

A large number of colorful balloons in various colors (red, orange, yellow, green, blue, purple, pink, and teal) are floating against a clear blue sky. The balloons are scattered across the frame, with a higher concentration in the center and right side. The overall mood is celebratory and joyful.

LGBTQ+ Cultural Competency for Higher Education

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Access Note

Please use this space as you need or prefer.

Sit in chairs or on the floor, stand, pace, rock, doodle, move around, or come in and out of the room.





Learning Objectives

- Introduce the Pride Center and its mission
- Define terminology and describe concepts associated with LGBTQ+ populations
- Describe the way in which marginalization and discrimination impacts the lives of LGBTQ+ students and faculty
- Identify ways to improve your school's environment and best practices



WHO
WE
ARE



Pride Center of WNY

- Established in 2001
- 501(c)(3) non-profit organization
- Affiliate of Evergreen Health
- Serves 8 counties of WNY

The mission of the Pride Center is to work with the community to make Western New York a safe, healthy, satisfying place for LGBTQ+ people to live, work, and establish their families.

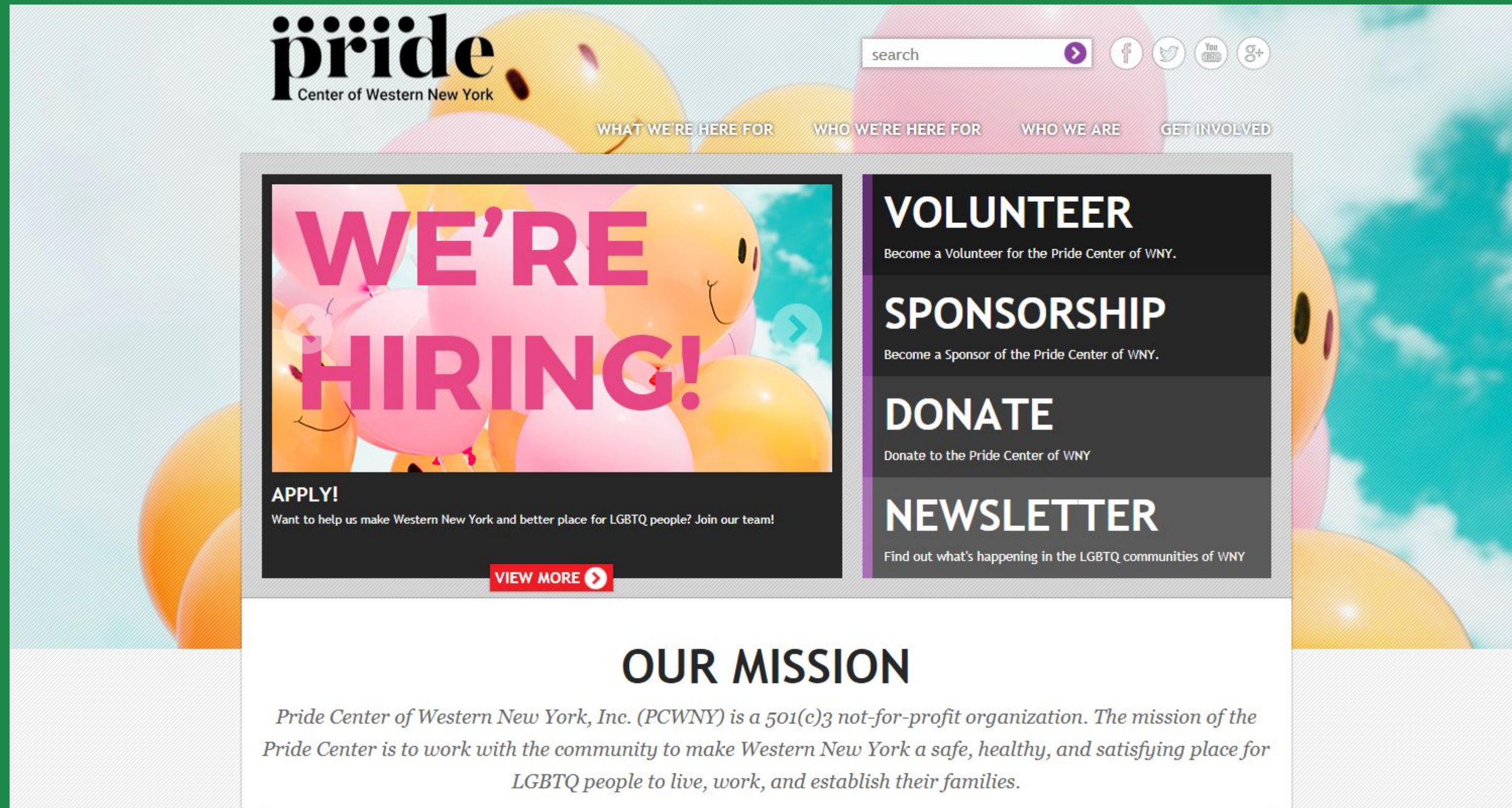
OUR SERVICES INCLUDE:

