexual orientation, etc...



## Coloring the Rainbow and Identifying the Acronym.

**LGBTQQIP2SAA**

- “I” Intersex-Intersex people are individuals born with any of several sex characteristics including chromosome patterns, gonads, or genitals that, do not fit typical binary notions of male or female bodies.
- “P” Pansexual-Attraction to any and all gender identities
- “2S” Two-Spirit-Is an umbrella term used by some Indigenous North Americans to describe Native people in their communities who fulfill a traditional third-gender ceremonial and social role in their cultures.
- “A” Asexual-typically don't experience sexual attraction or want to pursue sexual relationships with other people.
- “A” Androgynous-Umbrella term for ambiguous gender expression not falling into the rigid social binary of gender

# Sex and Gender

## Gender

- Is a social construct
- Is fluid and ever changing
- Is NOT a binary
- Changes and evolves based on culture
- Is unique to every individual
- Can be chosen by the individual

## Sex

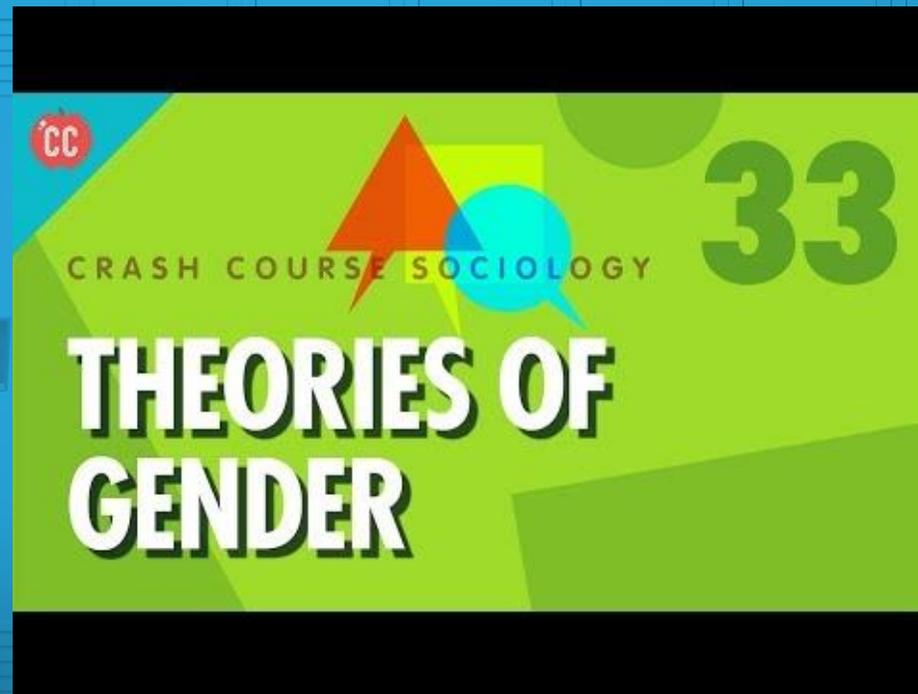
- Is based on biological phenomena
- is NOT a binary (despite popular belief)
- Depends on multiple factors and systems working in tandem
- typically assigned at birth despite possible discrepancies



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# Sex and Gender





## Let's Go Back to that Sandwich...

- Many individuals have a nuanced understanding of how they see themselves regarding gender Identity, sexual orientation, etc...We're all different.
- Sex and Gender are two different concepts and subjects.
- Identity is an ever evolving concept that transcends gender.
- Gender Identity and sexual orientation are NOT synonymous.

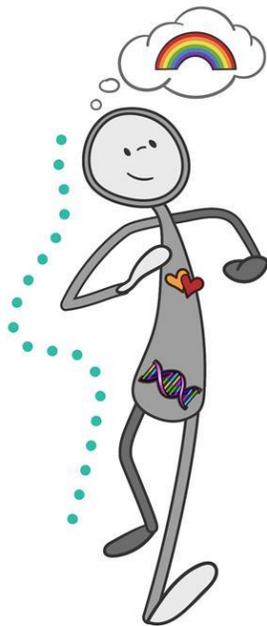


## Effective Use of Pronouns

- Pronouns range from he and she to they and zir among others.
- Pronouns affirm identity.
- Not all cultures use gendered pronouns, in fact many languages lack pronouns all together.
- Gender Identity and sexual orientation are NOT synonymous.



