Unboxing Identities: An Exploration in Gender and Sexual Orientation for Educators

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2024WARD: Building Brighter Futures for Today's Youth Leaders
June 25–27, 2024

Disclaimer language

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SMARTIE GOALS
Specific, Measurable, Achievable, Relevant and Time-Bound, Inclusive & Equitable

▶ **SMARTIE Goal 1:** By the end of this presentation, all attendees will know three strategies to create inclusive environments for LGBTQIA+ students, shown through a Q&A session and feedback survey.

▶ **SMARTIE Goal 2:** In the last section of the presentation, attendees will participate in an identity exploration exercise, learning how to use this activity to relate to and support students, as confirmed by a follow-up discussion

▶ **SMARTIE Goal 3:** By the end of the presentation, 90% of attendees will have three practical resources and strategies for discussing identity and fostering open dialogues, demonstrated by open discussion.

Sexual Orientation

► Sexual orientation is a label that describes who you're attracted to romantically, emotionally, and/or sexually.

Gay or Homosexual
People attracted to people of the same gender. Gay can be used as an umbrella term to mean "not straight".

Bisexual
People attracted to the same gender as their own as well as other genders

Pansexual
People attracted to many or all gender identities

Straight or **Heterosexual**
People attracted to a different gender than their own
(Above: Straight Ally flag)

Gay (mlm)
Men who are attracted to other men.

Lesbian (wlw)
Women who are attracted to other women

Asexual
People who don't experience sexual attraction

Other Terms:

Queer - An umbrella term meaning "not straight" or a term used when other terms are not a good fit
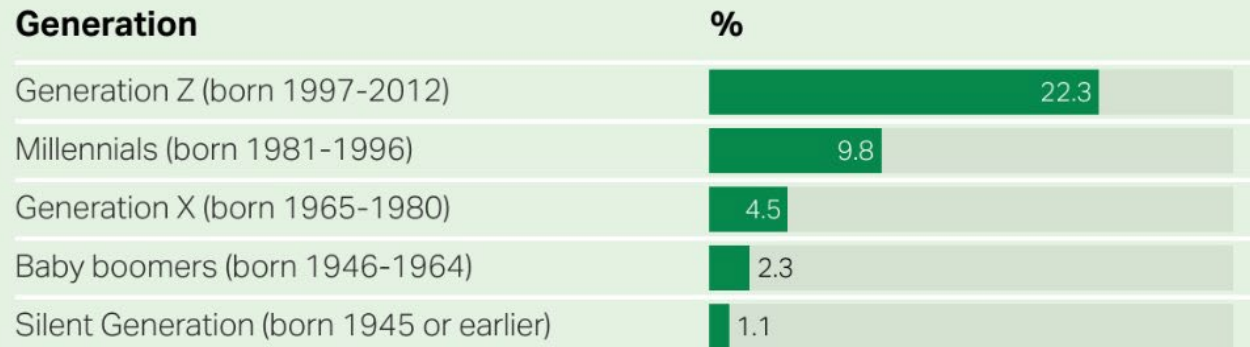*** Can be seen as offensive or derogatory, so use with caution ***

Questioning or Curious - People who are unsure about their sexual orientation

(**Flag Source:** University of Northern Colorado - The Gender and Sexuality Resource Center)

Who is LGBTQ+ in the U.S.?

U.S. Adults' Self-Identification as LGBTQ+, by Generation, 2023

Figures are the percentage who consider themselves to be Lesbian; Gay; Bisexual; Transgender; or something other than heterosexual.

Generation	%
Generation Z (born 1997-2012)	22.3
Millennials (born 1981-1996)	9.8
Generation X (born 1965-1980)	4.5
Baby boomers (born 1946-1964)	2.3
Silent Generation (born 1945 or earlier)	1.1

Based on aggregated data from 2023 Gallup telephone polls.

GALLUP

LGBTQ+ Identity, by Generation, 2023

Which of the following do you consider yourself to be? You can select as many as apply. Straight or heterosexual; Lesbian; Gay; Bisexual; Transgender

All adult members of the generation	Generation Z %	Millennials %	Generation X %	Baby Boomers %
Total LGBTQ+	22.3	9.8	4.5	2.3
Lesbian	3.0	1.3	0.7	0.7
Gay	2.6	1.6	1.3	0.9
Bisexual	15.3	5.9	1.9	0.6
Transgender	2.8	1.1	0.5	0.2
Other LGBTQ+	1.0	0.4	0.2	0.0

Sum of categories may exceed the total because respondents can choose multiple identities. Birth years for each generation: Generation Z (1997-2005), millennials (1981-1996), Generation X (1965-1980), baby boomers (1946-1964), Silent Generation (1945 and earlier). Based on aggregated data from 2023 Gallup telephone polls.

GALLUP

(Jones, 2024)

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Notes on Terminology

- **Outdated (And Now Offensive) Terms**
  - eg. Hermaphrodite vs. intersex, transvestite vs. transgender
- **Meanings Change Over Time**
  - Gay meaning happy, joyful vs. Gay meaning same-sex relationships
- **Meanings Not Universal**
  - We both use the same word to describe our sexuality, but the intricacies of our sexual identities are not identical
  - Can vary across regions and cultures
- **Cross-Cultural Differences**
  - "Gay" in white LGBT communities vs. "Same gender loving" in LGBT communities of color
- **In-Group Usage**
  - Words that could also be slurs, eg. queer, fag, dyke, bottom, etc.
  - Used within that group, but are considered offensive if used by out-group
- **Respect Terms and Pronouns**
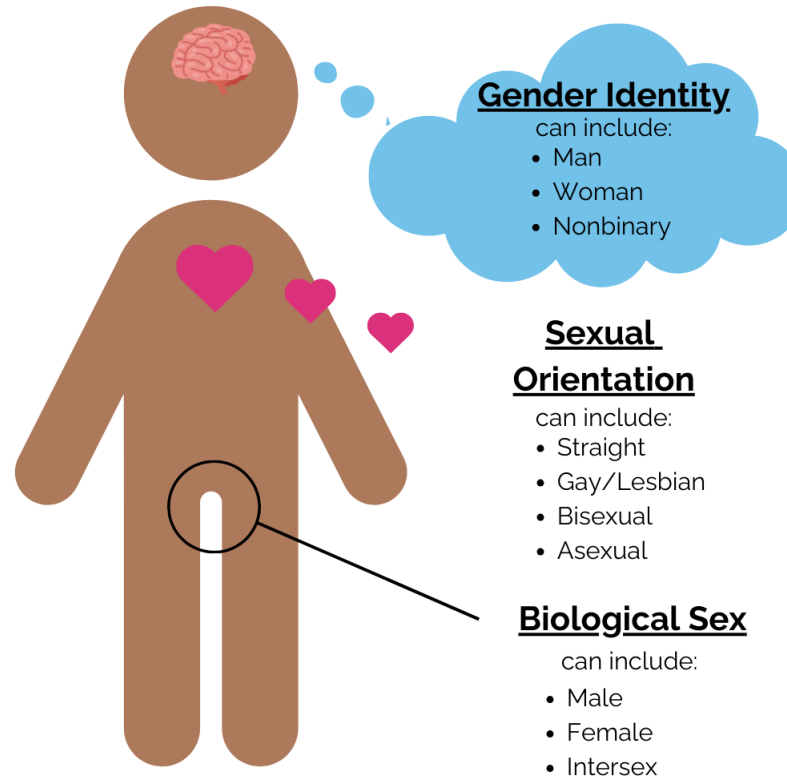 - Use the terms that are told to you, not the labels you assign

