Supporting LGBTQI+ Youth and Families

LB Moore, M.Ed., M.Ed.

June 18, 2020

Family Resource Centers and DCF

Notes about our Session

- Please use the chat
  - Kate will help me keep an eye on questions & comments
  - If you have specific questions or tech issues, please privately message Kate
- We'd love to see your face, if possible
- Please interrupt me with questions—in chat or by unmuting yourself
- Please let us know if you are not able to see the screen
- 1 break planned; step away as you need

Introductions:

Please enter in the chat!

- **Name and gender pronouns**

  LB Moore, they/them or ze/zir

- **Role**

  LGBTQ+ Program Manager

- **Intro Poll!**

Group agreements

- What's learned here, leaves here;
  What's said here, stays here
- Step up/step back
- Tech etiquette
- Raise cultural concerns
- Ask the question (thoughtfully)
- Assume all experience is in the room
- Respectful listening/agree to disagree*
- Have fun!

Learning Goals

Note: This is not a comprehensive training.

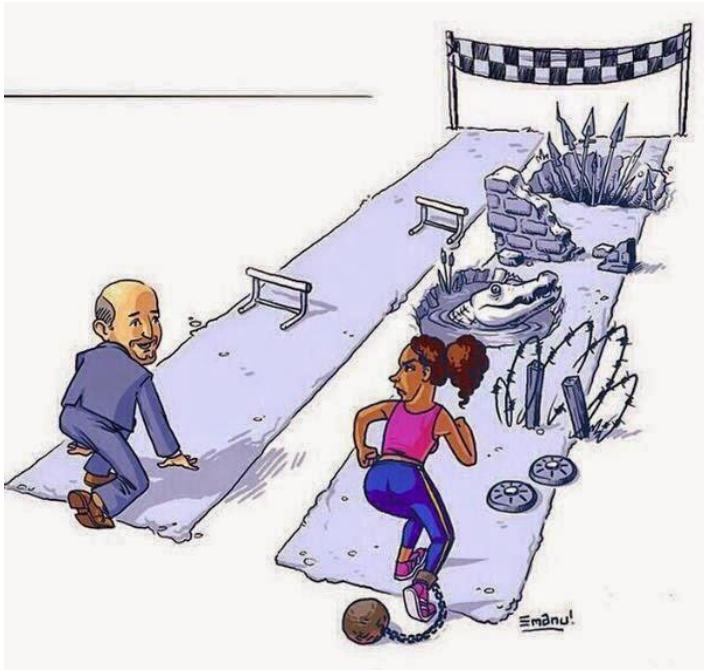
- Gain knowledge of key concepts and terms relating to gender identity, sex, sexual orientation, and related topics.
- Practice appropriate use of terms including “sexual orientation,” “gender identity,” “gender expression,” “sex assigned at birth,” and “intersex.”
- Apply vocabulary and best practices through self-reflection and case studies.
- Identify challenges and strategies to more effectively work with LGBTQI+ families in your service settings.

Queer	**Umbrella term for identities of those who are not conforming to social and cultural norms of gender and sexuality. This term has a complicated history as a reclaimed slur.**
Transgender	Umbrella term for many gender identities of those who do not identify or exclusively identify with the gender associated with one's sex assigned at birth.
Cisgender	A term for gender identities of those who identify with the gender associated with the sex assigned at birth. This term was derived from the Latin word meaning "on the same side." A Cisgender person is not a transgender person.
Outing (being outed by others)	A term that refers to the action of disclosing someone's sexuality, gender identity, and/or HIV status without their consent. Outing can result in physical danger, discrimination, emotional pain, and isolation.
Third-Person Pronouns	There are a variety of third-person pronouns that people use and should respect. For example:

She	Her	Hers	Herself
He	Him	His	Himself
They	Them	Theirs	Themself
Ze	Zir/Hir	Zirs/Hirs	Zirself/Hirself

Intersectionality Note

Privilege



Unearned access to social power based on membership in a dominant social group. For example:

- Male Privilege
- White Privilege
- Heterosexual Privilege
- Religious Privilege
- Cisgender Privilege
- Socioeconomic Class Privilege
- Adult Privilege
- Ability Privilege

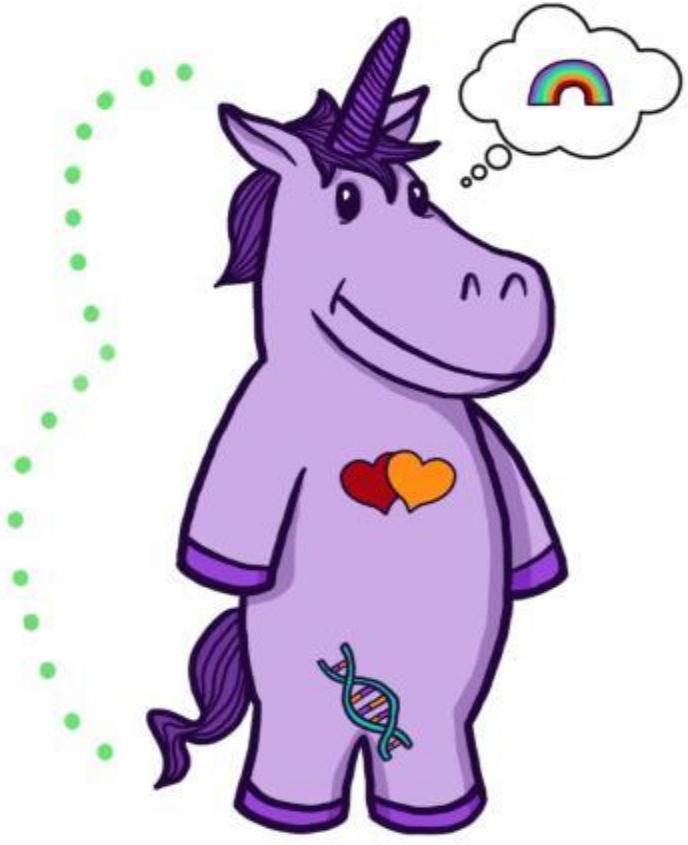
A note about words…

Language about sexual orientation, gender identities and expression:

- Varies by community and individual
- May shift over time
- Is still in development

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



Gender Identity
- Female / Woman / Girl
- Male / Man / Boy
- Other Gender(s)

Gender Expression/Presentation
- Feminine
- Masculine
- Other

Sex Assigned at Birth
Female | Male | Other/Intersex

Sexually Attracted To
- Women
- Men
- Other Gender(s)

Romantically/Emotionally Attracted To
- Women
- Men
- Other Gender(s)

To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan

Sex Assigned at Birth

At birth, babies are assigned one of these categories based on anatomy or other physical characteristics.

Male **Intersex** **Female**

Video

Understanding Identity:

Gender, Gender Identity and Gender Expression

Defining Terms

Gender

A term that refers to the attitudes, feelings, and behaviors that a given culture associates with a person's sex assigned at birth.

