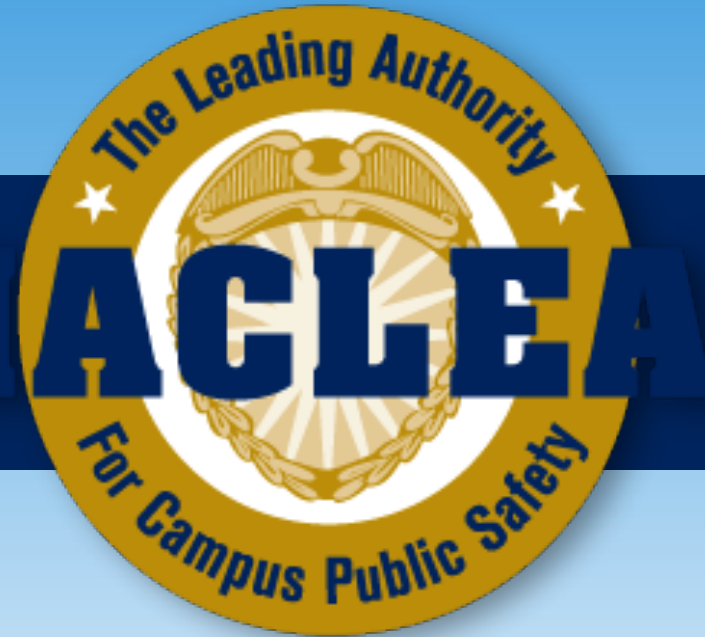
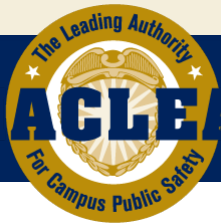


Working with the LGBTQ+ Community

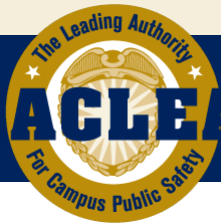




Disclaimer

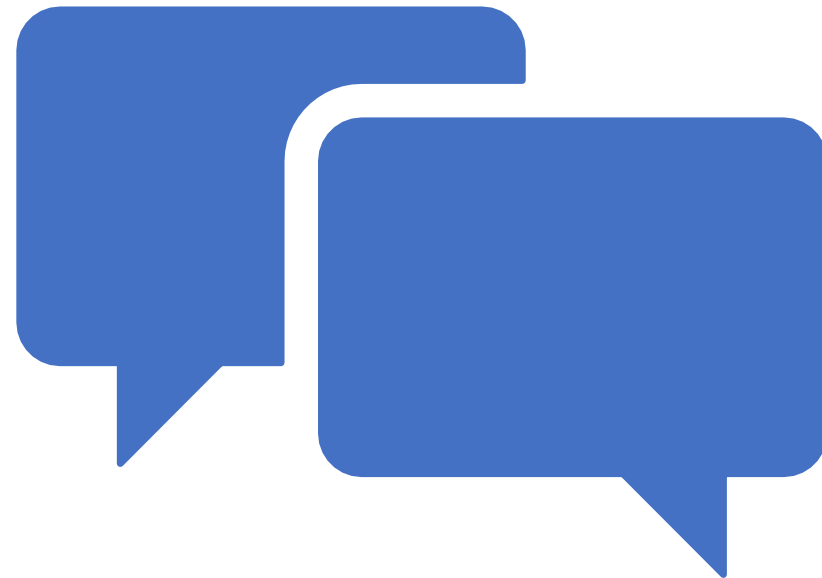
I recognize I'm speaking about this important topic as a white, cis-gender female. I, in no way, am speaking FOR anyone else's experience, but instead am citing research and helpful tools that we hope can provide more awareness and education on SV within the LGBTQ+ population.

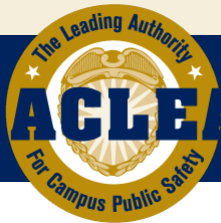
We also recognize that some of these issues have become politicized and we are not here to challenge your beliefs when it comes to politics or religion. We are simply here to talk about the LGBTQ+ Community so that we can increase awareness of special challenges in the community and increase their trust in the criminal justice system and student conduct process.



Person-First Language

- We use “person-first language” in this presentation – that is, refer to the person first, and identifiers secondarily
- For example, it is important NOT to say “a transgender person” → instead say “a person who identifies as transgender” (etc.) - people first

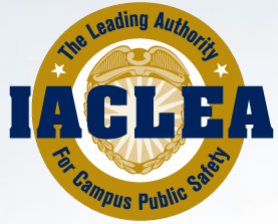




Note About Inclusive Dialogue

- We will be discussing sensitive and oftentimes difficult topics in this presentation
- Please be respectful when engaging through this presentation and asking questions, being mindful of how questions and/or comments may come across
- We are here to promote an inclusive and respectful dialogue while learning!