- Sexual health education & prevention
- Advocacy & inclusion
- Aging
- Training & consulting
- Social/networking events
- Resources & referrals

HIV PREVENTION:

- Education campaigns
- Rapid HIV testing/mobile testing
- STI testing
- Sexual health workshops
- Support services
- Free condoms
- PrEP referrals

www.pridecenterwny.org



LGBTQ

An acronym for Lesbian, Gay, Bisexual, Transgender, and Questioning/Queer

Often used to describe all sexual and gender minorities

Diversity within each group

- Race and ethnicity
- Socioeconomic status
- Geographic location
- Age

Other variations include
LGBT, LGBTQ+, LGBTQIA2+



+ = Everyone Else!

- **Definitions and identities are numerous and ever evolving**
- **Greater media representation**
- **"Safer" to come out**
- **Everyone's identity is personal and should be respected**





Sex v. Gender

Sex and gender are different, yet both words are often used interchangeably

Sex

What you're born with – the genetics that make you, you

- **Chromosomes – XX (female), XY (male), XXY and 54+ other variations (intersex)**
- **Physical characteristics (sex organs, genitalia)**
- **Some secondary sex characteristics developed during puberty can change**

← MALE — INTERSEX — FEMALE →

I = Intersex

A term used for people who are born with external genitalia, chromosomes, or internal reproductive systems that differ from the binary male/female

- Hermaphroditism
- Disorders of Sex Development (DSD)
- As common as being a redhead or having green eyes



Photo: Jody Rogac for the Observer

Gender

***multiple concepts are at play when discussing gender**

Gender identity: who you are regardless of what your body looks like or appears to be

Gender expression: how you show your identity through appearance and behavior to the world

Gender role: that part of behavior that is influenced by society's expectation of what is gender appropriate

Attribution: how others perceive and assume gender

← MAN — TRANSGENDER — WOMAN →

Exploration of Transgender Identities and Experiences

Transgender: “across from, through, or beyond”

A person whose gender identity or gender expression differs from the gender assigned to them at birth

Cisgender: “on this side of”

A person whose gender identity or gender expression matches the gender assigned to them at birth

TRANSGENDER UMBRELLA

TRANSGENDER UMBRELLA

TRANSEXUALS

TRANSVESTITES

FTM/TRANSMAN

GENDER NON-CONFORMING

MASCULINE WOMAN

GENDER VARIANT

ANDROGYNOUS PEOPLE

THIRD GENDER

FEMININE MAN

MTF/TRANSWOMAN

GENDER FLUID

PANGENDER

AGENDER

GENDER QUEER

CROSS DRESSING PEOPLE

DRAG KINGS/DRAG QUEENS

NON-BINARY PEOPLE

Gender Grammar

Problem	Correction	Reason
"transgendered" (adjective)	transgender	Only adjectives that are derived from nouns and/or verbs (unlike transgender) end in "ed."
"intersexed"	intersex	Only adjectives that are derived from nouns and/or verbs (unlike intersex) end in "ed."
"transgendered" (verb)	transition	Only verbs can have "ed" added onto the end of the word to become a participle. Transgender is an adjective, not a verb. One does not "transgender," they transition.
"a transgender," "transgenders"	a transgender person, transgender people	Transgender is not a noun. "Jake is a transgender" is not only grammatically incorrect, but can be offensive.
"sex change," "sex reassignment surgery," "gender reassignment surgery"	gender affirming surgery, genital reconstruction surgery, genital reassignment surgery	Surgery does not change one's sex or gender, only genitalia.

