

Objectives of Training

- Familiarize with language
- Prepare for likely interactions as an ally
(responding effectively and respectfully)
- Provide with experiences to heighten empathy/ not sympathy
(not being limited by bias in thinking and action)
- Reflect on serving the GLBTQIA population
(challenging the institution)



Pledge of Participation

- I recognize that I am part of a relentlessly heterosexist and homophobic society. I acknowledge my own limitations and my own ignorance, as well as my bias. I accept my inability to completely grasp the experiences of those who do not share my identity. I will not be embarrassed to ask a question, no matter how ignorant it may appear. I am open to learning new things. I am open to claiming my starting point and moving forward.

LGBTQIA Experience in School

- 65% of middle and high school students reported being bullied in the last year. LGBT students face even higher levels of victimization. Nearly 9 out of 10 LGBT students (86.4%) said they had been harassed in the past year, according to GLSEN's [2007 National School Climate Survey](#) of more than 6,000 LGBT students. Additionally, 60.8% felt unsafe at school because of their sexual orientation.
- Two-thirds of transgender students felt unsafe in school because of their sexual orientation (69%) and how they expressed their gender (65%).
- Almost all transgender students had been verbally harassed (e.g., called names or threatened) in the past year at school because of their sexual orientation (89%) and gender expression (87%).
- More than half of all transgender students had been physically harassed (e.g., pushed or shoved) in school in the past year because of their sexual orientation (55%) and gender expression (53%).
- More than a quarter of transgender students had been physically assaulted (e.g., punched, kicked or injured with a weapon) in school in the past year because of their sexual orientation (28%) and gender expression (26%).

Hate Crimes

- Information last updated on: July 14, 2009 www.theTaskForce.org National Gay and Lesbian Task Force
- **States that do not have hate crime laws that include crimes based on any characteristics—5 states**
 - Arkansas, Georgia, Michigan, South Carolina, Wyoming
- **States with hate crime laws that include crimes based on sexual orientation and gender identity—12 states & the District of Columbia**
 - California, Colorado, Connecticut, District of Columbia, Hawaii, Maryland, Minnesota, Missouri, New Jersey, New Mexico, Oregon, Vermont, Washington
- **States with hate crime laws that include crimes based on sexual orientation—18 states**
 - Arizona, Delaware, Florida, Illinois, Iowa, Kansas, Kentucky, Louisiana, Maine, Massachusetts, Nebraska, Nevada,
 - New Hampshire, New York, Rhode Island, Tennessee, Texas, Wisconsin
- **States with hate crime laws that do not include crimes based on sexual orientation or gender identity—15 states**
 - Alabama, Alaska, Idaho, Indiana², Mississippi, Montana, North Carolina, North Dakota, Ohio, Oklahoma, Pennsylvania, South Dakota, Utah, Virginia, West Virginia

In 2008, Pennsylvania's highest court overturned the 2002 amendments to the hate crimes law that added sexual orientation, gender identity

Virtual Equality?

Gays and lesbians possess some of the trappings of full equality, but are denied all of its benefits. We are at once members of the traditional family, but are treated as if we are aliens to the family as an institution. We participate daily in every community, culture, and profession but we are forced to deny that we exist...

Urvashi Vaid—*Virtual Equality*

Judge Invisibility through History

Many Native Americans had an institution called "**berdache**" where individuals could take on the social role of the opposite sex and take a same-sex spouse without fear of ridicule. Some tribes actually revered berdaches for their special "calling." The existence of berdaches has been documented in at least 140 different tribes.

From 1945-1993 over one hundred thousand Americans were dismissed from the armed forces for being gay.

The Chicago Society for Human Rights 1924 was America's first gay rights group, although it lasted for less than a year due to police and media harassment.

Executive Order 10450 in 1953, President Eisenhower bowed to the pressures of Senator McCarthy's "witch hunts" which claimed that not only Communists but also gays were betraying American secrets to the Russians. These laws were not repealed until 1975, and not until 1995 were gays allowed to receive federal security clearances.

Daughters of Bilitis. Founded in 1955 in San Francisco, this organization also published America's first lesbian magazine, The Ladder.

What will schools do for straight students of LGBT families?



Information taken from LGBT Parenting
Wikipedia

http://en.wikipedia.org/wiki/Gay_parenting

LGBT Parenting Facts:

In the [2000 U.S. Census](#), for example, 33 percent of female same-sex couple households and 22 percent of male same-sex couple households reported at least one child under the age of 18 living in the home.

As of 2005, an estimated 270,313 children in the United States live in households headed by same-sex couples.

In 2005, the American Academy of Pediatrics stated in [Pediatrics](#): "More than 25 years of research have documented that there is no relationship between parents' sexual orientation and any measure of a child's emotional, psychosocial, and behavioral adjustment."