Think about…

- **Gender roles**
- **Division of labor**
- **Colors associated with boys and girls**

Gender Identity

A person's <u>own inner sense</u> *of "gender."*

For example:

- **Woman**
- **Gender Fluid**
- **Androgynous**
- **Agender**
- **Somewhere in Between**
- **Man**
- **Non-Binary**
- **Genderqueer**
- **Two Spirit***
- **Queer**

About LB

Gender Identity
Non-Binary
Female/Woman/Girl
Male/Man/Boy
Other Gender(s)

What does *Trans* mean?

Trans is one word for a variety of identities

Which identities would fall underneath this "umbrella"?

Transgender, **Genderqueer,** ***Agender,*** Non-binary,
Trans Man**,** **Trans Woman,** **Two-Spirit,** **GenderFluid**
(just to name a few)

Gender Expression

Shown through clothing, hairstyle, mannerisms, voice use, names/pronouns, activities, etc. Based on cultural ideas about gender. Gender expression may or may not "correspond" to gender identity!

- **Feminine**
- **Femme**
- **Androgynous**
- **Masculine**
- **Butch**

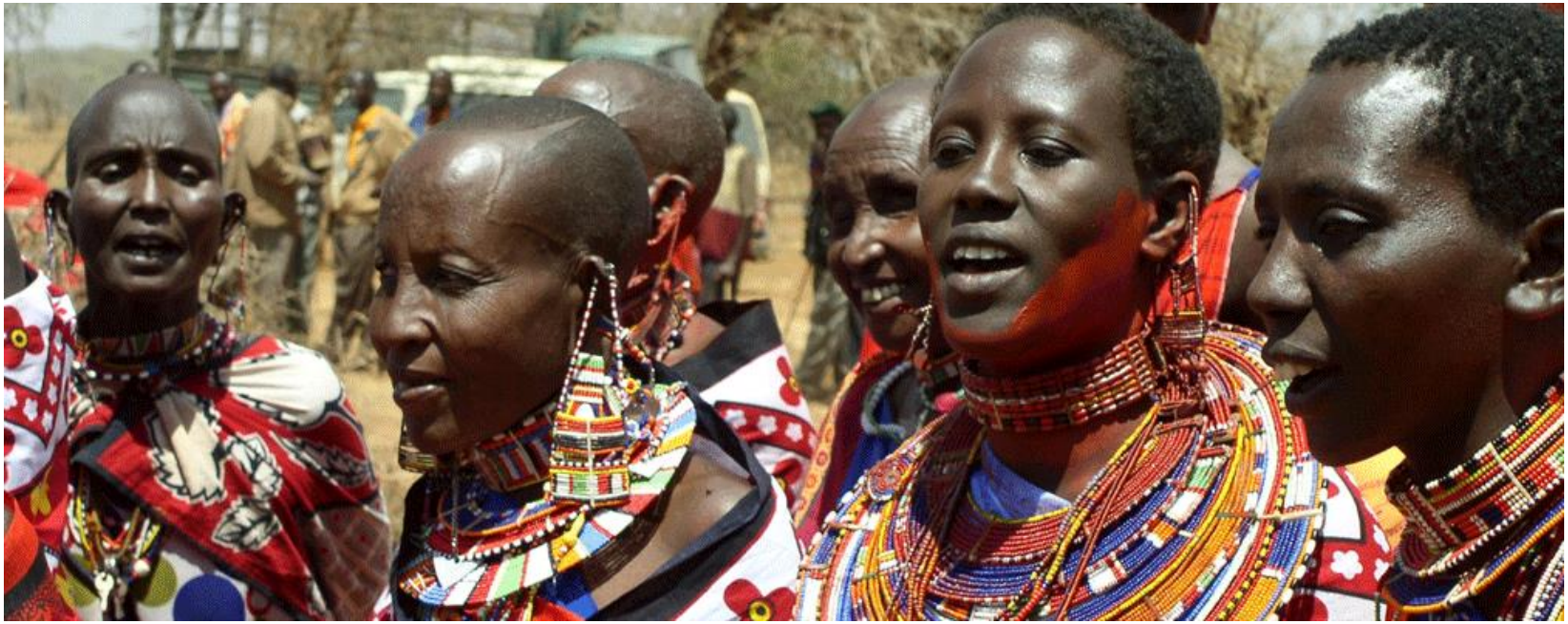
About LB

Activity!

FEMININE?

or

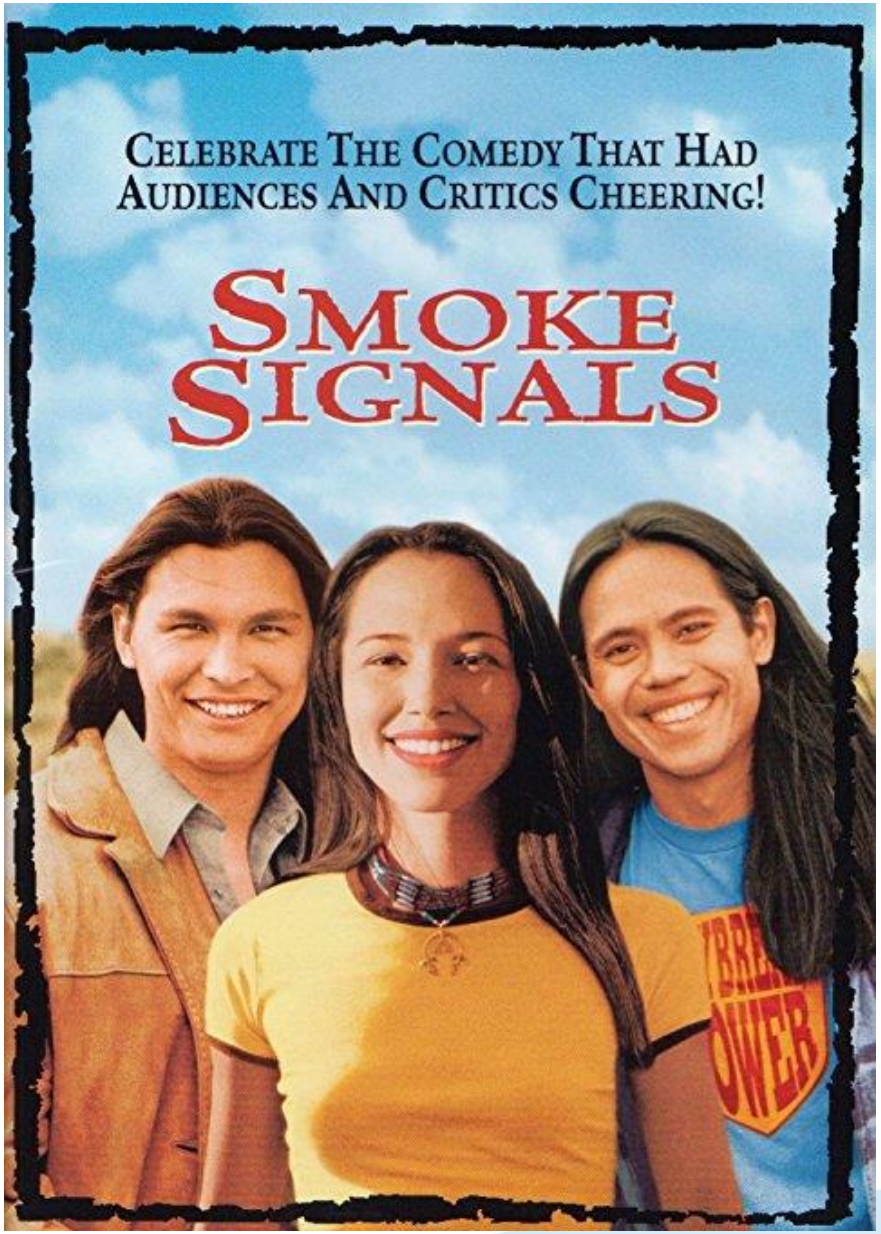
MASCULINE?



