Peers working with diverse populations: LGBTQIA

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Things we will cover

- SOGIE (Sexual Orientation, Gender Identity and Gender Expression)
- Terminology (LGBTQIA)
- Microaggressions and how to prevent them
- Ethical Considerations
- Ways to help and Resources
Think for a minute....

Think about your daily interactions at work, at home, all the places you end up throughout the course of your busy day.

1. Do you know anyone that identifies as lesbian, gay, bisexual, or transgender?
2. How do you know the person’s sexual orientation or gender identity?
3. Do you interact any differently with this person(s) than other people you know?
4. **BONUS QUESTION:** How many genders are there?
What is Sexual Orientation

• Sexual Orientation - An inherent or immutable enduring emotional, romantic or sexual attraction to other people.

• Individuals who identify as Gay or Lesbian have a romantic and/or sexual attraction to people of the same gender that they identify as.

• Individuals who identify as Bisexual have a romantic and/or sexual attraction to members of two genders.

• In 2016 there is an estimate that 3.7 of Maryland Adults identify as Lesbian, Gay or Bisexual.

Definition from HRC
Data from The Williams Institute
What do those letters mean?

• L- Lesbian
• G- Gay
• B- Bisexual/ Pansexual
• Q- Questioning/Queer
• A- Asexual
Gender Identity

• One’s innermost concept of self as male, female, a blend of both or neither—how individuals perceive themselves and what they call themselves. One’s gender identity can be the same or different from their sex assigned at birth.

• Individuals whose gender identification is inconsistent with their biological sex are transgender. Currently, 0.3% of American adults and 0.49% of Maryland adults identify as transgender.

• Individuals whose gender identification is consistent with their biological sex are considered cisgender.

Definition by HRC

Data by The Williams Institute
What do those letters mean? Part Two.

- Gnc- Gender Nonconforming/ Gender Queer
- T- Transgender
- 2-S – Two Spirit
- I- Intersex
Gender Expression

The way you present yourself and interact with others; masculine, agender, feminine; is on a spectrum.
The Genderbread Person

Gender is one of those things everyone thinks they understand, but most people don’t. Like Inception, Gender isn’t binary. It’s not either/or. In many cases it’s both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for gender understanding. It’s okay if you’re hungry for more. In fact, that’s the idea.

Gender Identity
- Woman-ness
- Man-ness

How you, in your head, define your gender, based on how much you align or don’t align with the options for gender.

Gender Expression
- Feminine
- Masculine

The ways you present gender through your actions, dress, and demeanor, and how those presentations are interpreted based on gender norms.

Biological Sex
- Female-ness
- Male-ness

The physical sex characteristics you’re born with and develop, including genitals, body shape, voice pitch, body hair, hormones, chromosomes, etc.

Sexually Attracted to
- Nobody
- Women/Females/Femininity
- Men/Males/Masculinity

Romantically Attracted to
- Nobody
- Women/Females/Femininity
- Men/Males/Masculinity

Microaggressions

The everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional of unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.

Individuals exposed to constant or ongoing microaggressions can experience the same negative behavioral health consequences as those who experience overt gender-based bullying.
Microaggressions

You aren't queer...you have a boyfriend.
Examples of Microaggressions for Peers to be aware of include:

- Assuming an individual is heterosexual.
- Failing to recognize that an individual’s problem can be a result of experiences with discrimination or internalized heterosexism.
- Focusing on sexual orientation when it is not relevant.
- Underestimating the consequences of “coming out.”
- Failing to affirm significant relationships.
- Assuming a child’s problems are due to the parents’ orientation.
- Excessive displays of acceptance or “understanding.”
- Using the wrong pronoun after being told the individual’s preferred pronoun.
- Not having access to gender-neutral bathrooms.
Ethical Considerations

• Be aware and sensitive of the impact that internalized heterosexism, homophobia and transphobia may have on individuals and their mental health.

• Recognize the impacts coming out, and help to identify all the possible negative and positive’s of coming out.

• Have an awareness and understanding that coming out is a process, and happens numerous times over a person’s life.

• Be aware that language and terminology in the LGBTQ community is ever evolving and varies from person to person.

• Honor labels, terms and pronouns used by individuals.

• Appreciate and understand the importance of appropriate use of language within the LGBTQ community.

• Be aware that certain labels such as queer and gay require contextualization and should only be used if already used by the individual with clear positive identification.
Do LGBTQ people have the same rights?

Maryland and Delaware prohibit discrimination based on sexual orientation and gender identity or expression.

Virginia does not provide the same protections, thus an LGBTQ person may be denied employment, housing, access to public accommodations in Virginia.

Same-gender marriage is legal in all 50 USA states. This recent change is due to the supreme court case, Obergefell v. Hodges.

Free State Justice, in July 2015, filed a lawsuit against a Talbot County school for not allowing a Transgender student to use the bathroom of the gender they identified with.

G.G v. Gloucester County Virginia School Board is a case filed by the ACLU on behalf of Gavin Grimm which addresses the use of bathrooms in public schools by transgender students.
What can you do?

- Address the problems that the LGBTQ community face at both the systems and individual level.
- Provide a safe and nondiscriminatory recovery environment.
- Ensure that your mission statement includes LGBTQ friendly language.
- Provide a gender neutral bathroom at your office.
- Respect the gender identities and pronouns of all your peers.
- Ask all peers what their chosen pronouns are?
- Create the opportunities for educational discussions about the LGBTQ community with your peers.
- If a peer comes to you with concerns about their sexuality or gender identity, have an open, honest and non judgmental conversation with them.
Resources

Legal Help- Free State Justice: https://freestate-justice.org

Need to talk to someone- Trevor Project: http://www.thetrevorproject.org/

Need to see that it does get better- It Gets Better Project: http://www.itgetsbetter.org/

General Questions- Human Rights Campaign: http://www.hrc.org

Need information about coming out- Human Rights Campaign Coming Out Guides: http://www.hrc.org/resources/category/coming-out

Parents, Families and Friends of Lesbians and Gays:https://www.pflag.org

Rainbow Youth Alliance Maryland: http://www.rainbowyouthalliancemd.org

Gay, Lesbian, Bisexual, Transgender Community Center of Baltimore and Central Maryland :http://glcccb.org

Gay, Lesbian & Straight Education Network :https://www.glsen.org

Sexual Minority Youth Assistance League :http://smyal.org

The Baltimore Transgender Alliance:https://www.facebook.com/bmoretransalliance/?ref=br_rs
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• Pew Social Trends, 2013

• Centers for Disease Control and Prevention. (2014). Lesbian, gay, bisexual, and transgender health—youth.


• Itgetsbetter.org


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Questions?