



LGBTQ+

Everyday Inclusivity Considerations

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Sex / Biological Sex

- Determined by chromosomal makeup and/or genitalia
 - Female, Male, Intersex (Intersex = born with sex traits/reproductive anatomy that do not neatly fall into male/female categories)
- Many chromosomal and genetic differences exist that can alter the way sex presents physically

Gender

- Societal, cultural construct
- Includes gender roles, which are expectations society and people have about behaviors, thoughts, and characteristics that go along with a person's sex.

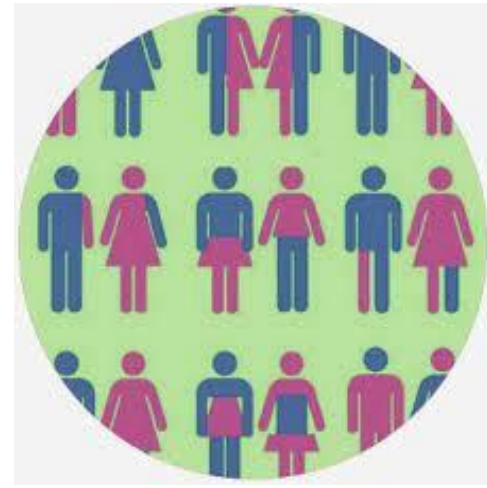
Gender Identity

- How **one** personally **identifies** psychologically
- May or may not align with biological sex
- Pronoun use, clothing, behaviors, appearance, are all ways to **express** gender identity

Sexual Orientation

- Who we are attracted to romantically / emotionally.
- *Not connected to gender identity*

Terms used to express **gender identity**, and connection between **sex** and **gender identity**



- **Transgender:** gender differs from that which was assigned at birth.
 - Transgender male or man: person whose gender identity is male, but sex assigned at birth was female
 - Transgender female or women: person whose gender identity is female, but sex assigned at birth was male
- **Cisgender:** gender identity is the same as biological sex / assigned at birth.
 - Cisgender male: Person with male biological sex, and male gender identity
 - Cisgender female: Person with female biological sex, and female gender identity
- **Nonbinary:** gender does not fit within male/female binary (includes genderqueer, genderfluid, agender, etc.)
 - Binary means “to have two parts” (male and female), therefore non-binary is one term people use to describe genders that don’t fall into one of these two categories, male or female

Terms used to express **sexual orientation**



- **Straight:** person who is attracted to members of the opposite gender
- **Gay:** person who is attracted to members of the same gender
- **Lesbian:** person who identifies as female attracted to others who identify as female
- **Bisexual:** person attracted to members of both genders (male and female)
- **Queer:** person who has a spectrum of identities and orientations that are counter to the mainstream. (often used as a "catch all" term for someone identifies as other than straight and/or cisgender)
- For a more complete list of terminology: <https://glaad.org/reference/terms>

Other Useful Terms

LGBTQIA+: lesbian, gay, bisexual, transgender, queer/questioning, intersex, asexual/agender (may also see LGBTQ, LGBTQ+)

Questioning: Term used to describe people who are in the process of exploring their sexual orientation or gender identity

Gender Fluid: person who does not identify as a single fixed gender or has a fluid or unfixed gender identity (may identify as more male or more female, or nonbinary at any given time)

Statistics about LGBTQ+ People in the US:

According to a 2020 survey of 15,000 Americans, 5.6% identify as LGBTQ (which is an increase from 4.5% in 2017)

Younger Americans (Gen Z) are more likely to identify as something other than heterosexual (~16%)

LGBTQ+ population experiences lower income levels (29% live in poverty), higher unemployment rates, higher rate of being uninsured, and ~30% experience lifetime homelessness

A little more information:

- An estimated 0.6% of the U.S. population (1.4 million adults) are transgender
- Worldwide estimations range from 0.4% to 1.3%
- **Gender dysphoria:** psychological diagnosis in which a person strongly identifies with the gender opposite of their anatomical sex
 - Specific diagnostic criteria, based on age
- **Gender affirming medical care:** hormone therapies, surgeries, and/or other interventions used to masculinize or feminize a transgender person's body to complement their gender identity
- Gender affirming hormone therapy typically begins around age 16
 - Insurance coverage varies by company and state