t transstudent

f /transstudent

@transstudent

Design by Landyn Pan

For more information,
go to transstudent.org/graphics

TSER
Trans Student Educational Resources

You've just met Joe

*You wouldn't
ask him
how he
has sex...*

*...so why would
you if you knew
he was
transgender?*

blackandyellowdoodles.tumblr.com

END TRANSPHOBIA

</transphobia>

LGBT EQUALITY WORLD WIDE

You've just met Liz

*You wouldn't
ask her
about her
genitals...*

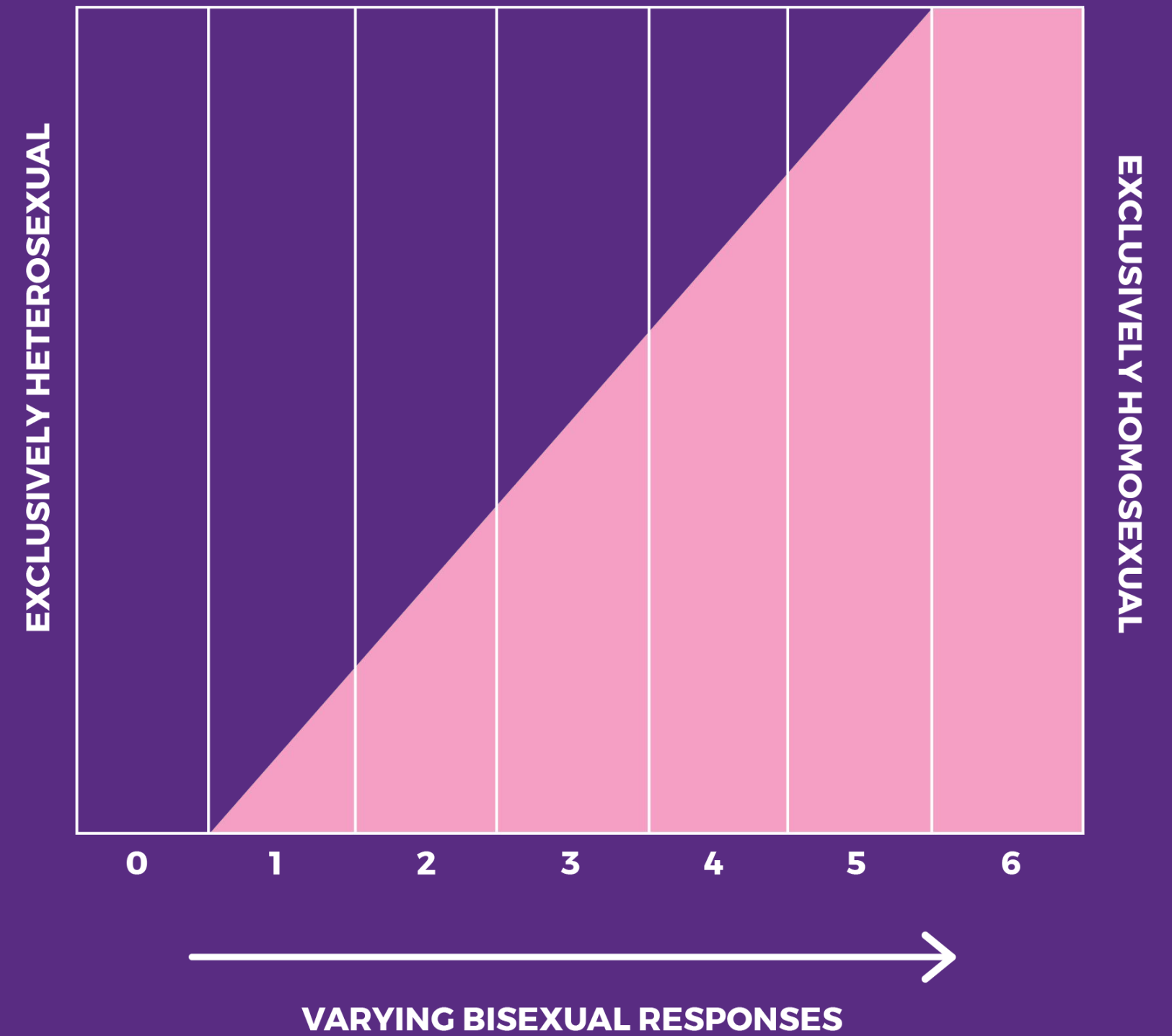
*...so why would
you if you knew
she was
transgender?*

blackandyellowdoodles.tumblr.com

END TRANSPHOBIA

</transphobia>

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Sexuality

Sexuality

ATTRACTION/ORIENTATION:

To whom you are attracted

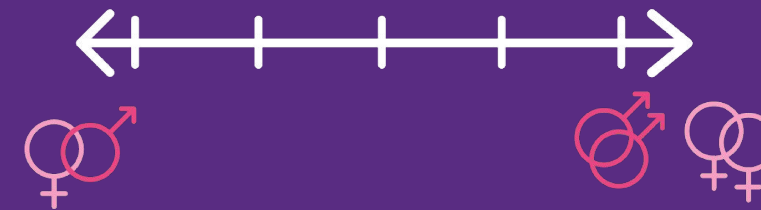
SEXUAL BEHAVIOR:

Who you choose to have sex with

SEXUAL IDENTITY:

**A label you choose to call yourself
to tell others what you want them
to understand**

SEXUAL IDENTITY



SORT OF ACCURATE



MORE ACCURATE

A = Asexual

A person with very little to no sexual feelings or desires

- Can be romantically or emotionally attracted to other people
- 1% of the population



Photo: Steven Dewall

behavior ≠ identity ≠ orientation

- People in relationships despite suppressed desires
- Sex work
- Circumstantial homosexuality
- Stigma/culture/safety



Why are LGB and T lumped together?

If lesbian, gay, and bisexual are sexual orientations and transgender has to do with gender identity, then why are they grouped together?