Sex vs. Gender

Sex and gender are terms that are often used interchangeably, but they are NOT the same!

Sex

- ▶ Assigned at birth
- ▶ Male, Female, or Intersex
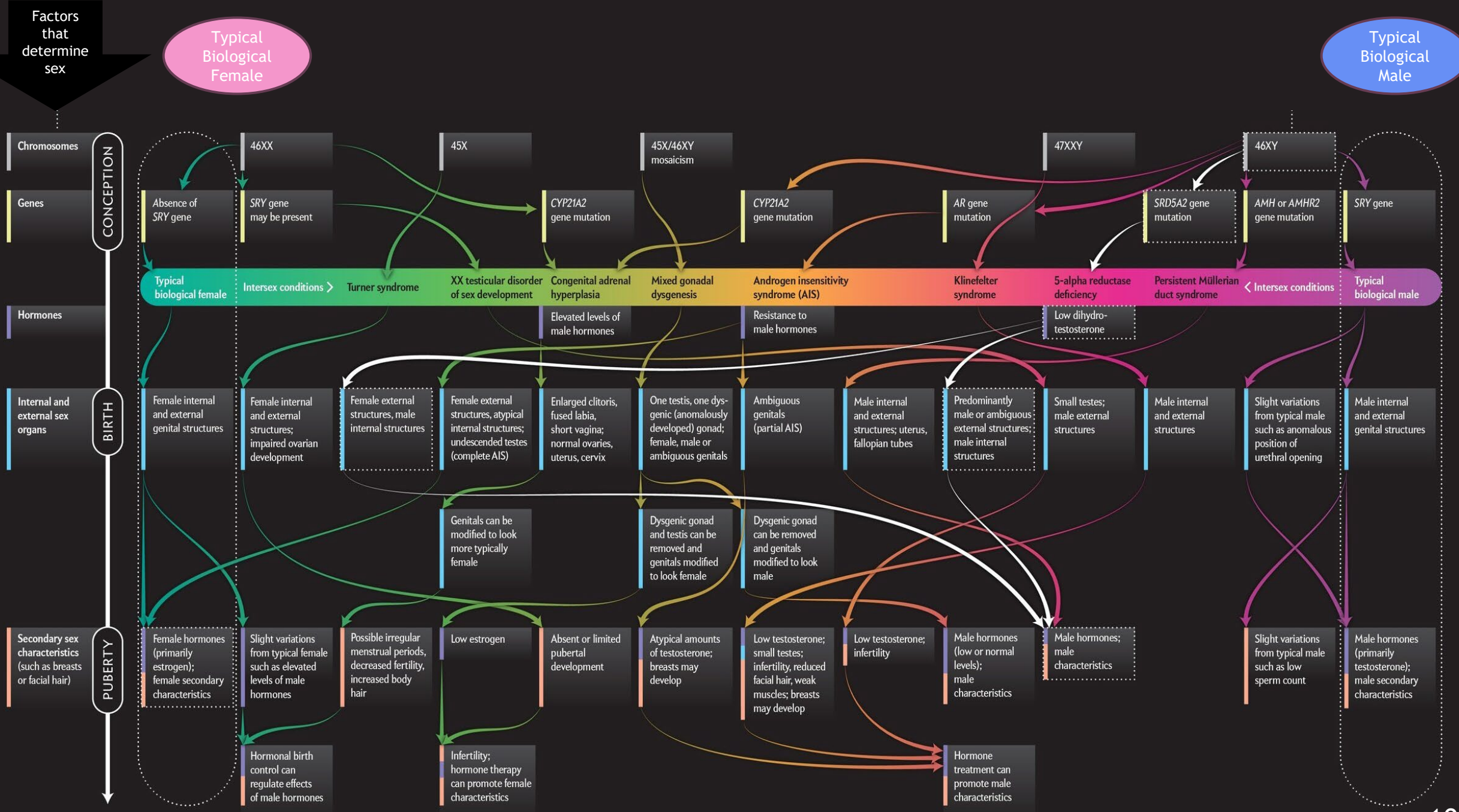- ▶ Based on anatomy, chromosomes, genes, and hormones

Gender

- ▶ Identity label
- ▶ Cisgender or Transgender
- ▶ A spectrum with more than two options (non-binary)
- ▶ How you are expected to act because of your sex

Gender Identity
can include:
- Man
- Woman
- Nonbinary

Sexual Orientation
can include:
- Straight
- Gay/Lesbian
- Bisexual
- Asexual

Biological Sex
can include:
- Male
- Female
- Intersex

Intersex

► Intersex is an umbrella term used to describe a person born with reproductive or sexual anatomy that doesn't fit the boxes of "female" or "male."

► Most advocacy groups estimate that 1.7% percent of people are born intersex — the equivalent of about 5.6 million U.S. residents.

