



LGBTQIAP2+ Identity, Inclusion, & Injustice

Education for Educators and
Caregivers Entrusted with Caring for
Persons of Diverse Identities

A Little Bit About Me

- Ordained Minister in the United Church of Christ
- Board Certified Hospice Chaplain
- Doctor of Ministry in Interreligious Chaplaincy Studies w/ Dissertation focusing on Queer Theology
- Name and Claim Self as “Intentionally Queer”
- Proud Wife and Mother



Making Sense of Alphabet Soup

- Identity and the LGBTQIAP2+ Letters
- Inclusion and Commitments to
Safe Space
- Issues of Injustice

The Gender Unicorn

Graphic by:
TSER
Trans Student Equality Resource



Gender Identity

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



Gender Expression/Presentation

Feminine
Masculine
Other



Sex Assigned at Birth

Female Male Other/Intersex



Sexually Attracted To

Women
Men
Other Gender(s)



Romantically/Emotionally Attracted To

Women
Men
Other Gender(s)

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

Design by Landyn Pan

Sex Assigned At Birth

- **Sex Assigned at Birth**

“The assignment and classification of people as **male, female, intersex**, or another sex based on a combination of anatomy, hormones, chromosomes. It is important we **don't simply use “sex”** because of the vagueness of the definition of sex and its place in transphobia. Chromosomes are frequently used to determine sex from prenatal karyotyping (although not as often as genitalia). Chromosomes do not determine genitalia.”*

- **Intersex**

“A person who has sex characteristics that are **neither entirely male nor female**, and / or who has sex characteristics that cannot be classified as entirely male nor female.”*
(Note: Being intersex is not about gender identity, it is a sex assigned at birth.)

*Source: TransStudent.org

Intersex 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 penile 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

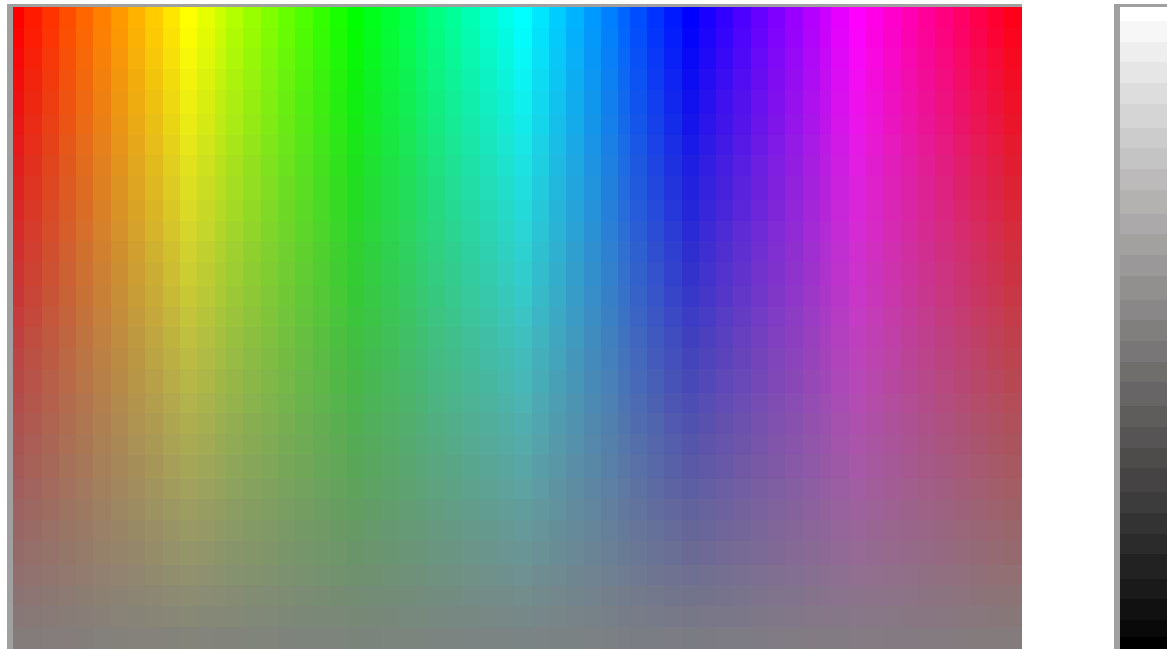
*Blackless, et. al (2000)

Let Go Of Assumptions

what people see gender as



what gender really is



Gender

- **Gender Identity**

“One’s **internal sense of being** male, female, neither of these, both, or another gender(s).