LGB

T



Discrimination

- Often based on gender expression
- Individuals not adhering to conventional norms

[video](#)



Current Protections

- SONDA
- GENDA
- DASA
- FERPA
- Title IX
- ENDA



Multiple Minority Factor

Intersectionality matters

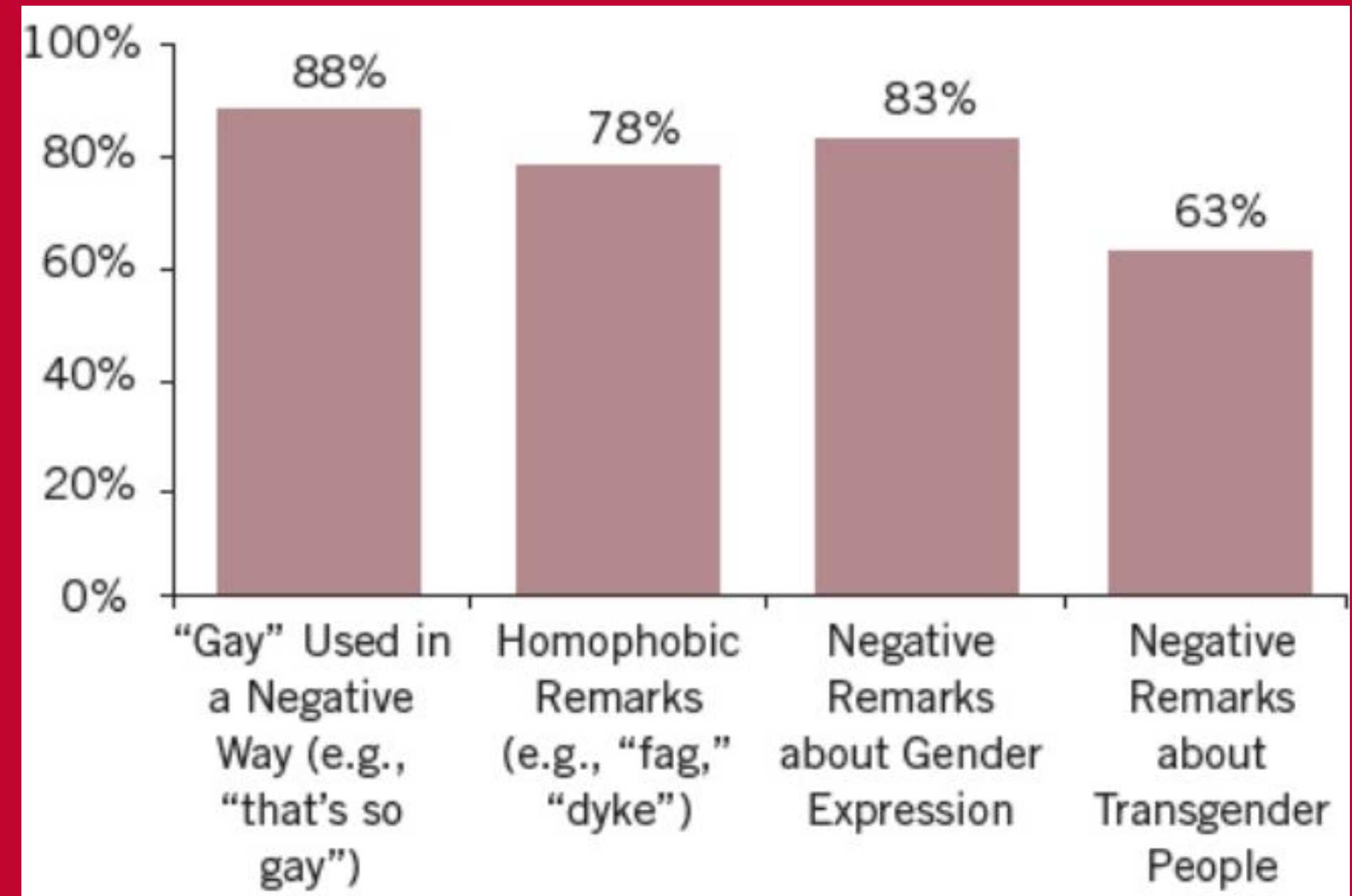


LGBTQ+ Students

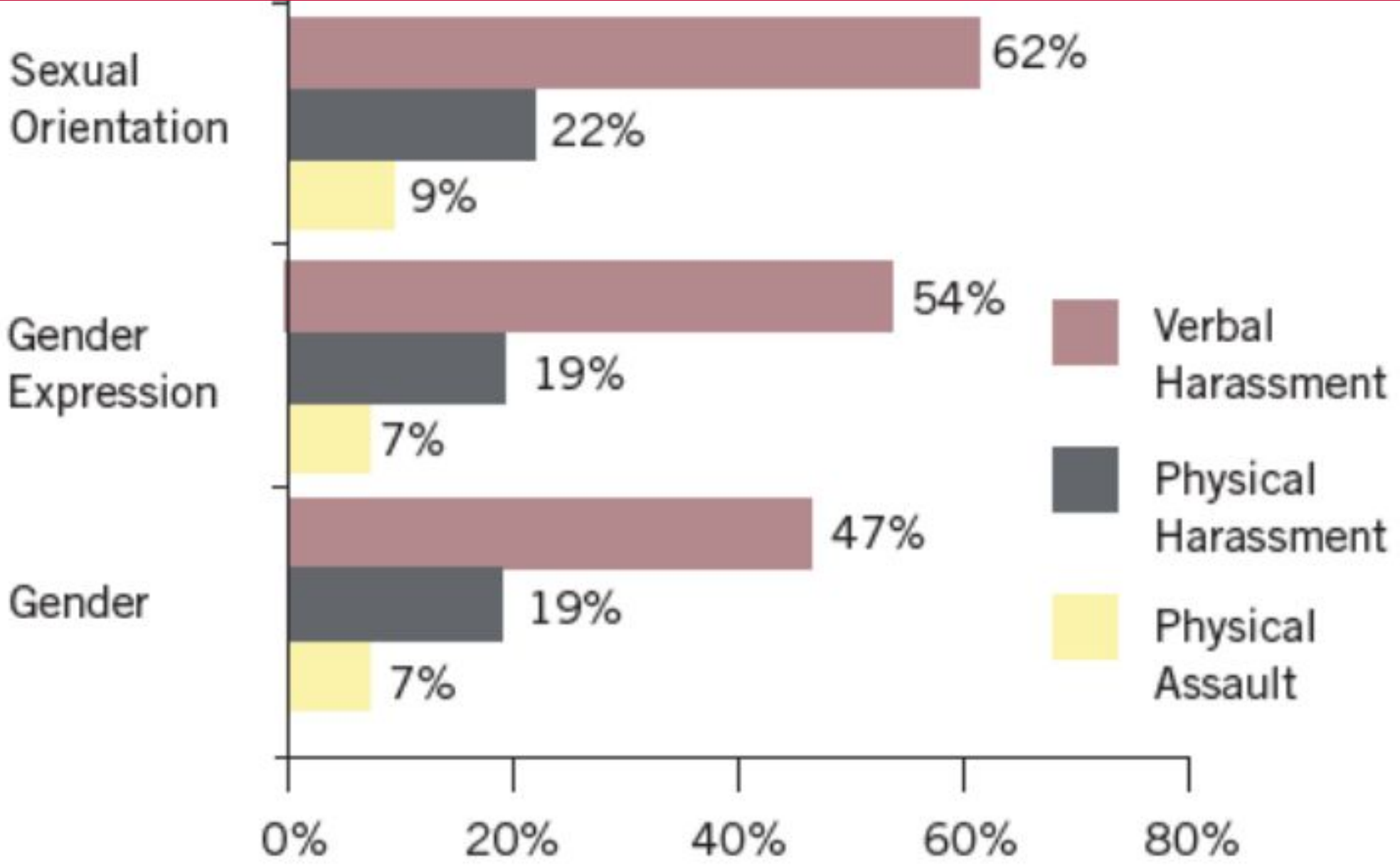
GLSEN School Climate Survey
(2017)

- ~23,000 students from across the country (~1,000 from NY)
- Mostly public secondary schools

