



Safe Zone Training


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Outline

- Policy
- Gender 101: Basic definitions
- Intersectional complications
- Institutional obstacles
- Learning to be a better ally and advocate

Policy

West Virginia University is committed to fostering a diverse and inclusive culture by promoting diversity, inclusion, equality, and intercultural and intercommunity outreach. Accordingly, the University does not discriminate on the basis of race, color, national origin, ancestry, age, physical or mental disability, marital or family status, pregnancy, veteran status, service in the uniformed services (as defined in state and federal law), religion, creed, sex, sexual orientation, genetic information, gender identity, or gender expression in the administration of any of its educational programs, activities, or with respect to admission or employment. This Policy sets forth how



Gender 101: Basic Definitions

Definitions

- “LGBTQ+” is just a start.
- Gender: humans have at least 5 chromosomal genders. Other genome and hormonal diversities mean there are many more possibilities for gender than two. Children begin to think about their gender identity around ages 2-4.
- Cisgender people identify as the same gender attributed to them at birth.

LGBTQ is an acronym

meant to encompass a whole bunch of diverse **sexualities** and **genders**. Folks often refer to the Q (standing for “queer”*) as an **umbrella term**, under which live a whole bunch of identities. This is helpful because **lesbian, gay** and **bisexual** aren’t the only marginalized sexualities, and **transgender** isn’t the only gender identity. In fact, there are many more of both!



Definitions

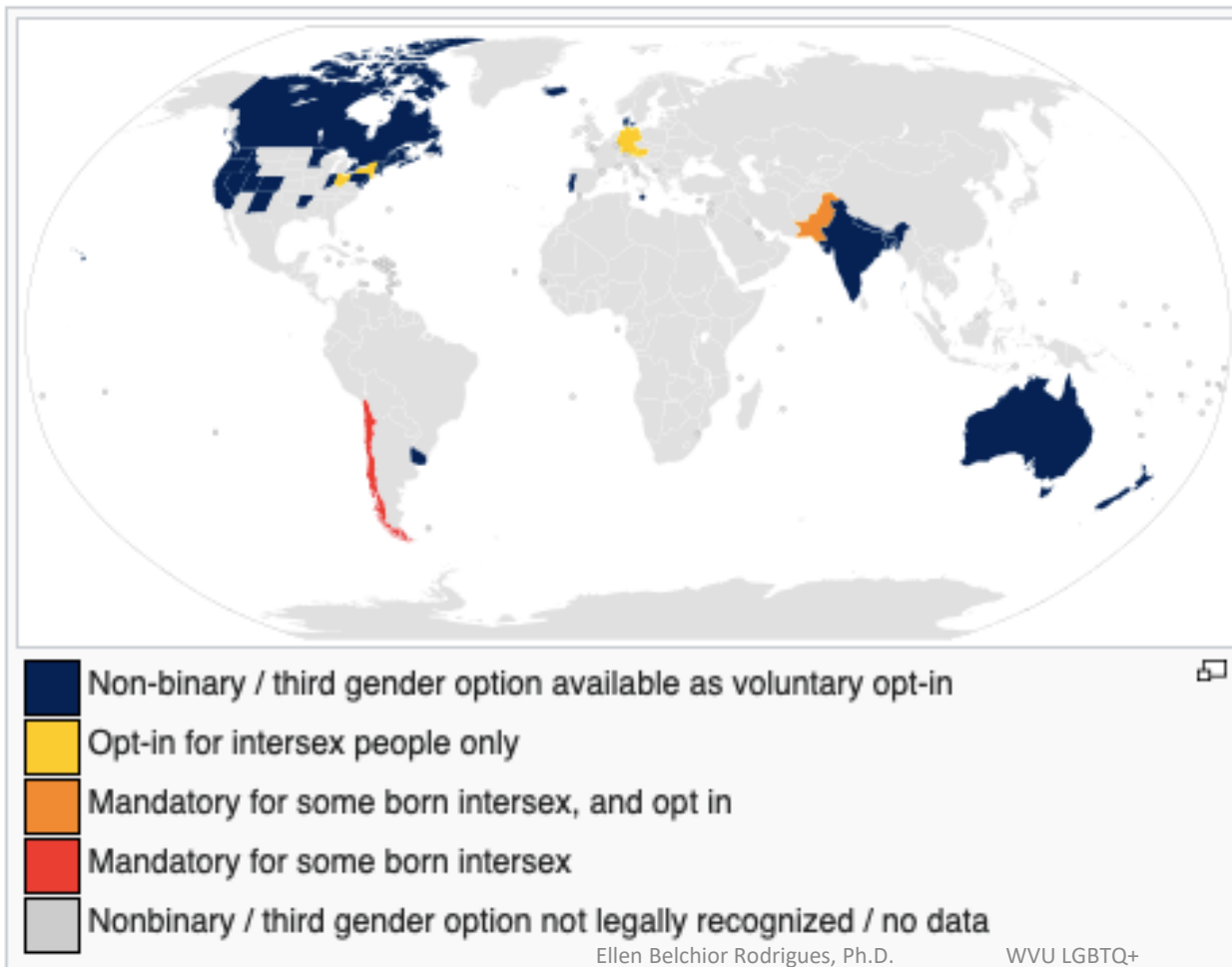
- Transgender may be an umbrella term to cover people whose gender identity does not match the sex assigned to them at birth.
- Nonbinary people do not identify as male or female, finding the gender binary inadequate.
- Intersex people are born with variations in gender beyond binary. 1.7% of population.