Not everyone who identifies as transgensder desires gender affirming medical care

(Boston Children's Hospital, 2021)

Hormone Therapy

Masculizing therapy:

- Used to induce the physical changes in one's body caused by male hormones during puberty
- Hormone given: testosterone
- If masculinizing hormone therapy is started prior to the onset of female puberty, things like menstruation and breast development can be avoided

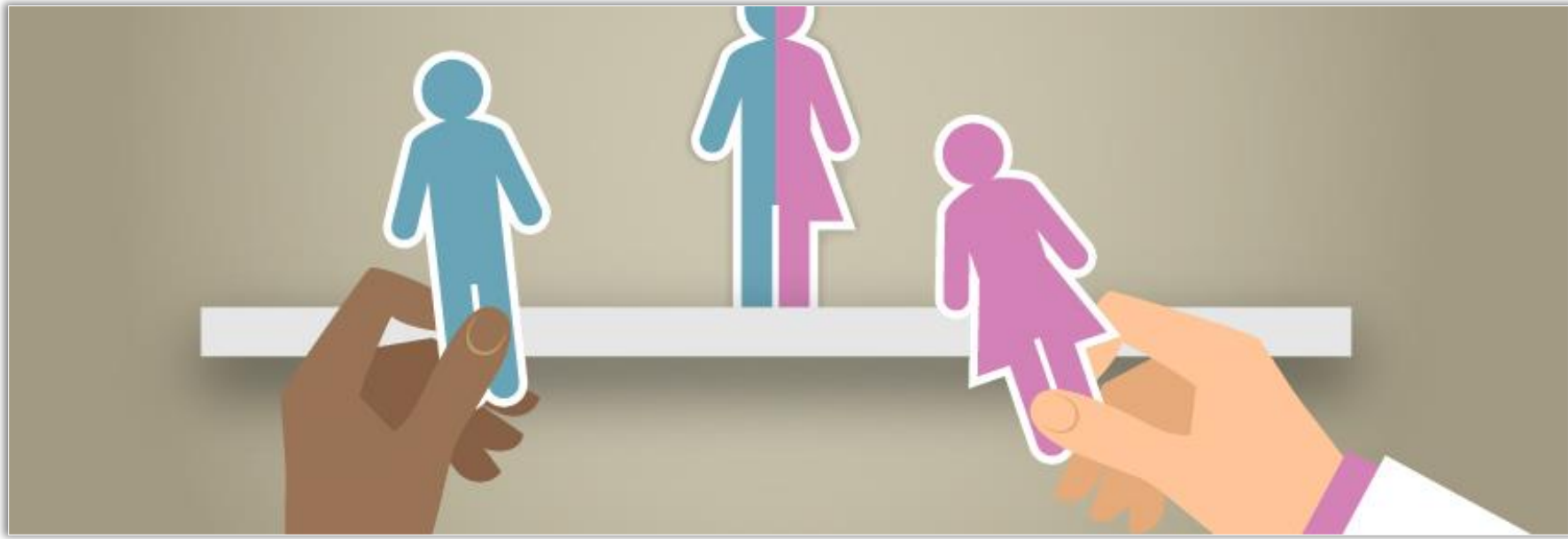
Feminizing therapy:

- Used to induce physical changes in the body caused by female hormones during puberty
- Hormone given: estrogen
 - Induces feminine secondary sex characteristics
- Spironolactone (Aldactone) – diuretic is typically started at 100-200 mg/day FIRST
 - Blocks androgen receptors and suppress testosterone production

Gender Affirming surgery:

A person's odds of needing mental health treatment declined by 8% each year after their gender-affirming procedure

- **Facial surgery:** Adam's apple reduction, Injections to enhance the cheekbone, Chin surgery to define angles, Shaving down the jaw bone or using fillers to enhance the jaw. Rhinoplasty to reshape the nose
- **Top Surgery** (FTM or female to non-binary): Performed when the presence of chest tissue is a component of gender dysphoria
- **Vagioplasty** (MTF): Testicles and part of the penis are removed, and the remaining tissue is utilized to form a vulva and vaginal canal
- **Phalloplasty** (FTM): Multi-staged surgical procedure to create a penis using tissue from a donor site elsewhere on the patient



<https://lablog.uofmhealth.org/rounds/bias-may-affect-providers-knowledge-of-transgender-health>

What are Your Own Sources of Bias?