- ○ The estimate includes people with extra or missing sex-linked chromosomes, and those born with other physical variations that don't fit into categories of "male" or "female." (Blackless, 2000)

- ○ Intersex people are **born** with at least one of about 40 naturally occurring variations relating to their genitalia, internal reproductive organs, chromosome patterns or hormones.
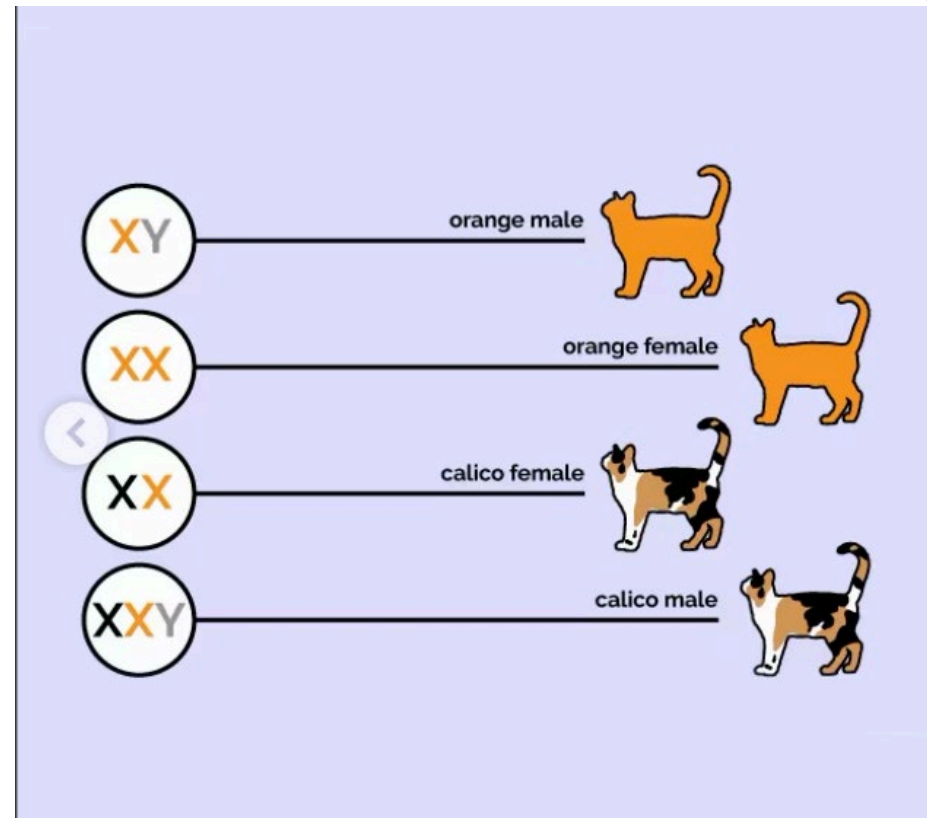
Factors that determine sex

Typical Biological Female

Typical Biological Male

CONCEPTION

Chromosomes

| 46XX | 45X | 45X/46XY mosaicism | 47XXY | 46XY |

Genes

- Absence of SRY gene
- SRY gene may be present
- CYP21A2 gene mutation
- CYP21A2 gene mutation
- AR gene mutation
- SRD5A2 gene mutation
- AMH or AMHR2 gene mutation
- SRY gene

Typical biological female › Intersex conditions › Turner syndrome | XX testicular disorder of sex development | Congenital adrenal hyperplasia | Mixed gonadal dysgenesis | Androgen insensitivity syndrome (AIS) | Klinefelter syndrome | 5-alpha reductase deficiency | Persistent Müllerian duct syndrome ‹ Intersex conditions › Typical biological male

Hormones

- Elevated levels of male hormones
- Resistance to male hormones
- Low dihydro-testosterone

BIRTH

Internal and external sex organs

- Female internal and external genital structures
- Female internal and external structures; impaired ovarian development
- Female external structures, male internal structures
- Female external structures, atypical internal structures; undescended testes (complete AIS)
- Enlarged clitoris, fused labia, short vagina; normal ovaries, uterus, cervix
- One testis, one dysgenic (anomalously developed) gonad; female, male or ambiguous genitals
- Ambiguous genitals (partial AIS)
- Male internal and external structures; uterus, fallopian tubes
- Predominantly male or ambiguous external structures; male internal structures
- Small testes; male external structures
- Male internal and external structures
- Slight variations from typical male such as anomalous position of urethral opening
- Male internal and external genital structures

- Genitals can be modified to look more typically female
- Dysgenic gonad and testis can be removed and genitals modified to look female
- Dysgenic gonad can be removed and genitals modified to look male

PUBERTY

Secondary sex characteristics (such as breasts or facial hair)

- Female hormones (primarily estrogen); female secondary characteristics
- Slight variations from typical female such as elevated levels of male hormones
- Possible irregular menstrual periods, decreased fertility, increased body hair
- Low estrogen
- Absent or limited pubertal development
- Atypical amounts of testosterone; breasts may develop
- Low testosterone; small testes; infertility, reduced facial hair, weak muscles; breasts may develop
- Low testosterone; infertility
- Male hormones (low or normal levels); male characteristics
- Male hormones; male characteristics
- Slight variations from typical male such as low sperm count
- Male hormones (primarily testosterone); male secondary characteristics

- Hormonal birth control can regulate effects of male hormones
- Infertility; hormone therapy can promote female characteristics
- Hormone treatment can promote male characteristics