Other definitions

- Ally
- Asexual
- Bisexual
- Coming out
- Gender expression
- Gender identity
- Heteronormativity
- pansexual
- Passing
- Queer
- Questioning
- Biological sex
- Biphobia
- Lesbian
- Transgender
- Cisgender

Legal recognition of non-binary gender

Multiple countries legally recognize non-binary or third gender classifications.



- Argentina
- Austria
- Australia
- Canada
- Denmark
- Germany
- Iceland
- India
- The Netherlands
- Nepal
- New Zealand
- Pakistan
- Thailand
- United Kingdom
- United States
- Uruguay

AVOID SAYING... **SAY INSTEAD...**

WHY?

EXAMPLE

"Hermaphrodite"	"Intersex"	Hermaphrodite is a stigmatizing, inaccurate word with a negative medical history.	"What are the best practices for the medical care of intersex infants?"
"Homosexual"	"Gay"	"Homosexual" often connotes a medical diagnosis, or a discomfort with gay/lesbian people.	"We want to do a better job of being inclusive of our gay employees."
"Born female" or "Born male"	"Assigned female/male at birth"	"Assigned" language accurately depicts the situation of what happens at birth "-bodied" language is often interpreted as as pressure to medically transition, or invalidation of one's gender identity	"Max was assigned female at birth, then he transitioned in high school."
"Female-bodied" or "Male-bodied"	"Assigned female/male at birth"	"Assigned" language accurately depicts the situation of what happens at birth "-bodied" language is often interpreted as as pressure to medically transition, or invalidation of one's gender identity	"Max was assigned female at birth, then he transitioned in high school."
"A gay" or "a transgender"	"A gay/transgender person"	Gay and transgender are adjectives that describe a person/group	"We had a transgender athlete in our league this year. "
"Transgender people and normal people"	"Transgender people and cisgender people"	Saying "normal" implies "abnormal," which is a stigmatizing way to refer to a person.	"This group is open to both transgender and cisgender people."
"Both genders" or "Opposite sexes"	"All genders"	"Both" implies there are only two; "Opposite" reinforces antagonism amongst genders	"Video games aren't just a boy thing – kids of all genders play them."
"Ladies and gentlemen"	"Everyone," "Folks," "Honored guests," etc	Moving away from binary language is more inclusive of people of all genders	"Good morning everyone, next stop Picadilly Station."
"Mailman," "fireman," "policeman," etc.	"Mail clerk," "Firefighter," "Police officer," etc.	People of all genders do these jobs	"I actually saw a firefighter rescue a cat from a tree."
"It" when referring to someone (e.g., when pronouns are unknown)	"They"	"It" is for referring to things, not people.	"You know, I am not sure how they identify."