© http://www.maasai-association.org/mcc/women.group.html

CHANGE

FPA



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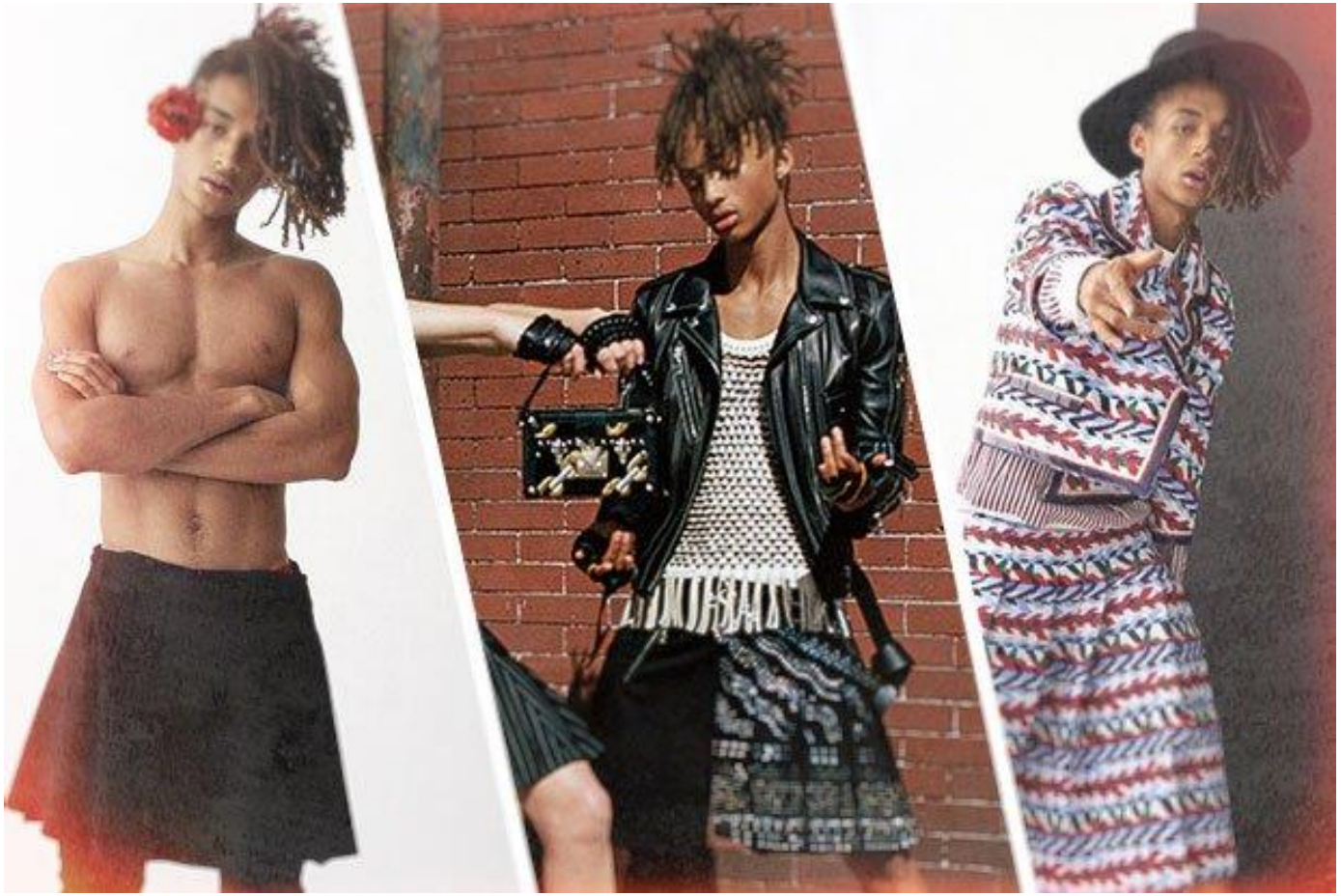
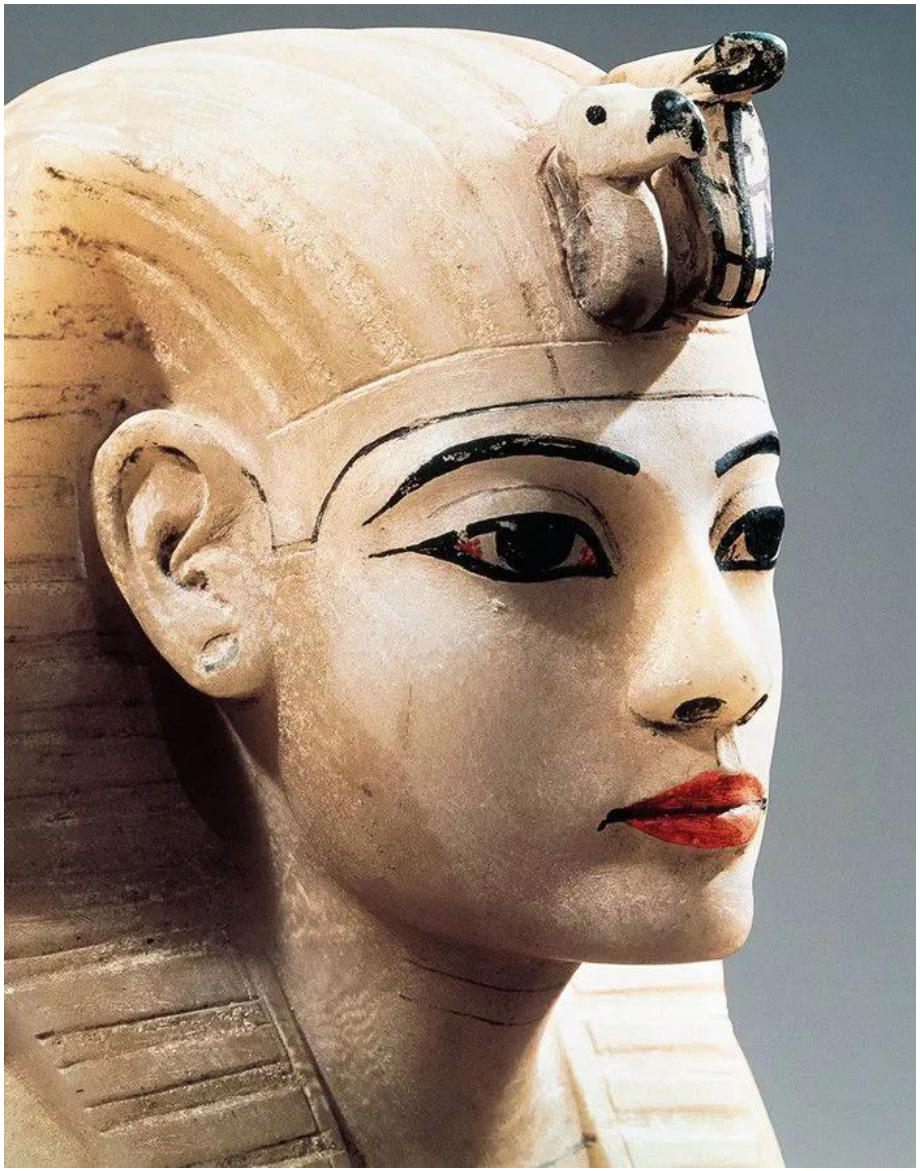


