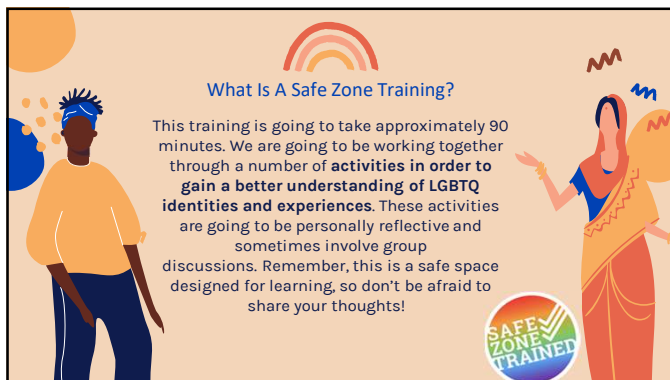




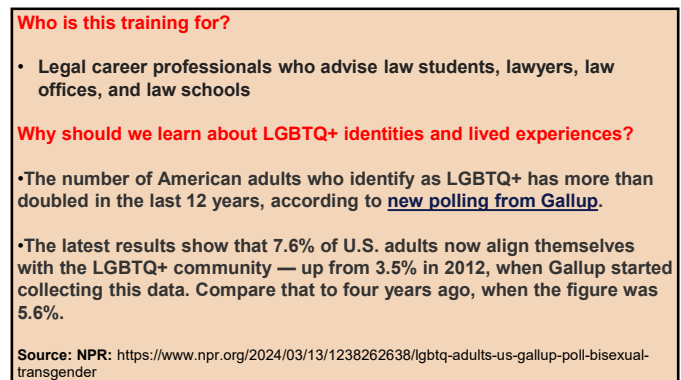
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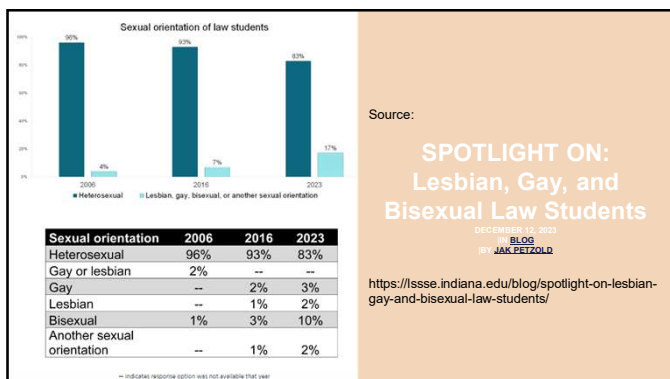
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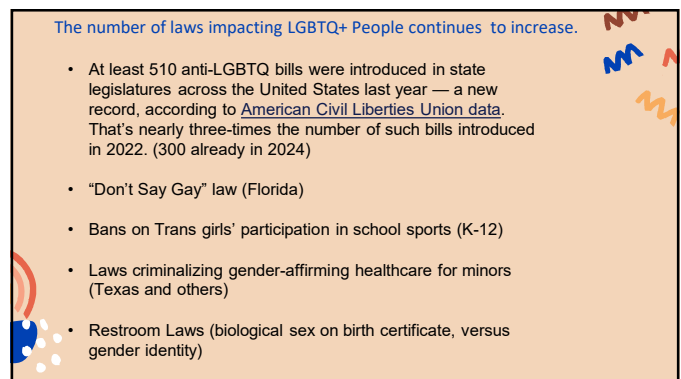
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5



6

Core LGBTQ+ Vocabulary

We are going to look at some vocabulary, since vocabulary is often the subject where folks have the most questions or misconceptions, and we want to make sure to let y'all ask any questions you may have regarding language.

Vocabulary can be important in explaining/affirming one's identity—understanding these are important parts of understanding and respecting others!



LGBTQ is an acronym

meant to encompass a whole bunch of diverse **sexualities** and **genders**. Folks often refer to the Q (standing for "queer") as an **umbrella term**, under which live a whole bunch of identities. This is helpful because **lesbian, gay, and bisexual** aren't the only marginalized sexualities, and **transgender** isn't the only gender identity. In fact, there are many more of both.