Everyone has a gender identity, including you. For transgender people, their sex assigned at birth and their own internal sense of gender identity are not the same.”*

- **Gender Expression / Presentation**

“The **physical manifestation** of one’s gender identity through clothing, hairstyle, voice, body shape, etc. Most transgender people seek to make their gender expression (how they look) match their gender identity (who they are), rather than their sex assigned at birth.”*

- **Gender Attribution**

“The **gender that society attributes** to your gender presentation / expression.”*

The Importance of Gender Attribution in Our Society



Gender Identity

- **Cis-Gender:**

Literally means “On this side of...”; Used to refer to a person who **identifies with the sex that they were assigned at birth.**

- **Trans / Transgender**

A person who has a **gender identity that does not match their sex assigned at birth.**

- **Gender Dysphoria**

When a person feels they are not meant to be the gender that they were assigned at birth (this is an official DSM classification). This may lead to a variety of medical treatments.

- **Gender Euphoria or “Gender Joy”**

When a person’s gender identity is honored, either by self or others.

- **Transition**

A process of **aligning one’s physical body with one’s gender identity.** Steps may include hormones or surgeries, but not all trans people choose to take the same steps in their transitions.

Is it a boy
or a girl?

I don't know.
It can't
talk yet.



Gender Identity Terms

- **Gender-Queer**

An umbrella term for not ascribing to traditional gender norms and expectations. Gender queer is both male & female or a mix, but remains at to be on the gender spectrum.

- **Gender-Fluid**

A person who has a shifting or changing gender identity or expression.

- **Non-Binary**

A person who has a gender identity or expression that falls outside of the societal norm of the masculine and feminine binary.

- **A-Gender**

A person who does not identify with any gender.

- **Gender Neutral**

A person who identifies as gender neutral, rather than male or female.

- **Bi-Gender**

A person who identifies as two genders, whether simultaneously or in turn.

- **Two-Spirit**

A person of native or aboriginal identity who identifies with two or more of the traditional gender roles of their native or aboriginal culture.

- **Quare**

A new term being used in the black community, as an inclusive term for queer BIPOC.

Sexual / Romantic Attraction

- Sometimes referred to as “Sexual Orientation”
- Sexual Attraction vs. Romantic / Emotional Attraction

“It is important to note that sexual and romantic / emotional attraction can be from a variety of factors including but not limited to gender identity, gender expression / presentation, and sex assigned at birth.”*

Please note that **if a person has a romantic or emotional attraction to another person, this may not include a sexual component** (as with people who are A-Sexual). A person may have sexual attraction but NOT have romantic / emotional attraction or a person may have romantic / emotional attraction without having a sexual attraction.

*Source: TransStudent.org

Sexual / Romantic Attraction

- Gay

Generally refers to a person who is male-identified who is sexually or romantically attracted to another male-identified person. Some female-identified people who are sexually or romantically attracted to another female-identified person also prefer to use this an umbrella term for themselves as well.

- Lesbian

A person who female-identified who is sexually or romantically attracted to another female-identified person.

- Bi-Sexual

A person of any gender who is sexually or romantically attracted to people of both binary genders (masculine and feminine).

- A-Sexual

A person of any gender who lacks sexual attraction to others, and / or who **lacks interest** in sexual behaviors with others.

- Pan-Sexual

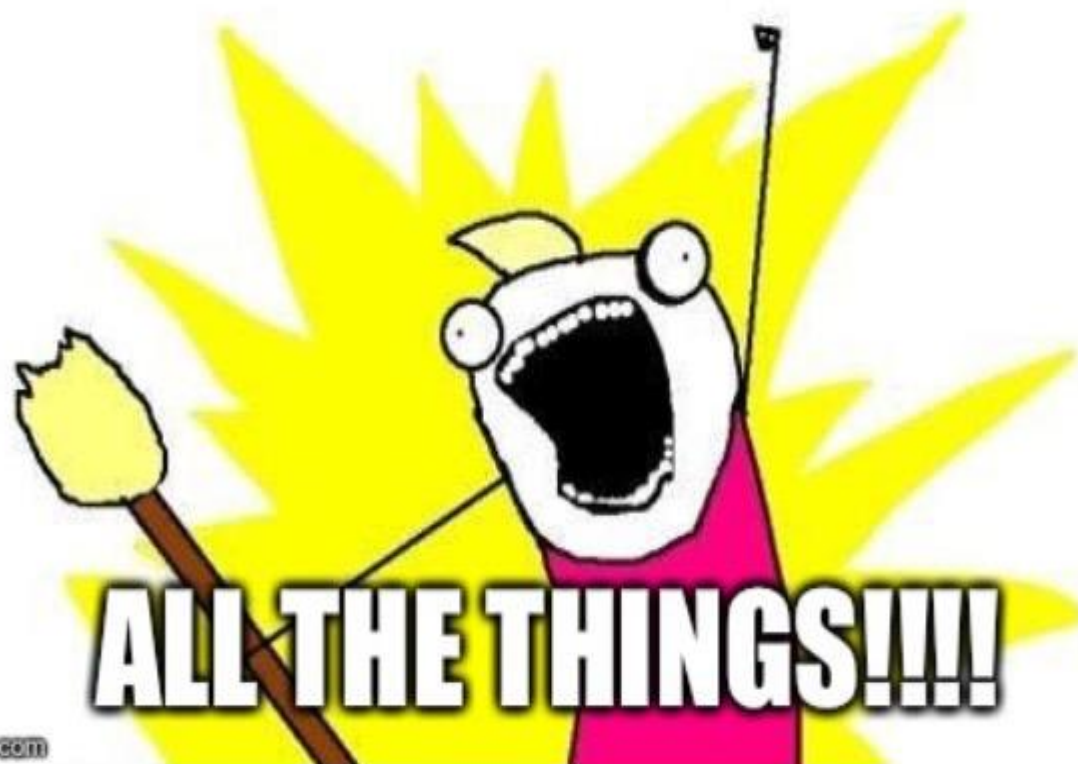
A person of any gender who is sexually or romantically attracted to people of **any multitude of genders**.

