LGBTQ+ 101
Part I in the UCF Allies Safe Zone series

Created by UCF Counseling and Psychological Services (CAPS)
Vision:
To reduce heterosexism and homophobia at UCF and to increase LGBTQ+ inclusion by embracing and valuing people of all sexual and gender identities.

Mission:
Create and maintain a LGBTQ+ affirming environment and culture at UCF by...
Training Objectives

- Gain greater understanding of LGBTQ culture
- Feel more comfortable talking about LGBTQ issues
- Interact more sensitively with LGBTQ population
- Help create a safer environment for LGBTQ individuals on campus
Gender Boxes

Please divide into small groups.

**Inside the box**, please list as many attributes as you can think of that help other people decide whether someone is a man or a woman.

**Outside the box**, please list what are the consequences for those who do not conform to these gender norms?
- What names are these individuals called?
- How do others treat these individuals?

- What names are these individuals called?
- How do others treat these individuals?
Group Agreements
Creating a Safe Space

- Private experience:
  - “What you say here stays here, what you learn here leaves here.”

- Supportive environment:
  - Consider others views, especially if you disagree
  - What should we do if we hear someone say something we feels is offensive?
  - Challenge yourself to move beyond what is comfortable

- Share or Pass Others?
THE BASICS
LGBTQ+ Vocabulary

Match the following terms with their definitions
LGBTQ+ Identities

Queer*: Umbrella term that encompasses the identities you see below (LGBTQ+).

*Some are offended by this term.
**Transgender**
Person who transitions from one birth-assigned sex or gender to another (MtF, FtM)

**Genderqueer**
Person who views their own gender as non-binary (may view self as both/neither gender)

**Transsexual**
Person who transitions from one birth-assigned sex or gender to another (MtF, FtM)

**Cisgender**
Person whose birth-assigned gender is congruent with their gender identity

**Agender**
Person whose gender identity is not assigned

**Genderqueer**
Person who views their own gender as non-binary (may view self as both/neither gender)

**Transsexual**
Person who transitions from one birth-assigned sex or gender to another (MtF, FtM)

**Genderqueer**
Person who views their own gender as non-binary (may view self as both/neither gender)

**Transgender**
Person who transitions from one birth-assigned sex or gender to another (MtF, FtM)

**Cisgender**
Person whose birth-assigned gender is congruent with their gender identity

**Gender**
Person whose gender identity is not assigned

**Intersex**
Person born with ambiguous sex characteristics

**Cross-dresser**
Person who expresses gender in incongruent manner for entertainment (drag king, drag queen)

**Genderqueer**
Person who views their own gender as non-binary (may view self as both/neither gender)

**Transsexual**
Person who transitions from one birth-assigned sex or gender to another (MtF, FtM)

**Cisgender**
Person whose birth-assigned gender is congruent with their gender identity

**Gender non-conforming**
Person whose gender identity is not assigned

**Intersex**
Person born with ambiguous sex characteristics

**Two-spirit**
Person with two different spirit guides

**Bigender**
Person whose gender identity is not assigned

**Cisgender**
Person whose birth-assigned gender is congruent with their gender identity

**Gender**
Person whose gender identity is not assigned

**Intersex**
Person born with ambiguous sex characteristics

**Two-spirit**
Person with two different spirit guides

**Cisgender**
Person whose birth-assigned gender is congruent with their gender identity

**Gender**
Person whose gender identity is not assigned

**Intersex**
Person born with ambiguous sex characteristics

**Bigender**
Person whose gender identity is not assigned

**Cisgender**
Person whose birth-assigned gender is congruent with their gender identity

**Gender**
Person whose gender identity is not assigned

**Intersex**
Person born with ambiguous sex characteristics

**Bigender**
Person whose gender identity is not assigned
A Word About Identity....

- Identity is....
  - Personal
  - Complex
  - Dynamic

- Identity may be...
  - Political

- Identity always...
  - Should be respected

By Zanele Muholi
1969: Stonewall Riots & first gay pride parade
1977: Anita Brant & Harvey Milk
1978: Gay pride flag
1981: AIDS epidemic begins
1993: Don’t Ask Don’t Tell
1996: Defense of Marriage Act
1997: Ellen comes out
1998: Mathew Shepherd murdered
2004: Mass. marriage equality
2009: Hate crimes law expanded
2010: Repeal of Don’t Ask Don’t Tell
2013: DOMA overturned

