Welcoming and Affirming for LGBTQ+ People

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Imagine This Scenario....

- **How do you feel now?**

How About This Flag?

SIGNS SHOW INCLUSION

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Today's Goal:

TO CREATE A WELCOMING AND AFFIRMING CULTURE FOR LGBTQ+ PEOPLE

A Look Ahead

- **Welcoming and Affirming Environment**

- **LGBTQ+ Education**

- **Pronouns**

- **Unconscious Bias**

Agenda

- ***<u>Welcoming and Affirming Environment</u>***

- **LGBTQ+ Education**

- **Pronouns**

- **Unconscious Bias**

Welcoming and Affirming

- Greet with a smile
- Facial expressions and body language
- Understand identification may not equal name
- Don't assume pronouns
- If asking pronouns, please be consistent
- Ask how someone would like to be addressed
- Don't get caught up in the quest for knowledge
- Don't share other people stories, it's not yours to tell
- Stay up to date on ever changing topics
- Treat people with dignity and respect

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Agenda

- **Welcoming and Affirming Environment**

- ***LGBTQ+ Education***

- **Pronouns**

- **Unconscious Bias**

LGBTQ+ Education

Lesbian- A woman who is primarily attracted to other women.

Gay- A person who is attracted primarily to members of the same sex.

Bisexual- A person who is attracted to both people of their own gender and another gender.

Transgender- A person whose sex is not aligned at birth, they feel they were born in the wrong body.

Queer-All-encompassing term within the LGBTQ+ community for a person who does not feel they fit within a label. i.e. queer about their gender or their sexuality

Questioning- A person in the process of exploring and discovering their sexual orientation, gender identity, or gender expression.

Intersex- A person who biologically does not fit within the gender markers of male or female. This person typically has XXY chromosomes

Two Spirit- A Native American Term for individual who has spirit of both genders in their body.

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Additional Trans Education

- **Gender Queer-** A person who does not subscribe to conventional gender distinctions but identifies with neither, both or a combination of male and female genders

- **Trans+-** is an inclusive term for the trans community

- **M2F/MTF-** Male to Female Transgender person

- **F2M/FTM-** Female to Male Transgender person

- **Non-Binary-** Relating to or being a person who identifies with or expresses a gender identity that is neither entirely male nor entirely female

- **Deadname-** is the birth name of someone who has changed it

- **Gender Notes-** Individuals who identify as bi-gender, gender-questioning(queer), a-gender or gender neutral may choose not to transition or never even consider it

- **Terms to Avoid-** transgender**ed,** transgender**s,** transgender**ism,** transsexual**,** transvestite, or tranny
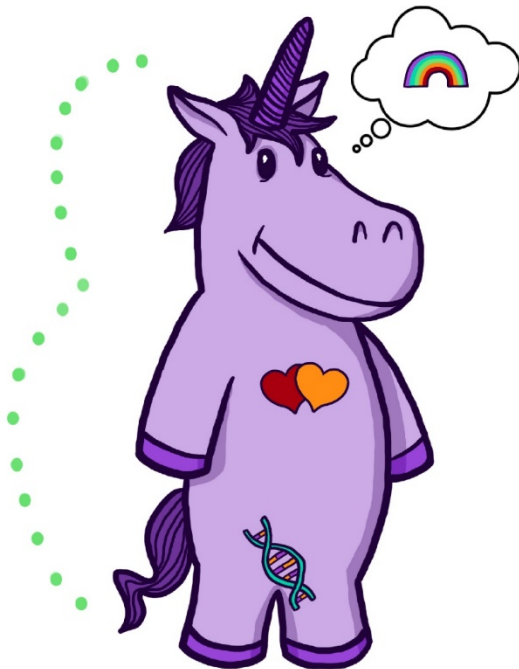
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Additional Educational Terms

- **Cisgender-** A term for people whose gender identity is congruent with their assigned birth sex

- **Non-Binary-** Relating to or being a person who identifies with or expresses a gender identity that is neither entirely male nor entirely female

- **Agender-** A term defined as without gender

- **Asexual-** A person who does not have attraction to members of any group

- **Pansexual-** A person who is attracted to members of all gender identities/expressions

- **Demisexual** – little or no capacity to experience sexual attraction until a strong romantic connection is formed with someone, often within a romantic relationship.

- **Outing**- involuntary or unwanted disclosure of another person's sexual orientation, gender identity, or intersex status.

- **Ally**- Non-LGBTQ+ person who supports the rights of the LGBTQ+ community.

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Gender Identity and Expression

Agenda

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Gender Pronouns

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	Themself	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.

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go to transstudent.org/graphics

TSER
Trans Student Educational Resources

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Agenda

- **Welcoming and Affirming Environment**

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- **Pronouns**

- ***Unconscious Bias***

Unconscious Bias

What Biases do you have about the LGBTQ+ Community?

- They are confused

- They don't follow a religion

- I'm afraid they find me attractive

- They chose to be that way

- They should pick a gender

- It's their lifestyle....

- There is only one way to be gay or trans

- Have you had "THE" surgery

- Men should act a certain way

- Women need to act a certain way

- What is your normal, Might not be the same as mine

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Practice Session

Scenario 1

You are standing with a co-worker and a resident who is transgender. You notice that your co-worker is consistently using the wrong pronouns when referring to the resident.

How do you respond?

Scenario 2

You see a resident who usually wears dresses and makeup and has previously shared with that they use she/her pronouns come in with a beard, wearing a button down and slacks.

How do you move forward?

Scenario 3

A gay male resident is being bullied/harassed by other residents for his sexual orientation.

How do you respond?

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Questions?

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