

Working with **LGBTQ+ People & Communities**

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cultural humility

- A willingness to suspend what you know, or what you think you know, about a person/a group of people based on generalizations about their culture
- Lifelong commitment to learning & critical self-reflection
- Recognizing & challenge power imbalances for respectful partnerships
- Institutional accountability



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If you want to work towards queer inclusion, but you are not working for racial justice, then you are not working towards queer inclusion.

Principles of Racial Justice from Race Forward:

- **Fix systems; not people**
- **Create racially equitable solutions that benefit all**
- **Ensure that solutions are grounded in and emerge from the experience of communities of color, by engaging leaders of color who are accountable to those communities**

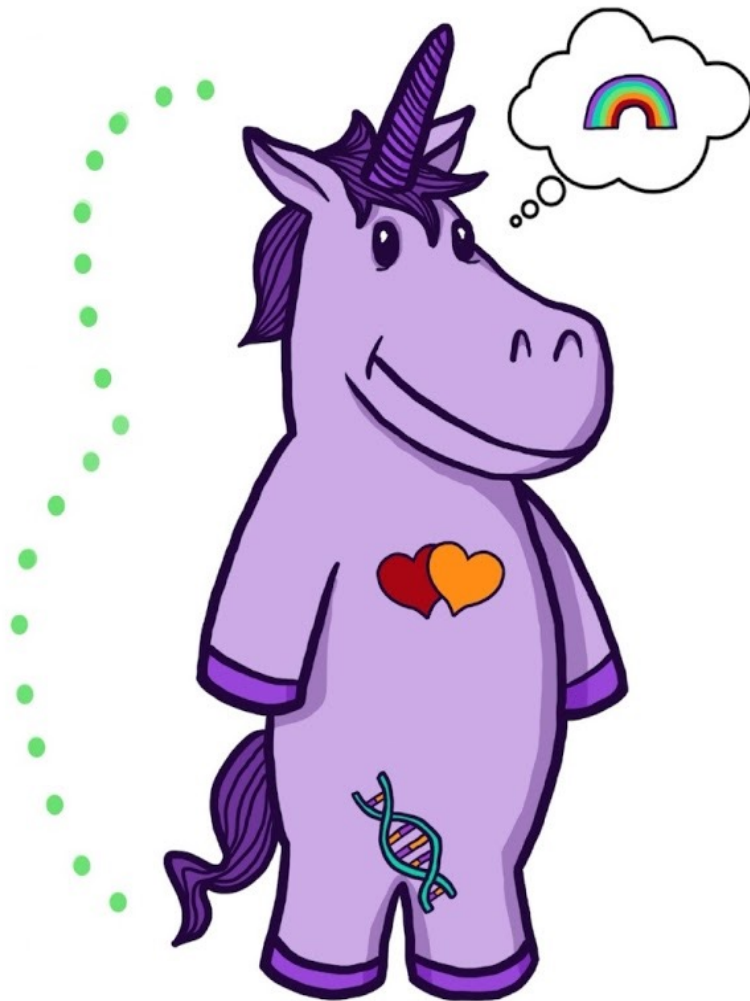


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The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



