



OutReach
LGBTQ+ COMMUNITY CENTER

LGBTQ+ 101 HOMELESS SERVICES CONSORTIUM

OutReach LGBTQ+ Community Center

2701 International Lane, Suite 101

Madison, WI 53704

outreachmadisonlgbt.org

(608) 255-8582

PRESENTERS

Kristi Mason, APSW

LGBTQ+ Elder Advocate

(she, her, hers)

kristim@LGBToutreach.org

(608) 255-8582



Linda Lenzke

LGBTQ+ AODA Advocate

lindal@LGBToutreach.org

(she, her, hers)

(608) 255-8582



OUTREACH, INC.

- **Peer counseling**
 - AODA Advocate
 - Trans Advocate
 - Senior (50+) Advocate
- **Social/support groups**
 - Madison Area Transgender Association (MATA)
 - Harm Reduction and Al-Anon groups
 - Q Cinema
 - Gay, Gray and Beyond
 - And others...
- **Speaker's Bureau/LGBTQ+ cultural competency training**
- **Lending library**
- **The Directory**
- **Community meeting space**



Maggy the Rainbow Dog



THE POWER OF LABELS

THE POWER OF LABELS

- **The labels we choose to self-identify are subjective.**
- **Labels can be inclusive**
 - Provide a common language for a shared experience
 - Reduce isolation/alienation/loneliness/depression
 - Define characteristics of a group
- **Labels can be exclusive**
 - Provide a basis for invalidating others
 - Increase isolation/alienation/loneliness/depression
 - Used to “other” groups of people

THE POWER OF LABELS

- **The acronym LGBTQIA+ stands for**
 - Lesbian
 - Gay
 - Bisexual
 - Transgender
 - Queer/questioning
 - Intersex
 - Asexual/agender
 - + (inclusive of all others)
- **Can also include 2S for two-spirit people and other combinations of letters for additional identities**
- **LGBTQ+ is meant to be inclusive of all who do not fit into the traditional heterosexual sex and gender definitions**

THE POWER OF LABELS

- **In the past, some labels were used in ways that were/are stigmatizing:**
 - Queer
 - Homosexual
- **Self-identifying is subjective, complex and very personal process.**
 - When someone discloses how they self-identify to you, it's a sign of respect and trust.
- **New ways of self-identifying are always evolving**
- **Don't assume that you know someone's gender or sexuality based on their appearance, voice, or other characteristics.**

GENDER
Socially-constructed roles, behaviours, expressions and identities of girls, women, boys, men and gender-diverse people.

SEX
Biological attributes of humans and animals, including physical features, chromosomes, gene expression, hormones and anatomy.

The infographic features a central yellow silhouette of a person. To the left, on a teal background, are icons for gender: a beer and martini glass, a waiter, a group of diverse people, a female symbol, shoes, a person with a starburst, a person with a speech bubble, a person with a baby, a globe, a scale, a car, and a crown. To the right, on a dark grey background, are icons for sex: a fetus, a DNA helix, a chemical structure, a brain, lungs, a heart, three people, a microscope, bacteria, sperm, a cat, a dog, and male/female symbols.

GENDER VS. SEX

GENDER

- **Gender:**
 - Subjective, socially created roles, behaviors, expressions and identities
 - We are socialized to accept our culture's concept of gender as ideal/normal
 - Expectations and roles vary from culture to culture
- **Gender binary** - a system of classification in which everyone is either male or female – with nothing in between.
- **Many cultures acknowledge more than two genders**
 - Two-Spirited – North American Indigenous/Native groups
 - Hijras – India, Bangladesh and Pakistan
 - Muxe – Mexico
 - Dineh – Southwestern U.S.

THE GENDER SPECTRUM

- **The linear view**

- A continuum with male/masculine at one end and female/feminine at the other
- This perspective reinforces the idea of a gender binary



Male

Female

- **The non-linear view**

- A constellation with infinite variety
- No binary and no extreme ends of the continuum



SEX

- **Sex:**
 - A person's physical or biological assignment of male or female at birth by medical professionals. Based on:
 - Genitalia
 - Chromosomes
 - Sex Characteristics
 - Biology is more diverse
 - Male
 - Female
 - Intersex

WHAT DOES IT MEAN TO BE INTERSEX?