LGBTQ- INCLUSIVE LANGUAGE DOs and DON'Ts

Transgender population

- .6% or 1.5 million people in the U. S. are transgender.
- ~ 150,000 transgender youth in schools
- 2008: 8% of people surveyed knew a transperson
- 2015: 16%
- **Transition/Affirmation/Confirmation** is the process by which transpeople can shape their bodies and find recognition for their identities. The term “transition” is also still used but *confirmation* reflects the initial misrecognition of their gender at birth.

Source: The Williams Institute - UCLA

Affirmation, confirmation, and transition



Social: many states require that a person go through some period of **social transition** prior to medical approval for hormonal or surgical transition.



Hormonal: The use of hormone blockers can help a trans youth reach age of consent for treatment.



Surgical: People make their own decisions about the forms of surgery they want, if they want any.



Everyone's transition is different, goals may differ, approaches may evolve and revise, like any process of coming to know oneself better.

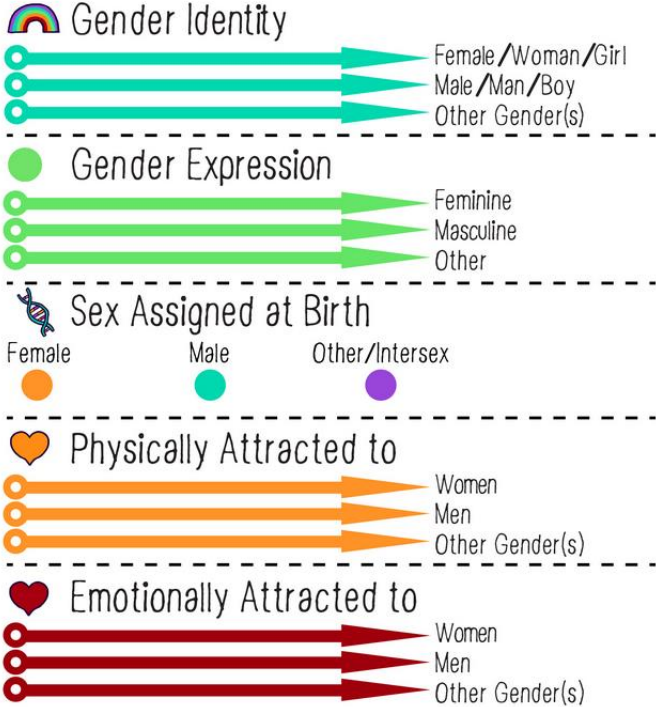
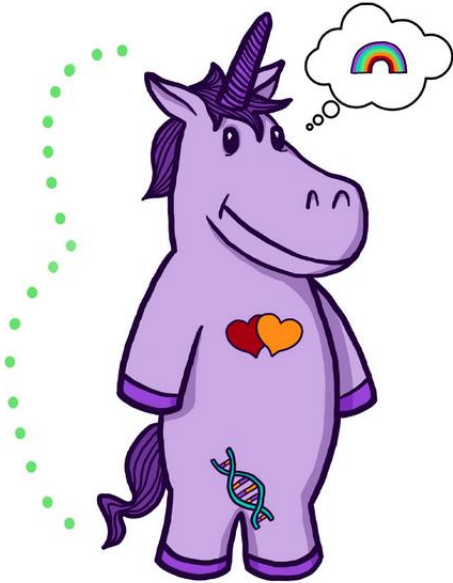
Transgender youth

- WV has a relatively high percentage of transgender youth (13-17).
- Trans youth may identify early and be supported; they may cautiously try to identify early, find no support, and wait to identify later.
- Affirming adults help prevent the stresses associated with gender dysphoria—these may include anxiety, depression, substance abuse, suicide ideation and suicide.

