

LGBTQIA 101

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Heterosexual Questionnaire

- What do you caused your heterosexuality?
- When and how did you first decide you were heterosexual?
- Is it possible your heterosexuality is just a phase that you may grow out of?
- If you have never slept with a member of your own sex, is it possible that you might be gay if you tried it?

LGBTQIA Terminology

- **Lesbian:** A sexual orientation and/or identity of a person who is female-identified and who is sexually and emotionally attracted to some other females
- **Gay:** A sexual orientation and/or identity of a person who is sexually and emotionally attracted to some members of the same sex.
- **Bisexual:** A sexual orientation and/or identity of a person who is sexually and emotionally attracted to some males and some females.
- **Queer:** An umbrella term used to describe a sexual orientation, gender identity, or gender expression that does not conform to heteronormative society. **(Still extremely offensive when used as an insult)**

- **Intersex:** is a general term used for a variety of conditions in which a person is born with a reproductive or sexual anatomy that doesn't seem to fit the typical definitions of female or male
- **Questioning:** The questioning of one's gender, sexual identity, sexual orientation, or all three is a process of exploration by people who may be unsure, still exploring, and concerned about applying a social label to themselves for various reasons
- **Ally:** is a heterosexual person who supports equal civil rights, gender equality, LGBT social movements, and challenges homophobia and transphobia

- **Transgender:** An identity of a person whose gender identity is not aligned with their sex assigned at birth and/or whose gender expression is non-conforming
- **Transsexual:** persons whose core gender identity, their self-perception as male or female, is different than their biological sex as assigned at birth; these individuals may choose to change their sex, through hormone therapy and/or sex reassignment surgery, to match their gender identity
- **Trans:** An abbreviation used to refer to a gender variant person
- **Transvestite:** refers to persons who cross dresses for pleasure in the appearance and sensation

- **Two-Spirited:** One of many terms used to refer to transgendered Native Americans who experience their sexual and gender identities as being outside of the heteronormative binary of man/woman, gay/straight, etc...
- **Pansexual:** A person who is sexually interested in other people regardless of gender or sexual identity
- **Genderqueer:** A gender variant person whose gender identity is neither male nor female, is between or beyond genders, or is some combination of genders (may or may not identify as LGBT)

- **Gender Identity:** How we identify ourselves in terms of our gender
- **Sexual Orientation:** The inner feelings of who we are attracted or oriented to sexually and emotionally
- **Homophobia:** The fear and intolerance of homosexuality, bisexuality, lesbians, and gays
- **Transphobia:** The irrational fear or aversion toward those whose gender identity or expression, or perceived gender, does not match their perceived sex, and/or the inability to deal with gender ambiguity.
- **Heterosexism:** Applies to attitudes, bias, and discrimination in favor of heterosexual relationships; believing heterosexuality to be superior to other lifestyles



Are there any terms you are most comfortable using?

Are there any terms you are uncomfortable using?

Are there any terms you were unfamiliar with?