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Beyond XX and XY

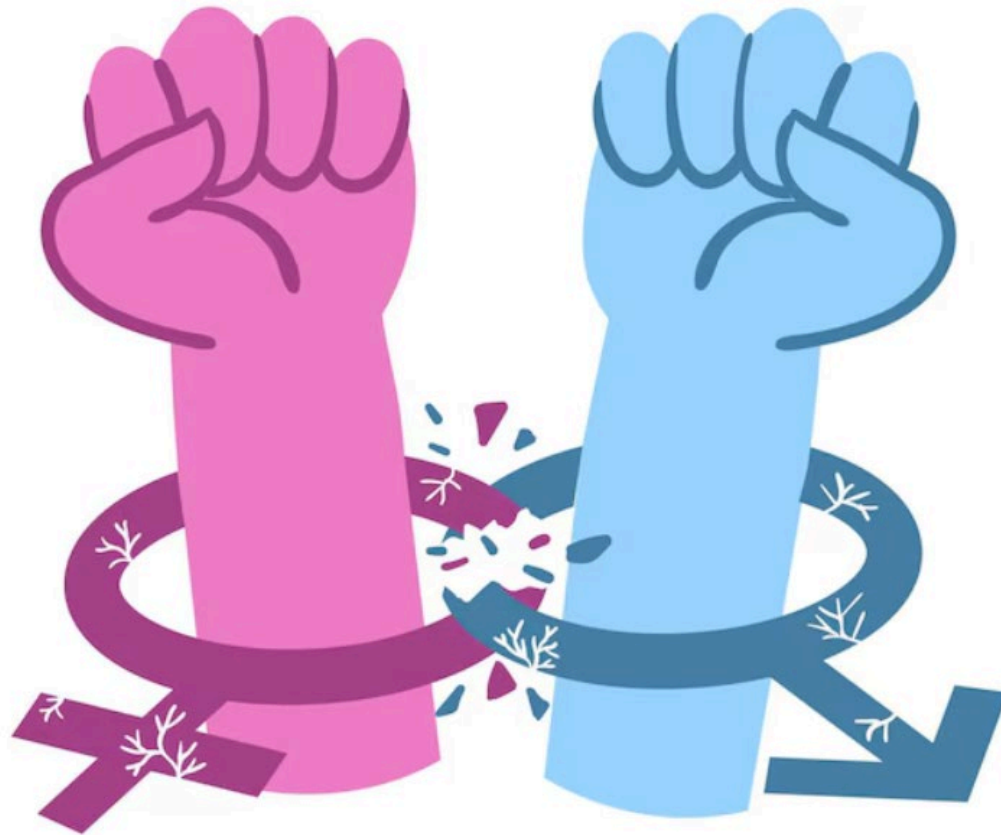▶ QR Code – Beyond XX and XY Infographic

Calico cats and Klinefelter syndrome

bitly

Any questions before we move forward?

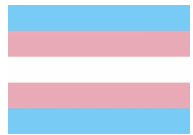# Gender

- Gender is
    - Personal
    - Learned
    - Social
- Gender is "accomplished" by doing things that affirm or reject the expectations of the gender people see us as
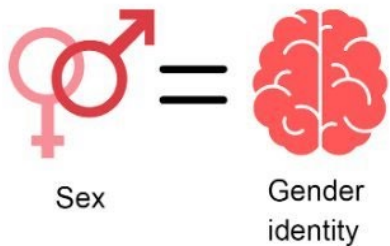- These expectations are formed by gender norms and stereotypes

Gender Terminology

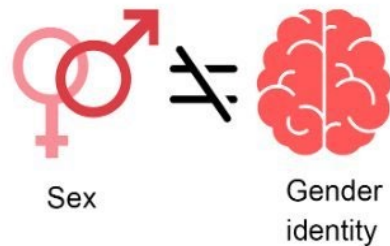**Cisgender -** Having a gender identity that matches the sex assigned at birth

Transgender - Having a gender identity that does not match the sex assigned at birth

Non-Binary or Genderqueer - an umbrella term for gender identities that are not strictly male nor female

Agender – Not Identifying with an existing gender

Genderfluid - Having a fluctuating gender identity

Two-Spirit - An umbrella term used by some indigenous North Americans to describe gender-variant individuals in their communities

Cisgender

Sex = Gender identity

Transgender

Sex ≠ Gender identity

→

Gender transition

(Gomes et. al, 2021)
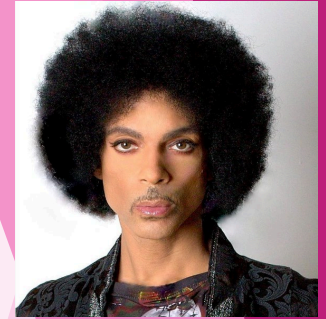
GLSEN®

InterACT
Advocates for Intersex Youth

GENDER
TRIANGLE

ATTRIBUTION
HOW YOU ARE PERCEIVED BY OTHERS

GENDER IDENTITY
HOW YOU SEE YOURSELF ON THE INSIDE

BODY
HOW YOUR BODY EXISTS & CHANGES

EXPRESSION
HOW YOU PRESENT YOURSELF

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Masculinity – The Man Box

Acting Tough

Physical Attractiveness

Self Sufficiency

The Man Box

Rigid Masculine Gender Roles

Heterosexuality and Homophobia

Hypersexuality

Aggression and Control
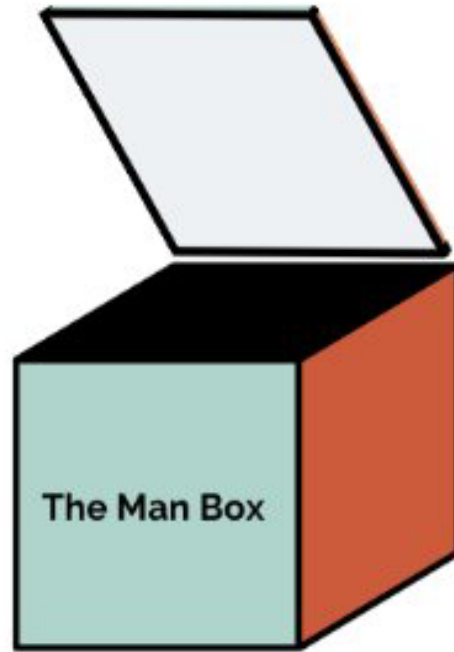
(Paul Kivel, 1998)
(Paul Kivel, 1998; Next Gen Men, 2021)

Femininity – The Woman Box

Acting Delicate and kind

Reliance on men

Physical Attractiveness

The Woman Box

Rigid Femininee Gender Roles

Sexual, but not too sexual

Heterosexuality or Incidental Homosexual Behavior for the Pleasure of Male Viewers

Passive Nature and Submission
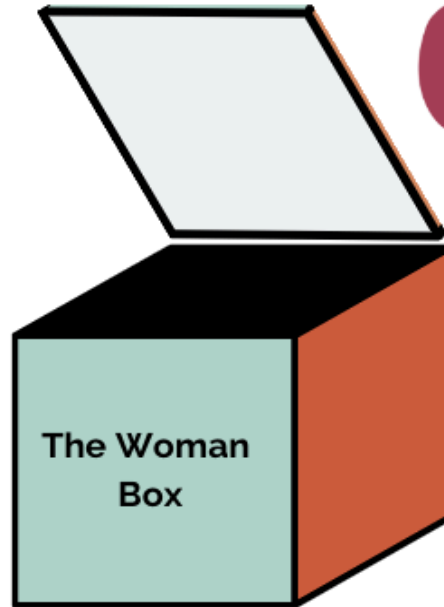
Transgender

▶ Transgender persons have been documented in many indigenous, Western, and Eastern cultures and societies as early as 4500 years ago