* The "Q" sometimes stands for "queer" and "transgender" is often thought of as an umbrella term itself (sometimes shortened "trans" or "trans") as well. Lots of folks like lots of neopronouns because hey — we're talking about lots of different folks with different and lived experiences to be respectful of.

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But First... Some Do's and Dont's

AVOID SAYING...	SAY INSTEAD...	WHY?	EXAMPLE
"Hermaphrodite"	"Intersex"	Hermaphrodite is a stigmatizing, inaccurate word with a negative medical history.	"What are the best practices for the medical care of intersex infants?"
"Homosexual"	"Gay"	"Homosexual" often connotes a medical diagnosis, or a discomfort with gay/lesbian people.	"We want to do a better job of being inclusive of our gay employees."
"Born female" or "Born male"	"Assigned female/male at birth"	"Assigned" language accurately depicts the situation of what happens at birth.	"Max was assigned female at birth, then he transitioned in high school."
"Female-bodied" or "Male-bodied"		"bodied" language is often interpreted as as pressure to medically transition, or invalidation of one's gender identity	
"A gay" or "a transgender"	"A gay/transgender person"	Gay and transgender are adjectives that describe a person/group	"We had a transgender athlete in our league this year."

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Do's and Dont's (Continued)

AVOID SAYING	SAY INSTEAD	WHY?	EXAMPLE
"Transgender people and normal people"	"Transgender people and cisgender people"	Saying "normal" implies "abnormal," which is a stigmatizing way to refer to a person.	"This group is open to both transgender and cisgender people."
"Both genders" or "Opposite sexes"	"All genders"	"Both" implies there are only two; "Opposite" reinforces antagonism amongst genders	"Video games aren't just a boy thing — kids of all genders play them."
"Ladies and gentlemen"	"Everyone," "Folks," "Honored guests," etc.	Moving away from binary language is more inclusive of people of all genders	"Good morning everyone, next stop Piccadilly Station."
"Mailman," "fireman," "policeman," etc.	"Mail clerk," "Firefighter," "Police officer," etc.	People of all genders do these jobs	"I actually saw a firefighter rescue a cat from a tree."
"It" when referring to someone (e.g., when pronouns are unknown)	"They"	"It" is for referring to things, not people.	"You know, I am not sure how they identify."

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CORE TERMS

ally /'al-lee/ — *noun* : a (typically straight and/or cisgender) person who supports and respects members of the LGBTQ community. We consider people to be active allies who take action on in support and respect.

biological sex — *noun* : a medical term used to refer to the chromosomal, hormonal and anatomical characteristics that are used to classify an individual as female or male or intersex. Often referred to as simply "sex," "physical sex," "anatomical sex," or specifically as "sex assigned at birth."

cisgender /'siss-jendur/ — *adj.* : a gender description for when someone's sex assigned at birth and gender identity correspond in the expected way (e.g., someone who was assigned male at birth, and identifies as a man). A simple way to think about it is if a person is not transgender, they are cisgender. The word cisgender can also be shortened to "cis."

coming out — **1 noun** : the process by which one accepts and/or comes to identify one's own sexuality or gender identity (to "come out" to oneself). **2 verb** : the process by which one shares one's sexuality or gender identity with others.

gender dysphoria — *noun* : the feeling of discomfort or distress that might occur in people whose gender identity differs from their sex assigned at birth or sex-related physical characteristics. Transgender and gender-nonconforming people might experience gender dysphoria at some point in their lives. But not everyone is affected. Some transgender and gender-nonconforming people feel at ease with their bodies, either with or without medical intervention.

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gender expression — *noun* : the external display of one's gender, through a combination of clothing, grooming, demeanor, social behavior, and other factors, generally made sense of on scales of masculinity and femininity. Also referred to as "gender presentation."

gender fluid — *adjective* : moving among or between genders; identifying as either gender; identifying as a mixture of genders.

gender identity — *noun* : the internal perception of one's gender, and how they label themselves, based on how much they align or don't align with what they understand their options for gender to be. Often conflated with biological sex, or sex assigned at birth.

genderqueer — **1 adj.** : a gender identity label often used by people who do not identify with the binary of man/woman. **2 adj.** : an umbrella term for many gender non-conforming or non-binary identities (e.g., agender, bigender, genderfluid).