A Brief History of LGBTQ+ Civil Rights
Red: life
Orange: healing
Yellow: sun
Green: nature
Blue: harmony
Purple: spirit

A pink triangle was used in Nazi concentration camps to identify male prisoners who were sent because of homosexuality. This symbol has been reclaimed as a gay rights symbol.
WHY IS THIS TRAINING IMPORTANT?

By Shaul Shwartz

By Mary Shwalm
In a 2011 survey, many Florida students reported:

- **Verbal harassment**
  - Overheard derogatory use of the word gay
  - Homophobic and transphobic remarks said regularly at school (including by school staff)
  - Being called names or threatened, deliberately excluded by peers, rumors spread, sexually harassed, having property damaged or stolen, cyberbullying

- **Physical harassment**
  - Pushed, shoved, punched, kicked, injured w/ a weapon

In addition, national research shows that 42% of the nation’s homeless youth are LGBT

GLSEN School Climate Survey
Survey of 7,261 students, ages 13-21
Common struggles faced by LGBTQ+ individuals

Based on these experiences, many LGBT individuals view themselves as outsiders or different.

Individuals who see themselves as different have difficulty viewing themselves as normal, building meaningful relationships, and achieving a sense of belonging, and thus are at higher risk for:

- Anxiety
- Depression
- Suicide
- Alcohol/drug use and abuse
  - 20-30% abuse substances
Protective Factors

- Belief in natural sexual diversity
- Sense of strength gathered from experience
- Finding a “safe space”
- Family support
- Peer support
- Identifying with LGBT community
WHew! You look beary tired. Want to hibernate for 5 minutes!?
BIAS AND PREJUDICE
Stereotypes Activity

- Please break into four groups.
- Take 5 minutes to discuss and list (both positive and negative) stereotypes about the identity your group has been assigned.

- Gay
- Lesbian
- Bisexual
- Transgender
Stereotypes Activity

- What was your experience of acknowledging and hearing these stereotypes?

- What impact do these stereotypes have on LGBTQ+ people?

- What impact do these stereotypes have on cisgender and heterosexual people?

- If stereotypes are positive or neutral, are they harmful?

If stereotypes are hurtful and harmful, what can we do to help minimize them?
Bias & Prejudice

- **Homophobia:**
  the irrational fear, dislike, hatred, and/or intolerance of gay, lesbian, and queer people (and/or those perceived to be gay, lesbian or queer).

- **Biphobia:**
  the irrational fear, dislike, hatred, and/or intolerance of bisexual people (and/or those perceived to be bisexual).

- **Transphobia:**
  the irrational fear, dislike, hatred, and/or intolerance of those who identify as transgender (and/or those perceived to be transgender).
Microaggressions

brief and commonplace daily
verbal, behavioral, or
environmental indignities,
whether intentional or
unintentional, that
communicate hostile,
derogatory, or negative slights
and insults toward people with
marginalized sexual or gender
identities.
A lot of homophobic and heteronormative language is said carelessly, and it not necessarily intended to hurt. However, despite the intentions of the speaker, it can hurt.

Understand what you are saying, and think about the words you choose to express yourself.

Be more mindful about whether the language you are using may be hurtful to someone else.

http://www.thinkb4youSpeak.com/getinformed/
Think Before You Speak: Language

- Avoid: “choice,” “preference,” or “lifestyle”  
  Preferred: “orientation” or “identity”

- Avoid: “That’s so gay!”  
  Preferred: “That’s ridiculous!” “How absurd!” or “I can’t believe it!”