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

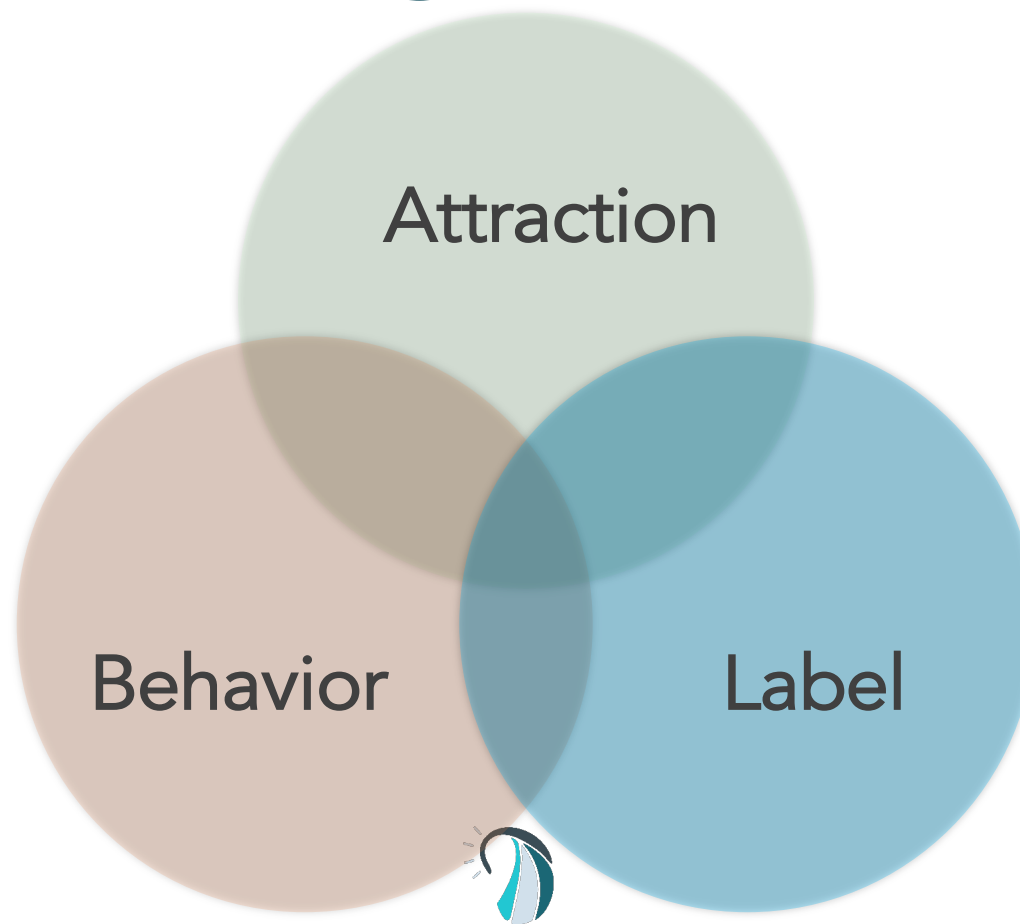
Men

Other Gender(s)

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

Design by Landyn Pan

Sexual Orientation



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Sexuality Galaxy

Two-Spirit



Asexual

Questioning/
Curious



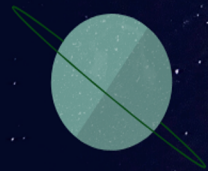
Bisexual



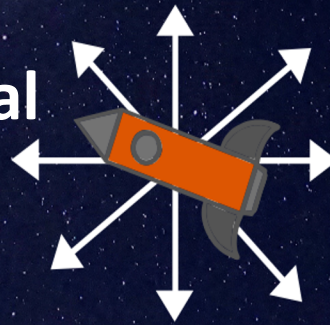
Straight



Aromantic



Pansexual



Queer



Queer



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Sex Assigned at Birth



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Assigned Sex at Birth

What makes up our biological sex?

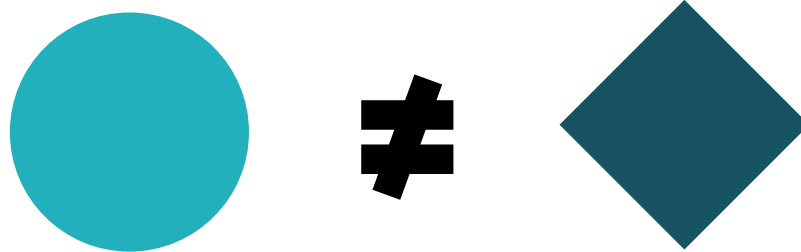
- Chromosomes
- Hormones
- Primary Sex Characteristics
- Secondary Sex Characteristics



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Gender Identity is different
than **Biological Sex**



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Gender Identity



Gender Identity



Female / Woman / Girl

Male / Man / Boy

Other Gender(s)



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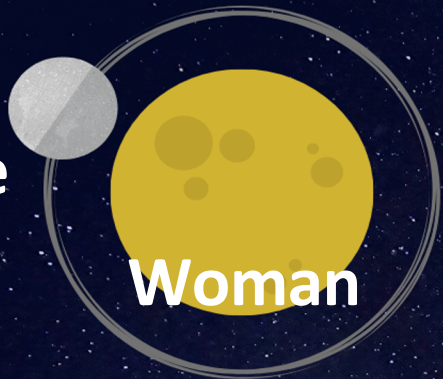
Gender Galaxy


Two-Spirit*



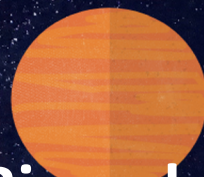
Agender

Femme



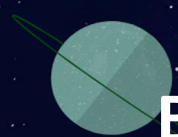
Woman

Bigender

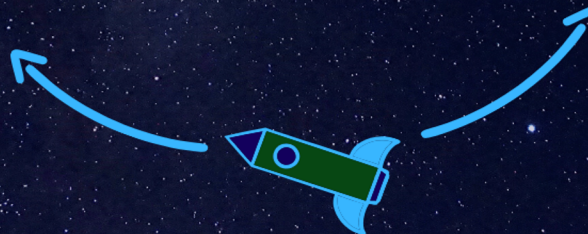


Man

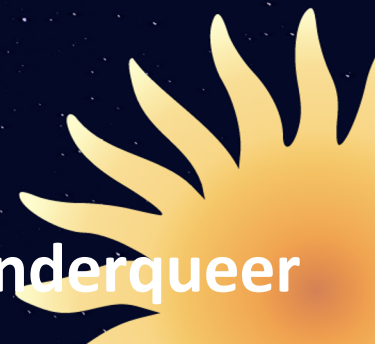
**Non-
Binary**



Genderfluid



Genderqueer



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Transgender describes someone who does *not* identify with the sex/gender assigned to them at birth.