- + (Plus)

More will be revealed.

*Source: TransStudent.org

QUEER ALL THE THINGS!!



imgflip.com

Queer

Merriam-Webster's Dictionary Definition of Queer: *"Differing in some odd way from what is usual or normal, i.e.. Eccentric, Unconventional."*

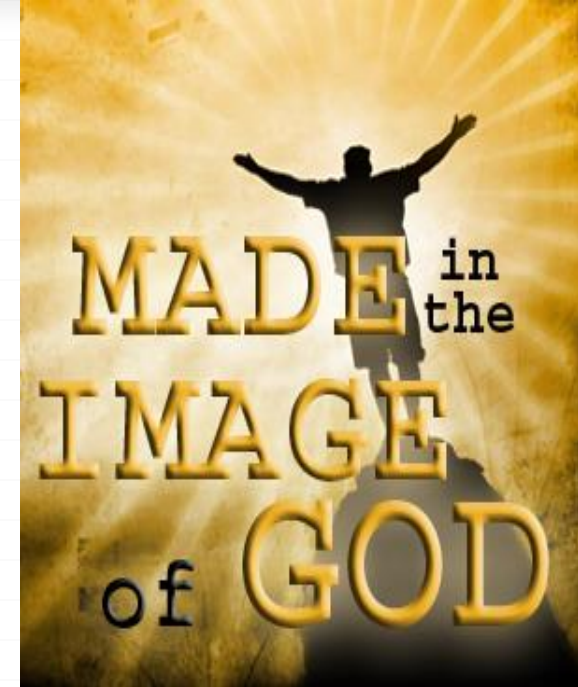
- Once considered a **derogatory term**, the word has been **reclaimed** within the community, as well as in the realm of academia with studies of Queer Theory or even Queer Theology.
- Queer can be considered an **"umbrella term"** for any person of variant gender identity or sexual orientation.
- **Queer Theory** attempts to introduce the possibility of transcending societal norms, breaking the binary, and/or blurring the boundaries of any or all categories and classifications. To be Queer is to intentionally deviate from the norm, in unexpected or unpredictable ways.

Queer Theology

Part of this work involves honoring the inherent relationality of Creator and Creation. The Creator is relational, the Creator created in relation,* and the Creator created creation for relation. We are all made in the image and likeness of the Divine. We can no longer dismiss ourselves by saying, “We are only human.” A part of us is divine. And that part of us may be bigger than we could ever imagine.

When the Creator created humanity in Genesis 1:26, the Creator said, “Let us make humankind in our image and likeness.” Even God refers to God’s self with plural pronouns, naming and claiming God’s own relationality.

In Genesis 2, God said that it is not right for the human to be alone. God then presented the androgenous Adamah with multiple possibilities of partners. Think kangaroos or koalas. So, God is likely totally okay with a person being partnered with the same gender.



Pronouns

Respect the pronouns a person desires to have utilized when referring to their identity.

Pronouns may be he/him/his, she/her/hers, they/them/theirs, or others.

Please Note: You would refer to these as a person's "**correct pronouns**" or just a person's "pronouns", and not as their "preferred pronouns."

You can simply ask,
"What pronouns do you use?"



Did you know...

"They" is a grammatically correct gender-neutral pronoun. It has been used as a gender-neutral pronoun by Shakespeare, Oscar Wilde, and the Merriam-Webster dictionary.