© http://www.thewrap.com/jaden-smith-his-skirts-and-the-new-mainstream/

https://en.wikipedia.org/wiki/Dave_Navarro#/media/File:Dave_Navarro_2010.jpg



https://www.byrdie.com/history-makeup-gender

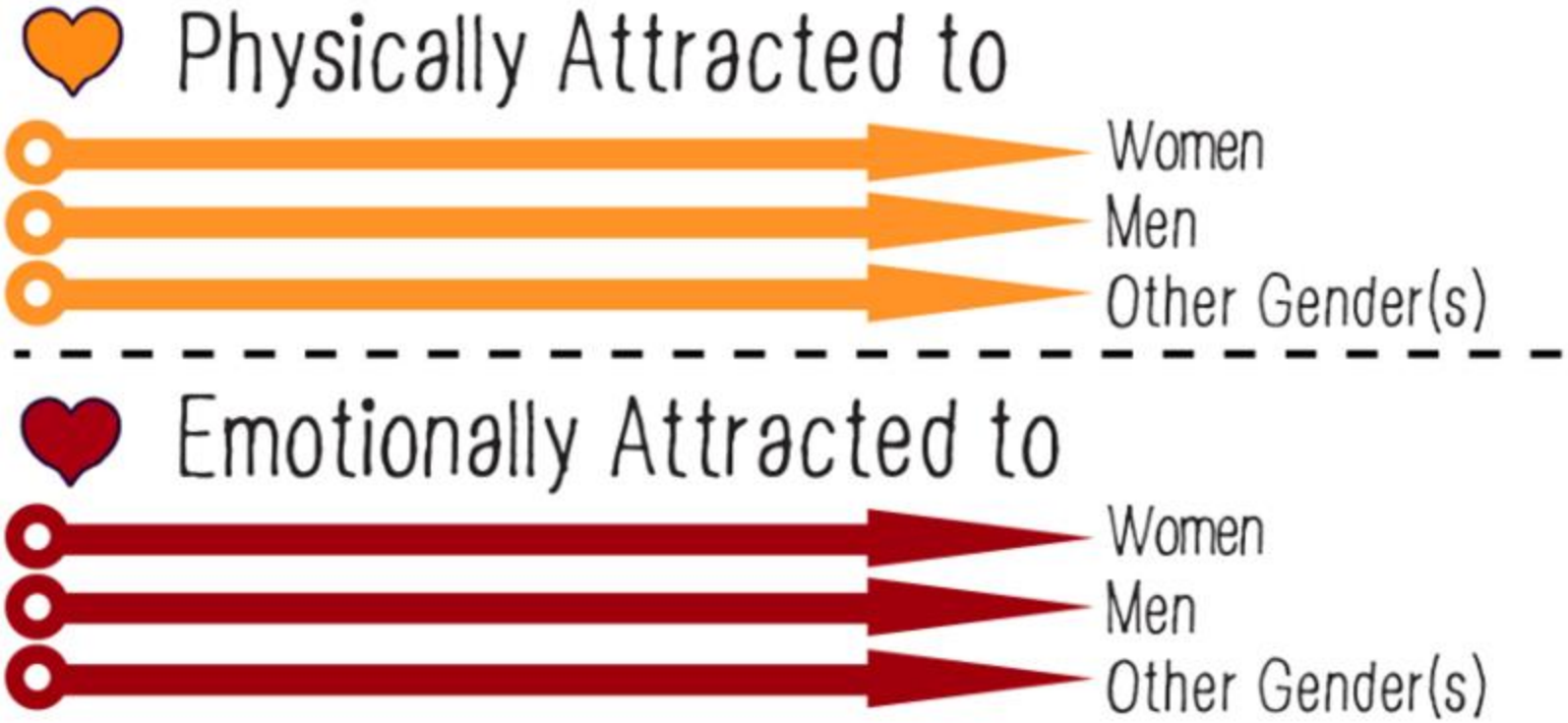
https://www.gotceleb.com/wp-content/uploads/photos/simone-biles/2017-espy-awards-in-los-angeles/Simone-Biles:-2017-ESPY-Awards--04.jpg

https://www.houstoniamag.com/articles/2016/8/12/two-simones-from-houston-killed-it-at-the-olympics-on-thursday

Activity Reflection

- What did you experience?
- What surprised you?
- What did you learn about yourself?

Sexual and Romantic Orientation



Sexual and Romantic Orientation

What are sexual or romantic orientation identities that you've heard of?

It might be your identity or one you've heard from a person served, friend, family member, etc.

Sexual and Romantic Orientation

Who a person is attracted to

Orientation Identities might include:
Lesbian, gay, bisexual, heterosexual/straight, queer, homoromantic, asexual, pansexual, etc

- People may or may not use a label
- May change over time
- Not always the same as who someone has sex or relationships with; identity =/= behavior

Review

►**Sex Assigned at Birth**: A status assigned at birth, usually male or female based on physical characteristics/appearance.

►**Gender:** The attitudes, feelings, and behaviors that a given culture associates with a person's sex assigned at birth.

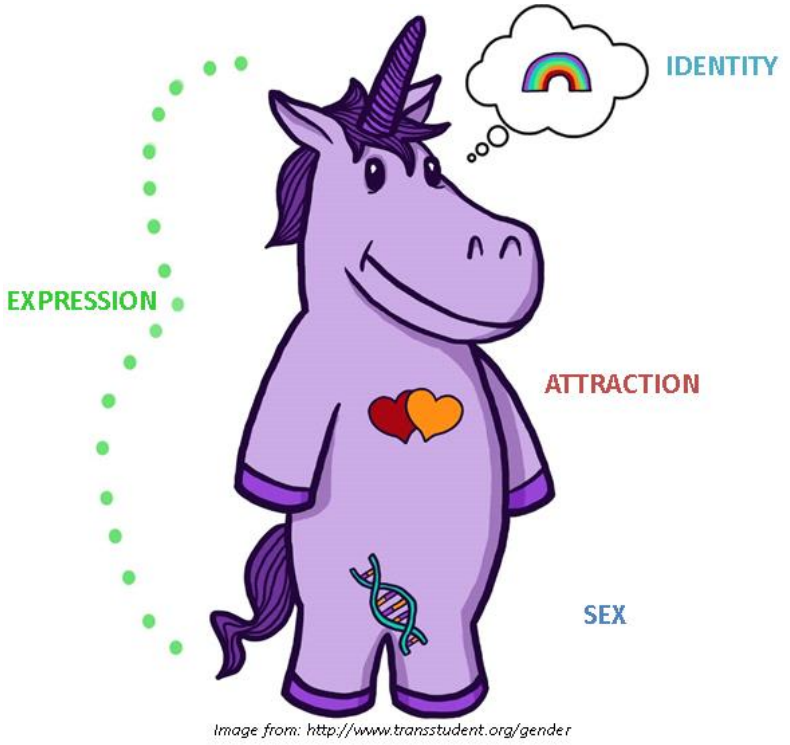


Image from: http://www.transstudent.org/gender

►**Gender Identity:** One's own inner sense of gender.