Gender Identity

The Gender Unicorn

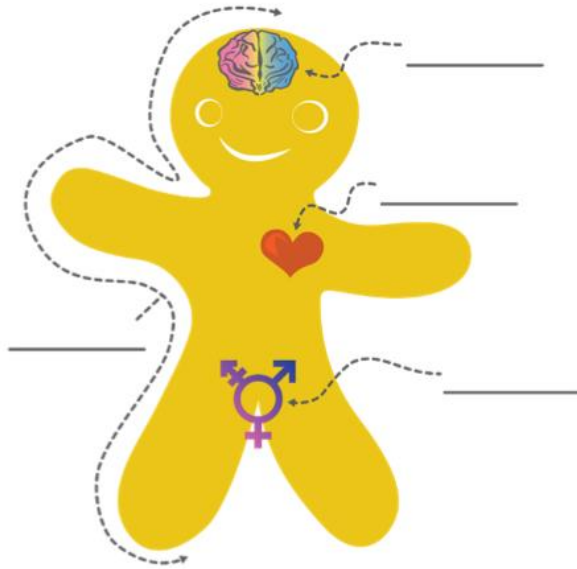
Graphic by:
TSER
Trans Student Educational Resources



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


Design by Landyn Pan and Anna Moore

The Genderbread Person v4



⊖ means a lack of what's on the right side

 Gender Identity	 Gender Expression	 Anatomical Sex
⊖ → _____	⊖ → _____	⊖ → _____
⊖ → _____	⊖ → _____	⊖ → _____

 Sexually Attracted to...	 Romantically Attracted to...
⊖ → _____	⊖ → _____
⊖ → _____	⊖ → _____

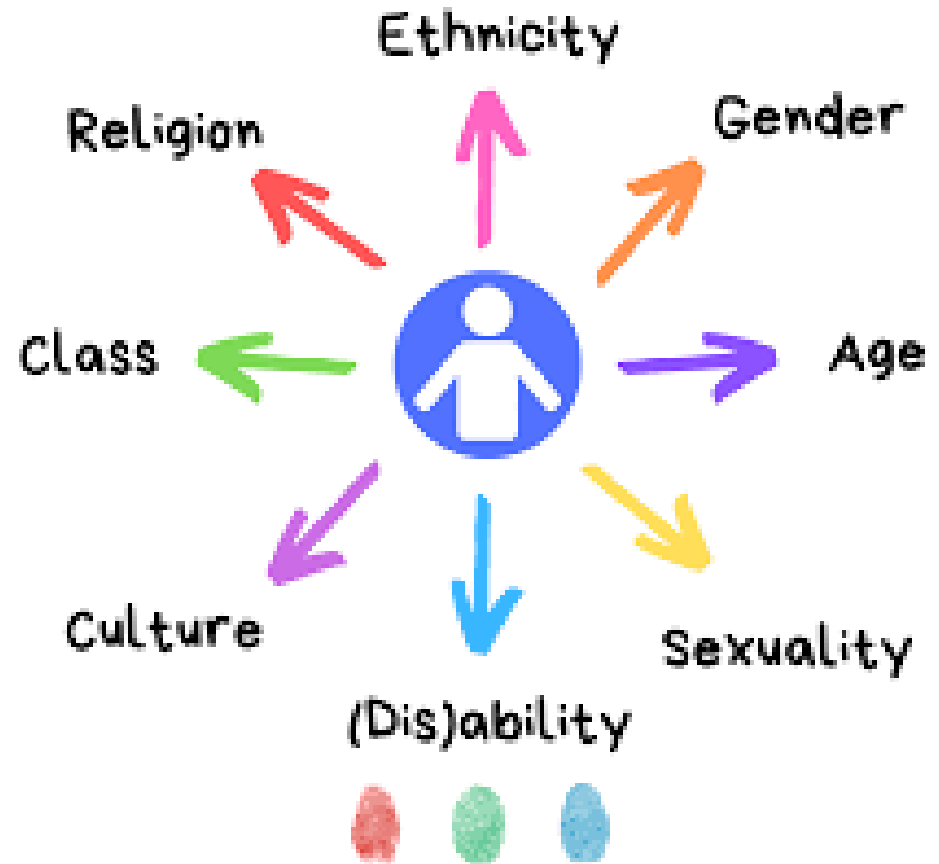


Intersectional Complications

Intersectionality

in·ter·sec·tion·al·i·ty
in(t)ərsekʃHəˈnalədē/
noun

the interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.



