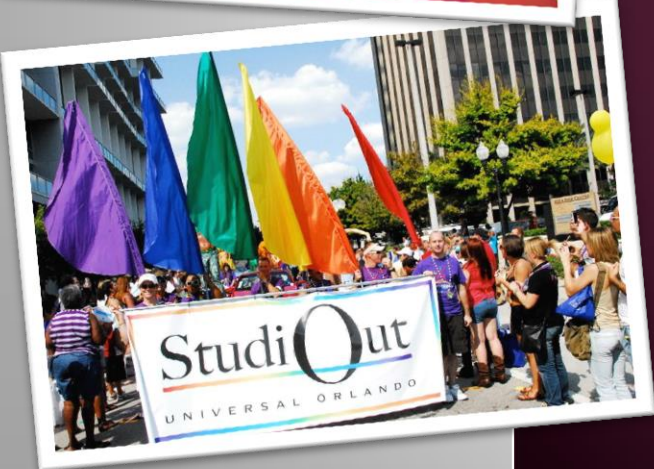


Photo by Ben Reed



BE WELL



DO WELL

LGBTQ+ 101

Part I in the UCF Allies Safe Zone series



ALLIES SAFE ZONE



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?)

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

Cisgender
Heterosexual

Queer*:

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

*Some are offended by this term.

Pansexual

Bisexual

Transsexual

Questioning

Lesbian

Intersex

Demisexual

Gay

Transgender

Polyamorous/
Non-monogomous

Asexual



Cisgender

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

Transgender



Genderqueer

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

Agender

Performer

Person who expresses gender in incongruent manner for entertainment (drag king, drag queen)