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heteronormativity – *noun* : the assumption, in individuals and/or in institutions, that everyone is heterosexual, and that heterosexuality is superior to all other sexualities. Leads to invisibility and stigmatizing of other sexualities: *when learning a woman is married, asking her what her husband's name is*. Heteronormativity also leads us to assume that only masculine men and feminine women are straight.

intersex – *adj.* : term for a combination of chromosomes, gonads, hormones, internal sex organs, and genitals that differs from the two expected patterns of male or female. Formerly known as hermaphrodite (or hermaphroditic), but these terms are now outdated and derogatory.

LGBTQ; GSM; DSG – *abbr.* : shorthand or umbrella terms for all folks who have a non-normative (or queer) gender or sexuality; there are many different initialisms people prefer. LGBTQ is Lesbian Gay Bisexual Transgender and Queer and/or Questioning (sometimes people at a + at the end in an effort to be more inclusive); GSM is Gender and Sexual Minorities; DSG is Diverse Sexualities and Genders.

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pansexual – *adj.* : a person who experiences sexual, romantic, physical, and/or spiritual attraction for members of all gender identities/expressions. Often shortened to "pan."

passing – **1** *adj. & verb* : trans* people being accepted as, or able to "pass for," a member of their self-identified gender identity (regardless of sex assigned at birth) without being identified as trans*. **2** *adj.* : an LGB/queer individual who is believed to be or perceived as straight.

queer – **1** *adj.* : an umbrella term to describe individuals who don't identify as straight and/or cisgender. **2** *noun* : a slur used to refer to someone who isn't straight and/or cisgender. Due to its historical use as a derogatory term, and how it is still used as a slur many communities, it is not embraced or used by all LGBTQ people. The term "queer" can often be used interchangeably with LGBTQ (e.g., "queer people" instead of "LGBTQ people").

questioning – *verb, adj.* : an individual who or time when someone is unsure about or exploring their own sexual orientation or gender identity.

transgender – **1** *adj.* : a gender description for someone who has transitioned (or is transitioning) from living as one gender to another. **2** *adj.* : an umbrella term for anyone whose sex assigned at birth and gender identity do not correspond in the expected way (e.g., someone who was assigned male at birth, but does not identify as a man).

transphobia – *noun* : the fear of, discrimination against, or hatred of trans* people, the trans* community, or gender ambiguity. Transphobia can be seen within the queer community, as well as in general society. **Transphobic** – *adj.* : a word used to describe an individual who harbors some elements of this range of negative attitudes, thoughts, intents, towards trans* people.

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Related Terms

- **gender-variant/variante** (differing from what is typical)
- **gender-expansive** (beyond typical and broader/more inclusive)
- **gender-diverse** (various kinds and forms; umbrella term)
- **gender-conforming** versus **nonconforming** (typical or atypical)

These terms reflect the fact that gender identity and gender expression are broader than the simple binary construct of Female or Male. Some people's gender identity and/or expression may be described by these terms, which are more inclusive and reflective of the whole gender spectrum.

Examples:

Young children often exhibit gender-variant behavior.

Marty defines their identity as "gender-expansive" and rejects binary assumptions and labels regarding gender.

Even as a teen, his mode of dressing was gender-nonconforming, with a strong preference for skirts and leggings.

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Inclusive Language

- Gender is among the first ways we are recognized at birth and by strangers.
- Ask people how they want to be recognized and by whom.
- Do not "out" people to other people.
- **Respectful recognition is about understanding who the other person is, not our own expectations about who they are.**
- **Learn how to respect trans and nonbinary people's names, pronouns.**
- **Regularize pronoun recognition by sharing your own.**
- **Learn to apologize, we all make mistakes.**
- **Use gender-inclusive language.**

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USE INCLUSIVE LANGUAGE

- **Avoid using gender-binary language**
- **Avoid using unnecessarily gendered language**
 - Examples: "Homecoming Royalty" vs. "King/Queen"
 - "Mountaineers of Distinction" vs. "Mr. and Ms. Mountaineer"
 - "First year" vs. "Freshman"
 - "Their partner/spouse" vs. "Their Wife/Husband"

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Helpful Tips

Do not assume	Do not assume someone's gender
Do introduce	Do introduce yourself and share <u>your</u> pronouns
Do ask	Do ask how someone prefers to be addressed
Apologize	If you make a mistake, simply apologize, correct yourself, and move on

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Share your pronouns

Offer your pronouns when meeting someone new, introducing yourself to an audience, and add them to your email signature.