## To Recap so Far



-  **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)

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# Perpetuity and Stagnation Vs. Affirmative Action and Liberation

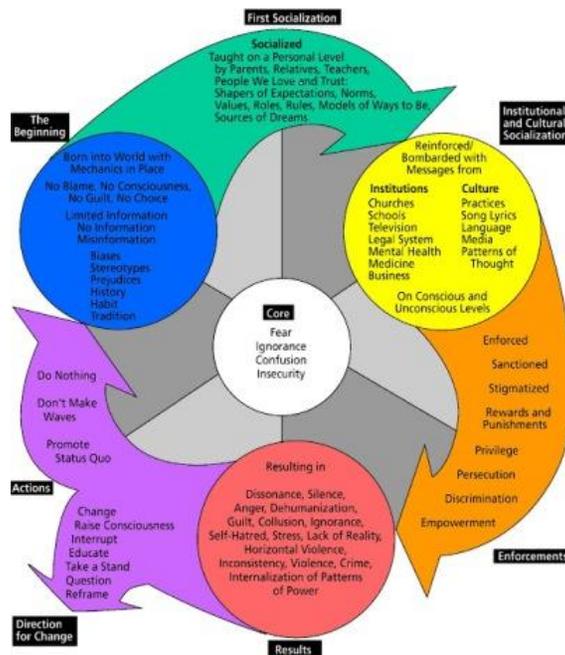
The cycles of of socialization and liberation



## The First Stone of Queer Liberation



# Cycle of Socialization





## Cycles of Socialization

- Gender and sexuality are ingrained as a binary before we are even born.
- What are some of the harmful ways binary gender norms and heterosexism are pushed on to use from as early as we can remember?
- What are some of the harmful ways binary gender norms and heterosexism have directly affected us personally during our formative years?
- What are the ways you personally have perpetuated gender norms and myopic views of sexual orientation?



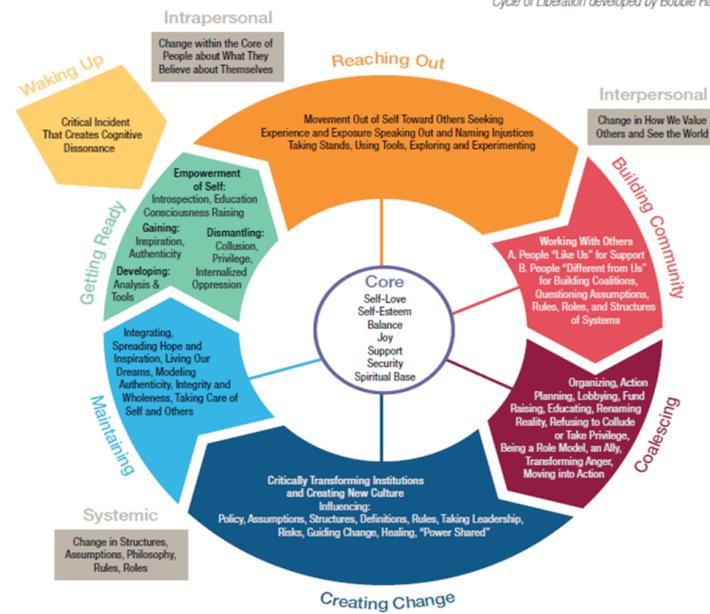
## Cycles of Socialization

- What part has religion played into your socialization regarding gender and sexuality?
- What are the harmful systems you see plaguing students who identify as gender and sexual minorities in your schools?
- What is a time when your advocacy has been disregarded when attempting to make a difference in your school or other systems you have observed?

# Cycle of Liberation

## CYCLE OF LIBERATION

*Cycle of Liberation developed by Bobbie Harro*





## Cycles of Liberation

- When did you start to question the systems that limit gender expression and sexuality? What did this process look like for you?
- How have you allowed yourself to change your behaviors and thoughts regarding your own gender expression and habits?  
Note: this is not about you having to shift your sexual orientation, but rather not define yourself within conventions of the gender binary. I.E. being a stay at home dad.
- What are ways you can build community regarding LGBTQ+ youth and CIS Alum in your area?