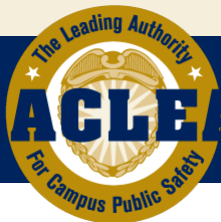


TERMS & DEFINITIONS



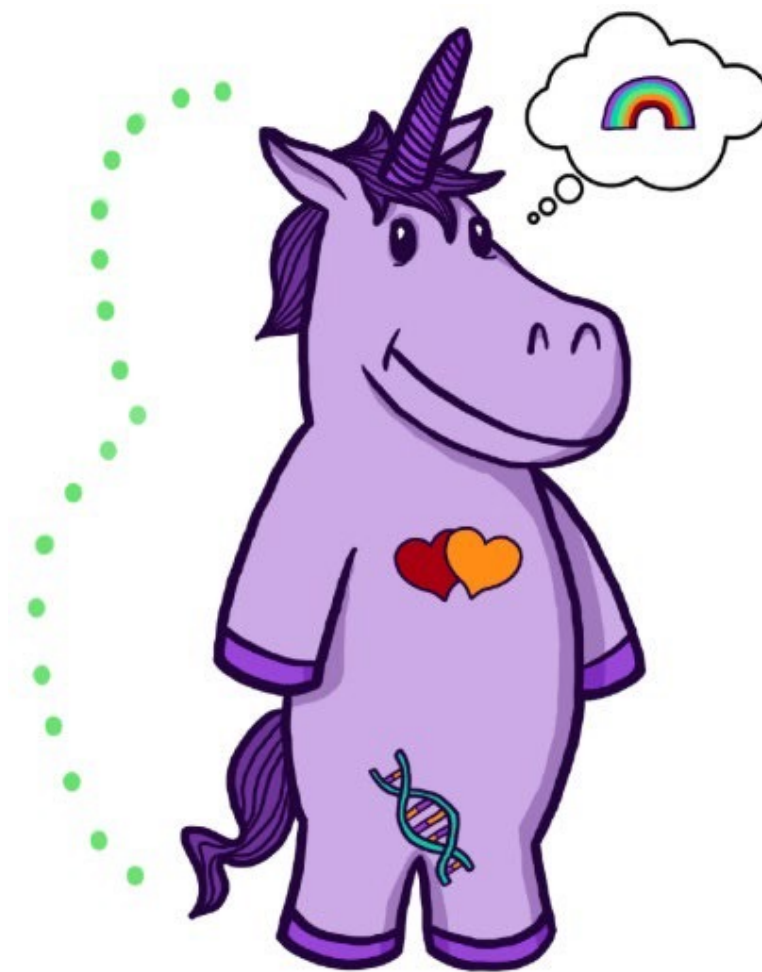
The Power of Language

- It is important to understand the terms and become comfortable discussing them with students
- Remember that people define and describe their identities in several ways
- Most Important---*listen* to how people talk about their own experience and identity



Understanding Terms

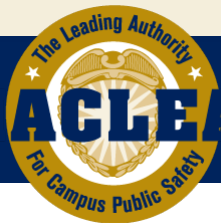
A key to providing a welcoming environment is using correct terminology and avoiding outdated or inappropriate language.





Do you know what this means?

L G B T Q Q I A A P



What is the difference between sex and gender?

'Gender is a socially imposed division of the sexes.'
(Gayle Rubin DATE: 546)

SEX ≠ GENDER

Sex Male/
Female

Biology:

chromosomes,
hormonal
profiles, internal
and external sex
organs

Gender Masculine/
Feminine

Culture:

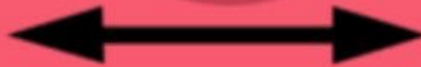
the characteristics
that a society or
culture delineates
as masculine or
feminine

Breaking the binary

Diversity of human sexuality and sexual orientation

Gender Identity

How you think about yourself



Woman
Genderqueer
Man



Gender Expression

How you demonstrate your gender



Feminine
Androgynous
Masculine



Biological Sex

Organs, hormones and chromosomes



Female
Intersex
Male



Sexual Orientation

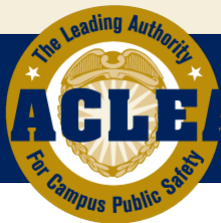
Physical, spiritual and emotional attraction



Heterosexual
Bisexual
Homosexual



"Diversity in human sexuality," ASSAf, 2015



- Q – “queer,” umbrella term holding many identities
- LGB – sexualities
 - Lesbian - *women primarily attracted romantically or emotionally to women*
 - Gay - *experiencing attraction solely/primarily to some members of the same gender*
 - Bisexual - *a person who experiences attraction to some men & women; to some people of their gender and another gender*
- T – gender identity is different than sex AAB
 - transgender - *umbrella term for anyone whose sex AAB & gender identity do not match; sometimes someone who is/has transitioned*





L

Lesbian
A woman who is primarily attracted to women.

G

Gay
A man who is primarily attracted to men; sometimes a broad term for individuals primarily attracted to the same sex.

B

Bisexual
An individual attracted to people of their own and opposite gender.

T

Trans-gender
A person whose gender identity differs from their assigned sex at birth.

Q

Queer
An umbrella term to be more inclusive of the many identities and variations that make up the LGBTQ+ community.