Sharing your pronouns, even if you are cisgender, normalizes the process so that others feel safe sharing theirs too!



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Gender Neutral / Gender Inclusive Pronouns

A gender neutral or gender inclusive pronoun is a pronoun which does not associate a gender with the individual who is being discussed.

Some languages, such as English, do not have a gender neutral or third gender pronoun available, and this has been criticized, since in many instances, writers, speakers, etc. use "he/his" when referring to a generic individual in the third person. Also, the dichotomy of "he and she" in English does not leave room for other gender identities, which is a source of frustration to the transgender and gender queer communities.

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Gender Identity and Pronouns

Male	Gender-Neutral	Female
He	They	She
Him	Them	Her
His	Theirs	Hers

In many Romance Languages (e.g., French, Italian, Spanish, etc.), nouns are gendered, usually in a binary (feminine or masculine) manner. This reinforces the concept of a gender binary for non-English speakers. German nouns also have a neuter case.

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Merriam-Webster Dictionary

they pronoun

Save Word

\ 'thē \

- 3 a** —used with a singular indefinite pronoun antecedent
// No one has to go if they don't want to.
// Everyone knew where they stood ...
— E. L. Doctorow
- b** —used with a singular antecedent to refer to an unknown or unspecified person
// An employee with a grievance can file a complaint if they need to.
// The person who answered the phone said they didn't know where she was.
- c** —used to refer to a single person whose gender is intentionally not revealed
// A student was found with a knife and a BB gun in their backpack Monday, district spokeswoman Renee Murphy confirmed. The student, whose name has not been released, will be disciplined according to district policies, Murphy said. They also face charges from outside law enforcement, she said.
— Olivia Krauth
- d** —used to refer to a single person whose gender identity is nonbinary (see NONBINARY sense c)
// I knew certain things about ... the person I was interviewing... They had adopted their gender-neutral name a few years ago, when they began to consciously identify as nonbinary—that is, neither male nor female. They were in their late 20s, working as an event planner, applying to graduate school.
— Amy Harmon

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SEPTEMBER 5, 2019



About one-in-five U.S. adults know someone who goes by a gender-neutral pronoun

BY A.W. GEIGER AND NIKKI GRAF



Pew Research Center

Source:
<https://www.pewresearch.org/fact-tank/2019/09/05/gender-neutral-pronouns/>

Mx. as an alternative to Mr./Mrs./Ms.

Using someone's name instead of a pronoun

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Any questions about vocabulary or pronouns?



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Practice Scenarios

1. You're interacting with someone new, and they introduce themselves as Taylor. You're not really sure what pronouns to use - what should you do?
2. A staff member shares at a staff meeting that they are trans* and would like everyone to use a new name and the pronouns "they/them/theirs." While everyone at the staff meeting is very positive and affirming in the moment, afterward there is a lot of confusion and hesitancy about how to proceed. People aren't sure how to let others know, what to do when they mess up pronouns/names, what other types of support this person may want/need. How might you proceed?

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"COMING OUT" is the process by which someone...

1. Accepts and identifies with their gender identity and/or sexual orientation, and
2. Shares their identity willingly with others.

Sometimes... who talk about coming out as if it were a one-time thing. But for most folks coming out is a series of decisions... sometimes daily... that a 2012 person made, a series of new settings they enter. (Most people won't tell you when they come out once and then the whole world knows.)

People may be "out" in some spaces, and "in" in others.

- Family
- Friends
- Classmates/Colleagues
- Religious Community

A decision to come out to a person or group is one of safety, safety, trust, & readiness.

It's dangerous, unhelpful, and unethical to force someone to come out, or to "out" someone who is not willingly coming out. (It's about consent, not about the person's consent.) regardless of your intentions (sometimes people think they're being helpful, or trying to help the person feel more "normal," but...)

IF SOMEONE COMES OUT TO YOU...

DON'T:

1. Say "I always knew!" or downplay the significance of their sharing with you.
2. Go tell everyone, bragging about your "new trans friend."
3. Forget that they are still the person you know, befriended, or loved before.
4. Ask probing questions, or cross personal barriers you wouldn't have crossed earlier.
5. Assume you know why they came out to you.