- **What is intersex?**

- A variety of conditions in which a person is born with a reproductive or sexual anatomy that does not fit the typical definitions of female or male.
- For example, a person might be born appearing to be female on the outside, but having mostly male-typical anatomy on the inside. Or a person may be born with genitals that seem to be in-between the usual male and female types.
- ***Approximately 1.7% of the population is born with intersex traits – comparable to the number of people born with red hair.***

- **Five intersex myths:**

- Myth 1: Everybody is born male or female.
- Myth 2: Intersex is very rare.
- Myth 3: Being intersex is a condition that needs to be corrected.
- Myth 4: Intersex people are transgender.
- Myth 5: No one is speaking out for intersex people.





GENDER IDENTITY

GENDER IDENTITY

- **Gender identity is internal and personal.**
 - How a person understands/experiences their personal gender
 - How a person navigates a culture's conceptions of gender
- **Some examples of different gender identities:**
 - Cisgender
 - Transgender
 - Genderqueer or nonbinary
 - Agender
 - And many others...
- **A man is someone who says he is a man**
- **A woman is someone who says she is a woman**
- **A nonbinary or genderqueer person is someone who says they are nonbinary or genderqueer**

TRANSGENDER

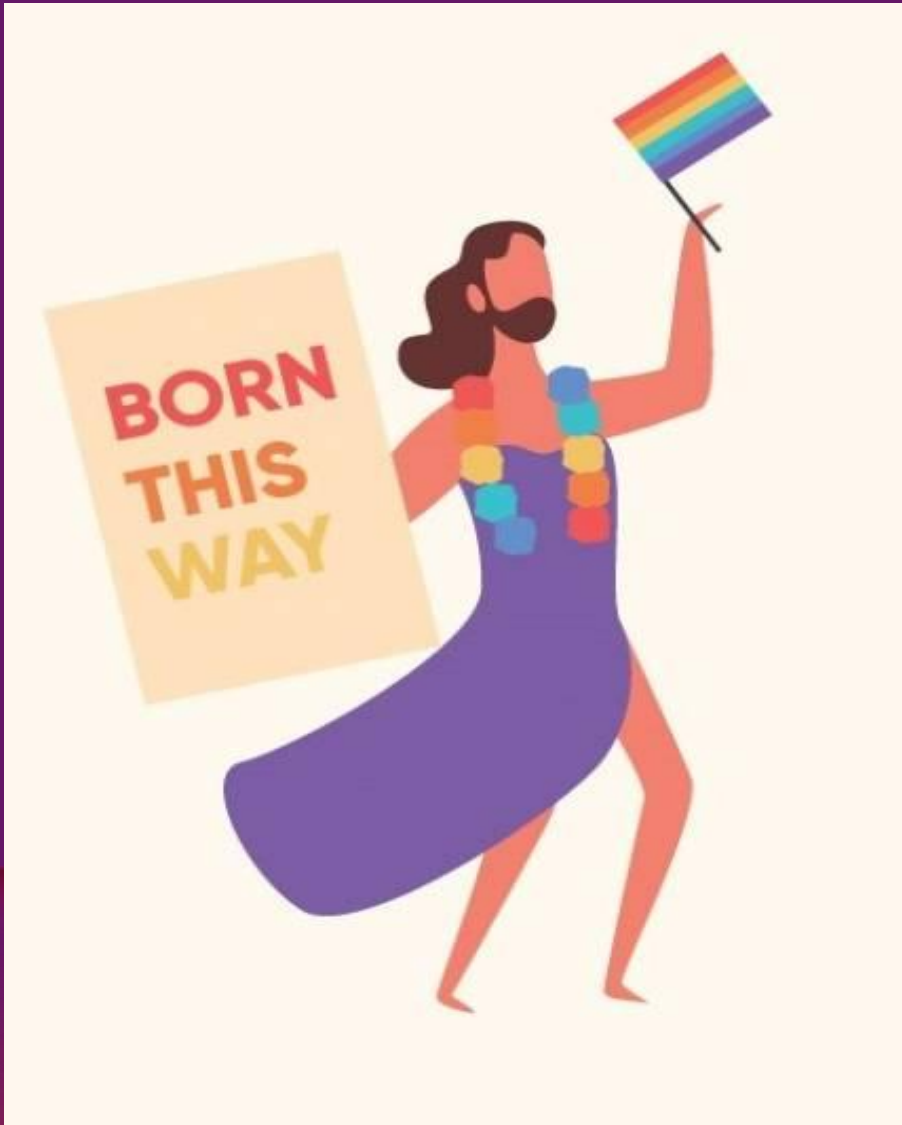
- **Transgender or trans** – an individual whose gender identity differs from the sex they were assigned at birth
 - Transgender woman or man
 - Transgender non-binary person
 - Trans masculine or trans feminine person
- **Transition** - affirming one's gender identity through social, legal, medical, and/or surgical processes.
- **Gender Dysphoria** – distress or unhappiness experienced because one's gender identity does not match their sex assigned at birth
- **Gender Euphoria** - pleasure, joy, and sense of affirmation when an individual's gender identity is validated