►**Gender Expression:** Ways in which one *presents their own outer sense of "gender"* through actions, clothing, demeanor, etc.

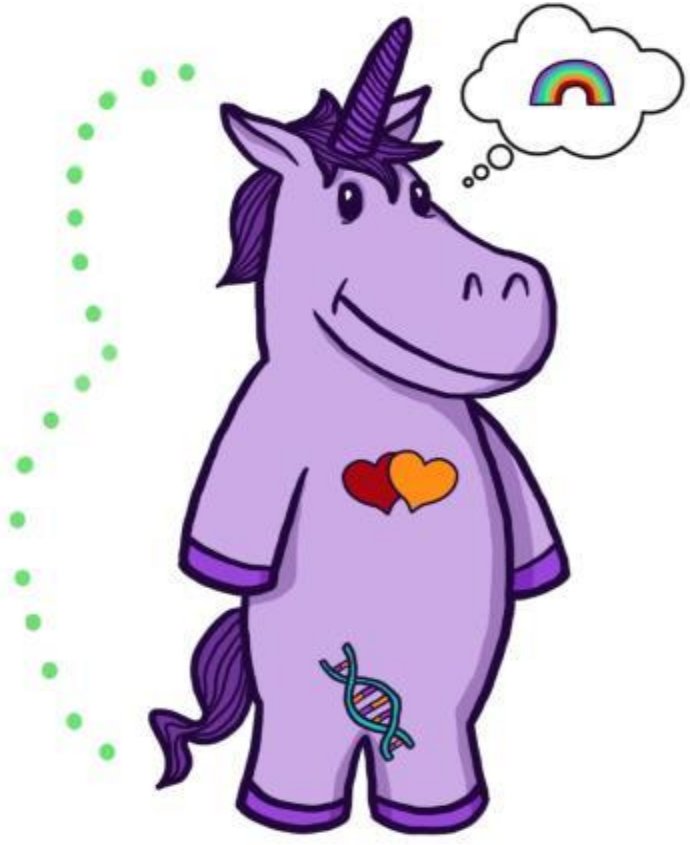
►**Attraction (sexual & romantic orientations):** One's attraction to, or the lack of attraction to, others romantically, sexually, physically, and/or emotionally taking into account their genders.

JRI

GLASS

My Name is: Vanessa

Graphic by:
TSER
Trans Student Educational Resources



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Design by Landyn Pan

Gender Identity

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- Feminine
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Sex Assigned at Birth

Female | Male (X) | Other/Intersex

Sexually Attracted To

- Women
- Men
- Other Gender(s)

Romantically/Emotionally Attracted To

- Women
- Men
- Other Gender(s)

My Name is: Terry

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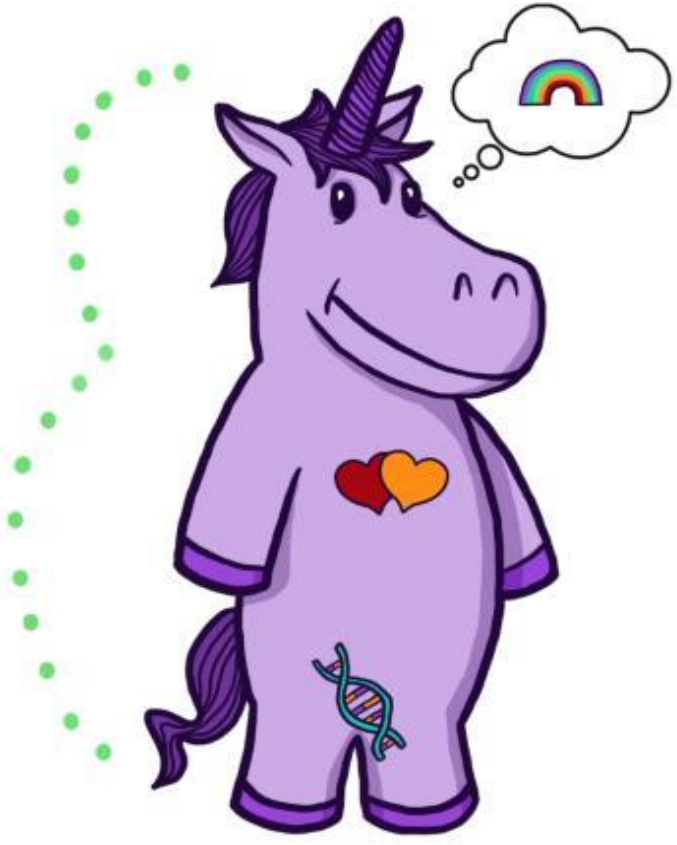