DO:

1. Know this is a sign of huge trust! (Yay!)
2. Check-in on how confidential this is (Do other people know? Is this a secret?)
3. Remember that their gender/sexuality is just one dimension (of many) of them.
4. Show interest and curiosity about this part of them that they are sharing with you.
5. Ask them how you can best support them.

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Up Next

Understanding what the acronym LGBTQ+ really means

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Understanding Gender Identity, Sexual Orientations, and More!

The Gender Unicorn (Credit: TSER)

Gender Identity: Female/Woman/Girl, Male/Man/Boy, Other Gender(s)

Gender Expression: Feminine, Masculine, Other

Sex Assigned at Birth: Female, Male, Other/Intersex

Physically Attracted to: Women, Men, Other Gender(s)

Emotionally Attracted to: Women, Men, Other Gender(s)

To learn more, go to www.transstudent.org/gender

Design by London Pae and Anna Moore

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1 Gender Identity: Who You Think You Are

Gender Identity spectrum: Woman — Genderqueer — Man

It's important to note that many people consider their identity to fall outside of the traditional (and limited) woman to man spectrum. These identities can be called genderqueer, gender-fluid, agender, third-gender, bigender, and more.

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2 Gender Expression: How You Demonstrate Who You Are

Gender Expression spectrum: Feminine — Androgynous — Masculine

On the left we have "feminine" and on the right we have "masculine," the two expressive terms related to "woman" and "man." In the middle, we have a new term "androgynous," which describes an ambiguous or mixed form of expressing gender.

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3 Biological Sex

Female ← Biological Sex → Male

Biological sex refers to the objectively measurable organs, hormones, and chromosomes you possess

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Condition	Frequency
Not XX and not XY	one in 1,666 births
Klinefelter (XXY)	one in 1,000 births
Androgen insensitivity syndrome	one in 13,000 births
Partial androgen insensitivity syndrome	one in 130,000 births
Classical congenital adrenal hyperplasia	one in 13,000 births
Late onset adrenal hyperplasia	one in 66 individuals
Vaginal agenesis	one in 6,000 births
Ovotestes	one in 83,000 births
Idiopathic (no discernable medical cause)	one in 110,000 births
Iatrogenic (caused by medical treatment, for instance progestin administered to pregnant mother)	no estimate

5 alpha reductase deficiency	no estimate
Mixed gonadal dysgenesis	no estimate
Complete gonadal dysgenesis	one in 150,000 births
Hypospadias (urethral opening in perineum or along penis shaft)	one in 2,000 births
Hypospadias (urethral opening between corona and tip of glans penis)	one in 770 births

Total number of people whose bodies differ from standard male or female **one in 100 births**

Total number of people receiving surgery to "normalize" genital appearance **one or two in 1,000 births**

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4 Sexual Orientation: Who You Are Attracted To

Heterosexual ← Sexual Orientation → Homosexual

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5 Interrelation versus Interconnection

Though the four things presented previously are certainly interrelated, they are not interconnected. What do we mean by that?

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LGBTQ youth are a vulnerable population

- 41% of transgender people report that they have attempted suicide, compared to just 4.6 percent of the general population. Of those:
 - 57% - family chose not to speak/spend time with them
 - 50-54% reported being harassed or bullied at school
 - 63-78% suffered physical or sexual violence at school
- Transgender youth are 2 to 3 times more likely to be diagnosed with depression or an anxiety disorder than non-trans youth.
- 13% of LGBTQ students are bullied on a weekly basis, starting as early as 5th grade. This bullying has been linked to depressions, low self-esteem, self-harm (cutting), suicidal thoughts, social isolation, trauma and PTSD.
- Even worse outcomes for transgender women of color: Due to suicide and violence, their life expectancy is just 25 years.
- BUT: Gender diverse children can be just as healthy and well-adjusted as their cisgender peers as long as their caregivers do one important thing: Affirm who they really are.**

• From *Raising the Transgender Child: A Complete Guide for Parents, Families & Caregivers*, by Dr. Michele Angelo & Alisa Bowman, Seal Press, 2016; and
• *The Transgender Teen: A Handbook for Parents and Professionals Supporting Transgender and Non-Binary Teens*, by Stephanie Brill and Lora Kenney, Cleis Press, 2016.

