



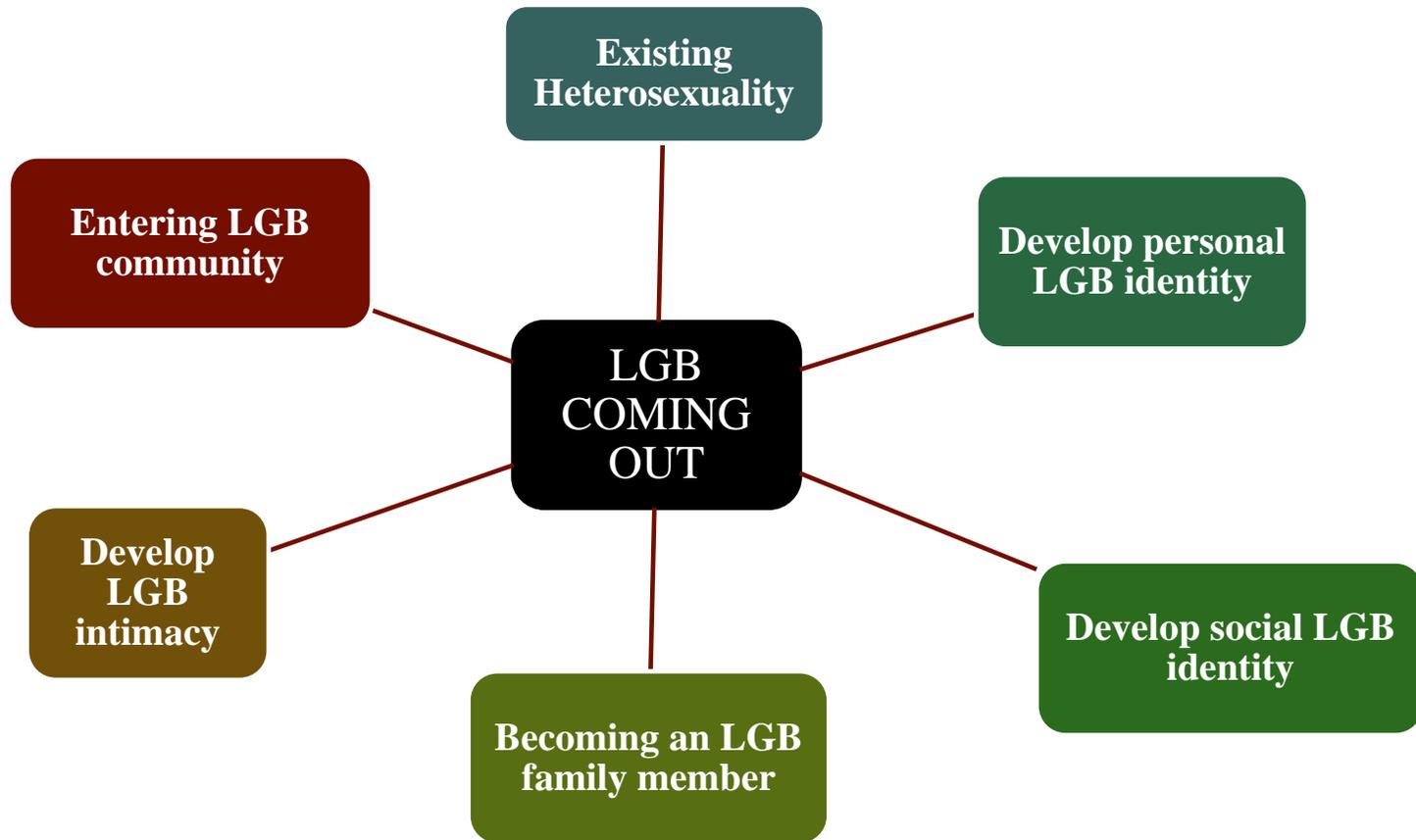
Coming Out Workshop Model Resource Packet