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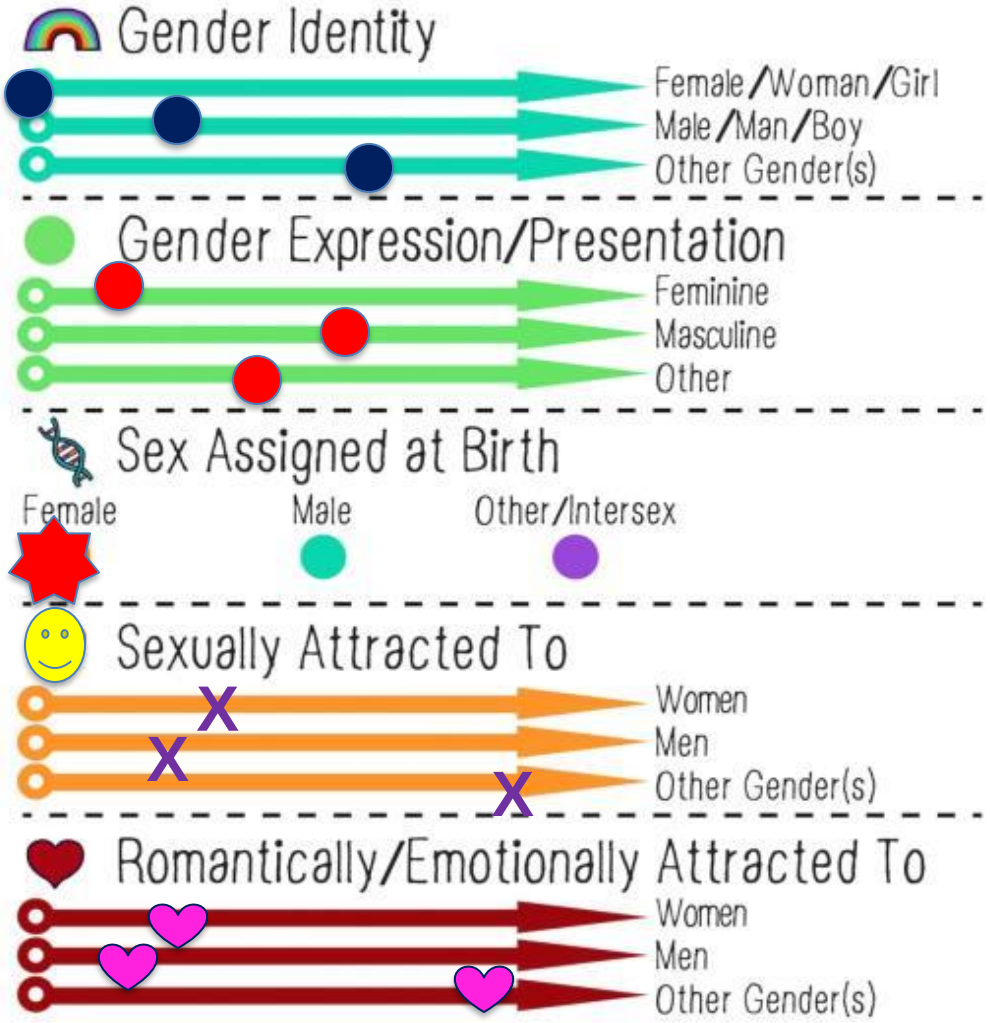
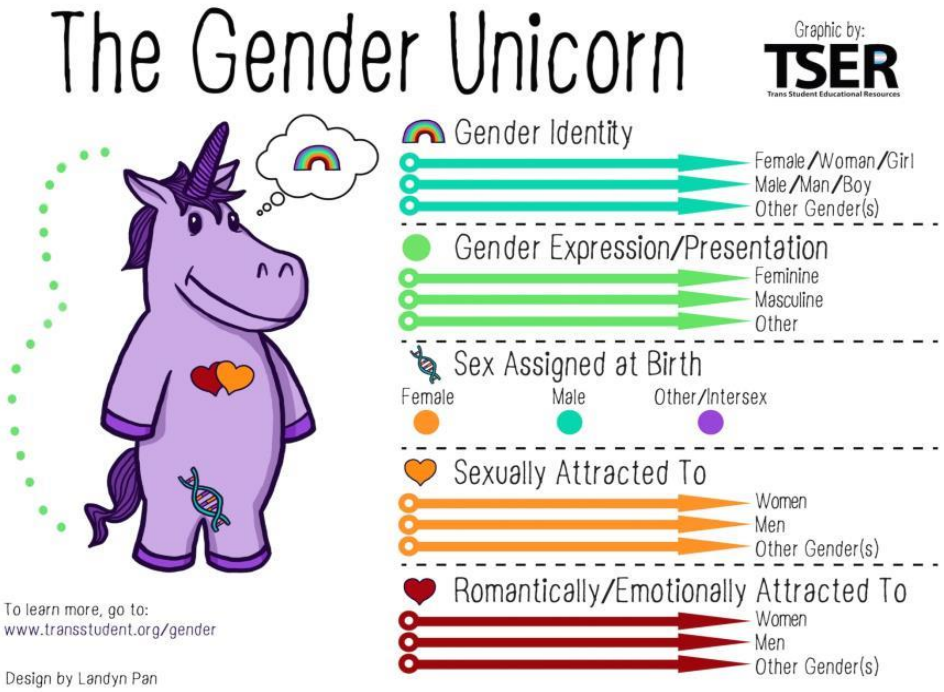


ACTIVITY!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Design by Landyn Pan

Activity Reflection

- What did you experience?
- What surprised you?
- What did you learn about yourself?

Questions About Terms?

Break!

Considerations for health

- ✓ LGBTQI+ people often experience challenges accessing culturally responsive healthcare in a safe and supportive environment, particularly if they live outside major cities. Many LGBTQI+ (reported as many as 1 in 4) people have experienced negative interactions with healthcare providers, including being denied care.

- ✓ Because of this and other issues such as stigma and discrimination, LGBTQI+ young people are at increased risk of homelessness, experiences of violence and assault, substance use, depression and anxiety, heart disease, bullying and social isolation, and suicide.

What are transphobia, homophobia, and queerphobia?

Fear, hatred, discomfort, or intolerance of people perceived as breaking society's gender and sexual "rules."

Interpersonal

- Harassment, name-calling, judgmental language, or physical attacks

Cultural/institutional/structural

- Exclusion or stereotypical representation in media
- Stigma and rejection
- Discriminatory laws

What are cissexism and heterosexism?

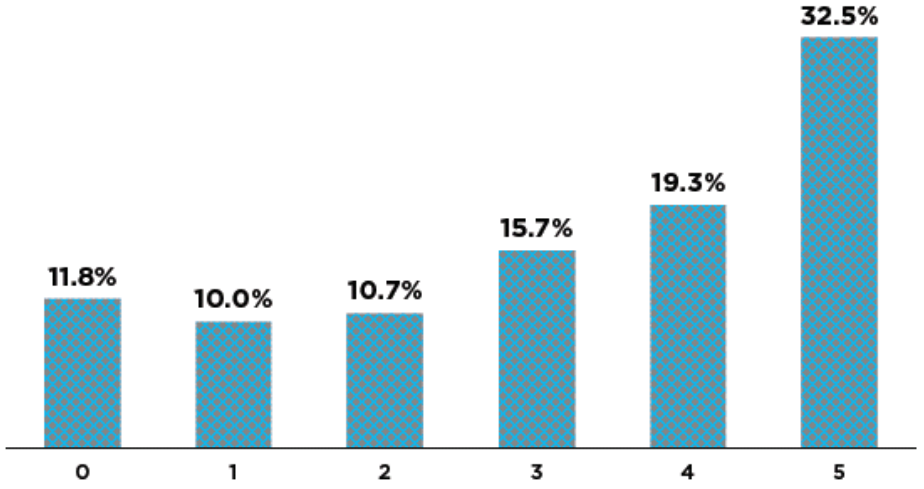
Attitudes, beliefs, and structures that automatically assume that everyone is—and should be—cisgender and heterosexual unless proven otherwise

Examples:

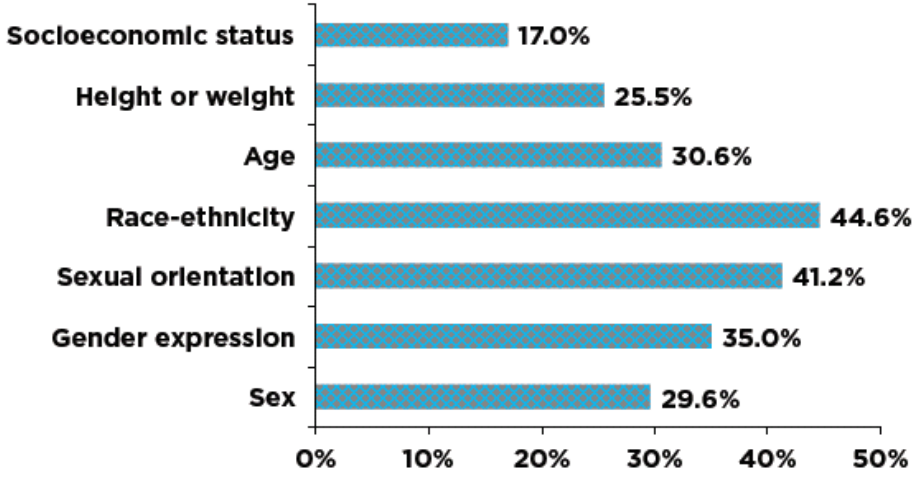
- As part of the sexual health screening, the nurse asks the teenage girl if she's had sex with a boy yet.
- A trans man calls to schedule a gynecology appointment; the coordinator asks him if the appointment is for his wife or girlfriend.
- All of the books in the waiting room with sets of parents feature a mom and a dad.