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School-based obstacles

75% OF TRANSGENDER STUDENTS FELT UNSAFE AT SCHOOL BECAUSE OF THEIR GENDER EXPRESSION

70% OF TRANSGENDER STUDENTS SAID THEY'D AVOIDED BATHROOMS BECAUSE THEY FELT UNSAFE OR UNCOMFORTABLE

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School-based obstacles

- 94%: overheard anti-gender expression comments at school.
- 71%: comments from teachers or school staff
- 70% of LGBTQ students were verbally harassed.
- 29% were physically harassed.
- 12.4% were physically abused.
- 60.4% of LGBTQ students who reported any of the above said nothing was done or they were told to ignore it.
- Sexual violence: penetration without consent double for trans students compared to cis students.

Source: GLSEN, 2017

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Other obstacles

- At least 510 anti-LGBTQ bills were introduced in state legislatures across the United States last year — a new record, according to [American Civil Liberties Union data](#). That's nearly three-times the number of such bills introduced in 2022. (300 already in 2024)
- "Don't Say Gay" law (Florida)
- Bans on Trans girls' participation in school sports (K-12)
- Laws criminalizing gender-affirming healthcare for minors (Texas and others)
- Restroom Laws (biological sex on birth certificate, versus gender identity)

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Intersectional Complications

WVU LGBTQ+ Center

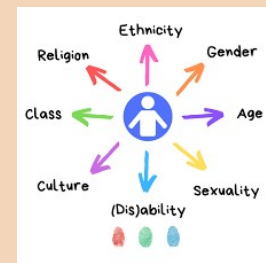
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Intersectionality

in-ter-sek-shən-āl-ē-ty
in(t)ərsekSHə'nalədē/
Noun

The interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.



Elan Rodríguez, Ph.D.
LGBTQ+ CENTER

WVU

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Intersectionality of Privilege, Oppression, and Tactics of Abuse



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Forms of bias may intersect

People may also experience racism, sexism, gender prejudice, classism, ableism, discrimination against veteran status, national origin, among other issues. Example: racist transmisogyny.

- **Heterosexism** is the belief the heterosexuality is superior to homosexuality—often to the point of ignoring LGBT issues completely.
- **Cis-sexism** is the belief that the binary gender is the only possibility.
- **Misogyny** is the hatred and disparagement of women and/or of people who express femininity.
- **Homophobia** is the cultural fear and disparagement of people who don't conform to heterosexist norms also linked to misogyny.
- **Transphobia** is the cultural fear and disparagement of people who don't conform to gender norms or who opt to change their birth sex.
- **Racism** is the cultural and political fear and hatred of people of color.

WVU LGBTQ+ Center

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“An intersectional approach to LGBTQ youth advocacy means taking young people like me as **WHOLE people—with numerous identities, all of which need to be validated and supported.”**

Giovanni Blair McKenzie, HRC Foundation Youth Ambassador

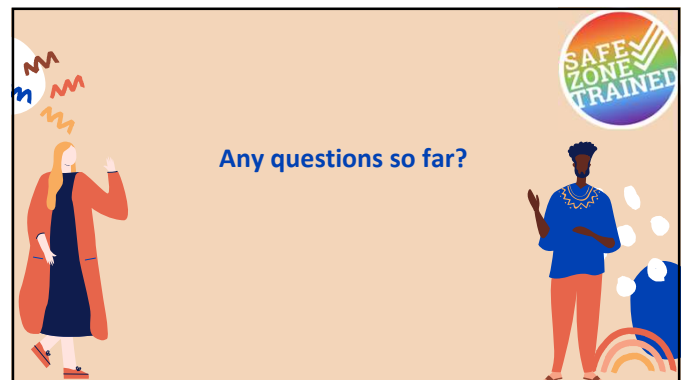
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Stigma and Minority Stress

The higher the minority stress level, the higher the level of risk for mental health problems, including:

- substance abuse
- risky sexual behavior
- PTSD, anxiety
- self-harm
- mood disorders
- distress, etc.

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Practice Scenarios

1. You've started to become closer friends with someone over the last 3 months. One day you're hanging out and they seem really nervous and uncomfortable. You ask them what's up and they tell you that they're gay and worried you're going to reject them and that everyone is going to reject them. What do you do?
2. One of your teachers/mentors (who you know quite well) is talking about sexuality or gender in class. When the discussion goes quiet, they turn to one student, who is out as gay on campus, and ask if they have anything additional to add. Why is this problematic?

