

Navigating Issues with LGBTQ Students

Perspectives on Diversity
College of Agriculture and Life Sciences

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- ▶ Introductions

- ▶ Ground Rules
 - ▶ Respect yourself and others
 - ▶ Participate as you wish
 - ▶ Confidentiality
 - ▶ Others?

- ▶ Training Goals
 - ▶ Increase knowledge
 - ▶ Increase skills
 - ▶ Increase resources
 - ▶ Others?

Agenda

- ▶ Diversity
- ▶ LGBTQIA Terminology
- ▶ Coming Out
- ▶ Minority Stress
- ▶ The “T” of LGBTQ
- ▶ The Riddle Scale - Moving Beyond Tolerance
- ▶ Ally Development
- ▶ Working with LGBTQ Students

What is Diversity?

Diversity refers to both an obvious fact of human life—namely, that there are many different kinds of people—and the idea that this diversity drives cultural, economic, and social vitality and innovation.

We also differ in gender, language, manners and culture, social roles, sexual orientation, education, skills, income, and countless other domains. -Greater Good Science Center

Why Diversity Training?

- ▶ Decades of research suggest that intolerance hurts our well-being—and that individuals thrive when they are able to tolerate and embrace the diversity of the world.
- ▶ Prejudice against students by educators hurts their academic achievement. At the same time, research to date suggests student achievement is higher in diverse schools.
- ▶ Finally, separation fuels intergroup discrimination, conflict, and violence —while embracing diversity seems to reduce it.

The background features abstract, overlapping geometric shapes in various shades of blue, ranging from light sky blue to deep navy blue. These shapes are primarily located on the right side of the frame, creating a modern, layered effect.

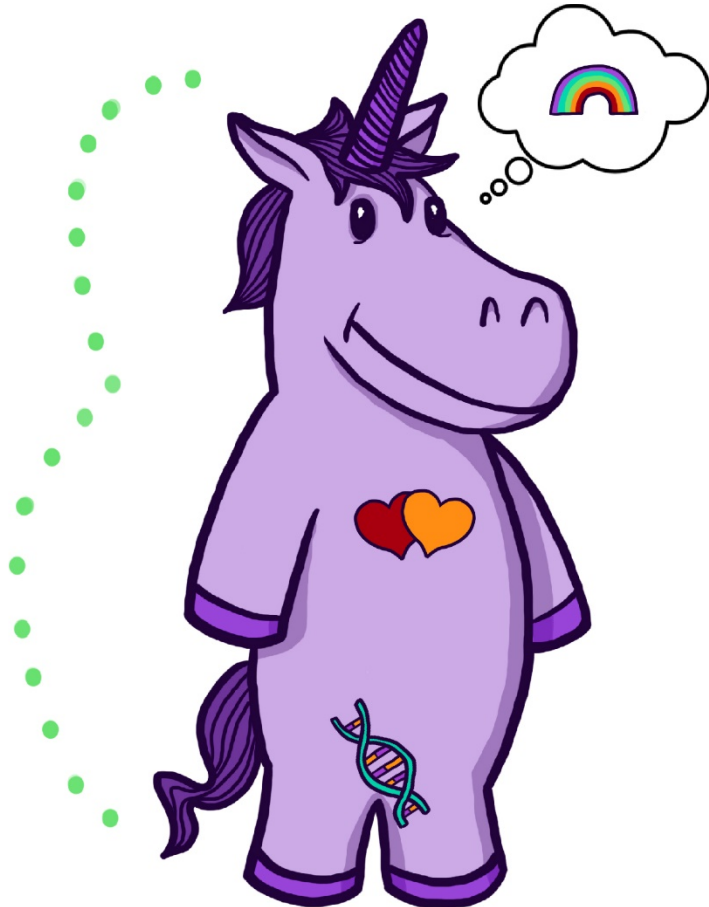
L G B T Q I A ...

Meanings




Why alphabet soup?

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



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

Names, Pronouns

- ▶ Share your name and pronouns; ask theirs
 - ▶ MTF = male to female, transwoman, M2F, woman
 - ▶ FTM = female to male, transman, F2M, man
 - ▶ Non-Binary = genderqueer, gender non-conforming, agender or bi-gender, gender expansive or creative (often kids)

Names, Pronouns, cont.

