LGBTQ+ Best Practices
Mentor Symposium: 5/23/19

Taylor Small (she/her/hers), Director of Health and Wellness
Skylar Wolfe (he/him/his), Director of SafeSpace Anti-Violence Program
Pride Center of Vermont
- Drop-in Resource Center
- Community Social Events
- Peer-led Support Groups
- LGBTQ Disability Network

Health & Wellness Program
- MPowerment Project
- HIV Testing & PrEP/PEP
- Tobacco Cessation
- Cancer Screenings

SafeSpace Anti-Violence Program
- Supporting Survivors of Violence
- Emotional Support, Advocacy & Referrals
GROUND RULES

• Speak from “I.”
• WAIT | Take Space, Make Space
• Make like a Lobster | Embrace Discomfort and Growth
• This is just a starting point
• What’s shared here, stays here. What’s learned here, leaves.
CHALLENGING ASSUMPTIONS AND BIAS

“I’ve heard parents say all they want is ‘the best’ for their children, but the best is subjective and anchored by how they know and learned the world.”

— Janet Mock, Redefining Realness: My Path to Womanhood, Identity, Love & So Much More

❖ Assumptions
❖ Calling In vs. Calling Out | Tone Policing
OVERVIEW

• Introduction to LGBTQ+ identities
• Sex, Gender, and Sexuality (OH MY!)
• Minority Stress
• Language & Significance of Pronouns
• Best Practices & Take Aways
LGBTQ+ IDENTITIES

- Terminology Activity
- Video
- Discussion
Introduction to LGBTQ+ IDENTITIES
Video Discussion
Sex, Gender, and Sexuality (OH MY!)
The Gender Unicorn

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

Gender Expression
- Feminine
- Masculine
- Other

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

Design by Landyn Pan and Anna Moore
The Gender Unicorn

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 Landyn Pan and Anna Moore
MINORITY STRESS
What is it?
MINORITY STRESS THEORY

Stigma, prejudice, and discrimination create a hostile and stressful social environment that causes mental health problems.

- Experience of prejudice events
- Expectations of rejection
- Hiding and concealing
- Internalized homophobia or transphobia
- Ameliorative coping processes
Alcohol

HOME OF THE BRAVE

The Pride Bottle is out.

OUT IS REFRESHING
Evidence in Vermont

“LGBTQ+ Adults are nearly twice as likely to have been diagnosed with a depressive disorder.”

Less social and emotional support. Having One Supportive Adult Makes a HUGE difference! (YBHS)

Images from: LGBT Health – Data Brief; 2016 Vermont Behavioral Risk Factor Survey (BRFSS)
So how would this impact rates of homelessness and food insecurity?

2015, National Transgender Discrimination Survey:

- 2x More Likely to Be in Poverty
  - 3x More Likely to Be Unemployed
    - And are 1/4th as likely to Own A Home

In Vermont, youth and young adults served by VCRHYP’s Balance of State providers included (2018):

- 18% who identified as LGBQ
- 4% who identified as transgender
Language, & Significance of Pronouns
Impact Versus Intent

Why is this so important when we are talking about language?
INCLUSIVE LANGUAGE

Challenge Your Assumptions of Who is in the Room

THIS IS SUPER HELPFUL when you’re speaking to large groups or with people whose pronouns you don’t know…

What are some examples of:
- Gendered Language
- Gender Neutral Language
INCLUSIVE LANGUAGE

Language Themes:

❖ **Movement from sex based language → Gender based for Transgender Identities**
  ➢ *Transexual* → Transgender
  ➢ *Sex Change* → Gender Affirming Care

❖ **Avoid terminology related to histories of medicalizing identities**
  ➢ *Homosexual*
  ➢ *Transvestite*
  ➢ *Gender Identity Disorder*

❖ **Please don’t add → -ING, -ISM, -IZE, -ED, -S …**
WORDS TO WATCH OUT FOR:

Why? What could you say instead (if anything)?

- Choice
- Lifestyle
- Preference
  - Real or is really (a) [name, gender, etc.]
  - Actual or actually
  - Born as _____

■ I could/couldn’t tell
The Significance of Pronouns
## PRONOUNS

**Common:**
- She/Her/Hers
- He/Him/His
- They/Them/Theirs
- Name Only

<table>
<thead>
<tr>
<th>SHE</th>
<th>HE</th>
<th>THEY</th>
<th>NAME</th>
<th>_____ sing(s) well.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Her</td>
<td>Him</td>
<td>Them</td>
<td>Jamie</td>
<td>Give ____ the flowers.</td>
</tr>
<tr>
<td>Her</td>
<td>His</td>
<td>Their</td>
<td>Jamie’s</td>
<td>Is that ____ coat?</td>
</tr>
<tr>
<td>Hers</td>
<td>His</td>
<td>Their</td>
<td>Jamie’s</td>
<td>The class is _________.</td>
</tr>
<tr>
<td>Herself</td>
<td>Himself</td>
<td>Themselves</td>
<td></td>
<td>Cyd will do it _________.</td>
</tr>
</tbody>
</table>
Where do pronouns and gender show up in your work?
What Can We Learn from this Scene?

What was done well?
What could be done better?
THE IMPACT OF PRONOUNS
MESSING UP

What do you do when:

• You mess up someone’s pronouns or name?
• Someone else messes up someone’s pronouns or name?

Supporting Harm → Neutral/Silent → Confronting Harm
For the Queerious...

The Who, When, and Why of Asking Questions

- Who
- When
- Why
Our turn to be Queerious...

What is one thing you are going to change following this training?
Best Practice

- Challenge your assumptions.
  - Share Pronouns, Anatomical Names, Partners, etc.
- Ask the right questions on forms; start with “why?”
- Be cognizant of forms.
- Be cautious of outing clients.
- Try not to expect LGBTQ+ people to educate you; seek resources.
- Believe People.
Thank You For Having Us!

Any Questions?