▶ Map of Gender Diverse Cultures

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Transcender

▶ Some (but not all) transgender people experience **gender dysphoria**

▶ Some (but not all) transgender people choose to align their bodies with their gender identity through the use of hormones or surgery

▶ Transgender people often face social, legal, medical and financial barriers, especially when transitioning

Types Of Dysphoria

Social — Discomfort with presenting socially as your birth-gender

Body — Discomfort with your body being of a different gender

Mind — Discomfort with your mind and emotions not lining up with your gender identity

Onlymyhealth

19
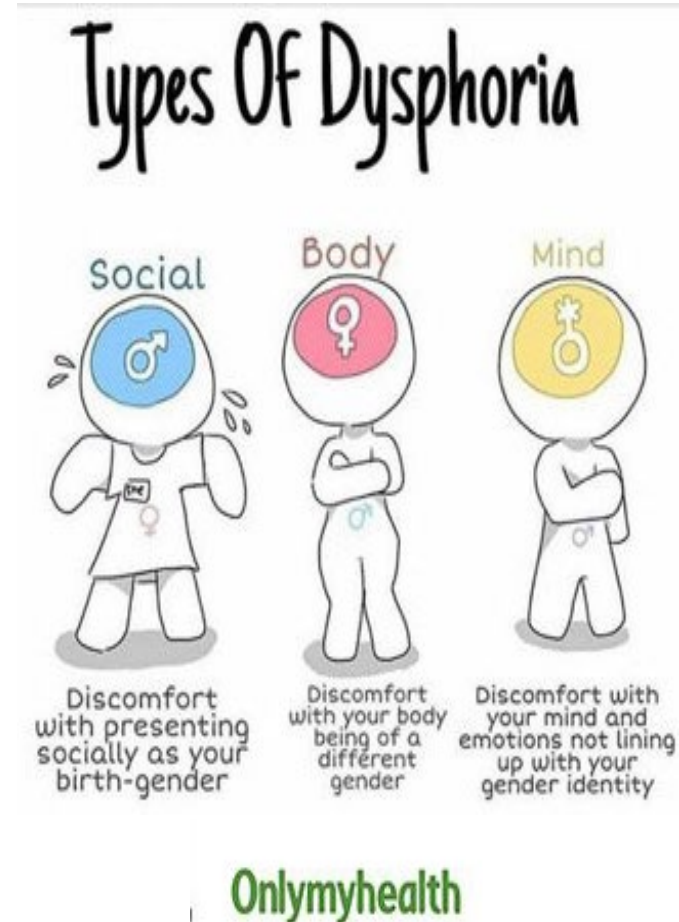
Non-binary

- Non-binary --> not just two gender choices
- Before non-binary, the term **genderqueer** was used
- Some non-binary people identify as transgender, but some do not
- Not all non-binary people use they/them pronouns
- Not all non-binary people are **androgynous**

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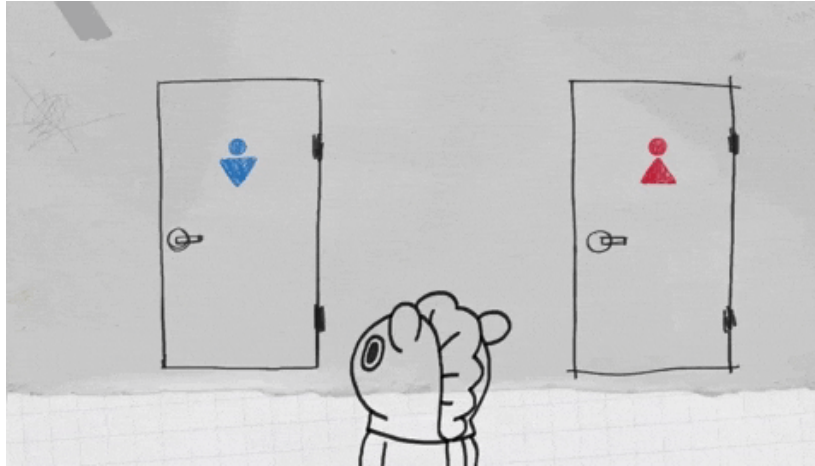
Reflection:

▶ What are some ways that you affirm your gender?

SHANIA TWAIN
MAN! I FEEL LIKE A WOMAN

Gender Affirmation

Social

- Pronouns and Name
- Physical Appearance
- Clothing

Legal

- Changing legal names on
  - Birth certificate
  - Social Security Card
  - Medical records
  - Driver's License/State or City ID

Medical

- "Soft" Affirmation
  - Puberty Blockers
  - Hormone therapy

- "Hard" Affirmation
  - Gender affirming surgery

Pronouns, explained

- **Pronouns are the terms we use to describe and refer to people without using their names. Nearly everyone uses pronouns!**

- **Common gendered pronouns include:**
  - She/her/hers
  - He/him/his

- **Common gender neutral pronouns include:**
  - They/them/theirs
  - Ze/hir/hirs

- Some people use both gendered and gender neutral pronouns, like he/they, she/they