Transsexual

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

Cross-dresser

Intersex

Person born with ambiguous sex characteristics

Two-spirit

Gender

Bigender

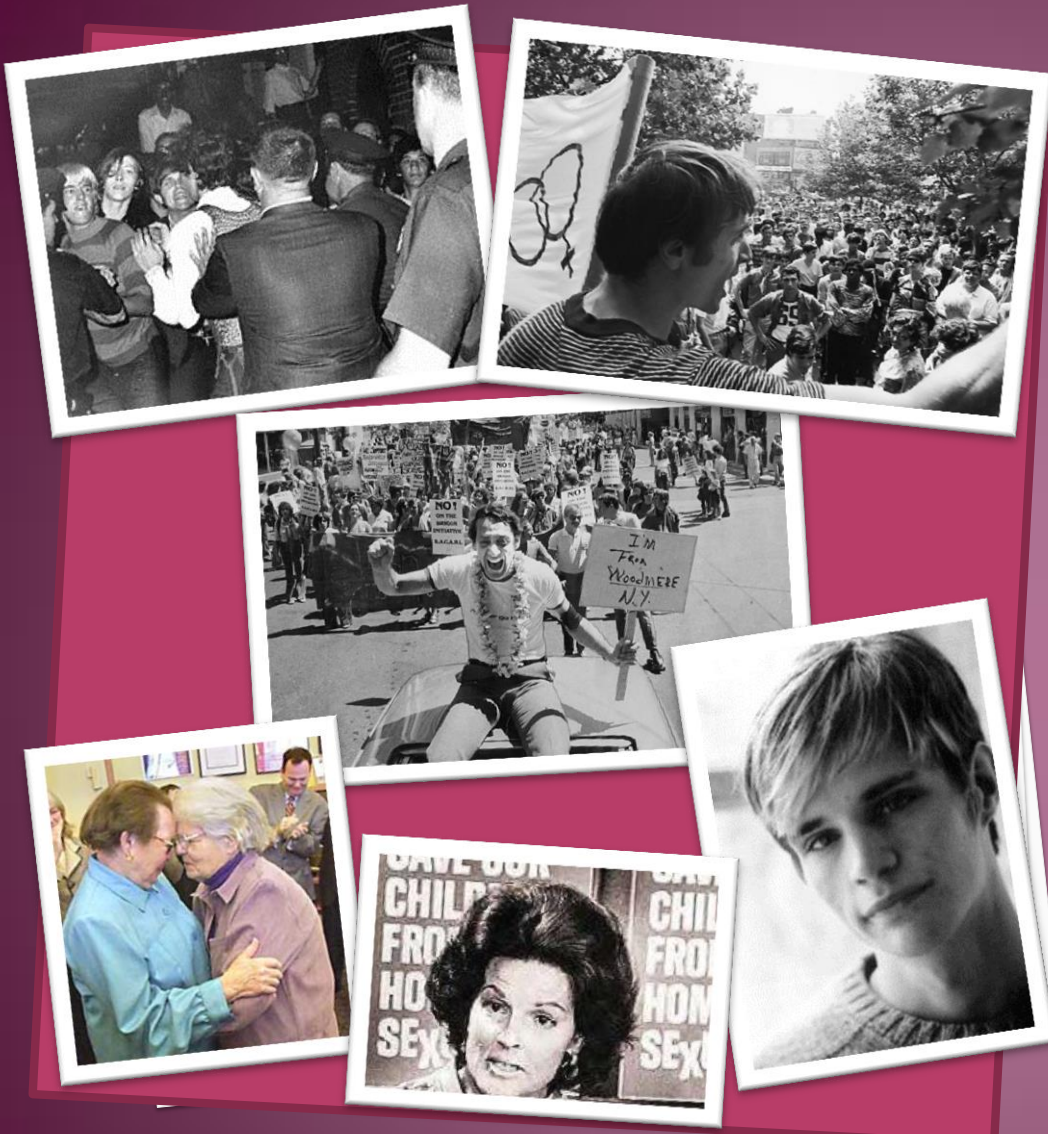
non-conforming

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

A Brief History: The Flag



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.

By Shaul Shwartz



By Mary Shwalm

WHY IS THIS TRAINING IMPORTANT?

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

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



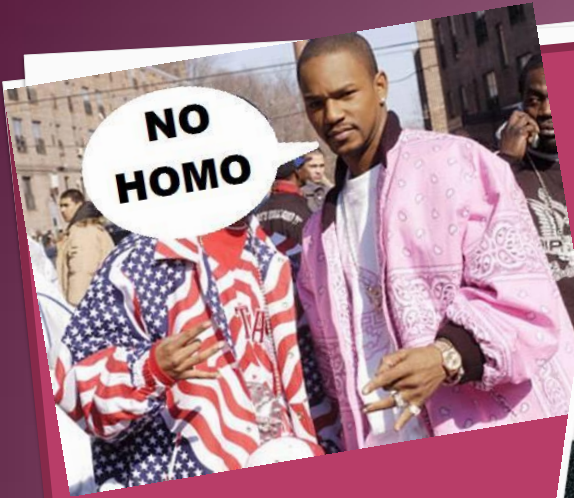
- Belief in natural sexual diversity
- Sense of strength gathered from experience
- Finding a “safe space”
- Family support
- Peer support
- Identifying with LGBT community



WHEW!
YOU LOOK BEARY
TIRED.
WANT TO HIBERNATE
FOR 5 MINUTES!?