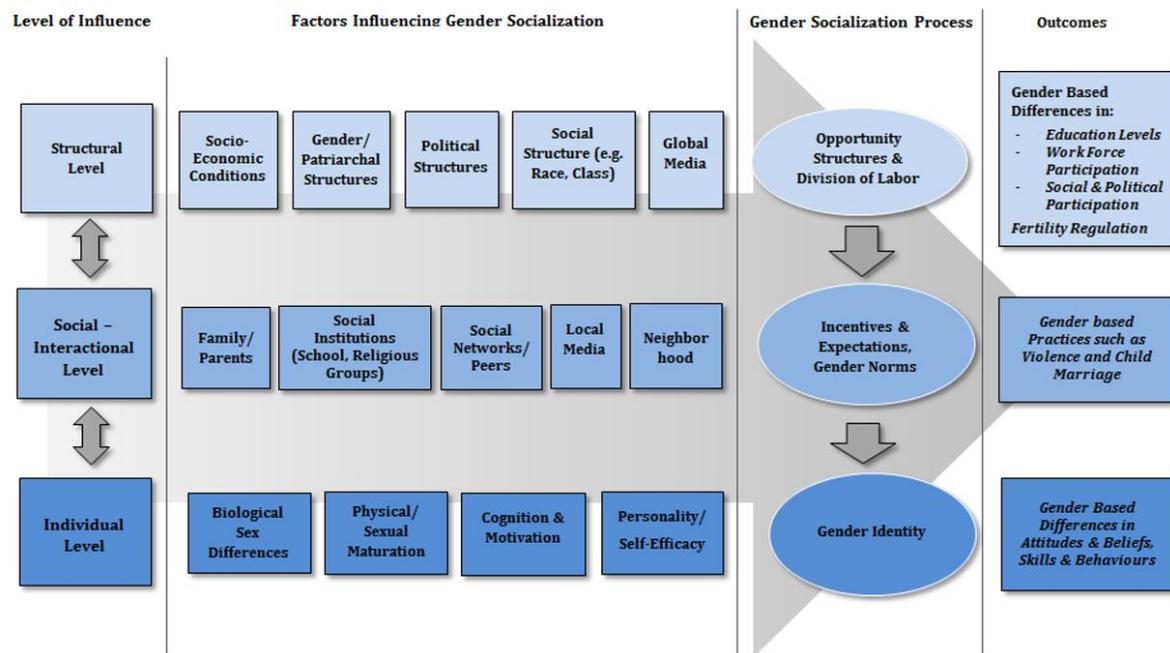


## Cycles of Liberation

- Are you informed in the legislations directly affected LGBTQ+ youth in our state?
- How are you going to call out social violence and oppression at your site when it comes from students and staff alike regarding LGBTQ+ advocacy?
- How are you going to break these cycles within your school and community regarding the safety of LGBTQ+ youth? How will you establish life lines for these marginalized youth?

# An Overview of Sexual and Gender Identity Development

Figure 1: Multi-Level Framework of Influences Impacting Gender Socialization Processes During Adolescence





## An Overview of Sexual and Gender Identity Development

- There are a tragic lack of development models regarding gender Identity and sexual orientation.
- Most of the research on sexual orientation has primarily been done on cis-gender White gay men historically but this is changing (keep intersectionality in mind and how members of multiple marginlizations are historically excluded).
- All people, regardless of gender Identity and sexual orientation, go through a development of sexual orientation and gender Identity. When did you first discover that gender identity and sexual orientation could be diverse from the Cis-Hetero norms that are perpetuated in our society?
- When discussing gender identity and sexual orientation anything outside of cis-hetero norms is seen as inherently sexual. Think about cis-hetero situations that are not seen as inherently sexual where there is a double standard for anything outside of cis-hetero norms.



# Issues, Barriers, and Accommodations

Working with students and being cognizant of prevailing needs





## Prevailing Issues

- LGBTQ+ students experience higher rates of suicidal thoughts, attempts, and completions when compared to their peers as well as higher instances of depression, anxiety and other mental health issues.
- LGBTQ+ youth are not inherently more prone to these conditions from being a part of the community but are more prone due to societal issues such as lack of acceptance, discrimination, bullying, etc...
- Homelessness due to a lack of family acceptance continues to be a huge issue for LGBTQ+.
- Due to the homelessness, human trafficking and substance abuse also becomes an issue regarding this marginalized population.



## Barriers to Care

- A lack of safe spaces where students feel comfortable being who they are creates a hostile environment.
- A lack of safe restroom spaces and locker room spaces for trans and nonbinary youth
- Not creating or curating these spaces allows for students to internalize LGBTQ+ kids not matter in the institution, which further sends the message to others that it is okay to bully and discriminate against students.
- Not creating safe spaces for all students creates a vicious cycle of abuse that transcends across multiple demographics.