GENDERQUEER OR NON-BINARY

- **Existing or identifying outside or beyond the gender binary**
 - Neither a man nor a woman
 - A combination of man and woman
 - Multiple genders at the same time
 - Flowing between genders (genderfluid)
 - Not identifying as any gender (agender)
- **Can also be an umbrella term**
- **Genderqueer or non-binary people may or may not consider themselves to be transgender**

CISGENDER

- **Someone whose gender identity matches the sex they were assigned at birth**
 - Cisgender man
 - Cisgender woman
 - Cisgender intersex person
- **The term “cisgender” is preferred to “normal” or “non-transgender” because those terms imply that transgender people are abnormal.**
- **Cisgender privilege:** benefits that result from having the gender people assume you are match what was assigned to you at birth
 - For example, can you use gendered restrooms or other public facilities without fear of verbal or physical harassment and abuse?



GENDER EXPRESSION

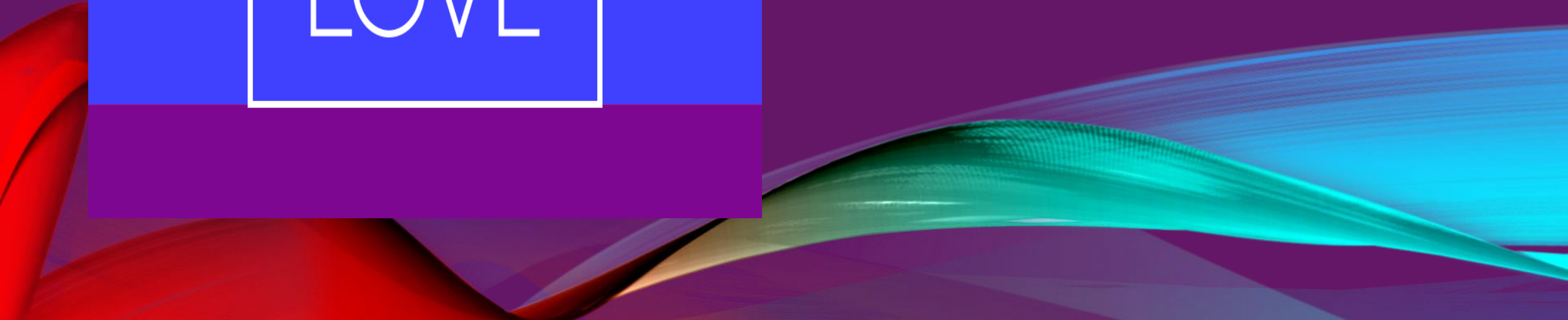
GENDER EXPRESSION

- **Gender expression is how we communicate our gender to others through our clothing, voice, or other perceived characteristics.**
- **Gender expression can be:**
 - Feminine
 - Masculine
 - Androgynous
- **It's about allowing the insides to match the outsides.**