- Some people prefer to only be addressed by name or by their title. This is common in some cultures where pronouns are not used as often.
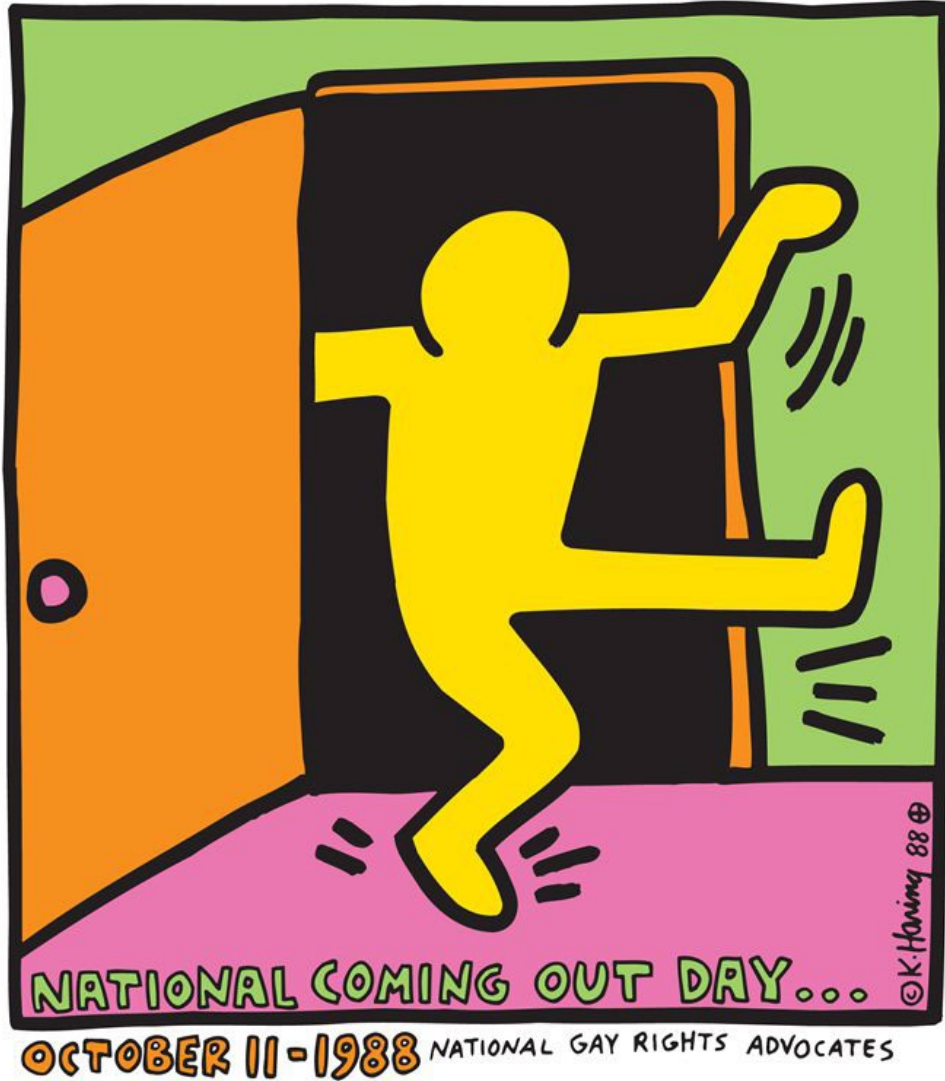
Coming out

- Coming out is a declaration of identity. It involves disclosing your sexual orientation, gender identity, or both to friends, family members, coworkers, strangers, etc.

- Coming out has no timeline or rules.

- Some people are "loud and proud". Some people are only out to their friends, but not their family. Some people are out only in some settings. Some people never come out.

- For many LGBTQIA+ people, coming out can be a dangerous and scary process.

Reflection

- Overt Heterosexism – "Heterosexuality is the superior sexuality"
- Subconscious Heterosexism – "I'm not homophobic – I have gay/lesbian/bi friends…"
- Justification – "If LGBTQ people can just look/act a certain way…."
- Denial – "I don't mind if you're gay/lesbian/bi, just don't flaunt it"
- Straight Savior – "I will help the LGBTQ community but only if I'm recognized for it."
- "Aware" Justification - "If we can't use 'gay' in a derogatory way then they shouldn't either"
- Awareness – "My experiences as a straight person is drastically different than an LGBT person"
- Allyship – "Systemic heterosexism is very real and needs to be ended"
- Advocate – "I'm not LGBTQ but I can use my voice to speak up for others who are."
- Accomplice – "I will make space for LGBT people"

Challenges faced by LGBTQIA+ Youth

- **Bullying**
  - Between 78 percent and 86 percent of LGBT students experience verbal harassment in their schools because of their sexual orientation or gender identity.

- **Family Rejection**
  - Half of LGBT youth experience a negative reaction from their parents when they come out of the closet and disclose their sexual orientation or gender identity.

- **Homelessness**
  - Between 20 percent and 40 percent of homeless youth are LGBT

- **Mental Health**
  - Nearly one-third (29%) of LGB youth had attempted suicide at least once in the prior year compared to 6% of heterosexual youth.
  - 52% of all transgender and nonbinary young people in the U.S. contemplated suicide in 2020 (The Trevor Project)

Challenges faced by LGBTQIA+ Youth – COVID-19

- During the COVID-19 pandemic, many people lost their "third places" and "second places"; "first place" becoming our only place
  - First place – Home
  - Second place – Work
  - Third place - Churches, cafes, clubs, public libraries, gyms, bookstores, and parks
- The pandemic has resulted in fear, social isolation, and loneliness as well as a lack of access to community groups, all of which can worsen anxiety, depression, and suicidality for the LGBTQ+ population (Holloway et al., 2021; Pedrosa et al., 2020).
- LGBTQ households are more likely than non-LGBTQ households to face wage decreases, job losses, serious financial problems, issues accessing healthcare, and increased challenges navigating at-home learning for their children as a result of COVID-19. These challenges are especially true for Black and Latinx people and LGBTQ people living in the South and the Midwest U.S. (Movement Advancement Project, 2020)

shaka

im probably nonbinary but i have a job so idrc about that rn

05:29 · 02/08/2022 · Twitter for iPhone

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Making Mistakes

Everyone makes mistakes, especially when we are learning something new.

▶ **Outing** - Identifying someone as LGBTQIA+ without their consent

▶ **Misgendering** - Referring to someone by the wrong gendered terms, eg. using she for someone who uses they

▶ **Deadnaming** - Referring to someone by their name assigned at birth or a name used previously (eg. Maiden name) after it is no longer used

▶ **What should I do if I out, misgender or deadname someone?**

  o **Apologize**

  o **Thank them for correcting you**

  o **Do better next time**

Being an Ally

- Learn
  - Learn about [LGBTQIA2S+ identities and experiences](#) (The Trevor Project)
  - Familiarize yourself with your [state's laws regarding LGBTQIA2+ students](#) (ACLU)
- Create supportive spaces
  - Develop and maintain environments where LGBTQIA+ people feel comfortable and supported
- Respect
  - Ask questions, but understand that the person may not be comfortable answering

Inclusive Language

We can make LGBTQIA+ students feel valued and seen in the classroom even in states with anti-LGBTQIA+ laws

▶ Offer opportunities for students to learn about pronouns and share theirs. NEVER pressure a student into revealing their pronouns.

▶ Utilize "y'all" or "you all" as a gender neutral group greeting

▶ Consider replacing "she" or "he" in lesson examples with "they" or "you"

▶ Use words like "partner" instead of "boyfriend" or "girlfriend".

▶ Avoid assuming a person's gender or sexual orientation.