- Avoid: “homosexual”, “fag”, “dyke”  
  Preferred: gay, lesbian, bisexual, transgender, or “LGBTQ”

- Avoid: assuming someone is in an opposite sex relationship  
  Preferred: “partner” or “significant other”

- Uncertain about someone’s gender? It’s usually ok to ASK how someone would like to be addressed!  
  Example: “What’s your preferred gender pronoun?” or “What name do you go by?” or “Hi, my name is, and my preferred gender pronoun is…”
LGBT IDENTITY DEVELOPMENT
Identity Development models

**Stage models**
Cass, Troiden, Fassinger

- **Pros:**
  - Linear
  - Acknowledges societal stigma
  - Normalizes LG identity
  - Informs the “coming out” process

- **Critiques:**
  - Small, non-representative sample sizes
  - Neglect of other aspects of identity (e.g., gender, ethnicity)
  - Linear emphasis on progression through the stages to an ideal end-point (coming out)

**Life Span Models**
D’Augelli

- **Better explains non-binary identities**
- **Considers social context**
- **Concurring/multiple paths** (including self-concept, family relationships, community)
- **Allows for fluidity and fixedness in identity**
- **Each process operates independently**
Cass (1979) Stage model of Identity Development

- **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 LG community)**
  - “I am probably LG”

- **Stage 4: Identity Acceptance (coming out, increased confidence)**
  - “I am LG”, “Being LG is okay”

- **Stage 5: Identity Pride (may devalue hetero-normative culture)**
  - “I’m LG 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
Intersectionality

Individuals simultaneously possess many identities and are members of multiple cultures, which intersect in numerous ways. Hence, gender identity and sexual orientation do not exist within a bubble, but rather create complex and nuanced identities that may depend on other aspects of identity.
Intersectionality
Religion, sexual orientation, and gender identity can exist in harmony and celebration with one another.

Based on statements and stances taken by religious officials of these faiths, the following faiths:

Have affirming policies in place
- Alliance of Baptists
- Episcopal Church
- Metropolitan Community Church
- Presbyterian Church
- Reform & Reconstructionist Judaism
- Unitarian Universalist
- United Church of Christ
- Unity Movement

May be affirming at a local level (but no official policy exists)
- Buddhism
- Evangelical Lutheran Church
- Hinduism
- Quaker

Source: http://www.hrc.org/resources/entry/faith-positions
Coming Out

The act of disclosing one’s sexual orientation or gender identity to another person.

- Continual process
- LGBTQ+ persons should be in the driver’s seat

Before, during, and after coming out, one may feel a range of emotions:

- scared
- confused
- vulnerable
- empowered
- exhilarated
- relieved
- proud
- uncertain
- brave
- affirmed
Benefits

- Living an open and whole life where one can be more genuine in relationships
- Being known and loved for who one really is
- Reducing stress of hiding identity
- Connecting with others and being part of a community of people who also identify as LGBTQ+
- Becoming a role model for others
- Paving the way for those who will come after you

Risks

- Not everyone will be understanding and accepting (others may be shocked, confused, or hostile)
- Harassment
- Discrimination
- Threat to physical safety
- Rejection by loved ones (loss of financial support from parents)
CHANGE ATTITUDES.
CHANGE BEHAVIORS.
CHANGE DIRECTIONS.
CHANGE LIVES.
CHANGE POLICIES.
CHANGE VOICES.
BE AN ALLY.
BE THE CHANGE.
Resources

Local
- UCF LGBTQ Services & Pride Commons
- Pride Coalition
- UCF Equal
- UCF Pride Faculty Staff Assoc
- Zebra Coalition (Orlando)
- The Center (Orlando)
- Equality Florida
- PFLAG Orlando

Afar
- PFLAG
- Human Rights Campaign (HRC)
- GLAAD
- GLSEN
- Intersex Society of North America
- Asexual Visibility and Education Network
Before leaving today, please take a moment to fill out the workshop evaluations. Your feedback is important!

Want to learn more about how you can help make campus safer and more welcoming for LGBT members of the campus community?

Attend Part II, Safe Zone Advocates!