Beauty?
Congruence?
Gender norms?
Religion?
The discussion itself?

What if You Are Biased?

- Stop pretending you have no bias!
 - We all have biases and it's ok - as long as we are aware of them and working to correct
- Try to learn more about people and cultures you know less about to reduce biases
- Be open to feedback from peers on any bias you may have



Terms and Phrases to Avoid


Avoid	Use Instead
Homosexual (person or relationship)	Use gay, lesbian, or when appropriate, bisexual, pansexual, or queer to describe people attracted to people of the same gender or more than one gender. To describe a couple, use gay / lesbian / queer / same-sex couple
Transexual or Transvestite	Transgender, Person who is trans or transgender, Trans man, Trans woman
Preferred pronouns	Pronouns <i>"Preferred" suggests someone's gender identity is a choice</i>
Sexual preference	Sexual orientation (same as above)

LGBTQIA+ Etiquette

- Don't assume a person's gender identity or sexual orientation (based on appearance or other variables)
- Allow people to self-identify
- Respect their stated gender identity
- Respect their chosen name (vs legal)
- Work on fluency with pronouns and nonbinary-affirming language
- Avoid mentality: "I don't see gender (color, etc.), just the person as a person"
 - *Minimizes the value of unique identity and experiences*

Communication Strategies:

Best practice	Example
When addressing people – avoid using binary terms like "sir", "ma'am", "ladies and gentlemen", "he or she", "you guys"	"Good morning everyone!" "They" (instead of he or she, men and women) "You all", "Folks", "People"
When talking about someone, try to avoid using pronouns or other gender specific terms, if you aren't sure. Use of they/them is preferred and use of their name is ideal.	"I really enjoyed meeting your friend at the café the other day, they had amazing insight on..." "Max was so interesting to get to know yesterday, thanks for the introduction."
Introduce yourself with your pronouns.	"Hi, I'm Stephanie, she/her"
Politely ask a person their name/pronouns if they don't indicate preference/you are unsure.	"What name do you go by and what are your pronouns?"
Did you make a mistake? Politely and immediately apologize.	"I apologize for using the wrong pronoun. I meant no disrespect and will work hard to do better."



Avoiding Assumptions, & Encouraging Heteronormative Dialogue

- You notice a wedding ring on a man's finger
- A child in your family indicates they have a crush on someone
- A girl or woman mentions a date she went on
- Someone refers to their significant other as their "partner"
- You wish to ask someone if they are dating, or have romantic interests
- A single person mentions a desire to have children
- A young child engages in heteronormative dialogue



What if you
make a mistake?

- Correct yourself, apologize and move on. Forgive yourself!
- If you get corrected or if someone takes the time to educate you: stop talking and listen, express thanks and appreciation, consider that it shouldn't be their job to educate you.
- Build awareness about your role in power differentials.



Becoming an Ally

- Becoming an ally requires deep introspection and personal work and the process will be ongoing
- Serving as an ally is a constant process, not an end goal
- No one is an expert of an experience other than their own
- Leave your need to understand at the door!
- Unless you are a healthcare professional providing gender-affirming care, someone being transgender is likely irrelevant to your interaction with them

Current legislation targeting the LGBTQTIA+ population:

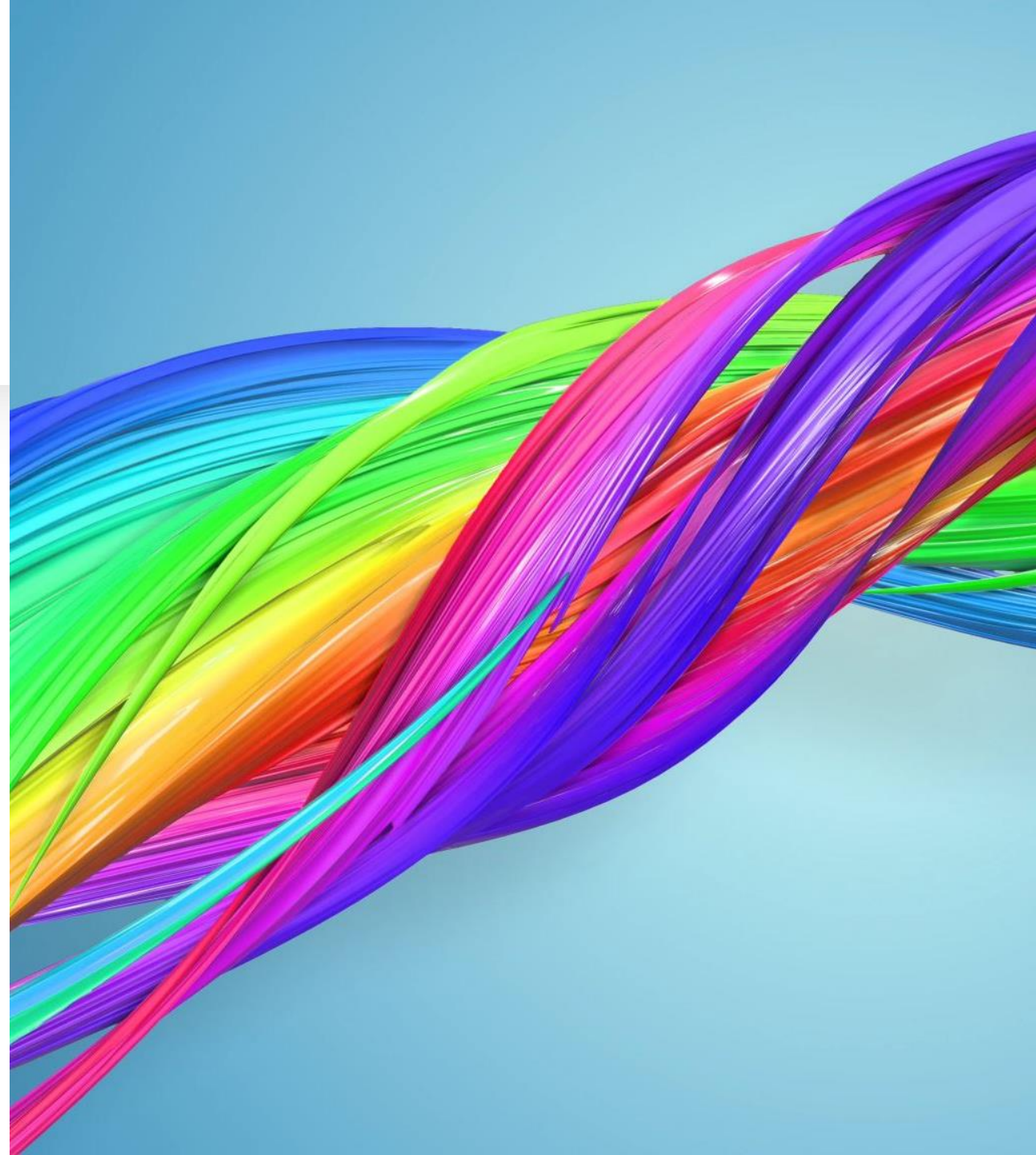
[ACLU tracking 478 current "attacks" on the LGBTQTIA+ community](#)

[New bill proposed in Missouri that would make teachers who support trans kids sex offenders](#) .

[Missouri Anti drag bill](#)

Additional Resources/Websites to learn more

- [GLADD](#)
- [Human Rights Campaign](#)
- [It Gets Better](#)
- [The Global Alliance for LGBT Education](#)



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