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Practicing Allyship

According to Webster's New World Dictionary of the American Language, an ally is someone "joined with another for a common purpose."

Being an ally with lesbian, gay, bisexual, transgender, queer, intersex, and asexual (LGBTQIA) individuals is the process of working to develop individual attitudes, institutions, and culture in which LGBTQIA people feel they are valued. This work is motivated by an enlightened self-interest to end homophobia, biphobia, transphobia, heterosexism, and cisgenderism (J. Jay Scott and Vernon Wall, 1991).

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Interrupting Techniques:

Homophobic comments, slurs, & jokes: What can I do to intervene?

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If you want to be an active witness - that is - to **actively intervene when you witness homophobic comments, slurs or jokes**, your intervention can address:

- The **"victim"** of the homophobia or heterosexism
- The **"offender"**, the person whose actions or words were homophobic or heterosexist
- Other witnesses or bystanders.

Dr. Ishiyama has identified **eleven different active witnessing response types** that can be used, often in combination, to address a situation. They are:

1. **Interrupt, assertively interject** – "Stop it." "Wait a moment."
2. **Express upset feelings** – "I can't believe you are saying this!" "I'm surprised to hear you say such a thing"
3. **Call it discrimination, or homophobia** – "That's homophobic", "That is a discriminatory comment", "What you just said sounds very homophobic".
4. **Disagree** – "I disagree with what you just said." "I don't think that is true."

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5. **Question validity of statement** – "Always?" "Everybody?"
6. **Point out how it offends and hurts people** – "That's a hurtful comment." "Ouch! That hurts."
7. **Put the "offender" on the spot** – "What?" "Could you repeat what you just said?"
8. **Help the "offender" to self-reflect** – "Did you really mean to say that? That's a very hurtful comment." "You sound really annoyed. What's going on?"
9. **Approaching and supporting the "victim"** – "I heard what was just said. Are you OK?"
10. **Approaching other witnesses** – "Did you hear what I just heard?"
11. **Asking others for involvement and assistance** – to use when you feel official action should be taken. Bring the issue to the attention of your instructor (if a student), the Equity, Diversity and Human Rights Office, the Dean of the faculty or other university representative; or Human Resources

Remember that you do not need to always address the "offender".

There may be circumstances where it would feel unsafe to address him or her or useless (if the person is intoxicated, for example). Supporting the victim and encouraging other witnesses to support the victim is as important and effective as intervening with the "offender" if you want to take a stand and be an ally to LGBT people.

Source: <https://adm.viu.ca/positive-space/homophobic-comments-slurs-jokes>

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Practice Scenario

You've noticed a fellow staff member making comments that are subtly homophobic and transphobic, which are making you and others uncomfortable. You're unsure if this person realizes what they are saying is problematic or not. What might you do?

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Being an ally

- Be open and honest
- Don't assume gender/sexual orientation
- Know university's/company's policies
- Interrupt bias, speak up
- Mentor and sponsor LGBTQ+ employees/peers
- Share your story
- Share your pronouns

Offer your pronouns when meeting someone new, introducing yourself to an audience, and add them to your email signature.

Sharing your pronouns, even if you are cisgender, normalizes the process so that others feel safe sharing theirs, too!

Benefits of Being an Ally

- You open yourself up to the possibility of close relationships with an additional 10% of the world.
- You become less locked into gender role stereotypes.
- You increase your ability to have close and loving relationships with friends of all genders.
- You have opportunities to learn from, teach, and have an impact on a population with whom you might not otherwise interact.
- You may make a profound difference in the life of someone you love who finds something positive in their sexual and gender identity.

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Four Steps to Becoming an Ally to LGBTQ+ People

Awareness/Accessing Resources: Become aware of who you are and how you are different from and similar to LGBTQ+ people. Such awareness can be gained through conversations with LGBTQ+ individuals, reading about LGBTQ+ people and their lives, attending awareness building workshops and meetings, and by self-examination.

Knowledge/Education: Become educated on the issues, knowing facts, statistics, laws, policies and culture of LGBTQ+ people.

Creating an Open and Supportive Environment: Encourage and promote an atmosphere of respect. Acknowledge, appreciate and celebrate differences among individuals and within groups. Be a safe and open person to talk with.

