APPRECIATING GENDER AND SEXUAL DIVERSITY: BUILDING A NETWORK OF ALLIES

Presented By
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INTRODUCTIONS

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TRAINING OUTLINE

- Welcome and Introductions
- Our Background/Expertise
- Training Ground-Rules and Goals
- Defining Terms/Increasing Understanding/Skill Building
- Student Panel
- Being an Ally
- Campus and Community Resources
- Questions and Closure

TRAINING OUTLINE
Gayle

- Serves on Greensburg campus Committee for Gender Equity
- Serves on President’s Committee for Diversity Initiatives
- Co-advises Greensburg campus Active Minds, working to remove stigma related to mental illness

WHO ARE WE?
Sheila

- Chairs Greensburg campus Committee for Gender Equity
- Works with Greensburg campus Center for Applied Research on research partnership with Blackburn Center Against Domestic and Sexual Violence and Seton Hill University
- Member of University Senate Special Committee on Diversity, Inclusion, and Core Values

WHO ARE WE?
Together we...

- Co-coordinate Pitt-Greensburg Allies Network
- Co-advise Pitt-Greensburg Student Alliance Project (formerly Gay Straight Alliance)
- Plot to take over the world.
- This training!

WHO ARE WE?
TRAINING GOALS

- Introduce you to terms and concepts related to those who identify as LGBTQIA.
- Explain what LGBTQIA means while acknowledging complexity and ambiguity.
- Help you understand the experiences of those who identify as LGBTQIA.
- Highlight gender identity and expression in particular.
- Learn ways to be inclusive and respectful in your interactions with students and colleagues.
- Become aware of your unconscious biases related to folks in the LGBTQIA communities.
- Prepare you to be an ally to the LGBTQIA community.
The Allies Network at Pitt-Greensburg provides a visible source of support and information for gender and sexual minorities. While other minority individuals usually can identify role models and mentors, the relative invisibility of sexual and gender diversity makes it more difficult for GLBTQIA (gay, lesbian, bisexual, transgender, queer and asexual) members of a university community to figure out where they can safely turn for similar support. The Allies Network identifies individuals who can provide those resources.

Upon completion of the training, you may choose to take an Allies Network sign for their office wall or door.
A person who is a member of the dominant group and works to end oppression in his or her own personal and professional life by supporting and advocating with the oppressed population.

ALLY
Use “I” statements and personally own any comments

Maintain confidentiality related to everything that happens during this training.

Be willing to ask questions and take risks should the need arise.

Demonstrate respect for the presenters and other participants.

Exercise self care. Feel free to leave for a few moments if you need to.

Do not interrupt others when they are speaking.

Reserve the right to change your mind about people and issues.

TRAINING GROUND-RULES
I ______________________________________, am attending this workshop of my own choosing and have in no way been pressured to become an Allies Network member. I am attending this workshop fully aware of the fact that I may have prejudices (ideas) about lesbians, gays, bisexuals and trans-gendered persons. I do hereby give myself permission to set aside my pre-conceived ideas about non-heterosexuals in order to potentially expand my knowledge base related to LGBT people and issues. I also give myself permission to freely ask questions about things I do not understand or agree with. I agree to the Allies Network Training ground rules listed below.

My purpose for attending this workshop is to learn more about the Allies Network. I understand that at the conclusion of the workshop, I can make a decision about whether or not I wish to participate in the Allies Network.
Hello, my name is

Inigo Montoya
You killed my Father
Prepare to die

nametags
LGBT+, LGBTQ+, LGBTQIA+, TBLG+, LGBTQQQIP2SAA+: These common (and some uncommon) acronyms refer to Lesbian, Gay, Bisexual, Transgender, and all other sexual and gender identities other than straight male or straight female.
THE “ALPHABET SOUP”
What did you learn when you were growing up about sexual and gender minorities from:

- Family and friends
- Friends and family who are LGBT
- Religion
- Media (TV, Movies, Print Ads)
- School

WHAT WE ARE TAUGHT
What words and stereotypes do mainstream society apply to:

- Gay men
- Lesbians
- Bisexuals
- Transgender individuals
- Men
- Women

WHAT WE HEAR
WHAT DO THESE PHRASES MEAN TO YOU?