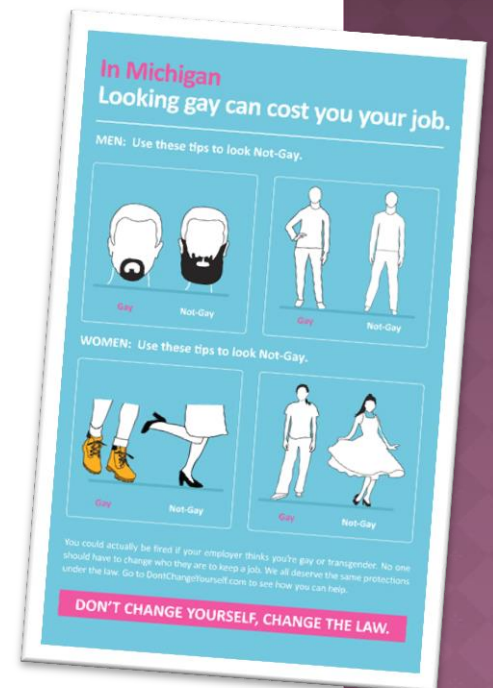
BIAS AND PREJUDICE



Stereotypes Activity

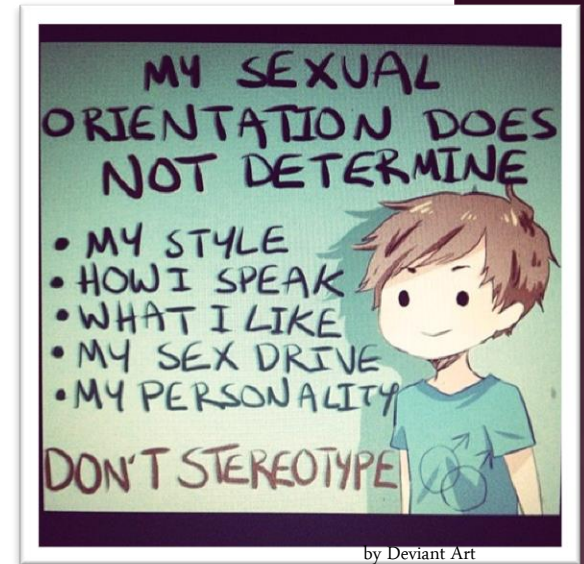
- Please break into four groups.
- Take 5 minutes to discuss and list (both positive and negative) stereotypes about the identity your group has been assigned.

- 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).

Bias & Prejudice

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.

Using the wrong pronouns or making assumptions about others' gender identity
It is important to respect the names and pronouns people prefer. If you are not sure, ask: "what are your preferred pronouns?"

Asking others about transperson's identity or offering information about someone.
Inquiring about someone's identity to someone else is inappropriate. Ask yourself why you want to know. If you are concerned about using the person's preferred pronouns ask the person directly.

"You're such a Tranny"
Calling someone a Tranny, whether they identify as Trans or not, can be offensive. This may be a term people within the community use for themselves, but should not be as a joke or without a person's consent.

"That person doesn't really look like a man/woman"
What does a man or woman really look like? There is no one way to look like a man or a woman. It should also not be assumed that all Transmen want or have to strive to be masculine or that Transwomen should be feminine. Gender presentation is fluid and we should support all the ways people choose to present their gender.

"Why would you transition if you are going to be gay?"
Gender identity and sexual orientation are two separate aspects of one's identity. This question demonstrates how heterosexual identity is more valued in our society and reinforces homophobia & heterosexism.

"What is your REAL Name? I mean the one you were given at birth?"
Asking this question implies that the person's chosen name and gender identity are not "real." It is important to respect people's choices around sharing or not sharing personal information.

Calling someone "it" or "He/She" is demeaning and does not validate their identity or respect them as a person.