- ▶ Some prefer gender neutral pronouns to avoid sexism, gender bias, misgendering, and associated presumptions of the binary. This can be awkward or confusing - keep at it - very affirming to reflect clients as they wish to be seen, very disturbing when we miss this opportunity
 - ▶ Ze,zir
 - ▶ They (used as singular) -- “...*They* has been in consistent use as a singular pronoun since the late 1300s; that the development of singular *they* mirrors the development of the singular *you* from the plural *you*...” (Miriam Webster)
 - ▶ Already in common usage

Identity Formation

- ▶ It's a process, not an event
- ▶ Revisit the Continua
- ▶ Stage Models
 - ▶ Suggest change over time
 - ▶ Typically not a linear process
 - ▶ Can go through the stages at any age
 - ▶ Students' Developmental Processes
- ▶ Contrast with Heterosexual Identify Formation (social support, rituals, skill development, etc.)

Minority Stress Model

1. Minority status leads to increased exposure to distal (**external**) stressors. (ex: prejudice, rejection)
2. Minority status leads to increased exposure to proximal (**internal**) stressors, due to distal stressors. (ex: escape tactics, shame)
3. Minority individuals suffer adverse health outcomes, which are caused by exposure to proximal and distal stressors.

Minority Stress Group Characteristics (Cooper, 1989)

- ▶ Lack of civil rights
- ▶ Secret or semi-secret lives
- ▶ Oppression
- ▶ Rejection/ostracism by family-of-origin
- ▶ Societal censure
- ▶ Internalized anti-gay feelings / lowered self esteem
- ▶ Physical violence
- ▶ Campaigns of hatred and vilification

Other Unique Stressors (Elliot, 1993)

LGBTQ are probably the only minority group whose family of origin has to be informed about the family member's minority group status

No one suggests it is wrong to be Black, Hispanic, or female, or that other minority groups have a choice to be other than who they are



The T in LGBTQ

Transgender is an umbrella term that includes:

Transsexual (whether or not any surgery is done/desired, there is a desire to transition to another gender)

Gender Queer, Non-binary, GNC, Agender, Bigender, etc. (not conforming to societal gender norms)

Drag King/Queen Performer, Illusionist - may or may not identify as Trans

Cross Dresser - typically heterosexual man who dresses as women (pejorative - transvestite)

Examples of transition may include:

Social: name, hair length, pronouns, living as if...

Hormonal: estrogens, blockers, testosterone

Surgical: SRS/GRS

Facial: reconstruction, feminization, tracheal shave, hair removal

Top: breast augmentation, mastectomy, reconstruction

Bottom: removal/reconstruction, hysterectomy, implants

Trans Considerations

- ▶ Most trans people are un- or underemployed
- ▶ Legal protections: Tucson? UA? AZ? USA?
- ▶ Insurance coverage
- ▶ Hate crimes: over 1 murder/month
 - ▶ DOR 2018 - 23 murdered in USA (that we know of)

LGBTQIA Clinical Considerations

Hold bigger picture - socialization, privilege, physiology/health considerations

Explore own biases/values regarding sexuality, gender, relationships and family formations

Riddle Homophobia Scale

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Ally Development

- ▶ Non-discrimination policies for staff & students that include sexual orientation and gender identity or expression
- ▶ Provide gender neutral bathrooms -locked, single-stall (for Trans, Families and ADA clients)
- ▶ Demographic Paperwork (forms, websites, departmental surveys, etc.) Make space for chosen name and gender: “M, F, or Self-identify _____” or simply “Gender: _____”
- ▶ Ask Relational (not Marital) status
- ▶ Make offices LGBTQ friendly
- ▶ Be visible in the community

Ally Development, Cont

- ▶ Hire LGBT or LGBT-knowledgeable staff
- ▶ Train all staff to be inclusive and welcoming of seen and unseen diversity issues
- ▶ Know, share relevant university and community resources
- ▶ Add trans inclusion policies for gender-specific services
- ▶ Acknowledge Gay Pride, World AIDS Day, Transgender Day of Remembrance, Coming Out Week, Trans Awareness Week
- ▶ Be non-assuming, non-judgmental
- ▶ Use gender neutral and non-heterosexist language

RESOURCES



Questions?

IN GERMANY THEY FIRST CAME FOR THE
COMMUNISTS AND I DIDN'T SPEAK UP BECAUSE I
WASN'T A COMMUNIST. THEN THEY CAME FOR
THE JEWS, AND I DIDN'T SPEAK UP
BECAUSE I WAS NOT A JEW. THEN
THEY CAME FOR THE TRADE UNIONISTS,
AND I DIDN'T SPEAK UP BECAUSE I
WASN'T A UNIONIST. THEN THEY
CAME FOR THE CATHOLICS,
AND I DIDN'T SPEAK UP
BECAUSE I WAS
PROTESTANT. THEN
THEY CAME FOR ME
- AND BY THAT
TIME NO ONE
WAS LEFT
TO SPEAK
UP.

Contact Information

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