- Biological sex
- Sexual identity
- Gender identity
- Gender expression
Sex
Biological traits that society associates with being male or female

Gender
Cultural meanings attached to being masculine & feminine, which influence personal identities
E.g. Man, Woman, Transgender, Intersex, Gender Queer, among others

Sexuality
Sexual attraction, practices & identity which may or may not align with sex and gender
E.g. Heterosexual, Homosexual (Gay or Lesbian), Bisexual, Queer, among others
According to the Williams Institute on Sexual Orientation and Gender Identity Law and Public Policy in a 2011 report:

- 3.8 percent of adult Americans identified as gay/lesbian, bisexual, or transgender.
  - 1.7 percent as lesbian/gay
  - 1.8 percent as bisexual
  - .3 percent as transgender
  - 8.2 percent report engaging in same sex behavior
  - 11 percent report some same sex attraction

Studies in US and other countries produce a statistical range of 1.2 to 6.8 percent of the ADULT population.

**HOW MANY PEOPLE ARE LGBT?**
US Adult Population – 238,574,670
US – 3.8% or 9,083,558 are LGBT
  ▶ Transgender – .3% or 715,724
Pennsylvania – 2.7% or 262,308 are LGBT
Pittsburgh – 2.8% or 50,994 are LGBT
Statistical Range 1.2% to 6.8% or 2,862,896 to 16,223,077 are LGBT
These numbers do not account for gender identity or expression outside of the lesbian/gay, bisexual and transgender identities.

BY THE NUMBERS – ADULT POPULATION
A person’s emotional, physical and sexual attraction and the expression of that attraction with other individuals. Some of the better-known labels or categories include bisexual, lesbian/gay/homosexual, asexual, straight/heterosexual.

SEXUAL IDENTITY/SEXUALITY
King: "Are you a non-practicing bisexual?"

Paquin: "Well, I am married to my husband and we are happily monogamously married."

King: "But you were bisexual?"

Paquin: "Well, I don’t think it’s a past-tense thing."

King: "No?"

Paquin: "No. Are you still straight if you are with somebody -- if you were to break up with them or if they were to die, it doesn’t prevent your sexuality from existing. It doesn’t really work like that."
GENDER
Our anatomy as female, male or intersex. Including internal and external sex organs, chromosomes and hormones.
One's innermost concept of self as male or female or both or neither—how individuals perceive themselves and what they call themselves. One’s gender identity can be the same or different than the sex assigned at birth. Some terms related to gender identity are cisgender, transgender, and agender.
A marked incongruence between a person’s gender expression and biological gender.
Transgendered is commonly used but incorrect. It’s not an adjective. It’s an identity. For example, Ellen DeGeneres is not LESBIANED.

Transgenders (plural) is not generally acceptable. Transgendering is not a thing (you may be thinking of transitioning).

Transgenderism is an incorrect and intentionally insulting term used by anti trans organizations. While it does appear in some legal documentation, it is generally rejected by trans folks and their allies.

Trans is generally acceptable. Trans men, trans women, transgender people, individuals, folks
Transgender Man: A term for a transgender individual who currently identifies as a man.

FTM: A person who transitions from "female-to-male," meaning a person who was assigned female at birth, but identifies and lives as a male. Also known as a “transgender man.”

Transgender Woman: A term for a transgender individual who currently identifies as a woman

MTF: A person who transitions from "male-to-female," meaning a person who was assigned male at birth, but identifies and lives as a female. Also known as a “transgender woman.”

MORE TRANSM TERMS
Surgical procedures that change one’s body to conform to one’s gender identity.

IT IS NOT A SEX CHANGE

GENDER AFFIRMING SURGERY
“Off camera, I can talk to you, but I've chosen not to talk about any of the stuff I've gotten done, because I think so often when trans people's experiences are talked about, we far too often focus on surgery and transition, so I don't talk about that. But I'm very happy with the situation.” Laverne Cox responding to an interview question about her surgeries.