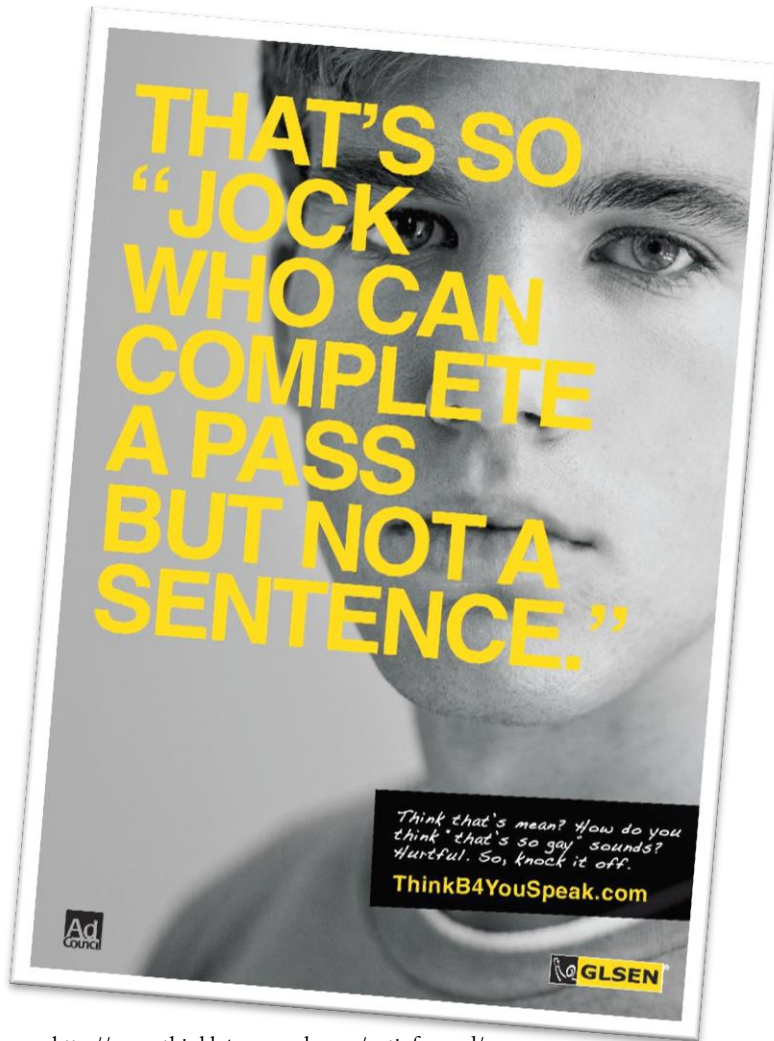
Transphobia: the fear or hatred of transgender people or people who do not meet society's gender role expectations. Transphobia is closely linked with homophobia & biphobia.

"What are you REALLY? Have you had surgery, if not then you are not really a man/woman."
Asking anyone personal questions about their bodies and/or surgeries is invasive and inappropriate. We don't ask non-Trans people what is under their clothes, nor should we ask Trans people. It is important to honor everyone's gender identity and not question their validity.

Words that are TRANSPHOBIC and why

For more information contact the UC Davis LGBT Resource Center
530-752-2452

Think before you speak: Language



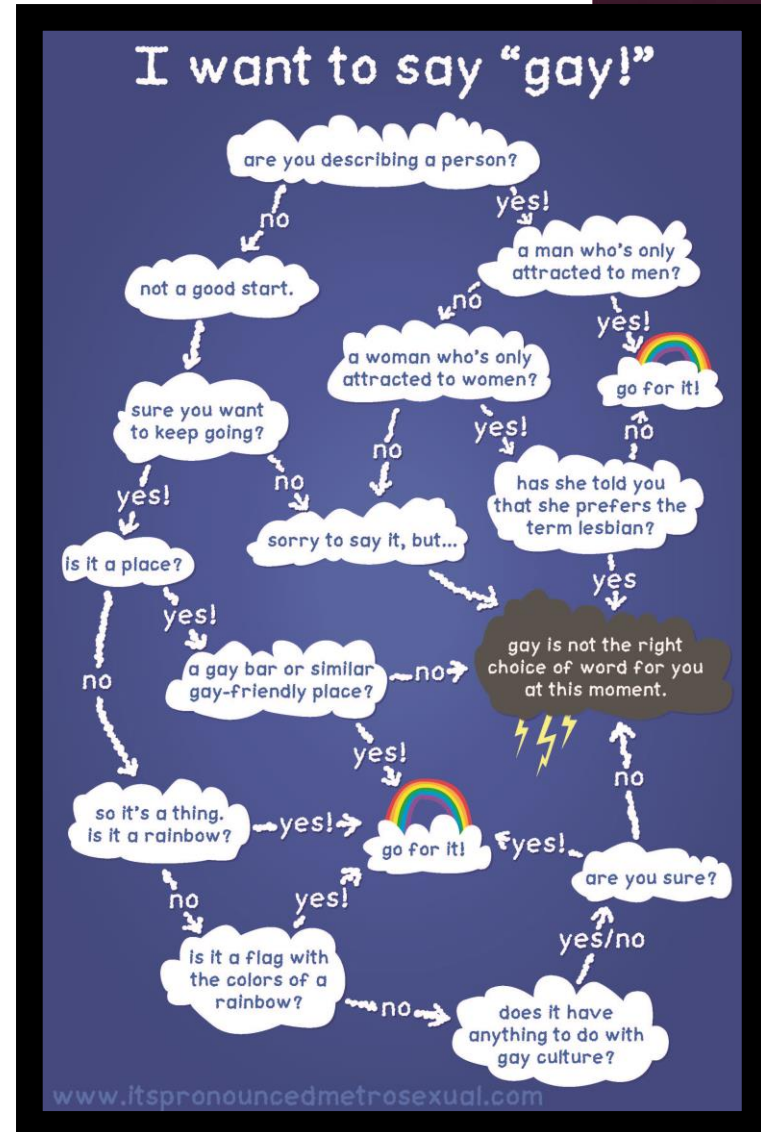
A lot of homophobic and heteronormative language is said carelessly, and it not necessarily intended to hurt. However, despite the intentions of the speaker, it can hurt

