

Gender Diversity: Navigation of Identities

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Objectives

Increase knowledge and empathy regarding common (**yet by no means exhaustive**) issues the LGBTQIA youth face, with a focus on gender

Gain basic knowledge of definitions, language, and supportive ways to talk about gender diversity

Increase awareness of ways to create safe and supportive environment across the campus

Acknowledgement that being an ally is **a process and commitment** to continued education

Agenda

Getting to know you- Group Exercise

Define the LGBTQIA+ umbrella

What is gender?

Student profile- identifying as gender diverse

Pronouns

Allyship

Wrap-up and Questions



Group Exercise

Getting to know each other

What does LGBTQIA stand for?

The Sexual Orientation and Gender Identity Umbrella

Sexual orientation Gay
 Bisexual Transgender
 Gender Heterosexual
 Lesbian Pansexual
 Cisgender
 Aromantic
 Homophobia
 Trans Biphobia
 Cisnormativity
 Sex assigned at birth
 Gender Fluid
 F-to-M Hormone Replacement Therapy
 Trans woman Gender Non-Conforming
 Demisexual Bigender Drag PGP's
 Non-binary Pangender Polyamorous
 Misgender Skoliosexual Coming Out

Sex Romantic Attraction
 Homosexual Intersex
 Sexuality Straight
 Queer Asexual
 Bicurious
 M-to-F Transsexual
 Ally Transphobia

Gender Expression Gender Dysphoria
 Gender Neutral Transvestite Cross-dresser
 Sex Reassignment Surgery MSM / WSW
 Trans man Mx Heteronormativity
 Questioning Closeted Transition
 Gender Binary Genderqueer
 Androgynous Ze / zir/ zirs

IDAHO TB
 INTERNATIONAL DAY AGAINST HOMOPHOBIA, TRANSPHOBIA & BIPHOBIA



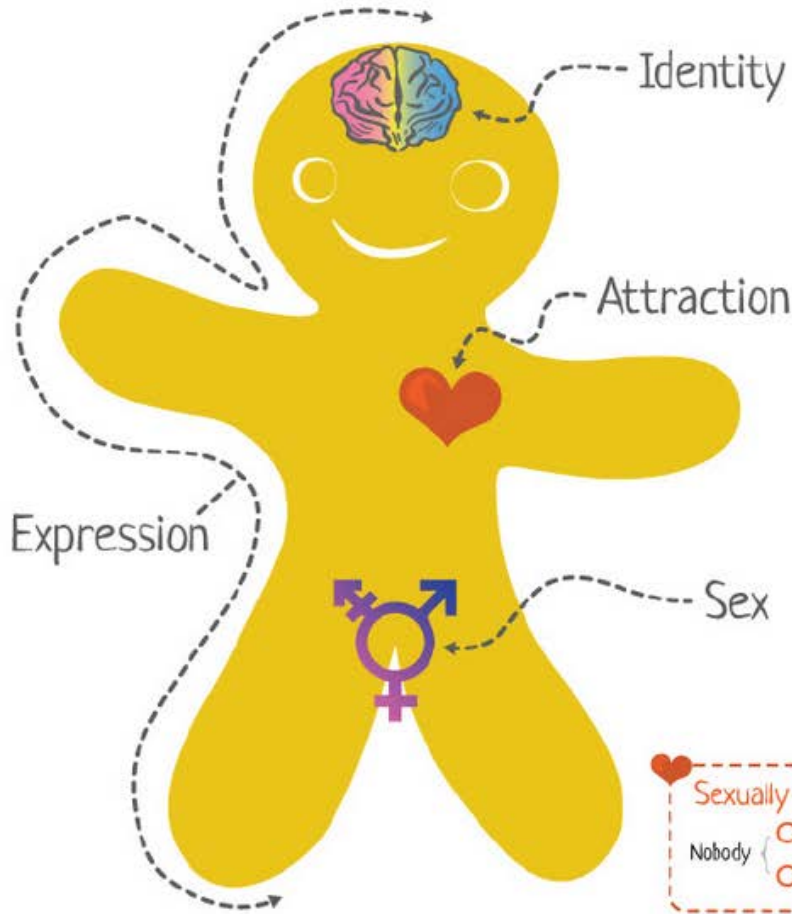


What is gender?

The Genderbread Person v3.3

by its pronounced **METROsexual**.com

Gender is one of those things everyone thinks they understand, but most people don't. Like *Inception*. Gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for gender understanding. It's okay if you're hungry for more. In fact, that's the idea.