LGBTQ IPV patterns of abuse (GLBTQ

Domestic Violence Project, 2016)

- Leveraging systemic and cultural discrimination to abuser's advantage: no one cares about you, don't complain
- Outing (outing by abusive partner or victim afraid to out themselves) (Ard & Makadon, 2011)
- Isolating partner from supportive LGBTQ community using threats related to internalized homophobia and transphobia or fear of losing fragile sense of community membership
- **Using fear of law enforcement or medical professionals' presumed homophobia or transphobia to discourage partner from seeking redress or care**



People of color who are gender nonconforming and trans have been at the forefront of movements for LGBTQIA rights.



Marsha P. Johnson
Sylvia Rivera



Philadelphia Pride Flag represents how race and sexual orientation connect

"COMING OUT" "of the closet." is the process by which someone...

1. Accepts and identifies with their gender identity and/or sexual orientation; and
2. Shares their identity willingly with others.

Sometimes We talk about coming out as if it were a one time thing. But for most folks coming out is a series of decisions – sometimes daily – that LGBTQ people navigate in every new setting they enter. (Most people aren't like Ellen, where they come out once and then the whole world knows.)

People may be "OUT" ↔ in some spaces, and "IN" → in others.

→/↔ to Family →/↔ to Friends →/↔ to Classmates/Coworkers →/↔ to Religious Community

A decision to come out to a person or group is one of safety, comfort, trust, & readiness.

It's dangerous, unhealthy, and unhelpful to force someone to come out, or to "out" someone else (i.e., disclosing someone's gender identity or sexual orientation to others without the person's consent), **regardless of your intentions** (sometimes people think they're being helpful, or acting on the person's behalf to conquer their fears), but...

IF SOMEONE COMES OUT TO YOU...

DON'T:

1. Say "I always knew," or downplay the significance of their sharing with you.
2. Go tell everyone, bragging about your "new trans friend."
3. Forget that they are still the person you knew, befriended, or loved before.
4. Ask probing questions, or cross personal barriers you wouldn't have crossed earlier.
5. Assume you know why they came out to you.

DO:

1. Know this is a sign of huge trust! (Yay!)
2. Check-in on how confidential this is (Do other people know? Is this a secret?)
3. Remember that their gender/sexuality is just one dimension (of many) of them.
4. Show interest and curiosity about this part of them that they are sharing with you.
5. Ask them how you can best support them.



Many religions welcome LGBTQ people

- This list is not exhaustive...and also not without complications:
- Anglican
- Hinduism
- Lutheran
- Methodist
- Presbyterian
- Quaker
- Reform Judaism
- United Church of Christ
- Groups within Islam
- Groups within Catholicism...and more

Disability Etiquette

Do say

Disability
People with disabilities
Person with spinal cord injury
Person with Down syndrome
Person of short stature
Uses a wheelchair, wheelchair user
Has a learning disability
Has chemical or environmental sensitivities
Has a brain injury

Blind, low vision
Deaf, hard of hearing
Intellectual disability
Amputee, has limb loss
Congenital disability
Burn survivor
Post-polio syndrome
Service animal or dog
Psychiatric disability, mental illness
How should I describe you or your disability?

Accessible parking or restroom

Don't say

Differently abled, challenged
The disabled, handicapped
Cripple
Mongoloid
Midget, dwarf
Confined to a wheelchair, wheelchair-bound
Slow learner
Chemophobic
Brain damaged

Visually handicapped, blind as a bat
Deaf-mute, deaf and dumb
Retarded, mental retardation
Gimp, lame
Birth defect
Burn victim
Suffers from polio
Seeing eye dog
Crazy, psycho, schizo
What happened to you?

Handicapped parking, disabled restroom



This Gorgeous
Portrait Series Celebrates
Older Trans And Gender-
Nonconforming People



JESS T. DUGAN

T. DUGAN

Issues faced by LGBT Elders

Resignification of role as grandparents

Concern about financial matters

Concern about end-of-life care and caregiving:
neglect, discrimination (housing, healthcare),
denial of sexuality (chronic illness and disability)

Identity creation, meaning-making, personal and
work roles, adversity and resiliency.

Lack of networks, particularly for people of
color.

Events and policies

1930s: Legislative and professional views on homosexuality

1950s: McCarthy Era: removal of homosexuals from federal jobs.