Boston's LGBTQ+ Youth of Color and Discrimination

Number of Types of Everyday Discrimination



Main Reasons for Discrimination



Conron, K., Wilson, J., Cahill, S., Flaherty, J., Tamanaha, M., & Bradford, J. Our Health Matters: Mental Health, Risk, and Resilience Among LGBTQ Youth of Color Who Live, Work, or Play in Boston, November 2015, The Fenway Institute, Boston.

Lifetime Suicide Attempts for Highly Rejected LGBT Young People

(One or more times)

Ryan, Family Acceptance Project, 2009

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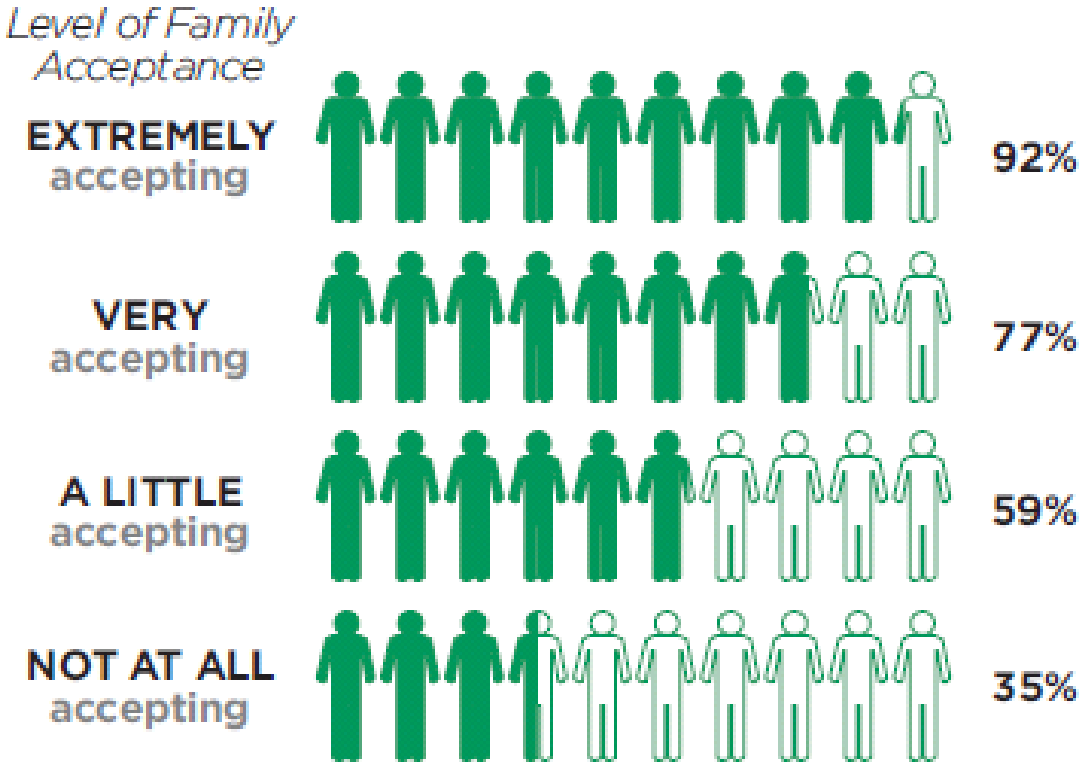
Youth Believe They Can Be A Happy LGBT Adult

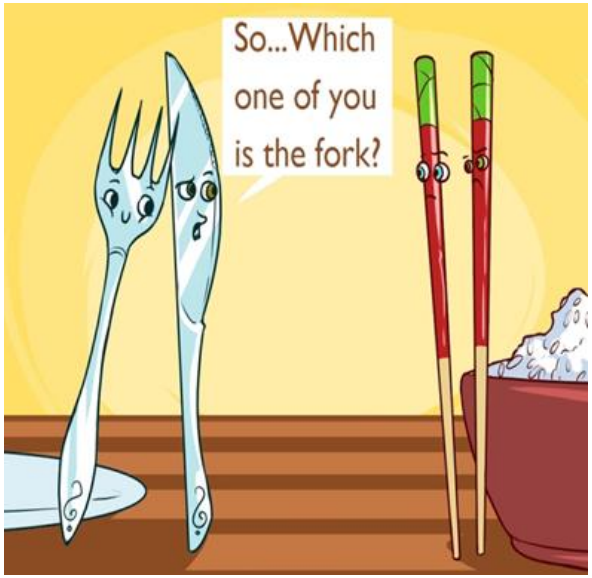


Ryan, Family Acceptance Project, 2009

Let's Talk About Words

Third-Person Pronouns

Some things are better left unsaid.



- Who's the [boy/girl] in the relationship?
- What is you/your child's real name?
- Have you had the operation?
- I would have never known you are trans!
- Well, she looks like a little girl to me, so I'm gonna say "she."
- But you are so [masculine/feminine]!
- Since you're a [a gender identity] now, let's talk about [personal topics that the person you are talking to did not ask for].

Need-to-know NOT want-to-know

Words matter

Words to use:

Partner/s

- *Don't assume partners' gender identities*

Language the client uses

Chosen name and pronouns

- *Share yours to start*

Gender affirming surgery, top or bottom surgery

- *Use whatever term a client uses*

Transgender/Intersex

- *If the client identifies this way*

Words matter

Words to **avoid**

Transgender*ed*/Intersex*ed*

Transsexual, hermaphrodite or "getting a sex change"

- *These are outdated terms; some people may still use them for themselves*

Client's 'deadname' or 'dead pronouns'

Slurs of all kinds

- *If in doubt, choose a different word*
- *If it's not your community, be extra sensitive*

Clinical language (unless the client uses it to identify)

- *I.e.: use "gay," not "homosexual"*

Considerations for health

- ✓ What makes it hard to support LGBTQI+ people in our settings?

- ✓ What makes it easy to support LGBTQI+ people in our settings?

How to support LGBTQI+ people in health care and social-services

Basic Guidelines for culturally responsive care

1. Create an open and inclusive space.
2. Recognize the complexity, fluidity, and uniqueness of each person's gender expression, gender identity, sexual orientation, and romantic orientation.
3. Respect confidentiality and avoid "outing" at all times.
4. Continue reflecting, learning, and improving.