Plot a point on both continua in each category to represent your identity, combine all ingredients to form your Genderbread. 4 (of infinite) possible plot and label combos

Gender Identity

Indicates a lack of what's on the right

Woman-ness

Man-ness

How you, in your head, define your gender, based on how much you align (or don't align) with what you understand to be the options for gender.

Labels: "woman", "man", "two-spirit", "gender queer"

Gender Expression

Feminine

Masculine

The ways you present gender; through your actions, dress, and demeanor; and how those presentations are interpreted based on gender norms.

Labels: "butch", "femme", "androgynous", "gender neutral"

Biological Sex

Female-ness

Male-ness

The physical sex characteristics you're born with and develop, including genitalia, body shape, voice pitch, body hair, hormones, chromosomes, etc.

Labels: "male", "female", "intersex", "MTF Female"

Sexually Attracted to

Nobody

(Women/Females/Femininity)

(Men/Males/Masculinity)

Romantically Attracted to

Nobody

(Women/Females/Femininity)

(Men/Males/Masculinity)

In each grouping, circle all that apply to you and plot a point, depicting the aspects of gender toward which you experience attraction







For a bigger bite, read more at <http://bit.ly/genderbread>

- Identifying as a gender other than the one you were assigned at birth.
- One's self identification and/or expression challenges the traditional notions of "male" and "female" existing on a binary

There is not one way to be Trans*!

GENDER IDENTITIES

MORE THAN JUST MALE/FEMALE

 <p>Cis-</p> <p>You identify as the gender assigned to you at birth- male or female.</p>	 <p>Trans-</p> <p>You identify as the sex opposite to the one you were designated as- Transmale/female</p>	 <p>Gender-fluid</p> <p>You feel as though a mix between a male and female, though occasionally one over the other.</p>
 <p>Demi-</p> <p>You identify partially with a gender. Demiboy/girl/fluid /etc.</p>	 <p>Non-binary</p> <p>Also known as agender, you do not conform with the gender binary and identify as being without gender.</p>	 <p>Gender-queer</p> <p>An umbrella term for not conforming with your gender, generally used when you do not wish to share more info.</p>

Transgender means...


- Within families, 60% of respondents were out to their families
 - 10% experienced violence, and 8% were kicked out of their house as a result
- **40%:** # of respondents who reported attempting suicide over their lifespan
 - 9x greater than US population statistics
- **7%:** # of respondents who reported attempting suicide in the past year
 - 12x greater than US population statistics

- K-12 students who identify as Trans*
 - 77% experience harassment in some form
 - 54% report verbal harassment
 - 24% report physical attack
 - 13% sexual violence
- In college, 24% report harassment and discrimination
- **Retention and improved mental health are directly related to identifiable support structures**

Trans-Specific Statistics

Based on the 2015 National Transgender Discrimination Survey (28,000 respondents):

Did you know...

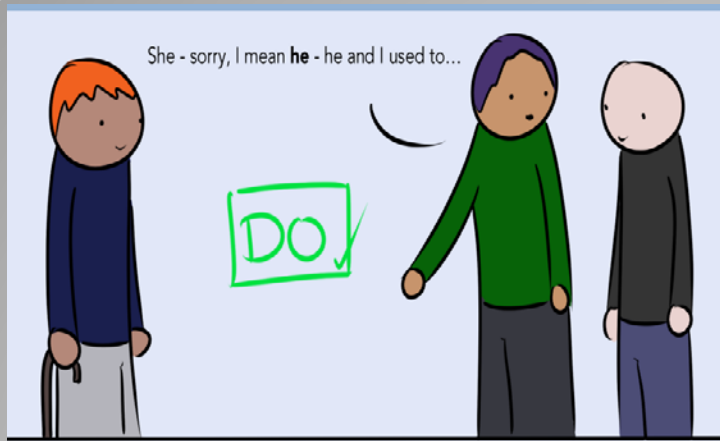


“They” is a grammatically correct gender-neutral pronoun. It has been used as a gender-neutral pronoun by Shakespeare, Oscar Wilde, and the Merriam-Webster dictionary.