Take Action: Teach, share your knowledge. Action is the only way to change society as a whole. Stand up for and fight for human rights.

Source: University of Illinois Ally Network

WVU Resources for Being a Better Ally

- We have many **gender-inclusive bathrooms** - learn them and be informed! The full list can be found at <https://lgbtq.wvu.edu/wvu-resources/gender-inclusive-bathrooms-on-campus>
- **LGBTQ+ Center Initiatives**
 - Just like this training, you have taken a great step in becoming a better student and ally for attending!
- Understanding identities protection under WVU Code, including hostile environments. **Full protections under BOG Rule 1.6 include sexual orientation, gender identity and gender expression.**
- **Preferred Name Change Request Form** for recognizing Trans Identities and true names on campus and in the classroom
- **Crisis Text Line**
 - Text WVU to 741741. Reach a live, trained counselor. It is free, confidential, and 24/7.

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Supportive Healthcare

- **Fairness WV** offers an interactive map of transgender-affirming healthcare providers in the state (such as gender-affirming hormone care; hormone management and gender medical care; and general mental health therapy and gender dysphoria assessments).
- **The Gender and Sexual Development Clinic through WVU Pediatrics** provides primary and gender care as well as counseling.
- **Fairmont has a PFLAG chapter** that holds meetings to support parents and friends of LGBTQ+ youth.
- **WVU Ruby has a Gender-Affirming Healthcare Team** that offers gender affirmation counseling and endocrine care.

*All of these resources can be found on the LGBTQ+ Center's website under the "State and National Resources" tab and selecting "Gender Care Resources."

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My workplace - Checklist

Privacy

- ☐ Staff are never asked to reveal a client's sexual orientation or gender identity without the client's permission.
- ☐ My office explicitly asserts the confidentiality of information pertaining to sexual orientation and gender identities.

Policies

- We have a non-discrimination policy that explicitly prohibits harassment based sexual orientation, gender identity, and gender expression.
- Forms use gender-neutral language (singular they).
- Clients have the opportunity to communicate their gender.

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My workplace – Checklist: Climate

- ☐ Staff are trained to prevent and respond to discrimination based on LGBTQ+ identity.
- ☐ I know who to talk to if I witness or experience discrimination.
- ☐ At least one of my coworkers is an ally to the LGBTQ+ community.
- ☐ Our facility has gender-inclusive restrooms.
- ☐ Transgender people can use the bathroom that corresponds with their gender identity.
- ☐ LGBTQ+ coworkers feel safe to be out at work.

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Signal inclusion through demographic questions on forms

Sex/gender? Another way (x3)

RECOMMENDED MEASURES FOR THE "TWO-STEP" APPROACH:

ASSIGNED SEX AT BIRTH
What sex were you assigned at birth, on your original birth certificate?

☐ Male
☐ Female

CURRENT GENDER IDENTITY
How do you describe yourself? (check one)

☐ Male
☐ Female
☐ Transgender
☐ Do not identify as female, male, or transgender

Williams Institute, 2014. "Best Practices for Asking Questions to Identify Transgender..."

Collecting Demographic Data on Gender Identity

- What is your current gender identity? (check ALL that apply)
- ☐ Male
☐ Female
☐ Transgender Male/Trans Man/MTM
☐ Transgender Female/Trans Woman/MTF
☐ Gender Queer
☐ Additional Category (please specify) _____
- What sex were you assigned at birth? (Check One)
- ☐ Male
☐ Female
☐ Decline to Answer



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www.glnheducation.org
Center of Excellence
Transgender Health

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WH.GOV

CONTACT US

MESSAGE TYPE

☐ select an item

☐ he/him
☐ she/her
☐ they/them
☐ Other (please specify) _____
☐ Prefer not to share

Pronouns

I use these pronouns:

☐ he/him
☐ she/her
☐ they/them
☐ another pronoun(s) _____

Sexual Orientation (x2)

Relationship status:

☐ single ☐ married
☐ partnered ☐ separated
☐ divorced ☐ widowed

ALL of these can apply to heterosexual or LGBTQ people

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How can you signal micro-inclusion?



PROUD TO PROVIDE CARE FOR HER, HIM, THEM, YOU, ALL

Planned Parenthood



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Any Questions?



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Thank You for Attending!

the end



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