Cuesta GSA reports that students of LGBT families come seeking support.

On College Campuses

Sue Rankin, PhD. Penn State "Campus Climate for Gay Lesbian Bisexual and Transgender People: A National Perspective." Published in 2003

Study of 14 college campuses (with LGBT Centers) in the US from 2000-2001.

36% of LGBT students had experienced harassment based on orientation/identity.

51% concealed orientation/identity to avoid intimidation.

41% felt campus was not addressing issues of orientation or identity.

43% rated campus as homophobic.

An Environment of Fear

Homophobia (from [Greek](#) *homós*: one and the same; *phóbos*: fear, [phobia](#)) is defined as an "irrational fear of, aversion to, or discrimination against [homosexuality](#) or homosexuals",^[1] or individuals perceived to be homosexual; it is also defined as "unreasoning fear of or antipathy toward homosexuals and homosexuality",^[2] "fear of or contempt for lesbians and gay men",^[2] as well as "behavior based on such a feeling".^[2] It is defined by behavior (such as discrimination) as well as motivation (such as fear, antipathy or contempt).^[2]

(Your Turn: On your own examine Assessment of Personal Homophobia)

Photo Credit: FLikr Stutefish



Recognizing Heterosexism



- ▼ Assuming that everyone you meet is heterosexual.
- ▼ Assuming that everyone has (or is interested in having) an opposite-sex partner.
- ▼ Assuming that all mothers and fathers are heterosexual.
- ▼ Assuming that all unmarried people are “single.”
- ▼ Using language that presumes heterosexuality in others, such as husband or wife, instead of gender neutral language such as partner.

(Partner Up: So, You Say You're a Heterosexual/Heterosexual Questionnaire)

CASS Model:



1. Identity Confusion/ I'm different.
2. Identity Comparison/ Am I gay?
3. Identity Tolerance/I could be gay.
4. Acceptance/I am gay.
5. Identity Pride/Gay people are the best!
6. Identity Synthesis/LGBT as one aspect of self.



Coming out is an on-going process,
not a single event.



All people who are lesbian, gay, or bisexual
have to make decisions about when and to
whom to come out almost every day.



LGBT individuals have the right to ask anyone
to whom they come out to not share the
disclosure with others.



Don't assume in advance that you know what it means for her or him to be lesbian, gay, or bisexual or trans. Every person's experience is different.



Clarify with the person what level of **confidentiality** they expect from you. They may not want you to tell anyone at all.

Some Benefits of Coming Out...



- ▼ Ability to live one's life **honestly**.
- ▼ Developing closer, more genuine relationships with friends and family.
- ▼ Alleviating the **stress** of hiding one's identity.
- ▼ **Connecting** with other people who are LGBT.
- ▼ Being a **role model** for others.

Your Turn: Partner up: Discussion of Personal Partner and Closet Game Score Sheet

Some Risks of Coming Out...



- ▼ Not everyone will be understanding or accepting.
- ▼ Family, friends, or coworkers may be shocked or confused, or even hostile.
- ▼ An individual may experience harassment or discrimination. (It is important to know that discrimination based on sexual orientation is still legal in the vast majority of the United States.)
- ▼ People under the age of 18 may be thrown out of their homes or lose financial support from their parents.

Film Clip "Parent Perspective"

Partner Up: Consider the clip in relation to Cass Model and the "risks of coming out" what stood out

What persons who are lesbian, gay, or bisexual have been told about their sexual orientation...
and what you should not say?



- ▼ You're just going through a phase.
- ▼ It's just because you've never had a relationship with someone of the opposite sex.
- ▼ You can't be a lesbian—you're too pretty.
- ▼ You're just depressed.
- ▼ You're just confused.
- ▼ Maybe you can find a therapist who can help you get over this.

Before Coming Out:



- ▼ Are you sure about your sexual orientation? Are you comfortable w/ sexuality?
- ▼ Do you have support?
- ▼ Are you well-informed on LGBT issues?
- ▼ Is this a good time? What are your motivations?
- ▼ Have you anticipated others reactions?
- ▼ Have you thought about negative reactions?
- ▼ Is this your decision? Do you feel pressured to do this?

Coming Out to Your Parents NGLTF

General LGBT issues:



- ▼ Grieving the loss of membership in the dominant culture.
- ▼ The experience of being a minority, especially an invisible minority, and its impact on one's life.
- ▼ Possible lack of family support or strong role models to help them deal with their found status and identity.
- ▼ Potential lack of peer support and isolation.
- ▼ Potential withdrawal of financial support from disapproving parents.

Your turn: partner up and role play coming out/ try to consider what you really would have said, or what your parents would have said.