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

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

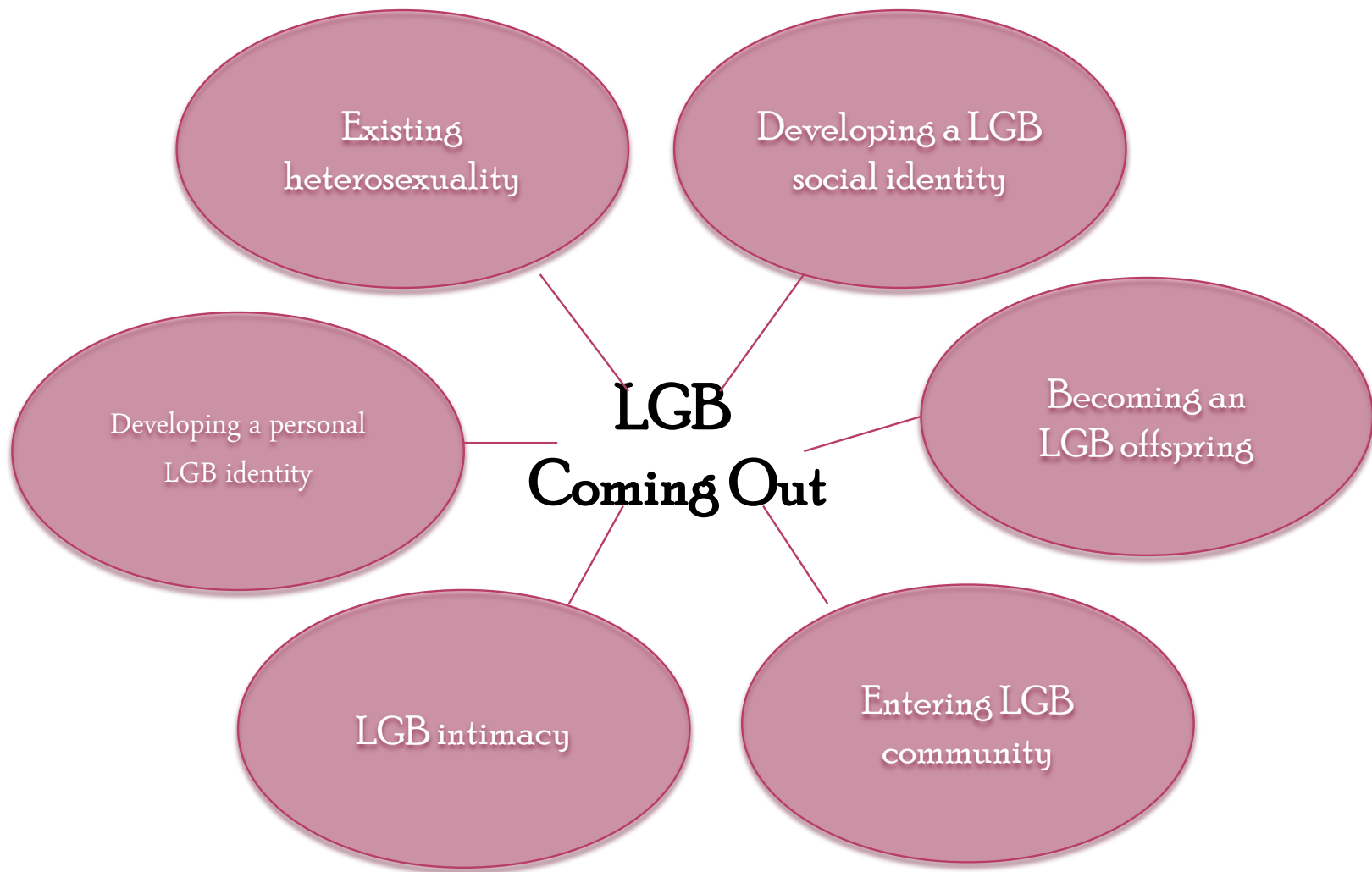
D'Augelli

- 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”