Full Video

A PERSON’S GENITALIA IS THEIR BUSINESS, NOT YOURS
The ways in which people externally communicate their gender identity to others through behavior, clothing, hairstyle, voice and emphasizing, de-emphasizing or changing their body’s characteristics.

GENDER EXPRESSION
A person's ability to be regarded at a glance to be either a cisgender man or a cisgender woman. Typically, passing involves a mixture of physical gender cues (for example, hair style or clothing) as well as certain behavioral attributes that tend to be culturally associated with a particular gender.
ASH BECKHAM IS AN EQUALITY ADVOCATE WHO, THROUGH HER WORK, SHARES HOW COMING OUT AS A LESBIAN HELPED HER APPRECIATE OUR COMMON HUMANITY AND BETTER UNDERSTAND THE HARDSHIPS WE ALL FACE.
The Genderbread Person

Gender is one of those things everyone thinks they understand, but most people don't. Like inception. Gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for gender understanding. It's okay if you're hungry for more. In fact, that's the idea.

Gender Identity

- Woman-ness
- Man-ness

How you, in your head, define your gender, based on how much you align (or don't align) with what you understand to be the options for gender.

Gender Expression

- Feminine
- Masculine

The ways you present gender, through your actions, dress, and demeanor, and how those presentations are interpreted based on gender norms.

Biological Sex

- Female-ness
- Male-ness

The physical sex characteristics you're born with and develop, including genitalia, body shape, voice pitch, body hair; hormones, chromosomes, etc.

Sexually Attracted to

- Nobody
- (Women/Females/Femininity)
- (Men/Males/Masculinity)

Romantically Attracted to

- Nobody
- (Women/Females/Femininity)
- (Men/Males/Masculinity)

For a bigger bite, read more at http://billy/genderbread

In each grouping, circle all that apply to you and plot a point, depicting the aspects of gender toward which you experience attraction.
<table>
<thead>
<tr>
<th>Rating</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>Exclusively heterosexual</td>
</tr>
<tr>
<td>1</td>
<td>Predominantly heterosexual, only incidentally homosexual</td>
</tr>
<tr>
<td>2</td>
<td>Predominantly heterosexual, but more than incidentally homosexual</td>
</tr>
<tr>
<td>3</td>
<td>Equally heterosexual and homosexual.</td>
</tr>
<tr>
<td>4</td>
<td>Predominantly homosexual, but more than incidentally heterosexual</td>
</tr>
<tr>
<td>5</td>
<td>Predominantly homosexual, only incidentally heterosexual</td>
</tr>
<tr>
<td>6</td>
<td>Exclusively homosexual</td>
</tr>
<tr>
<td>X</td>
<td>Asexual, Non-Sexual</td>
</tr>
</tbody>
</table>

**KINSEY SCALE**
### The Klein Sexuality Grid

<table>
<thead>
<tr>
<th>Variable</th>
<th>Past</th>
<th>Present</th>
<th>Ideal</th>
</tr>
</thead>
<tbody>
<tr>
<td>A Sexual Attraction</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>B Sexual Behavior</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>C Sexual Fantasies</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>D Emotional Preference</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>E Social Preference</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>F Heterosexual/Homosexual Lifestyle</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>G Self Identification</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

For Variables A to E:

1 = Other sex only  
2 = Other sex mostly  
3 = Other sex somewhat more  
4 = Both sexes  
5 = Same sex somewhat more  
6 = Same sex mostly  
7 = Same sex only

For Variables F and G:

1 = Heterosexual only  
2 = Heterosexual mostly  
3 = Heterosexual somewhat more  
4 = Hetero/Gay-Lesbian equally  
5 = Gay/Lesbian somewhat more  
6 = Gay/Lesbian mostly  
7 = Gay/Lesbian only
TRANSGENDER NAME AND PRONOUN USAGE
Always use a transgender person's chosen name.

Many transgender people are able to obtain a legal name change from a court. However, some transgender people cannot afford a legal name change or are not yet old enough to change their name legally. They should be afforded the same respect for their chosen name as anyone else who lives by a name other than their birth name (e.g., celebrities).
Whenever possible, ask transgender people which pronoun they would like you to use.