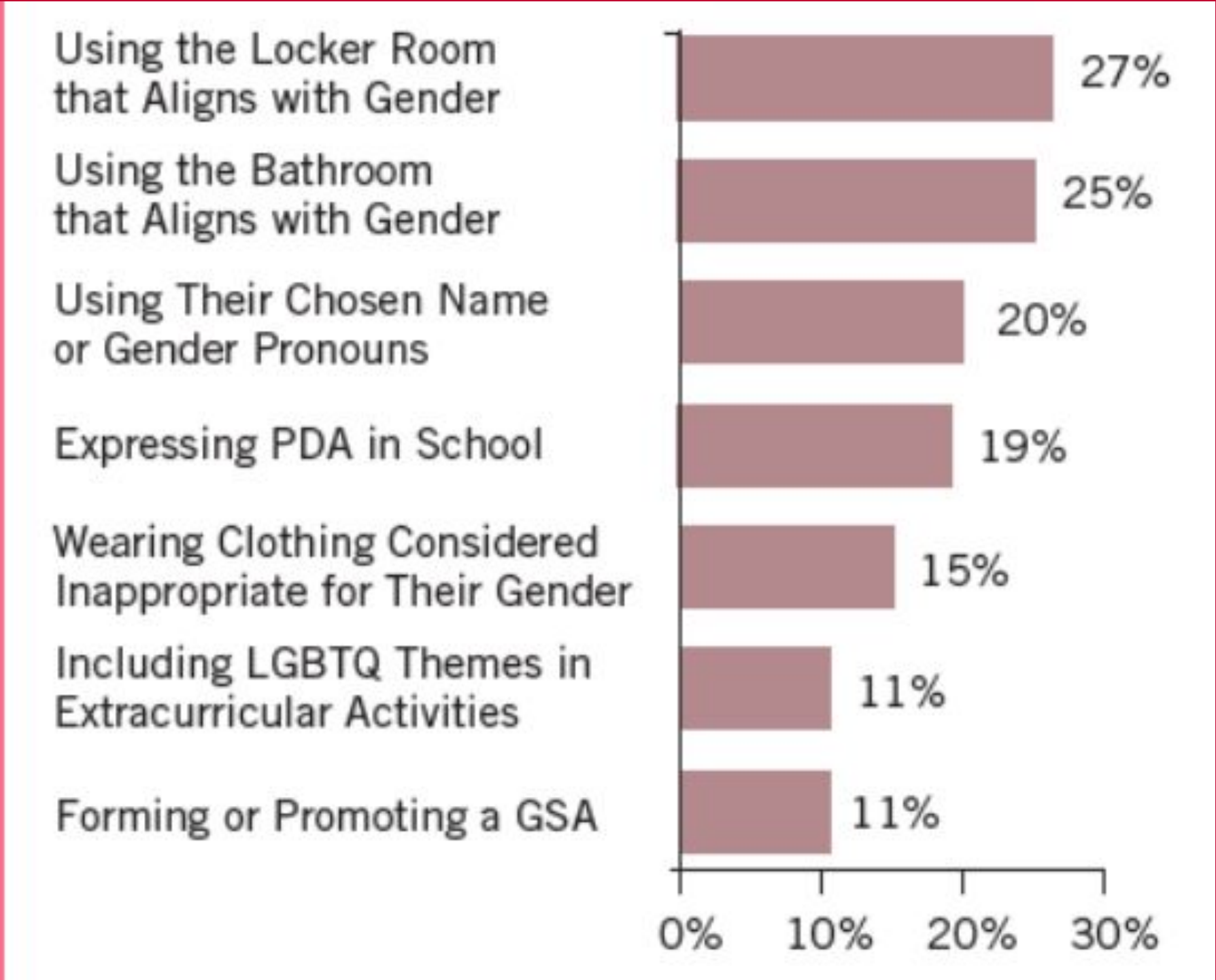
The vast majority of LGBTQ+ students in NY regularly heard anti-LGBTQ+ remarks



Most LGBTQ+ students in NY experienced anti-LGBTQ+ victimization at school



LGBTQ+ students that were prevented from...





School-based harassment can lead to:

- Lower grades
- Mental health issues (suicide, self-harm)
- Higher rates of
 - Homelessness
 - Teen pregnancy
 - Disordered eating