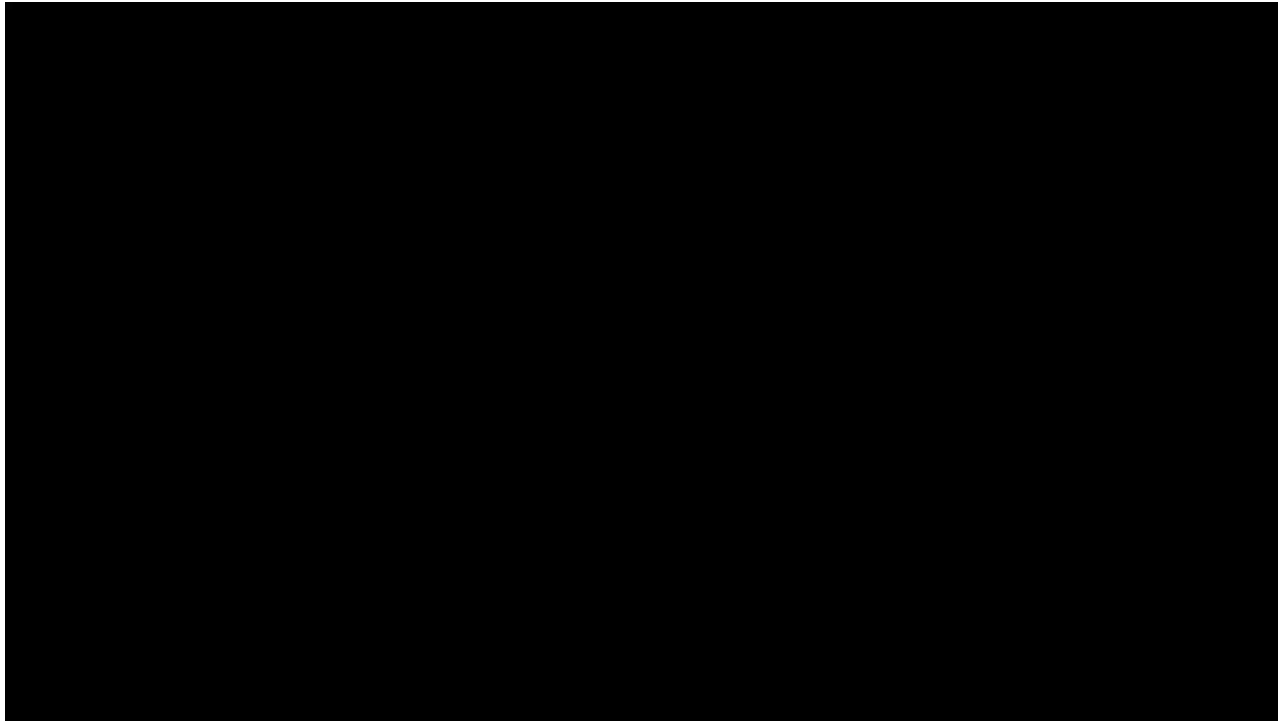


D'Augelli (1994) Life Span Model of Identity Development

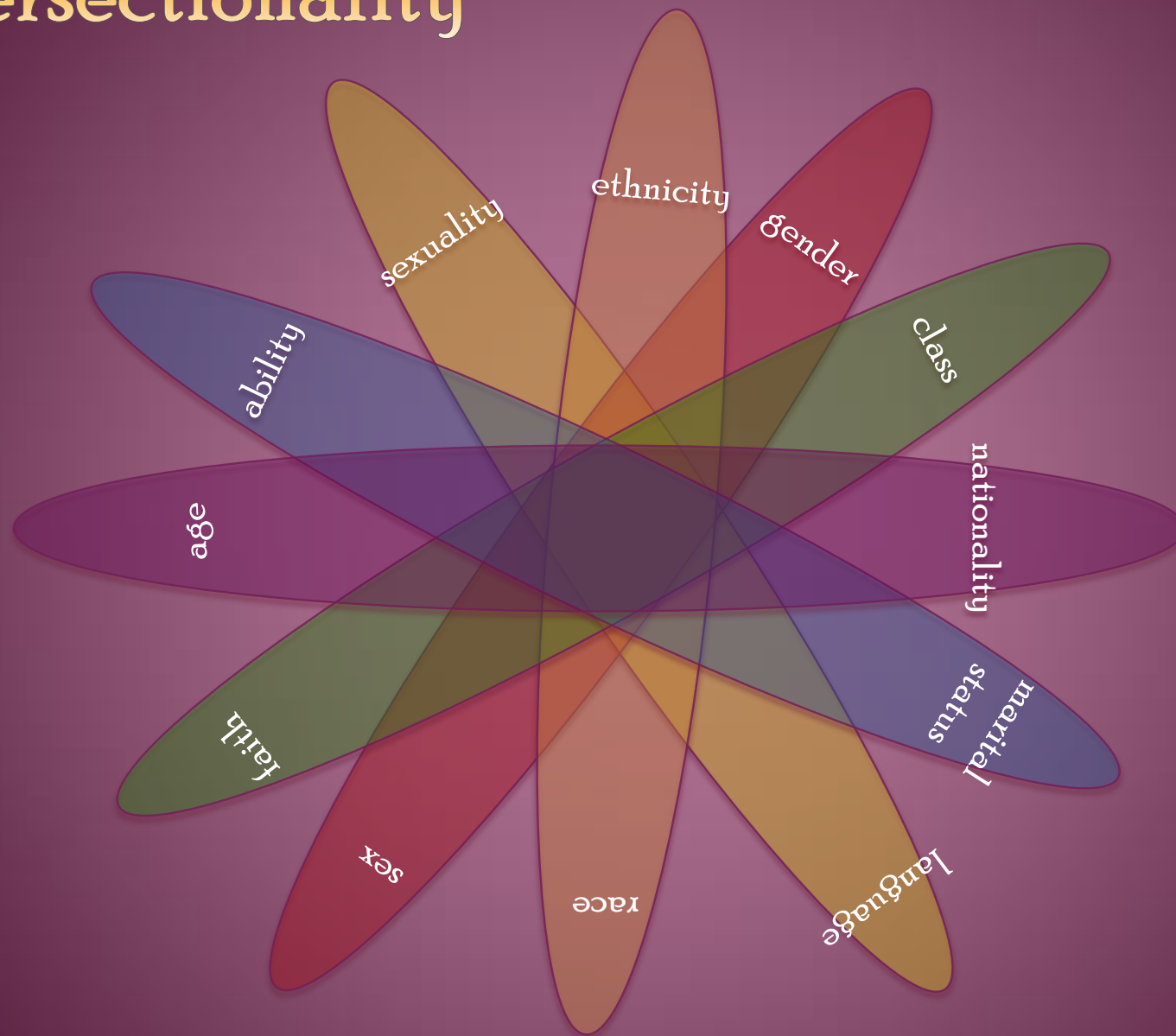
Intersectionality

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



Intersectionality: Faith

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



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



Coming Out: Risks and Benefits



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



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



I ♥ UCF





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!

Before leaving today, please take a moment to fill out the workshop evaluations. Your feedback is important!