▶ Be aware of and avoid microaggressions

Who Are You?: Identity Mapping Exercise
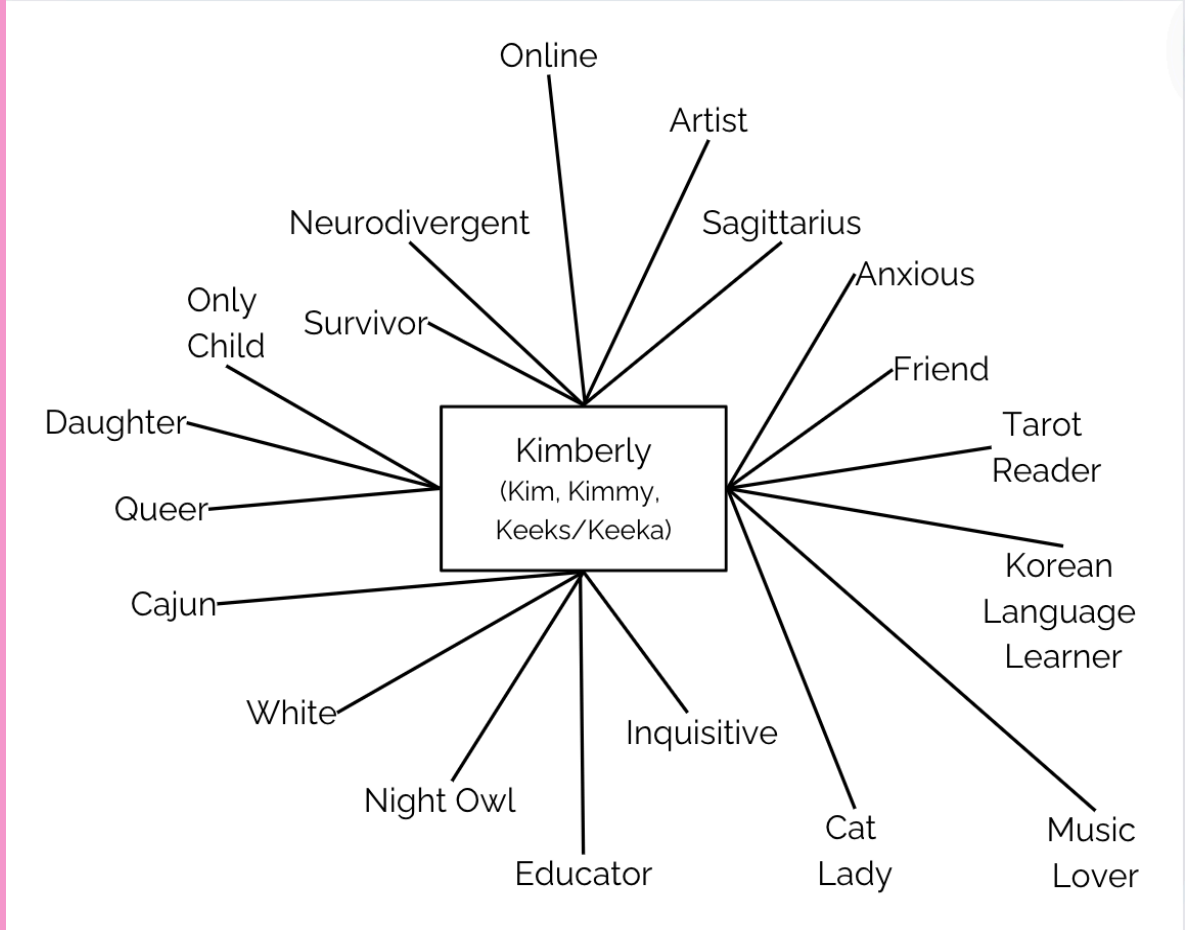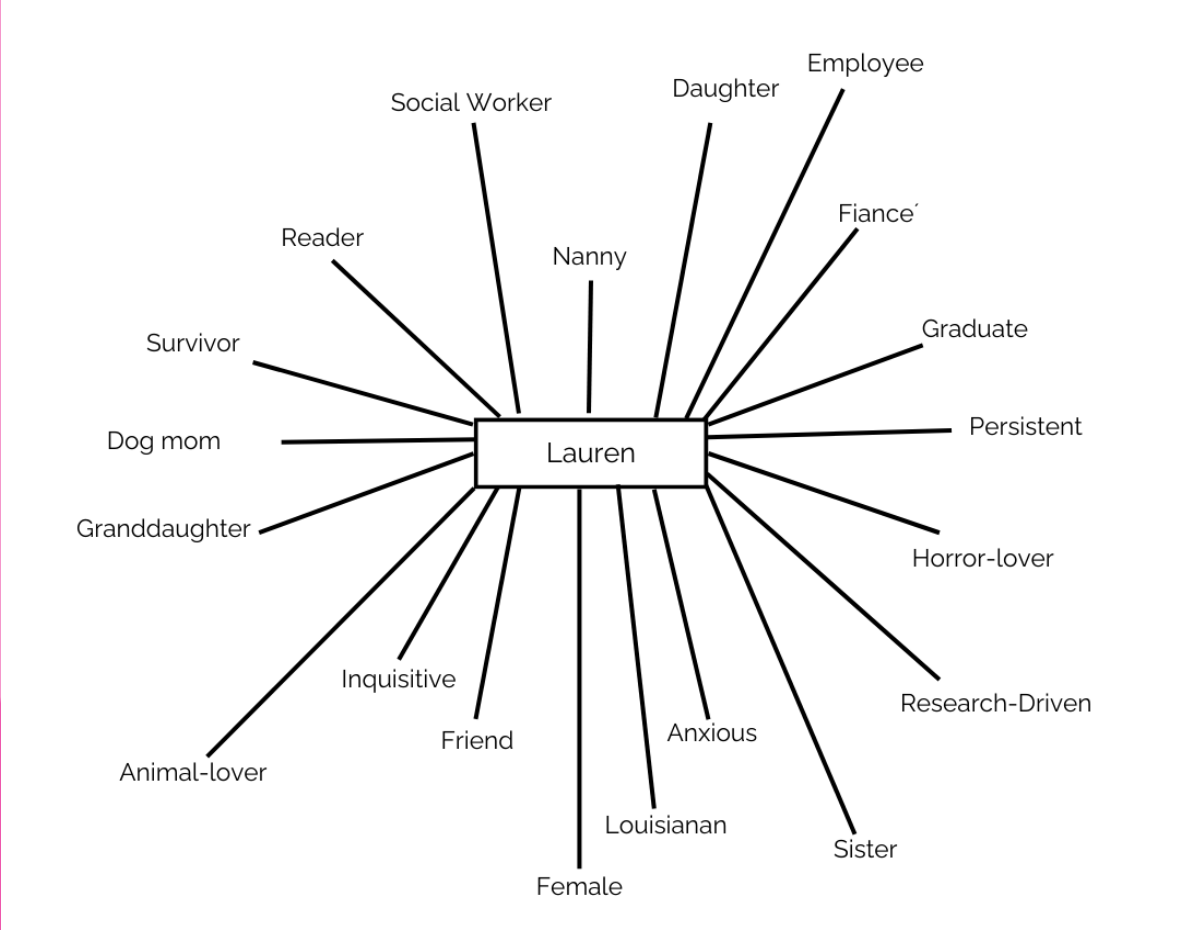
Identity Exploration Exercise
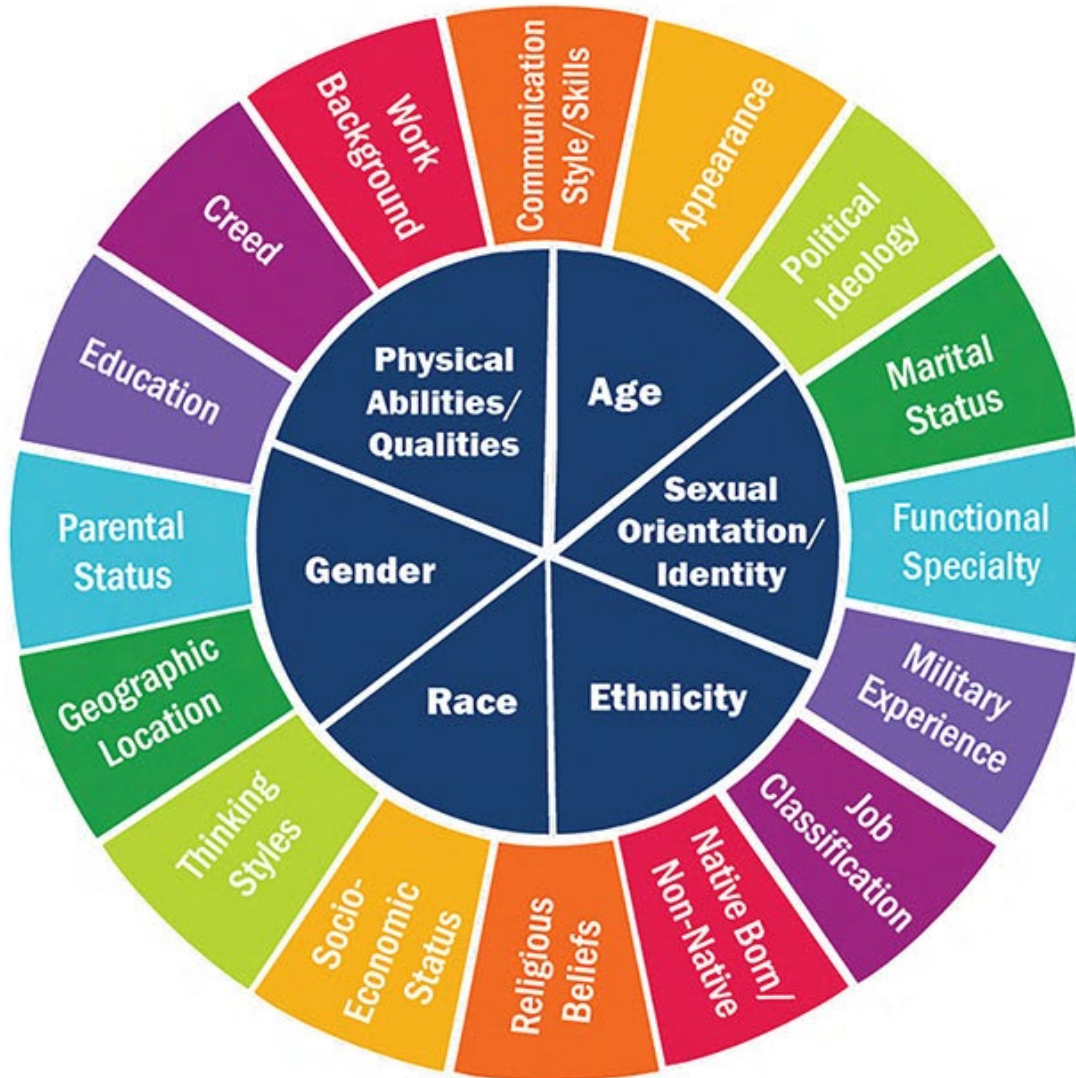
Consider the following questions while looking at the wheel:

- Which identities do you think about most often?

- Which identities do you think about least often?

- About which of your identities would you like to learn more?

- Which identities have the strongest effect on how you perceive yourself?

- Which identities have the greatest effect on how others perceive you?

Where Can You Be Yourself?

▶ There are probably some aspects of your life that you didn't include in this exercise.

▶ Using the identity exploration exercise to identify spaces where you can fully, truly be yourself.

▶ Community brings us a sense of belonging

References/Resources

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▶ University of Northern Colorado. (n.d.). Pride flags. The Gender and Sexuality Resource Center. https://www.unco.edu/gender-sexuality-resource-center/resources/pride-flags.aspx

▶ Jones, J. M. (2024, April 3). "LGBTQ+ identification in U.S.. now at 7.6%." Gallup.com. https://news.gallup.com/poll/611864/lgbtq-identification.aspx%E2%80%8B

▶ Blackless M, Charuvastra A, Derryck A, Fausto-Sterling A, Lauzanne K, Lee E. How sexually dimorphic are we? Review and synthesis. Am J Hum Biol. 2000 Mar;12(2):151-166. doi: 10.1002/(SICI)1520-6300(200003/04)12:2<151::AID-AJHB1>3.0.CO;2-F. PMID: 11534012.

▶ Kivel P, 1998. Men's Work: How to Stop the Violence. Hazelden Publishing, Center City, MN.

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▶ Movement Advancement Project. December 2020. The Disproportionate Impacts of COVID-19 on LGBTQ Households in the U.S. www.lgbtmap.org/2020-covid-lgbtq-households.

Thank You!
Please reach out with any questions!

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Session Evaluation

Please complete a brief evaluation form for all workshop, forum and networking sessions by scanning the following QR code or visiting the following link:

https://bit.ly/2024Evaluations