Cass (1979) Stage model of Identity Development (Handout #1)

- **Stage 1: Identity Confusion** (childhood/adolescence)
 - “I seem different from other people”
- **Stage 2: Identity Comparison** (fear, awareness of homophobia)
 - “Am I gay?”
- **Stage 3: Identity Tolerance** (increased time in gay community)
 - “I am probably gay”
- **Stage 4: Identity Acceptance** (coming out, increased confidence)
 - “I am gay”, “Being gay is okay”
- **Stage 5: Identity Pride** (may devalue hetero-normative culture)
 - “I’m gay and proud!”
- **Stage 6: Identity Synthesis** (increased comfort with whole self)
 - “Being gay is just one aspect of my identity”

D'Augelli (1994) Life Span Model of Identity Development (Handout #2)



Morales (1990) Sexual Identity Development among Ethnic Minority Gays and Lesbians (Handout #3)

○ **State 1: Denial of Conflicts**

During this phase the person tends to minimize the validity and reality of discrimination they experience as an ethnic person and believe they are treated the same as others. Their sexual orientation may or may not be defined, but they feel their personal lifestyle and sexual preference have limited consequences in their life. The focus of therapy centers around developing a more accurate picture of how the environmental stresses affect their functioning and how their multiple identities can be assets in their personality and lifestyle.

○ **State 2: Bisexual VS Gay/Lesbian**

The preference for some ethnic minority gays and lesbians is to identify themselves as bisexual rather than gay or lesbian. Upon examining their sexual lifestyles there may be no difference between those who identify themselves as gay/lesbian as compared to those identified as bisexual. The focus of therapy may be to explore the sense of hopelessness and depression resulting from the continued feelings of conflict.

○ **State 3: Conflicts in Allegiances**

The simultaneous awareness of being the member of an ethnic minority as well as being gay or lesbian presents anxiety around the need for these lifestyles to remain separate. Anxiety about betraying either the ethnic minority or the gay/lesbian communities, when preference is given to one over the other, becomes a major concern. The need to prioritize allegiances in order to reduce the conflict becomes the focus in therapy.

○ **State 4: Establishing Priorities in Allegiance**

A primary identification to the ethnic community prevails in this state and feelings of resentment concerning the lack of integration among the communities becomes a central issue. There are feelings of anger and rage stemming from their experiences of rejection by the gay community because of their ethnicity. The need to re-examine the feelings of anger and rage as they relate to their experiences becomes a central focus in therapy.

○ **State 5: Integrating the Various Communities**

As a gay or lesbian person of color the need to integrate their lifestyle and develop a multi-cultural perspective becomes a major concern. Adjusting to the reality of the limited options currently available for gay and lesbian people of color becomes a source of anxiety facilitating feelings of isolation and alienation. The focus of therapy centers around reassuring them that they are aware of the various dynamics they experience and can better predict outcomes and consequences.

Rankin, et al's Common "Identity Milestones" For Gender Non-conforming People (Handout #4)

- Feeling Gender-Different From A Young* Age
- Seeking To Present As A Gender Different From The One Assigned To Them At Birth
- Repressing Or Hiding Their Identity In The Face Of Hostility Or Isolation
- Initially Misidentifying Their Identity
- Learning About And Meeting Other Trans People
- Changing Their Outward Appearance To Look More Like Their Self-Image
- Establishing New Relationships With Family, Partners, Friends, And Coworkers
- Developing A Sense Of Wholeness Within A Gender Normative Society

Rankin, et al's SUMMARY OF MILESTONES FOR EACH GENDER GROUP (Handout #5)