1980s: AIDS Epidemic: blame.

1990s: Don't ask, don't tell: Military

1996: DOMA Defense of Marriage Act: state action against same-sex marriage

Forms of bias may intersect

People may also experience racism, sexism, gender prejudice, classism, ableism, discrimination against veteran status, national origin, among other issues. Example: racist transmisogyny.

- Heterosexism is the belief the heterosexuality is superior to homosexuality—often to the point of ignoring LGBT issues completely.
- Cis-sexism is the belief that the binary gender is the only possibility.
- Misogyny is the hatred and disparagement of women and/or of people who express femininity.
- Homophobia is the cultural fear and disparagement of people who don't conform to heterosexist norms also linked to misogyny.
- Transphobia is the cultural fear and disparagement of people who don't conform to gender norms or who opt to change their birth sex
- Racism is the cultural and political fear and hatred of people of color.



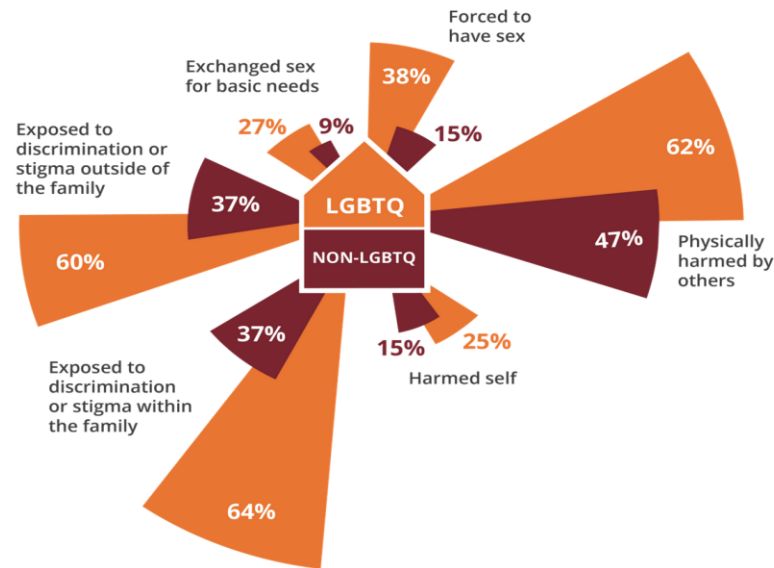
Health Disparities

LGBTQ Youth make up 40% of homeless youth population: increased risk for STIs, HIV, PTSD, substance abuse, self harm, suicide ideation and suicide

www.ncbi.nlm.nih.gov/pmc/articles/PMC5478215/

www.chapinhall.org/research/lgbtq-young-adults-experience-homelessness-at-more-than-twice-the-rate-of-peers/

· Safe, affirming responses and services are important for engaging LGBTQ youth



(Source: VoYC In-Depth Interviews)

LGBT people and health care disparities

[://www.americanprogress.org/issues/lgbt/reports/2009/12/21/7048/how-to-close-the-lgbt-health-disparities-gap](http://www.americanprogress.org/issues/lgbt/reports/2009/12/21/7048/how-to-close-the-lgbt-health-disparities-gap)

■ Heterosexual ■ LGB ■ Transgender

Health Disparity #1: Heterosexual adults are more likely to have health insurance coverage.

% of adults with health insurance



Health Disparity #2: LGB adults are more likely to delay or not seek medical care.

% of adults delaying or not seeking health care

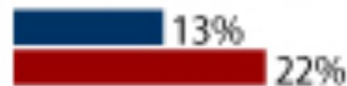


- Recent surveys have shown that LGB men and women were significantly more likely to have misused prescription pain relievers in the last year compared to heterosexual adults and had almost three times greater risk of opioid use disorder than heterosexual adults.

Disparities in accessing care

Health Disparity #3: LGB adults are more likely to delay or not get needed prescription medicine.

% of adults delaying or not getting prescriptions



Health Disparity #4: LGB adults are more likely to receive health care services in emergency rooms.

% of adults receiving ER care



Mental health and suicide ideation

Health Disparity #12: LGB adults are more likely to need medication for emotional health issues.