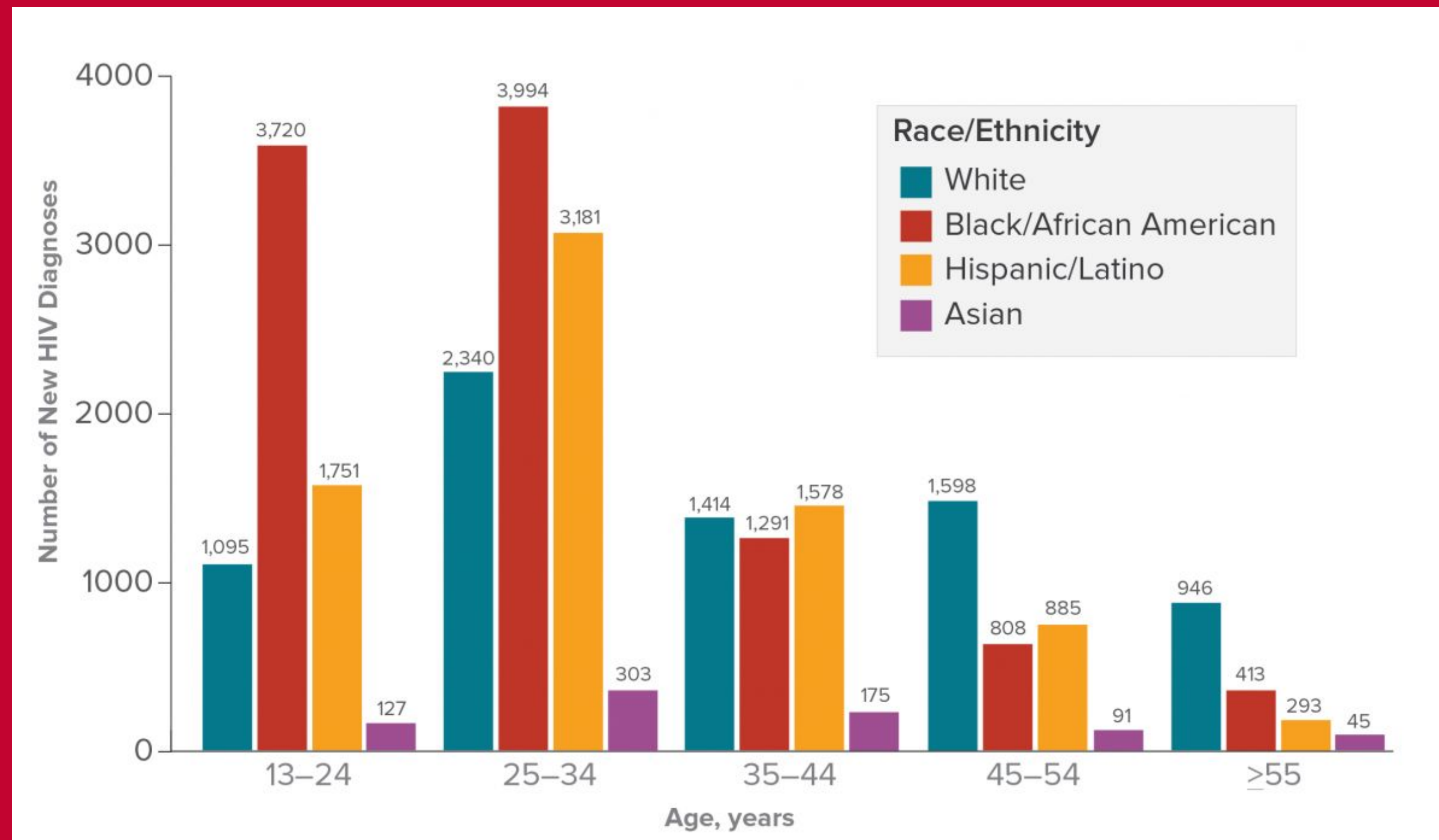


U=U

Undetectable = Untransmittable

HIV

- 1.2 million Americans living with HIV
- 40,000 new cases of HIV annually in the U.S.
- MSM = 66% new infections, yet < 3% of GP
- Prevention – condoms, PrEP, PEP





Physical/Emotional Concerns of LGBTQ+ College Students

- Access, comfort & trust
- Coming out
- Healing from oppression
- Coping with mental health

Is College More Dangerous for LGBTQ+ Students?

- $\frac{3}{4}$ surveyed experienced sexual harassment
 - Only $\frac{1}{4}$ reported it
- 9% experienced sexual assault involving penetration (compared to 7% of women)
- TGNB experience the highest rates of rape

Source: Association of American Universities Study on Sexual Assault

- 150,000 respondents from 27 public and private colleges





Employment Discrimination

When identified as gay or lesbian on a resume

Men 40% Women 30%

less likely to receive a call back for an interview

Why would someone purposely identify themselves as LGBTQ?



Supreme Court cases & Title VII

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2015 National Transgender Discrimination Survey

- Triple the rate of unemployment (15%)
- ~1/3 live at or below the federal poverty level
- Due to gender identity/expression:
 - 1 in 6 lost a job in their lifetime
 - 27% were fired, denied a promotion, or weren't hired
 - 15% were verbally harassed, physically attacked, or sexually assaulted at work
 - 77% took steps to avoid mistreatment in the workplace, such as hiding or delaying their gender transition or quitting their job.



GLSEN's study on the impact of Gay-Straight Alliances suggests that such organizations create school environments where all students are less likely to hear homo-/transphobic slurs.

Gender-inclusive messages encourage greater acceptance of diversity and discourage expressing judgements about people based on factors like race, class, sexuality, gender, family structure, ethnicity, and religion.



A campus that can pledge its support of faculty and students stands to benefit hugely

- **Creating a sense of empowerment among students and faculty**
- **Setting a standard that can pave the way for change**



How to be Affirming and Inclusive

LGBTQ-Tolerant
LGBTQ-Sensitive
LGBTQ-Affirmative

5 Tips for Being an Ally



When greeting others, be mindful of language.

Consider

“Thanks, **friends**.
Have a great
night.”

“Good morning,
folks!”

“Hi, **everyone!**”

“And for **you?**”

“Can I get
you **all**
something?”

Why?