Two Modes of Gender Expression	
Private or Personal Gender Expression	Public Gender Expression
Painting your toenails even though they won't be visible	Choosing a name that better matches your gender identity
Wearing certain types of undergarments that no one else sees	The types of clothing, fragrance, or make up that you wear
Thinking of yourself with a certain voice, name, or pronouns	The way you style your hair



SEXUAL ORIENTATION



SEXUAL ORIENTATION



- The gender or genders that someone is attracted to, how often or intensely they feel sexual or romantic attraction, and the conditions under which they experience sexual or romantic attraction.
- Adults are 2-3 times more likely to say that they have a same-sex attraction or have engaged in same-sex behavior than they are to identify as LGBTQ+

ATTRACTION TO THE SAME SEX OR GENDER

- **Lesbian** – a woman who is attracted to other women.
 - Around 10% of LGBTQ+ people consider themselves lesbians.
- **Gay** – a man who is attracted to other men.
 - Can also refer to the LGBTQ+ community – anyone who is not straight



ATTRACTION TO MORE THAN ONE SEX OR GENDER



- **Bisexual, pansexual, omniseual, polysexual** – attraction to two or more genders
 - Subjective self-identification depending on which label feels the most accurate
- **Over half of LGBTQ+ people say that they are bisexual**

ATTRACTION INFREQUENTLY OR NEVER

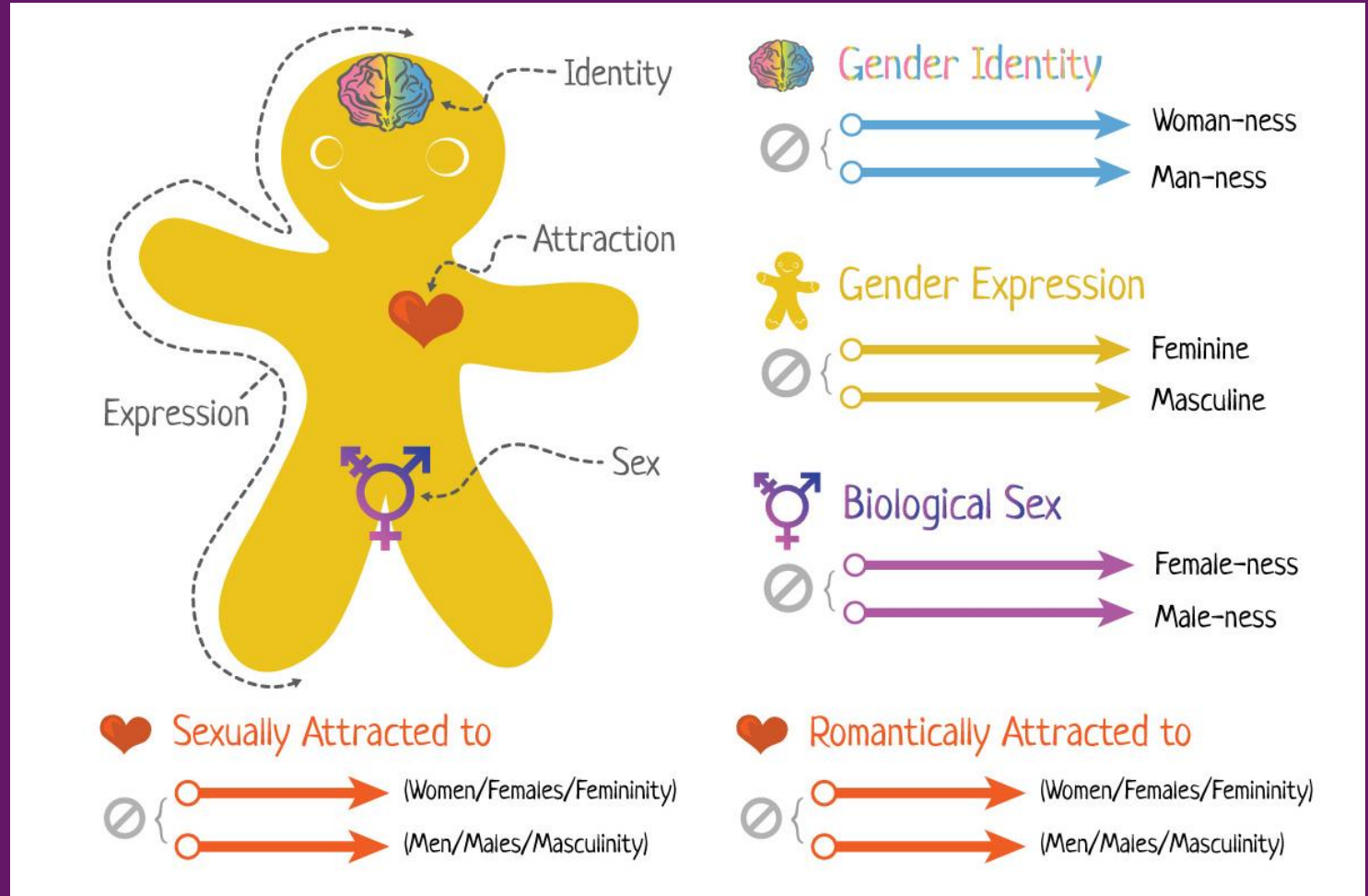
- **Asexual** – experiencing little to no sexual attraction to other people
- **Aromantic** – experiencing little to no romantic attraction to other people
- **Often abbreviated ace/aro and used as an umbrella term for people who experience sexual or romantic attraction only under certain circumstances.**