(T-shirt exercise)

Prior to Next Slide:

(visualization exercise: picture a gay person)

Multiple Oppression Affects the Lives of LGBT People of Color Because:



- ▼ When students are both a person of color and LGBT person, he/she may feel that only one part of his/her identity can be primary.
- ▼ Often, LGBTQIA people of color may feel pulled by each of their cultures to primarily identify with one culture. (May feel as if people want them to choose).
- ▼ The LGBTQIA identity is invisible. It is easy to deny or ignore that aspect of the self.
- ▼ They feel misunderstood by each group as they consider both parts equally important.
- ▼ Same stereotypes as exist in heterosexual community.

“Created tension in my life I had never experienced with black clergy, but it was clear to me,” he added, “that any time you deny one group of people the same right that other groups have that is a clear violation of civil rights and I have to speak up on that.”



--Reverend Eric Lee, President SCLC
(Southern Christian Leadership
Conference) of Greater Los Angeles

LGBTQIA Community White-Male Centered?

Here I was thinking that the plight of Asian American queers lied solely in the stringent traditional conservatism of their Asian families. That our double identity crises resulted from our families forcing us to choose between our race and our queerness.

But where is that really coming from? Maybe not only our families, but mainstream whiteness, including the gay community, also pushes us to choose between our identities by keeping the movement predominantly white.

Angela Cheng, Texas Triangle

Not Always An Oppressive Existence

- Do not make the assumption that all communities of color are “more” homophobic. Each individual has their own experience.
- Media tend to focus on community of color only when focused on “AIDS” other negative aspects.
- Do not assume that LGBT persons of color identify using Eurocentric labels.

“I was fine in my neighborhood I was just “Marisol” but then I moved away for college and suddenly I was Marisol the Latina, or Marisol the lesbian.”

--student at LGBTQIA Conference talking about the impact of moving away from home and coming to school.

Findings for Students of Color Rankin Campus Climate Report

- 25% of students of color who responded feared for physical safety v. 18% of white students.
- 56% concealed their sexual identity v. 50% of white respondents.



Common Misconceptions about Bisexuals



- ▼ Bisexual people are equally attracted to both sexes.
- ▼ Bisexual means having concurrent lovers of both sexes. (sexualized).
- ▼ Bisexuals are lesbians or gay men that don't want to admit it yet. (in LGBTQIA) community.
- ▼ Do not assume that the community embraces bisexual identity any more than straight community does.

Gender Benders

- **Gender**—male/female character traits that is expected to be consistent with biological sex. Male or Female.
- **Gender Queer**- catch all term used for a variety of gender bending existences.
- **Gender Identity**—Consistent sense of self as male or female. Biological basis in hormones for “male” brain or “female” brain.
- **Gender role**—**masculine/feminine** roles as defined by dominant culture.
- **Transgender**—Can be used as an umbrella term for someone whose gender identity is different than what would be expected for their biological sex. Can refer to persons with sex reassignment.
- **Intersex**- Born with sex chromosomes, external genitalia or internal reproductive system that is not typical to men or women. (Preferred to Hermaphrodite due to connotation) 1 in 2000 births



Although some Transgender people identify as Lesbian, Bisexual or Gay, as a group their sexual orientation is statistically primarily heterosexual. Most of us have some level of characteristics that are stereotypical of the other gender. The Transgender individual experiences this to a much greater degree.

Your Turn:

Transgendered Activity: With a partner write down your most “gendered scenario” include dress items, activity and also “rules” that you would have to follow. (5 minutes)

Intersex & Transgender Facts

- Each year thousands of children are born with ambiguous genitalia. (1 in 2000 born Intersex)
- Four transgender men for every 1 woman.
- Increase in numbers with more visibility and information from 8 in 100,000 to 20 in 100,000. (based on UK study)
- Often assigned a sex without parents knowledge.
- SRS-Sexual reassignment surgery is costly and lengthy. Individual must live one-year gendered as the change sought. Refer to as Transman (a FTM) or Transwoman (MTF)
- Currently there is, on average, one murder due to gender identity a month in the United States.

“Beautiful Daughters” Logo on line video tells story of transwomen performing the Vagina Monologues.

Because...

(we live in a homophobic and heterosexist society)



- ▼ Gay men, lesbians, and bisexuals and transgender people are discriminated against in housing and employment;
- ▼ 65% of college students feel gay men and lesbians are likely to be harassed on campus.
- ▼ Hate crimes are not legislated in all states to include gender identity and sexual orientation.
- ▼ LGBT individuals can't go to the doctors, school, or church and know that who they are is "ok"
- ▼ In relentless heterosexist culture LGBT individuals are forced to constantly question their worth as human beings
- ▼ LGBT marriage is currently threatened by the very Constitution that guarantees all other persons rights.

I am a proud ally!