Cisgender describes someone who *does* identify with the sex/gender assigned to them at birth (ie, not trans)



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Social Transition

affirming name + pronouns
clothing + finding support +
self-identification

Medical Transition

hormone replacement therapy (HRT)
affirming surgeries + hormone
suppressing medication



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Lesbian, Gay, Bisexual Transgender

Transgender is **not** a Sexual Orientation



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Gender Expression



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What do you need to
know?

VS.

What do you want to
know?

VS.

What do others need to
know?



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Language

- Words to **stay away** from
 - Homosexual
 - Lifestyle
 - It
 - Sexual preference
 - That's so gay/No homo
 - Transgender**ed** or transgenders**s**
 - Pre-op or post-op
 - Tranny



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Language pt 2

Hey ladies!

Dear Ms. Marx

Thank you for ma

Dear Ms. Marx:

Thank you for conta

Good afternoon Mr. Marx.
Since you have asked for a r



Oh you're married?
What does your
husband do?

Name First Name Last Name

Gender ☒ - Select One -
☐ Male ☐ Female

Birthday Day

Country United States



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Hurtful Language

Stop it. Name it. Claim it.



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What respect looks like

Talk about it

Confidentiality

Platinum rule

Watch your assumptions

Don't minimize

Look for supports

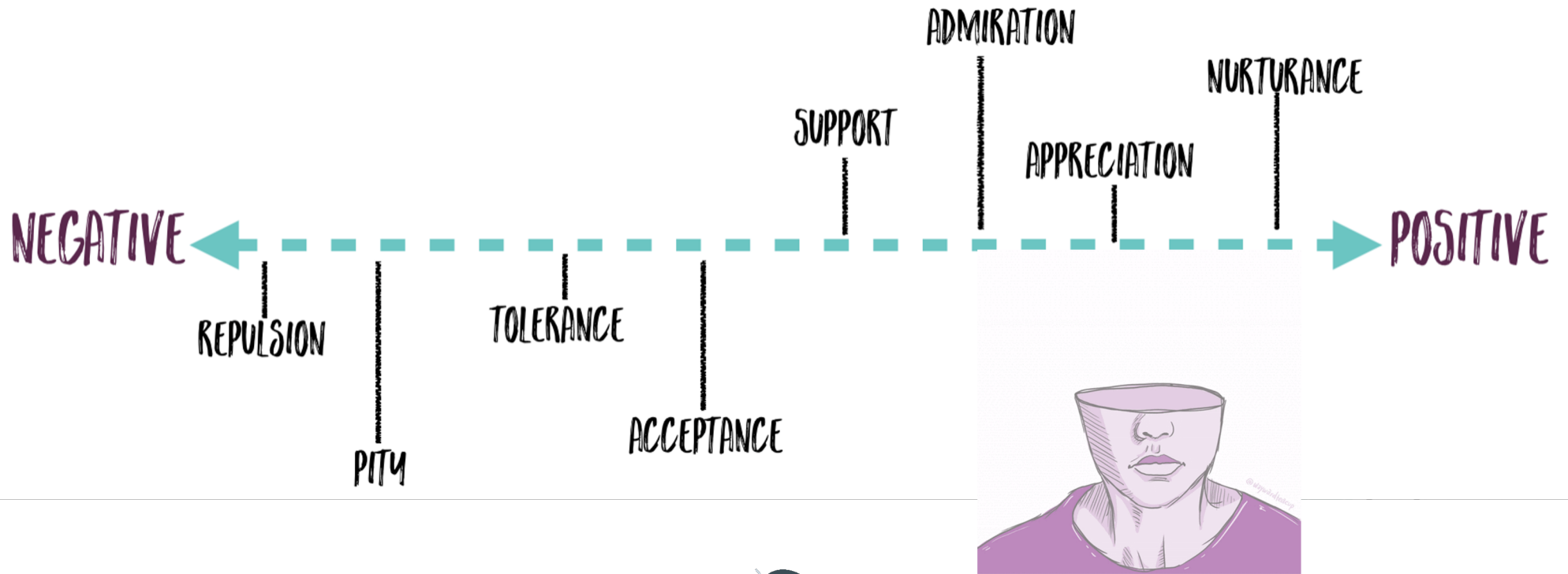
Notice resiliency



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Riddle Scale



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Riddle Scale image from Bebo Mia Inc

Thank you!

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