LGBTQ+ 101

THE GENDERBREAD PERSON

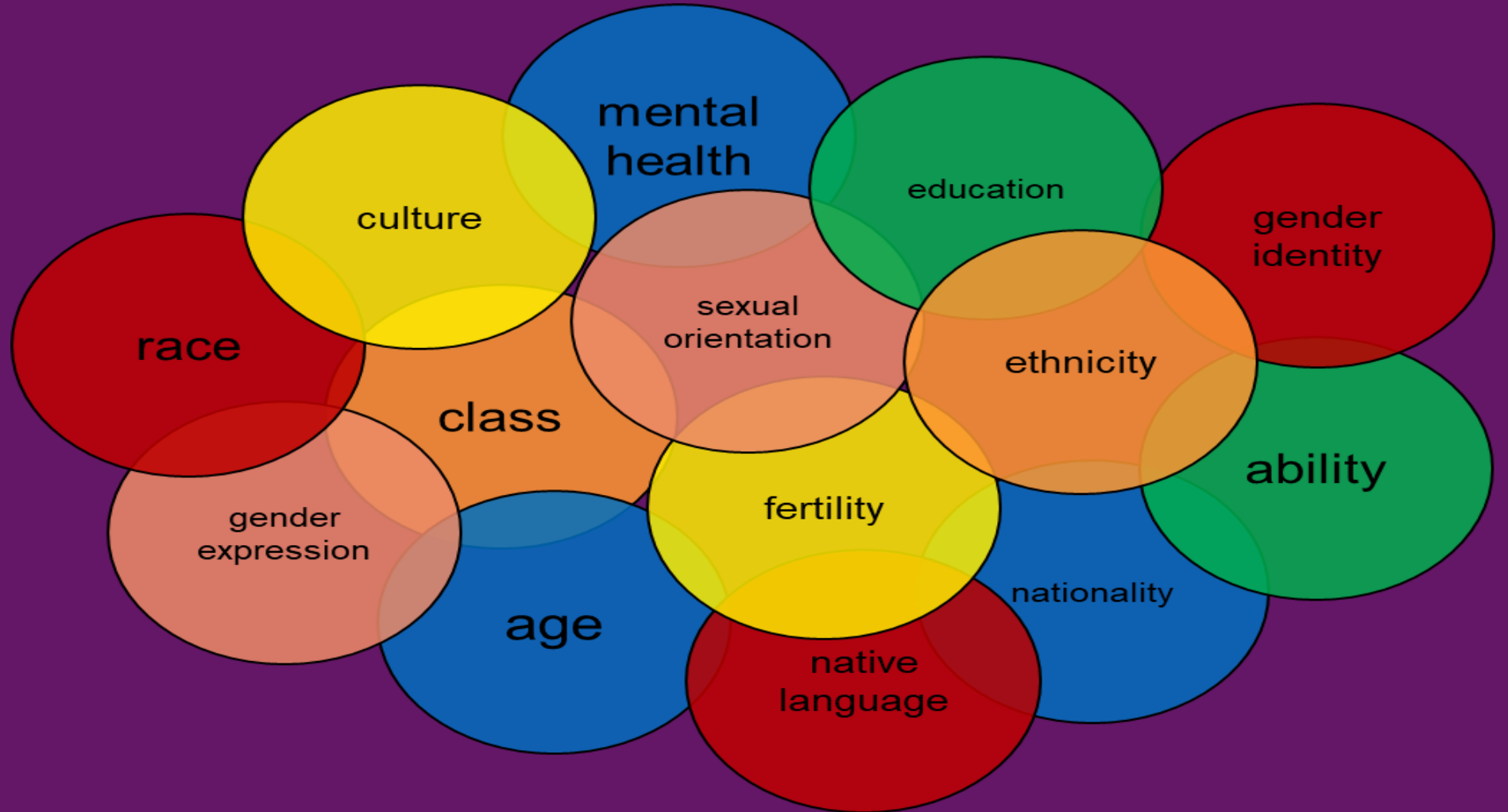
Identity ≠ Expression ≠ Sex
Gender ≠ Sexual Orientation



