Welcoming and Affirming for LGBTQ+ People

Presented by: Ashley T Brundage
@ashleytbrundage
President, Empowering Differences
Imagine This Scenario....

- How do you feel now?
How About This Flag?

SIGNS SHOW INCLUSION
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

• Welcoming and Affirming Environment
• 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
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.
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** - transgendered, transgenders, transgenderism, transsexual, transvestite, or tranny
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.
Gender Identity and Expression

The Gender Unicorn

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
Agenda

• Welcoming and Affirming Environment
• LGBTQ+ Education
• Pronouns
• Unconscious Bias
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.

<table>
<thead>
<tr>
<th>Subjective</th>
<th>Objective</th>
<th>Possessive</th>
<th>Reflexive</th>
<th>Example</th>
</tr>
</thead>
<tbody>
<tr>
<td>She</td>
<td>Her</td>
<td>Hers</td>
<td>Herself</td>
<td>She is speaking. I listened to her. The backpack is hers.</td>
</tr>
<tr>
<td>He</td>
<td>Him</td>
<td>His</td>
<td>Himself</td>
<td>He is speaking. I listened to him. The backpack is his.</td>
</tr>
<tr>
<td>They</td>
<td>Them</td>
<td>Theirs</td>
<td>Themself</td>
<td>They are speaking. I listened to them. The backpack is theirs.</td>
</tr>
<tr>
<td>Ze</td>
<td>Hir/Zir</td>
<td>Hirs/Zirs</td>
<td>Hirself/Zirself</td>
<td>Ze is speaking. I listened to hir. The backpack is zirs.</td>
</tr>
</tbody>
</table>

For more information, go to transstudent.org/graphics
Agenda

- Welcoming and Affirming Environment
- LGBTQ+ Education
- 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
Practice Session

<table>
<thead>
<tr>
<th>Scenario 1</th>
<th>Scenario 2</th>
<th>Scenario 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>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.</td>
<td>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.</td>
<td>A gay male resident is being bullied/harassed by other residents for his sexual orientation.</td>
</tr>
<tr>
<td>How do you respond?</td>
<td>How do you move forward?</td>
<td>How do you respond?</td>
</tr>
</tbody>
</table>
Today’s Goal:

TO CREATE A WELCOMING AND AFFIRMING CULTURE FOR LGBTQ+ PEOPLE
Questions?
Welcoming and Affirming for LGBTQ+ People

Presented by: Ashley T Brundage
@ashleytbrundage
President, Empowering Differences