Get the facts at transstudent.org/facts

**LADIES AND
GENTLEMEN:
HONORED
GUESTS,
DISTINGUISHED
GUESTS**

BREAK THE BINARY

**GIRLFRIEND/
BOYFRIEND:
PARTNER, DATE,
DATEFRIEND,
DATEMATE,
BABEFRIEND, BABE,
HEART, PERSON,
SIGNIFICANT OTHER**

BREAK THE BINARY

**BOYS/GUYS/
GIRLS/LADIES:
Y'ALL, FOLKS,
PEOPLE,
GUESTS**

BREAK THE BINARY

**GIRL/BOY/
MAN/WOMAN:
PERSON,
HUMAN**

BREAK THE BINARY

Restrooms

- **Restroom Accessibility**
 - When there are only binary options in a non-binary world.
- **Restroom Safety**
 - Is it a concern for hospitality or a necessity for health and safety?

***Please note that the bathrooms in your own home are actually
“Gender Neutral.”*



Why All This Matters

Mental Health for LGBTQIAP2+ Youth

Supportive parents literally save the lives of trans youth.

- **Reported Life Satisfaction:** 72% of youth with supportive parents vs. 33% of youth without supportive parents.
- **Reported High Self-Esteem:** 64% of youth with supportive parents vs. 13% of youth without supportive parents.
- **Described Mental Health as “Very Good” or “Excellent”:** 70% of youth with supportive parents vs. 15% of youth without supportive parents.
- **Faced Housing Problems:** 0% of youth with supportive parents vs. 55% of youth without supportive parents.
- **Suffered Depression:** 23% of youth with supportive parents vs. 75% of youth without supportive parents.
- **Attempted Suicide:** 4% of youth with supportive parents vs. 57% of youth without supportive parents.

*Source: Trans Student Educational Resources

Why All This Matters

Impact in Schools

The National Gay and Lesbian Task Force and National Center for Transgender Equality found that those who expressed a transgender identity or gender non-conformity while in grades K-12 reported alarming rates of:

- **80% of trans youth feel unsafe at school because of their gender expression.**
- **78% experienced Harassment**
- **35% experienced Physical Assault**
- **35% experienced Sexual Assault**
- **15% experienced Harassment So Severe They Left School**

*Source: http://endtransdiscrimination.org/PDFs/NTDS_Exec_Summary.pdf

Why All This Matters

Homelessness for LGBTQIAP2+ Youth

Trans people are more likely to experience issues with homelessness.

- **40% of homeless youth are LGBTQIAP2+.**
- **68% of homeless youth have experienced family rejection.**
- **54% of homeless youth have experienced family abuse.**

**Source: The Gender, Violence, and Resource Access Survey*

Why All This Matters

Statistics for Transgender Adults

- 41% of trans people have attempted suicide.
- 20% of trans people have experienced homelessness.
- 49% of trans people reported physical abuse.
- 50% of trans people reported sexual abuse.

*Source: The Gender, Violence, and Resource Access Survey

Creating Safe Space in Schools

1. **Speak Out! Be an activist!** Speak out when someone says something discriminatory towards the LGBTQ community.
2. **Start a GSA/QSA:** Having a safe space for queer students at school can save LIVES.
3. **Educate your Teachers:** A teacher who simply knows about being LGBTQ can make a world of difference for students who are gender and sexual minorities.
4. **Host an LGBTQ Panel:** Panels allow students and staff to directly ask important questions to people who can educate them.
5. **Introduce a Trans Inclusive Policy:** Trans-friendly policies set fair guidelines for school staff members who may not know what to do otherwise.

*Source: Trans Student Educational Resources

Community Resources

■ PFLAG

- **Parents and Families of Lesbians and Gays:** “PFLAG promotes the health and well-being of lesbian, gay, bi-sexual, and transgender persons, their families and friends through: support, to cope with an adverse society; education, to enlighten an ill-informed public; and advocacy, to end discrimination and to secure equal civil rights. PFLAG provides opportunity for dialogue about sexual orientation and gender identity, and acts to create a society that is healthy and respectful of human diversity.”

■ LGBTQ+ Clinics

■ Religious Initiatives

- UCC’s “Open & Affirming”
- ELCA’s “Reconciling In Christ”
- UU’s Inclusive Commitments
- Others

References

- Blackless, Melanie, Anthony Charuvastra, Amanda Derryck, Anne Fausto-Sterling, Karl Lauzanne, and Ellen Lee. 2000. How sexually dimorphic are we? Review and synthesis. *American Journal of Human Biology* 12:151-166.
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- Trans Student Educational Resources

Questions?