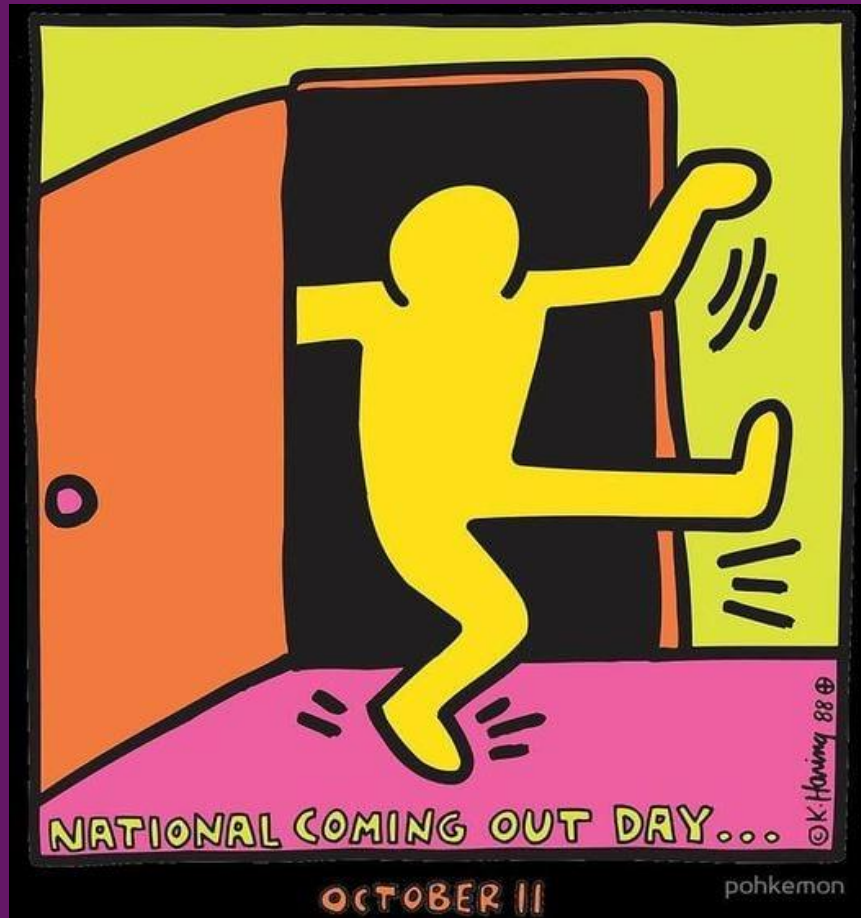
INTERSECTIONALITY

- “The interconnected nature of social categorizations such as race, class, and gender, regarded as creating overlapping and interdependent systems of discrimination or advantage.”
- For example, a woman of color who is also transgender experiences discrimination based on race and gender, among other things like...
 - Economic status
 - Education
 - Sexual orientation
- Truly knowing/understanding another person requires awareness of their intersecting identities.

INTERSECTIONALITY



COMING OUT



- **Coming out** – the process by which one accepts/comes to identify one’s own sexual orientation or gender identity.
- “Making your insides match your outsides”
- **Two separate processes:**
 - Coming out to oneself
 - Coming out to others
- **Coming out occurs many times for each person**
- **Some LGBTQ+ people wait until their children have grown or their partner has died to come out**

COMING OUT

	Feelings		Behaviors
+	<ul style="list-style-type: none"> • Self-acceptance • Connection • Relief • Authenticity • Pride 	➔	<ul style="list-style-type: none"> • Increased sense of community • With acceptance and affirmation, reduced suicidal ideation and better mental health outcomes
-	<ul style="list-style-type: none"> • Internalized homophobia • Internalized transphobia • Isolation • Fear • Anger • Uncertainty • Depression 	➔	<ul style="list-style-type: none"> • Leaving home/forced homelessness • Dropping out of school • Self-inflicted violence • Increased drug and alcohol use/abuse • Suicidal ideation and attempts

THE SILVER LINING

- **Negative outcomes are not intrinsic in LGBTQ+ people but are consequences of the ways in which LGBTQ+ people are treated in our culture.**
- **LGBTQ+ resilience**
 - Politically
 - Socially
 - Emotionally
- **LGBTQ+ people are often more well connected and have stronger support systems that are outside of their nuclear families.**



HOW TO BE AN ALLY



WHAT IS AN ALLY?