Q

Questioning
The process of exploring and discovering one's own sexual orientation, gender identity and/or gender expression.

I

Intersex
An individual whose sexual anatomy or chromosomes do not fit with the traditional markers of "female" and "male."

A

Ally
Typically a non-queer person who supports and advocates for the queer community; an individual within the LGBTQ+ community can be an ally for another member that identifies differently than them.

A

Asexual
An individual who generally does not feel sexual desire or attraction to any group of people. It is not the same as celibacy and has many sub-groups.

P

Pansexual
A person who experiences sexual, romantic, physical and/or spiritual attraction to members of all gender identities/expressions, not just people who fit into the standard gender binary.



Reflect

- Which terms were you most familiar with? Most unfamiliar with?
- Which are you most comfortable using?
- Are there any terms you are uncomfortable using? Why?

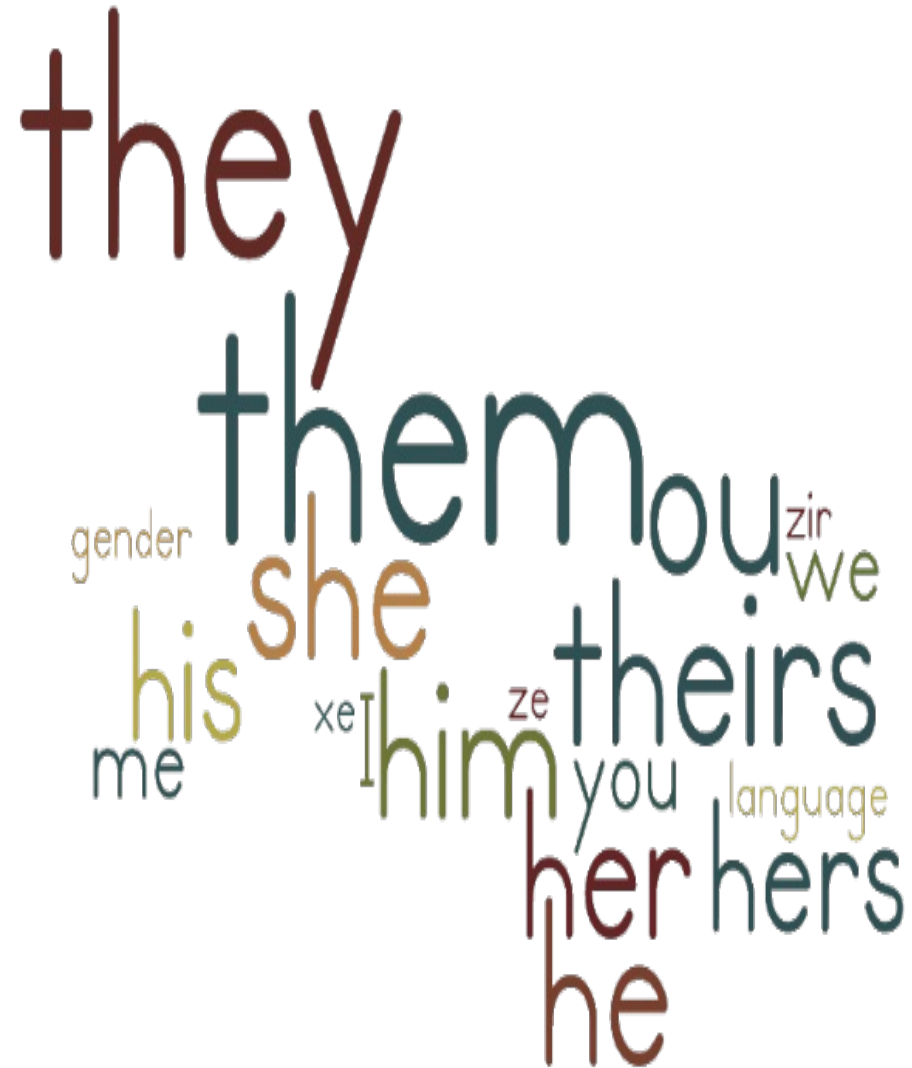


The Transgender Community



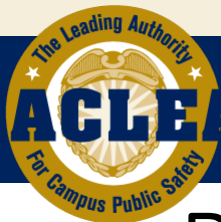
A Note About Pronouns

Latinx
Le/Les



Why Pronouns Matter for Trans People





Bottom Line...

**WHAT PRONOUN DO YOU USE FOR
A TRANSGENDER PERSON?**



Whatever they use for themselves.

And if you don't know, politely ask,
"Which pronoun would you like me to use?"

Vex



Trans-erasure

- People sometimes mistakenly conflate gender and sexual orientation
 - → group gender-based issues within “LGB” terms.
- In the history of the LGBTQ+ movement, there has been a historical preference for policies that address issues surrounding sexual orientation.
- Violence connected to sexual orientation typically receives more attention and backlash than that related to gender identity.
- **There is still stigma within the LGBT+ community about trans and non-binary people.**