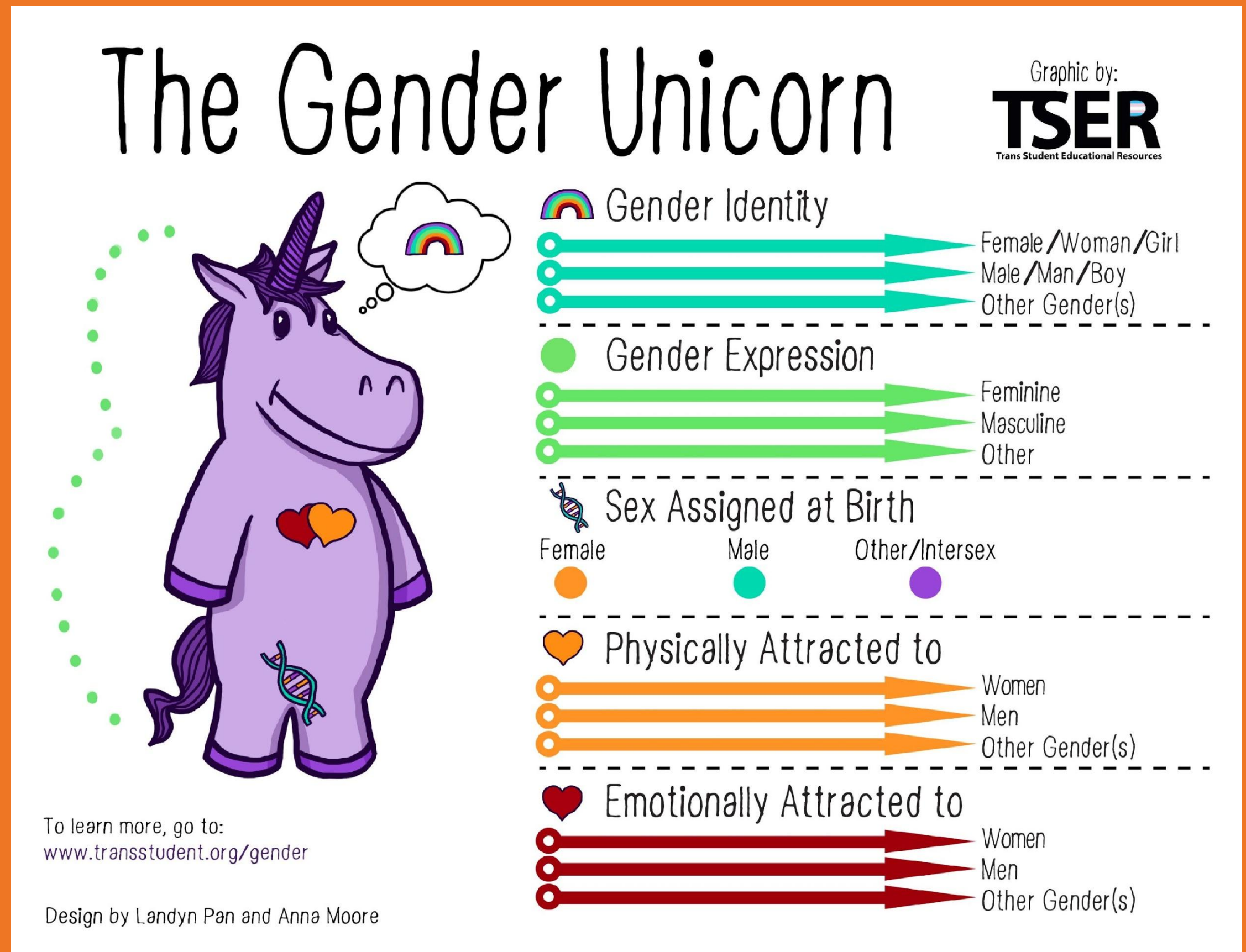
Shifting to gender-inclusive language respects and acknowledges the gender identities of all people and removes assumption.

Based on Toni Latour's "Hello there" cards.

Learn more at qmunity.ca

Visibility

- Website, print materials
- Posted policies
- Wall art, magazines
- Stickers, pins, posters for individuals
- Gender-inclusive bathrooms



Documentation

- **Registration forms**
- **Planning documents/protocols**
- **Gender v sex assigned at birth**
- **Ask pronouns and affirmed name**



	Subject	Object	Pronoun	Pronunciation
Gender Binary	she	her	hers	as it looks
	he	him	his	as it looks
Gender Neutral	they*	them*	their*	as it looks
	ze	hir	hirs	zhee, here, heres
	ze	zir	zirs	zhee, zhere, zheres
	xe	xem	xyr	zhee, zhem, zhere

**used as singular*



Merriam-Webster

@MerriamWebster



'Mx.' is a gender-neutral honorific for those who don't wish to be identified by gender. It's now in the Unabridged.

~~Mr.~~ ~~Ms.~~

How to Ask Questions

- Confidentiality
- Responding to an error



Advocating for students and coworkers

- See something, say something
- Knowledge of policies/laws that apply



Partnering with community

- Develop a LGBTQ- friendly referral list
- Work with LGBTQ staff and student groups
- Partner for outreach
- Invite LGBTQ people onto advisory boards
- Participate in LGBTQ events



Know Your Resources

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Questions?