A person who identifies as a certain gender, whether or not that person has taken hormones or had some form of surgery, should be referred to using the pronouns appropriate for that gender.
If it is not possible to ask a transgender person which pronoun is preferred, use the pronoun that is consistent with the person's appearance and gender expression. For example, if a person wears a dress and uses the name Susan, feminine pronouns are usually appropriate.
It is never appropriate to put quotation marks around either a transgender person's chosen name or the pronoun that reflects that person's gender identity.
Thoughts, feelings, or actions based on fear, dislike, judgment, discomfort or hatred of lesbians, gays and bisexuals.

HOMOPHOBIA

Thoughts, feelings, or actions based on fear, dislike, judgment, discomfort or hatred of bisexuals.

BIPHOBIA

Thoughts, feelings, or actions based on fear, dislike, judgment, discomfort or hatred of transgender individuals.

TRANSPHOBIA
A subtle but offensive comment or action directed at a member of a non-dominant (or marginalized) group that is often unintentional or unconsciously reinforces a stereotype.
TRANSIGNORANCE ≠ BIGOTRY OR HATE
This term refers to the social and cultural “norms” that support the idea that heterosexuality is inherently 'right' and anything else isn’t. This is also known as 'hetero-normativity’, the assumption that heterosexuality is the norm and that everyone is heterosexual.
5 Ways to End Heterosexism

1. When you meet somebody, don’t assume that you know their sexual orientation.

2. Don’t use gay as a synonym for stupid or bad.

3. Pay attention to how queer people are treated around the world, and speak up against mistreatment.

4. When people make homophobic comments, ask them to stop even if you aren’t offended.

5. Don’t act offended if people think you’re queer.
Hiding one’s LGBT identity in order to avoid negative social repercussions, such as losing a job, housing, friends or family.

IN THE CLOSET

Many LGBT individuals are “out” in some situations and “closeted” in others, based on their perceived level of safety.

To declare and affirm both to oneself and to others one’s identity as lesbian, gay, bisexual, transgender, queer, etc. It is not a single event but instead a life-long process.

COMING OUT
You are meeting a student for the first time and their gender expression does not match the gender on their file or their legal name.

You use the wrong name or pronoun to refer to a transgender student.

You are speaking to a group or a class, and a student you know to be gay is present. The issue of same sex adoption comes up.

You hear another students or colleague “outing” an LGBTQIA student or saying something disrespectful about them.

A student who appears to be very masculine is wearing a skirt or a dress.

One of your students comes out to you.

Someone asks you about Pitt’s restroom policy.

WHAT DO YOU DO?
Restroom Access

- Faculty, staff, and students are welcome to use restrooms that correspond to their gender identity.
- In addition, single-occupancy or unisex facilities may be found in many University facilities and may be used by all members of the University community. In order to find single-occupancy restrooms on campus [list can be found on the webpage]
Issued Friday, May 13, 2016

The Office of Affirmative Action, Diversity, and Inclusion (OAADI) is working with the Office of General Counsel to create additional guidelines for the University community relating to restrooms, locker rooms, athletics, housing and educational records.
The True or False Portion of the Training
Transgender people identify as homosexuals.
FALSE

LGBTQ People have many more sexual partners than heterosexuals.
FALSE

Homosexuality can be cured with psychotherapy.
FALSE

Transgender people face the similar types of discrimination as gays and lesbians.
WORSE, ACTUALLY

The majority of child molesters are heterosexual men.
TRUE

Transgender people identify as homosexuals.
SOMETIMES

Bisexual people just “can’t make up their minds.”
FALSE
Supreme Court Orders States to Recognize Same-Sex Marriage – June 26, 2015


Target Management Tells Boycott Group to Expect No Change to Transgender Bathroom Policy – May, 2016

U.S. Directs Public Schools to Allow Transgender Access to Restrooms, May 2016

University of Pittsburgh introduces gender neutral housing policy on all campuses for Fall 2016

IT GETS BETTER
REPORT: Antigay Violence Down, Transphobic Hate Crimes Up – November, 2015

Alabama City: Use Bathrooms Matching Biological Sex or Face 6 Months in Jail – April, 2016