- **LGBTQ+ allies are people who are not LGBTQ+ who respect and accept their LGBTQ+ neighbors, co-workers, family members and friends.**
 - Being an ally is about action.
- **Allies are people who:**
 - Are aware of their privilege
 - Use their privilege to advocate on behalf of marginalized populations where needed

BE AWARE OF YOUR PRIVILEGE

- **Privilege** - the benefits that an individual has by virtue of belonging to certain social identity groups.
- **Having privilege does not erase individual difficulties in life.**
- **People may experience privilege due to one of their identities and discrimination due to another**
 - For example, a white trans person experiences white privilege but gender discrimination

Check your privilege BINGO!

Native English speaker	Cisgender	Thin	No speech impediment	Christian
Male	White	Attractive	Heterosexual	Able-bodied
Standard accent	No criminal record		Tall	Mentally healthy
Mainstream political party	Adult	Born in country of residence	Wealthy	Well educated
Employed	Housed	Well-connected family	Not a red-head	Intelligent

USE YOUR PRIVILEGE

- **Acknowledge that there are some things you'll never experience or even have to think about**
- **If you encounter a situation that can be rectified, use your privilege to speak up**
 - Be political
 - Intervene if someone is being harassed or treated badly

LISTEN AND VALIDATE

- Listen to and validate the things that marginalized groups are saying.
- Avoid talking over those who are speaking.

COMMIT TO ON-GOING EDUCATION

- **Seek out high-quality, reliable sources of information. Look for things written by people who are a part of the community that you are learning about.**
 - Misinformation is harmful and often perpetuates dangerous and potentially deadly stereotypes.
- **Stay up-to-date with what is impacting the LGBTQ+ community where you live.**
 - Is your local, state, or federal government passing laws or creating policies that could cause LGBTQ+ people to feel alienated, discriminated against, or abandoned?