Get the facts at transstudent.org/facts

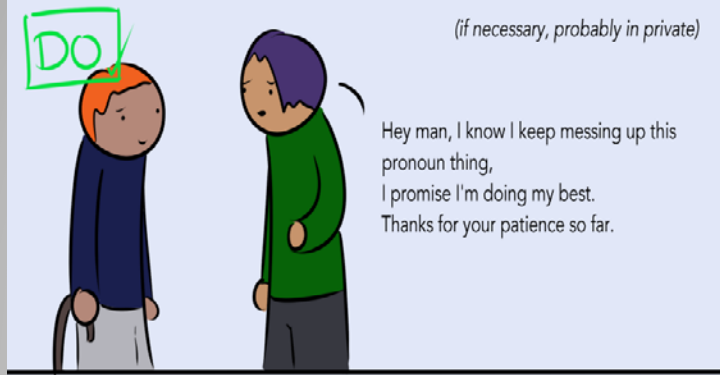
Pronouns

Pronouns



She - sorry, I mean **he** - he and I used to...

DO ✓



(if necessary, probably in private)

DO ✓

Hey man, I know I keep messing up this pronoun thing,
I promise I'm doing my best.
Thanks for your patience so far.



DO ✓ Practice!

Greg is my friend, I've known him for 7 years.
He works in landscaping and he has 3 dogs...

1	2	3	4	5
e/ey	em	eir	eirs	emself
[name]	[name]	[name]'s	[name]'s	[name]'self
they	them	their	theirs	themself
she	her	her	hers	herself
sie	hir	hir	hirs	hirsself
per	per	per	pers	perself
ve	ver	vis	vers	verself
he	him	his	his	himself
zie	zir	zir	zirs	zirsself

NOTE: This list of pronouns is not exhaustive.
It is good practice to ask which pronouns a person uses.

General Best Practices

- Recognize your biases and respect individual requests
- Recognize that every person is different and has a unique experience, identity, and needs. Do not make assumptions.
- You do not have to be a trans-person or an expert on trans-issues to support trans people; trans people need allies in the same way that all oppressed and marginalized communities need allies.
- If someone makes a trans-related mistake, gently correct them; if they make an anti-trans remark, be the brave trans ally who calls them on it.

Best Practices

- When collecting student information be open to asking about pronouns and chosen names. If a student uses a name or pronoun you aren't used to or haven't heard of, it's okay to ask about pronunciation.
- If you ask for it, use it!
- It is important to remember that one cannot assume gender or sexuality from a person's gender expression or presentation.

RESPECT



Best Practices, continued

- When writing evaluations or letters of recommendation, ask students how they would like to be referred to within the text. Some students may prefer their legal name in all college documentation, while others may prefer their chosen name and pronouns in evaluations and recommendations.
- Remember that one person's experience is different from another's, so it is best to avoid generalizations and comparisons to other transgender people.

- Correct misinformation or lack of information (i.e. transgender vs. transgender"ed"
- Seek consultation and community resources when needed
- The goal is to create a **safe** living and learning environment
- Know your limitations and ask for assistance when needed
- Disclosing one's identity is difficult to do- be a student advocate

Transphobic Words
 Calling someone a Tranny or 'too butch to be a girl' etc. demeans and trivialises the wide variety of experiences held by those who identify as transgender. If you see this type of transphobic language being used, challenge it.

Coming Out
 A gender identity is personal. If someone chooses to come out to you as trans* this means they trust you. Make sure to honour that trust by checking with them before telling anyone else as they may not want others to know.

Real Name?
 Asking someone what their 'real' name is implies that their chosen name is in some way invalid or not 'real'. In the same way, asking someone what their 'real' gender is disrespects their own gender identity.

Just Ask!
 It is important to respect the names and pronouns that people prefer. If you are unsure, simply ask "What are your preferred pronouns?"

Show Your Support!
 Make sure to show your support for your trans* friends by challenging transphobia when you see it.

Gender Identity is not Sexual Identity
 Remember that, no matter how someone identifies their own gender, they may still identify with any sexual identity. Everyone has a sexual and a gender identity, and they are separate and distinct from each other.

SOG
 Trinity LGBT

Best Practices, Cont.

Resources

1. PFLAG
2. GLSEN
3. TSER
4. FORGE
5. Campus Pride
6. Transgender Law Center
7. ALSO Youth





Questions??

For on-campus support:

- Peterson Counseling Center
- Center for Diversity and Inclusion
- Diversity and Inclusion Committee
<https://www.ringling.edu/diversity-and-inclusion>
- Human Resources team