Statistics

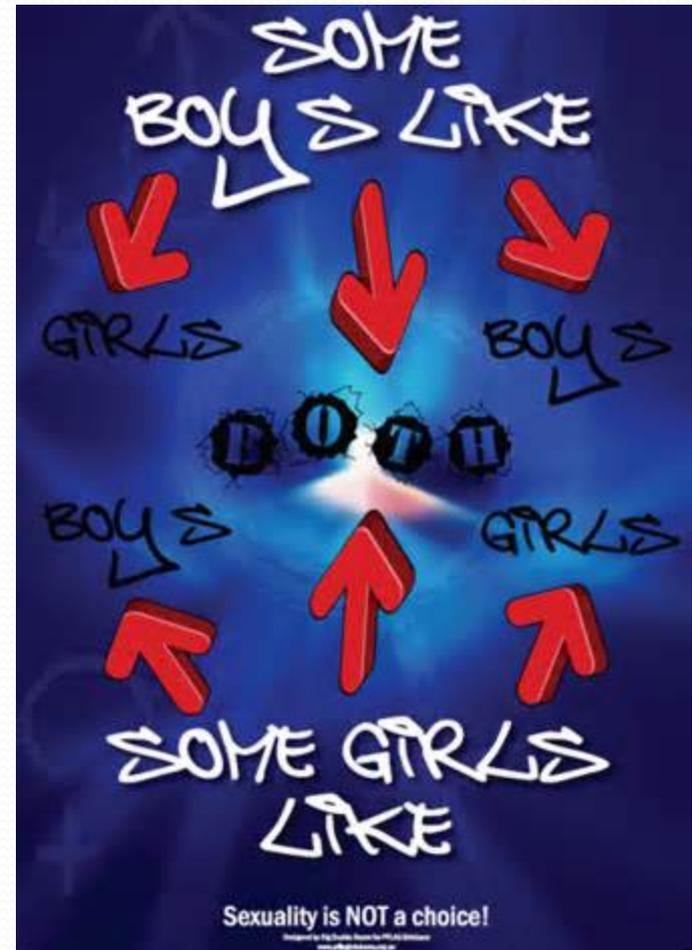
- LGBTQ youth are **4 times more likely to attempt suicide** as compared to their straight peers (Massachusetts Youth Risk Survey, 2007)
- 61% of LGBTQ students felt unsafe at school because of their sexual orientation and 40% because of how they expressed their gender. The 3 places in schools where **students feel least safe are locker rooms, bathrooms, and lunchrooms**
- 85% of GLBTQ students were verbally harassed at school because of their sexual orientation and 64% because of their gender expression, 40% were physically harassed at school in the past year because of their sexual orientation, and 27% because of their gender expression

- LGBT youth from a rejecting home are **more than 8 times more likely to attempt suicide** compared to LGBT peers from supportive homes (Family Acceptance Project, 2009)
- For Latino/as this increases to **11 times**
- 5% of U.S. youth identify as LGBTQ
- 18% of youth in foster care identify as LGBTQ
- 25-40% of homeless youth are LGBT (National Gay and Lesbian Taskforce, 2006)

- 62% of LGBTQ students who were harassed or assaulted in school did not report the incident to school staff **believing little or no action would be taken** or the situation could become worse if reported
- 34% of the students who did report an incident said that **school staff did nothing in response**
- LGBTQ students associated with a Gay and Straight Alliance Club (GSA) had a **greater sense of connectedness** to their school community than students without a GSA
- Students in schools with **inclusive curriculum** were more likely to report that their classmates were somewhat or very accepting of LGBTQ individuals than students in school without such curriculum (61% vs. 37%)

Questions

- How can we mirror family acceptance?
- What are our own gender views/stereotypes?
- How do we respond to countertransference?



Creating a Safe Space

- 1. Be visible
- 2. Support youth who come out to you
- 3. Respond to anti-LGBT language and behaviors
- 4. Support student clubs such as Gay Straight Alliances (GSA's)



Importance of Language

- **Make No Assumptions:** Don't assume that everyone is heterosexual or fits into your ideas of gender roles- **Be open to the variety of identities and expressions.** Show that you understand there is no one way a person "should" be.
- **Use inclusive language:** In casual conversation make sure you are using language inclusive of all people. Try using words like partner and avoid gendered pronouns, using "they" instead of "he/she"
- **Use correct name, respect pronoun:** To reduce feelings of rejection/embarrassment

Coming Out Tips

- Offer support but don't assume a youth needs any help
- **Be a role model of acceptance:** by showing you are respectful of LGBT people and intolerant of homophobia and transphobia, LGBT youth are more likely to see you as a support
- Appreciate the courage in “coming out”: sharing this personal information with you means that you are respected and trusted
- **LISTEN, LISTEN, LISTEN.**
- Assure and respect confidentiality
- Be prepared to give a referral



Questions To Ask

Ask questions that show understanding, compassion and acceptance

- Have you been able to tell anyone else?
- Do you feel safe at school? Supported by other adults?
- Do you need any help? Resources?
- Have I ever offended you unknowingly?