% of adults needing medication for mental health



Health Disparity #13: Transgender adults are much more likely to have suicide ideation.

% of adults reporting suicide ideation





Institutional Exclusions

Lawmakers vote to let foster care agencies turn away LGBTQ youth, parents

- Charleston – In the state with the highest per capita rate of children in state custody in the country, a group of West Virginia lawmakers voted this week to remove a provision of state law that requires LGBTQ children in protective care to have equal access to foster and adoptive families.
- LGBTQ youth are already at higher risk of being placed in state custody and less likely to find stable homes after they enter the child welfare system.
- Lawmakers also voted to let agencies that place foster children reject prospective foster parents based on the parents' sexual orientation.



Institutional Exclusions

- Representation: Forms that are not inclusive: this may be the first interaction people have with us
- Welcome: Reception or intake processes that do not offer an opportunity to self-identity, self-name, and self-pronoun
- Facilities: Restrooms, locker rooms, dormitory showers, etc. that are unsafe or unwelcoming for transitioning, trans, and/or nonbinary people
- Climate: Casual remarks or harassment that go unchallenged by supervisors or bystanders
- Curricula: Little attention to LGBTQ issues in programming or curricula
- Role models: Few out LGBTQIA faculty, staff, and/or administrators—we're there, just not welcome to be out

If changing role status, please explain the change (ex. remove advisor role, keep instructor role).

Select a gender *REQUIRED

- Male
 Female

Select a role *REQUIRED

- Instructor
 Advisor
 Instructor and Advisor

School-based obstacles

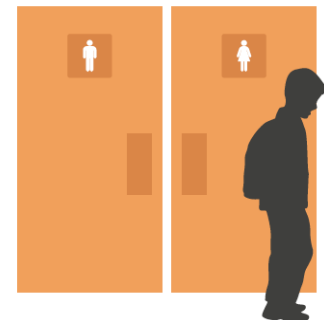
60% OF TRANSGENDER STUDENTS HAD BEEN REQUIRED TO USE A BATHROOM OR LOCKER ROOM THAT DID NOT MATCH THE GENDER THEY LIVE EVERY DAY



75% OF TRANSGENDER STUDENTS FELT UNSAFE AT SCHOOL BECAUSE OF THEIR GENDER EXPRESSION



70% OF TRANSGENDER STUDENTS SAID THEY'D AVOIDED BATHROOMS BECAUSE THEY FELT UNSAFE OR UNCOMFORTABLE



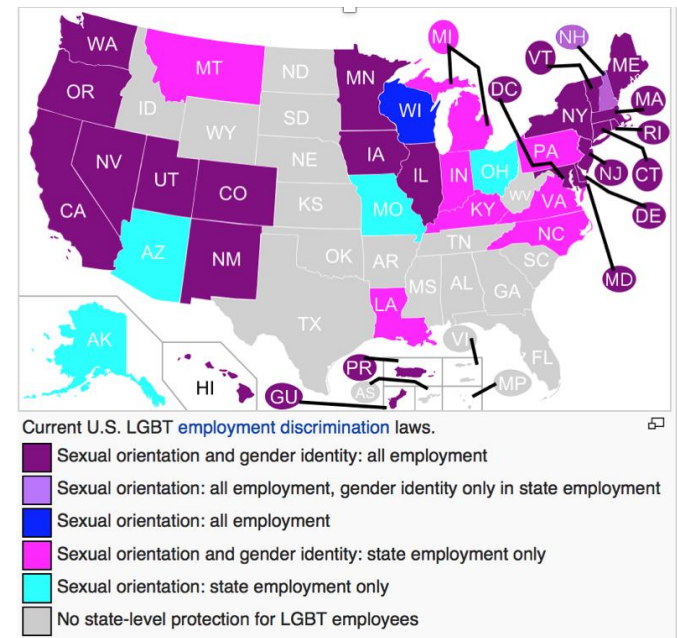
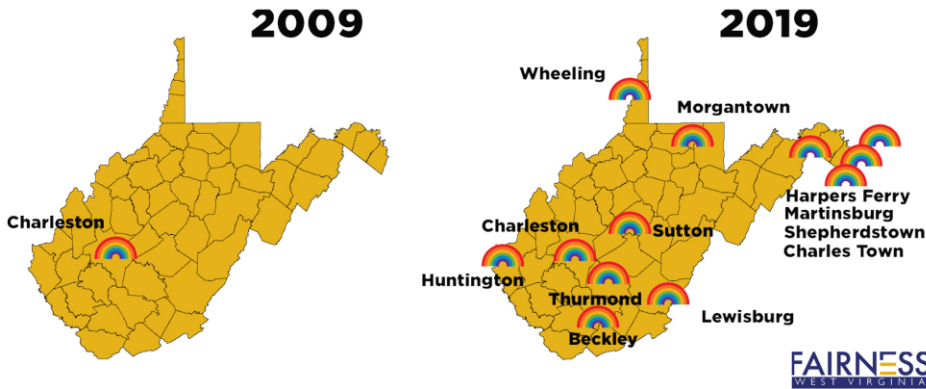
School-based obstacles