North Carolina Governor Won’t Concede That Transgender Law Is Biased – May, 2016

BUT...STRAIGHT FROM THE HEADLINES
In the National Coalition of Anti-Violence Programs (NCAVP) 2009 report on hate violence, 50 percent of people who died in violent hate crimes against lesbian, gay, bisexual, transgender, and queer (LGBTQ) people were transgender women; the other half were male, many of whom were gender non-conforming. Sexual assault and/or genital mutilation before or after their murders was a frequent occurrence. (Retrieved from http://www.ovc.gov/pubs/forge/sexual_numbers.html#hate_crimes)
73% of Pennsylvanians are not covered by a non-discrimination ordinance which covers discrimination based on actual or perceived sexual orientation and gender identity or expression in employment, housing and public accommodations.
Campus and Community Resources
Ally: Someone joined with another for a common purpose.

Ally: A person who is a member of the “dominant” or “majority” group who works to end oppression in his or her personal and professional life by supporting the gay, lesbian, bisexual and transgender communities.

SO YOU WANT TO BE AN ALLY
Awareness is the first level. Knowing who you are and how you are different from and similar to lesbian, gay, bisexual, and transgender people is important. You need to be able to think about who you are and how you live your life.
Knowledge/Education is the second step. Learning about sexual orientation and what the experience is like for gays, lesbians, bisexual, and transgender people is necessary. Understanding the effects of laws, policies, and practices as well as educating oneself about the culture and norms of the gay community enables a strong alliance.

4 STEPS TO BECOMING AN ALLY
Skills are the third level. Being comfortable with and able to share this new knowledge is an important step in being an ALLY. Being able to let others know your status as an ALLY means communicating this new knowledge. Confronting someone’s homophobic joke is an example of using the newly acquired skill.

4 STEPS TO BECOMING AN ALLY
Action is the final stage. This stage involves actually initiating action to end the oppression against gays, lesbians, bisexuals, and transgender people. If this new found information is kept to oneself, then others are deprived of what has been learned as well as how to develop new insights and understandings about the gay community. Developing or participating in programs or events on campus, joining the GSA or an activist organization, marching in a gay rights parade or wearing a pink triangle are actions one can take at this stage.
- Pitt’s Office of Student Affairs LGBTQIA Resources
  https://www.studentaffairs.pitt.edu/lgbtqia/

- Pitt’s Rainbow Alliance -
  http://pittrainbow.tumblr.com/steeringcommittee

- Pitt-Greensburg Website – Diversity Resources-
  http://www.greensburg.pitt.edu/student-resources/diversity-resources

- Pitt-Greensburg Student Alliance Project and Allies Network -
  https://www.facebook.com/Pitt-Greensburg-Student-Alliance-Project-and-Allies-Network-221990461189688/
► Equality Pennsylvania - www.equalitypa.org
► The Gay and Lesbian Community Center (GLCC) – www.glccpgh.org
► Gay For Good: Pittsburgh – www.gayforgood.org/pittsburgh
► PFLAG Pittsburgh – http://pflagpgh.weebly.com
► Persad Center – https://persadcenter.org
OTHER RESOURCES

- The Human Rights Campaign - [www.hrc.org](http://www.hrc.org)
- Transgender Law Center – [www.transgenderlawcenter.org](http://www.transgenderlawcenter.org)
- The New Civil Rights Movement [http://thenewcivilrightsmovement.com](http://thenewcivilrightsmovement.com)
- NOH8 Campaign - [http://www.noh8campaign.com/](http://www.noh8campaign.com/)
PRESENTATION RESOURCES

- http://lesbianlife.about.com/od/trans/g/GenderExpressio.htm
- http://www.indiana.edu/~overseas/lesbigay/advise/perspective.html
- https://othersociologist.com/sociology-of-gender/
- http://www.transequality.org/issues/resources/transgender-terminology
- https://www.gender_spectrum.org/quick-links/understanding-gender
- http://www.whatisasexuality.com/intro/
- https://en.wikipedia.org/wiki/Transgender
QUESTIONS, COMMENTS AND CLOSURE