CREATING AN AFFIRMING ENVIRONMENT

BE AWARE OF MICROAGGRESSIONS

- **Microaggressions are the subtle but offensive comments or actions directed at a marginalized community.**
 - They are often unintentional and consist of expectations that cisgender or heterosexual people take for granted.
- **Common microaggressions:**
 - Use of heterosexist or transphobic terminology
 - Endorsement of the male/female binary
 - Assumption of a universal LGBTQ+ experience
 - Discomfort/disapproval of the LGBTQ+ experience
 - Assumption of sexual pathology or abnormality
 - Denial of bodily privacy

USE APPROPRIATE PRONOUNS/NAMES

- **Ask about and use the names/pronouns identified by an individual. It shows respect and acceptance.**
 - Including your pronouns in your email signature or when you introduce yourself helps LGBTQ+ people feel safe sharing theirs.
- **They/Them/Theirs**
 - When in doubt, ask for someone's pronouns
 - When you are not able to ask, use "they/them/theirs" as a default
 - Avoid using it or its, as these are dehumanizing and impersonal
- **For groups of people:**
 - Use gender-neutral alternatives
 - "Folks" or "everyone"

NEOPRONOUNS AND THEIR USE

- Neopronouns are gender neutral and new additions to the English language
- **Example: Ze/zir**
 - Elizabeth is coming into the office today and ze is bringing zir dog.

Subjective	Objective	Possessive adjective	Possessive pronoun	Reflexive	Pronunciation
She	Her	Her	Hers	Herself	pronounced as it looks
He	Him	His	His	Himself	pronounced as it looks
Ze	Zim	Zir	Zirs	Zirself	Pronounced as it looks
Sie/Zie	Hir	Hir	Hirs	Hirself	pronounced: zee, here, here, heres, hereself
Zie	Zir	Zir	Zirs	Zirself	pronounced: zee, zere, zere, zeres, zereself
Ey	Em	Eir	Eirs	Eirself	pronounced: A, M, ear, ears, earsself
Per	Per	Pers	Pers	Persself	pronounced as it looks
They	Them	Their	Theirs	Themself	Pronounced as it looks

MISGENDERING AND DEAD NAMING

- **Misgendering:** Referring to/describing someone in ways that do not affirm their gender, including using incorrect pronouns.
- **Dead naming:** Using someone's birth name rather than the name they have chosen or the name they currently use.
- **Misgendering and dead-naming are harmful behaviors.**
 - These behaviors “out” transgender people without their consent, making them emotionally or physically unsafe.
 - They damage relationships and make transgender people less trusting of others.

ACKNOWLEDGE MISTAKES

- **Mistakes *will* happen!**
- **Apologize quickly and move on.**
 - Dwelling on your mistake can make the person you misgendered, misnamed, or otherwise offended feel a responsibility for making you feel better in the moment.
- **Let it be a learning experience for the next time.**
 - The feelings of guilt or shame that may come from hurting someone can inform how you act in the future.



EVALUATION FORM

- Please follow the link to complete a brief evaluation of our presentation.
- Your feedback is important!
- Thank you!

<https://forms.gle/zYDYMMCjM88jzwFB7>

HANDOUTS, RESOURCES AND REFERENCES



RESOURCES

- OutReach LGBTQ+ Community Center: <https://www.outreachmadisonLGBTQ+.org/>
- OutReach Directory: <https://www.LGBTQ+directory.org/>
- Madison Area Transgender Association: <https://www.transgenderservices.org/mata>
- The Trevor Project:
https://www.thetrevorproject.org/?gclid=EAlaIQobChMIheD0nluu8QIVNRh9Ch3Vjg5nEAAYASAAEgJPIPD_BwE
- PFLAG (Parents and Friends of Lesbians and Gays): <https://pflag.org/>
- Prism Program (Certified Peer Specialists who identify as LGBTQ+) <https://www.mhawisconsin.org/prism>
- Our Lives Magazine (online editions): <https://ourliveswisconsin.com/>
- Suicide Prevention: <https://www.preventsuicidewi.org/lgbtq>

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