Basic Guidelines for culturally responsive care

1. Create an open and inclusive space.

- Model and ask about chosen name and pronouns.
- Collect gender identity and sex assigned at birth separately.
- Post/wear LGBTQI+ inclusive materials in the space.
- Provide all-gender bathrooms.
- Use inclusive and neutral language.
- Express welcoming and normalizing responses
- Don't ask or expect clients to educate you
- When clients use a term an unfamiliar term and it's relevant, ask: "What does that mean to you?"
- Be familiar with—and encourage growth of—agency's diversity and anti-discrimination policies.

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Basic Guidelines for culturally responsive care

2. Recognize the complexity, fluidity, and uniqueness of each person's gender expression, gender identity, sexual orientation, and romantic orientation.

- One's gender identity and sexual/romantic orientation are unknown until the person shares their identity with you.
- Gender expression ≠ Social and cultural norms
- Identity ≠ Behavior
- Sexual orientation ≠ Romantic orientation
- Normalize this information with clients and families

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Basic Guidelines for culturally responsive care

3. Respect confidentiality and avoid "outing" at all times.

- Ask to whom the client's LGBTQ+ identity, legal and chosen names, and pronouns can be shared.
- Note what names and pronouns should be used for different occasions.
- LGBTQ+ information shared with the provider within their service provision process is protected by HIPAA.
- Remember that family members **may or may not** be allies

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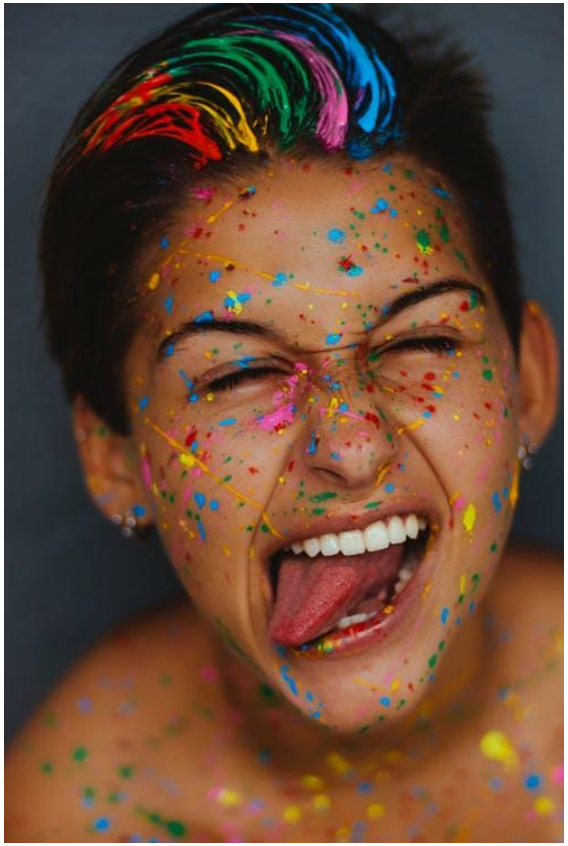
Basic Guidelines for culturally responsive care

4. Continue reflecting, learning, and improving.

- Acknowledge your learning curve
  - Self-compassion AND accountability
- Advocate for ongoing education and training
- Listen to LGBTQI+ clients and communities
  - With particular attention to communities impacted by multiple forms of oppression
- Create a culture of reflection and feedback
  - With yourself, clients, colleagues, and supervisory relationships
- Access resources for yourself and clients as needed

ACTIVITY: Case Studies



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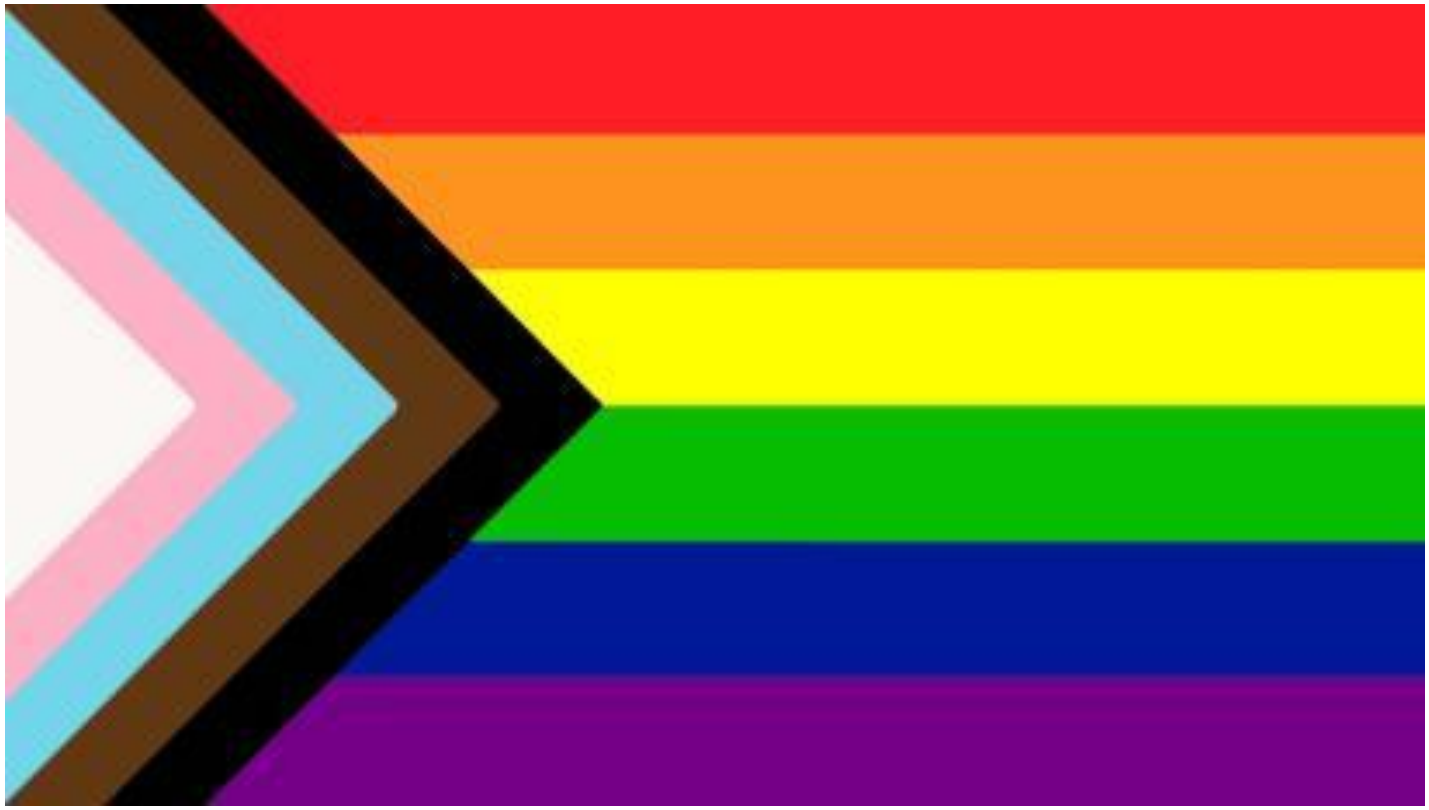

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