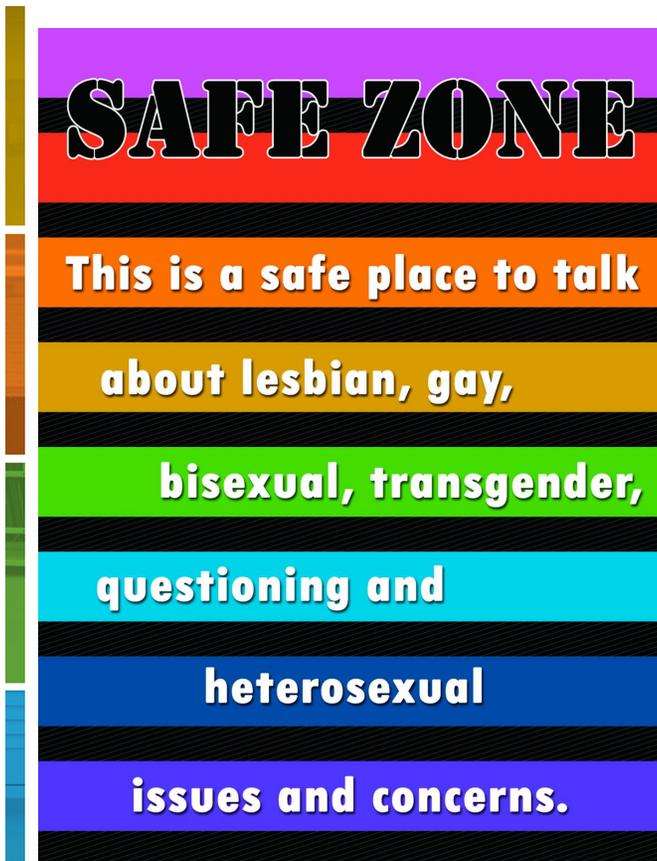
## Barriers to Care

- Legislation that directly targets LGBTQ+ affirming care, access to legal protections, and public infrastructure.
- Lack of legal protections regarding employment outside of the federal government.
- Still lacking in effective advocacy regarding LGBTQ+ specific healthcare issues and access to physicians appropriately trained in affirming care.
- Transgender individuals specifically lack access to societal and affirming protections regarding identification, legal disputes, and access affirming care in the justice system.



## Advocacy and Making Changes

- Use affirming signage in your school that affirms identity and diversity.
- Ensure that student visibility is supported and affirmed in your institution.
- Visibly advocate for students!!!
- Hold both staff and students accountable regarding safety for all students at all times.



Use affirming signage in your school that affirms identity and diversity.

- While it may seem out of touch, it actually sends the message “We see you” despite how cliché that trope seems at this point.
- It promotes an institution and system wide culture of care and affirmation.
- For new students it sets the tone for expectations of the school community



## Ensure that student visibility is supported and affirmed in your institution

- Use a student's pronouns at all times even when a student isn't around.
- Affirm student identity through having safe options regarding restrooms and safe changing options for locker rooms. Any single occupancy restrooms can and should be gender neutral restrooms. All students can use gender neutral restrooms.
- If a student has a chosen name, use that chosen name in all settings where an assigned name at birth isn't necessary.



### Visibly Advocate for students

- Correct students and other staff members when they misgender someone or don't use a chosen name.
- When a student reports abuse, take it seriously and actively do something about it.
- When seeing abuse, bullying, and other forms of harm, put a stop to it.
- The more visible your advocacy is, the larger impact it has on the institution as a whole.
- Without visible advocacy, a climate of abuse is promoted amongst not only students but staff as well.

## Hold Staff and Students Accountable!



We are all required to participate in creating a safe and equitable environment for all of our students and staff members. This transcends gender, gender identity, and sexual orientation. This is an issue that affects all student identities and abilities. EVERY student has a right to safety and an education we should be striving to ensure that all of our students are safe and protected so that they can have unencumbered access to quality education. Students being silenced due to harassment is violence.





## Intersectionality

- Remember, our students not just members of the LGBTQ+ community. they also deal with just as many issues as other students in regards to other adolescent issues and identities. These nuances would always be taken into consideration and be respected.



## Questions and Thoughts?



# Thank you



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