- 94%: overhead anti-gender expression comments at school.
- 71%: comments from teachers or school staff
- 70% of LGBTQ students were verbally harassed.
- 29% were physically harassed.
- 12.4% were physically abused.
- 60.4% of LGBTQ students who reported any of the above said nothing was done or they were told to ignore it.
- Sexual violence: penetration without consent double for trans students compared to cis students.

Source: GLSEN, 2017

West Virginia does **not** have state level protection that includes sexual orientation or gender identity

WV LGBT PROTECTION ORDINANCES




Anti-trans violence intersects with race and class

In 2019, 22 transpeople killed in hate crimes or suspected hate crimes. Source: HRC.org

WV does not have hate crimes law that includes sexual orientation or gender identity so does not collect data on anti-trans hate crimes.





Being a better ally and advocate

Institutional Inclusion at WVU

- WVU's nondiscrimination policy includes gender identity and sexual orientation
- WVU offers preferred name changes to most student documents through the Registrar and IT
- WVU Student Legal Services will provide legal free name change and our office will provide support for any posting fee
- WVU Housing established a gender-inclusive, sexual orientation-inclusive Living Learning Community, True Colors
- WVU Athletic Department has worked to provide inclusive facilities for student athletes and recreation
- WVU Student Rec Center has gender-inclusive restrooms
- WVU's Faculty Senate and Student Government Association both passed resolutions calling for inclusive forms and practices
- All new construction is required to consider gender-inclusive restrooms



The All Kinds Are Welcome Here campaign began in West Virginia in spring of 2016.

Other flags represent transgender people, bisexuals, polyamorous, asexuals, homoromantic and more.



Welcoming facilities

ALL-GENDER
RESTROOM
ROOM 118
LOCATED ON
FIRST FLOOR

ALL-GENDER RESTROOM
ROOM 118
LOCATED ON 1ST FLOOR



Direct advocacy

- Interrupt bias when you hear it—just as you would in any bullying situation:
- Explain why bias is wrong,
- Ensure the safety of the person targeted (if there is one), and
- In a private context, explain to the person expressing bias that there are consequences (student conduct, employee conduct, Title IX)
- Make sure people with whom you work know why you are being gender-inclusive.
- If you feel you cannot be an advocate for students, find someone who can.

Policy and legal advocacy

- Assess your organization for binary gender assumptions in forms, practices, websites, and other written material. Fix them to be gender-inclusive and reinforce the use of preferred names and pronouns.
- Make sure people with whom you work know why you are being gender-inclusive.
- Look at your buildings: are there gender-inclusive restrooms? Locker rooms? Advocate for gender-inclusivity in the physical facilities.

Conclusion

- Gender is among the first ways we are recognized at birth and by strangers.
- Ask people how they want to be recognized and by whom.
- Do not “out” people to other people.
- Respectful recognition is about understanding who the other person is, not our own expectations about who they are.
- Learn how to respect trans and nonbinary people’s names, pronouns.
- Regularize pronoun recognition by sharing your own.
- Learn to apologize, we all make mistakes.
- Use gender-inclusive language.

Thank you!

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