What Not to Say

- **“I knew it!”**-This makes it about you and you might have been making an assumption based on stereotypes
- **“Are you sure?” “You’re just confused.” “It’s just a phase-it will pass.”**- This suggests they don’t know who they are
- **“You just haven’t found a good woman yet”** said to a male or **“a good man yet”** said to a female – This assumes everyone is straight or should be
- **“You can’t be gay- you’ve had relationships with people of the opposite sex”**- This refers only to behavior, while sexual orientation is about inner feelings.

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- **“Shhh, don’t tell anyone.”** – This implies there is something wrong and that being LGBT must be hidden. If you have concerns for disclosing causing harm to the person, make it clear that is your concern and say “Thanks for telling me. We should talk about how tolerant our school and community is. You may want to consider how this may affect your decision about who to come out to.”

Reporting

- **ACLU-** The American Civil Liberties Union works to protect LGBTQ rights

For more information on rights visit

www.aclu.org/lgbt-rights

Or to ask questions contact

www.aclusandiego.org , 619-232-2121

- **Lambda Legal**

www.lambdalegal.org





The Trevor Project

- Founded in 1998 by the creators of the film TREVOR
- The film was set in 1981 and is a coming of age story about love, loss, and learning to be yourself
- The Trevor Project has become a national leader providing crisis intervention and suicide prevention services to LGBTQ youth
- Services include the only national crisis hotline for LGBTQIA teens and young adults, TrevorChat (instant messaging counseling), and Trevor Space(online social network for 13-24 year olds)

www.thetrevorproject.org

The Trevor Lifeline 866-488-7386

GLSEN

- The Gay, Lesbian and Straight Education Network works with educators, policy makers, community leaders and students on the urgent need to address anti-LGBT behavior and bias in schools
- **MUST HAVE RESOURCES**
 - Safe Space Kit
 - Changing the Game: For coaches and P.E. teachers
 - No Name Calling Week
 - National School Climate Survey
 - Day of Silence
 - Ally Week

www.glsen.org

PFLAG (www.pflag.org)

- Parents, Families, and Friends of Lesbians and Gays (PFLAG) is a national non-profit that promotes the health and well-being of lesbian, gay, bisexual, and transgender persons, their families and friends through support, education and advocacy
- PFLAG chapters are located all over the United States and offer monthly support groups to discuss sexual orientation and gender identity
- Good resource for families that are struggling to accept their LGBTQ family member



Family Acceptance Project

- The only community research, intervention, education and policy initiative that works to decrease major health and related risks for LGBTQ youth such as suicide, substance abuse, HIV, and homelessness-in the context of their families
- They use research –based practices to decrease rejection and increase the support for the LGBTQ children of diverse families

www.familyproject.sfsu.edu

IT GETS BETTER

- A project created to show young LGBTQ people the levels of happiness, potential, and positivity their lives will reach-if they can just get through their teen years
- Videos from celebrities, elected officials, and everyday people
- Videos can easily be found on YOUTUBE



www.itgetsbetter.org

NO H8 CAMPAIGN



GSA's

- The Gay and Straight Alliance Network is a youth leadership organization that connects school-based GSA's to each other and other community resources through peer support, leadership development, and training
- GSA clubs are made to help youth organize and strengthen the club to create safer environments

Being An Ally

Do...

- Listen
- Respect confidentiality
- Be a resource
- Seek out knowledge
- Be conscious of your biases and work to challenge them



Don't...

- Think you have all the answers
- Make unrealistic promises
- Make assumptions about what a person needs
- Perpetuate stereotypes

LGBTQIA Holidays

- Gay pride weekend in San Diego - July 12-14th
- Pride Parade - Saturday July 13th at 11am
- Unofficial Gay Day at San Diego County Fair -July 2nd 10am-10pm
- Day of Silence - April (www.dayofsilence.org)
- Harvey Milk Day - May 22nd
- National Coming Out Day - October 11th
- Transgender Day of Remembrance – November 20th
- World AIDS Day – December 1st
- LGBT History Month – October
- Ally Week – October (www.allyweek.org)