FTM Milestones	MTF Milestones	Cross Dressing Milestones	Genderqueer/Non-binary Milestones
Feeling and often expressing a male gender identity from a young age	Feeling and often expressing a female gender identity from a young age	Experiencing attraction to "women's" clothes from a young age	Feeling and often expressing a different gender identity from a young age
Repressing or hiding one's identity in the face of hostility and/or isolation	Repressing or hiding one's identity in the face of hostility or isolation	Buying or obtaining one's own "women's" clothing	Realizing that genderqueer or non-binary is a viable identity
Thinking of oneself as lesbian but realizing over time it's not a good fit	Learning about and meeting other transsexual women	Repressing the desire to cross-dress and purging clothing because of shame	Deciding how to express oneself as genderqueer or non-binary
Realizing that there are FTM people and that transitioning is possible	Recognizing oneself as transsexual, rather than a cross-dresser	Learning about and meeting other cross-dressers	Encountering resistance to a non-binary gender expression or identity
Learning about and meeting other transsexual men	Overcoming denial and internalized sexism to accept oneself as female	Overcoming shame to accept oneself as a cross-dresser	Not fitting in to transgender/LGB communities
Overcoming denial and internalized genderism to accept oneself as male	Taking hormones and perhaps having surgery to look more like self-image	Cross-dressing in public for the first time and adopting a feminine name	Creating a home within or outside of transgender/LGB communities
Taking hormones and having top surgery to look more like self-image	Choosing whether and when to tell others, and developing new relationships after disclosure	Choosing whether and when to tell others, and developing new relationships after disclosure	
Choosing whether and when to tell others, and developing new relationships after disclosure	Having a sense of wholeness even if not always able to be seen as a woman	Arriving at a comfortable place with cross-dressing	
Having a sense of wholeness as a different kind of man			

Lev's Family "Emergence" Model (Handout #6)

- **Stage One:** Discovery and Disclosure
 - the family discovers the individual's gender difference either through purposeful disclosure or by accident
- **Stage Two:** Turmoil
 - At this stage, families need resources, information, and hope that their family can regain equilibrium. The gender transition of a family member is a normal family lifecycle crisis, like divorce, death, marriage, or children moving out of the home.
- **Stage Three:** Negotiation
 - how to leave or enter the home when presenting publically
 - disclosure to significant others
 - how much money can be spent on clothing or medical treatments
 - revealing the gender issues to the children
 - health risks of hormone treatments
 - name-changing and the use of proper pronouns
 - sexual accommodation (for partners)
- **Stage Four:** Balance
 - The family member's trans identity is no longer a secret, the family is no longer in turmoil, and the family has become accustomed to having a transgender member, who is respected and valued for who they are. Family members know the difference between secrets and privacy

Grov, et al's MEDIATING FACTORS ON THE COMING OUT PROCESS (Handout #7)

Gender	Generation/Age	Race	Cultural Values	Religious Views	Socio-Economic Status
<p>Men tend to experience coming out "milestones" earlier than women do. Gay or bisexual men and transgender women may experience more pushback from family members who expect them to develop a masculine straight male identity.</p> <p>Women experience more fluid sexuality than men do; they may change identity labels more often</p>	<p>Younger generations tend to come out at earlier ages, and younger relatives/friends may be more accepting than older generations</p>	<p>People of color experience multiple identities and may feel conflict between their ethnic community and the LGBTQ community- they may feel like they have to choose between these identities.</p> <p>People of Color may need to negotiate both homophobia in their racial communities and racism in LGBTQ communities.</p>	<p>People from cultures that are less individualistic may not feel the need to develop an LGBTQ identity or to come out as LGBTQ</p> <p>People from certain cultures may feel more pressure to get married and have children in a heterosexual context.</p>	<p>Some religions consider same-gender attraction to be sinful or against the correct order, this can cause shame and guilt for LGBTQ people in that religion.</p> <p>Being a part of an accepting religious community can be a source of strength for LGBTQ people, can lead to an affirming conviction that god meant for you to be this way</p>	<p>People who are financially dependent on a certain person or job to provide them with housing, education, healthcare, etc. may not come out for fear of losing that support.</p>