

PFLAG

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**Question to think about:
When did you first
become aware of
your gender?**

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Support for the LGBTQ+ Community

Presented by PFLAG Danville-San Ramon Valley



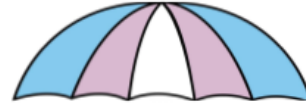
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Definitions



LGB

Sexual Orientation



T

**Gender
Identity**



Q+



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LGBTQ+ Terminology

Queer

- An umbrella term used primarily by individuals within the LGBTQ+ community.

Questioning

- A person who is actively questioning their sexual orientation and/or their gender identity

Intersex

- A general term used for a variety of conditions in which a person is born with a reproductive or sexual anatomy that doesn't fit the typical definitions of female or male

Asexual

- A person who is not sexually attracted to others

Pansexual

- A person who is attracted to others regardless of their gender identity





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LGBTQ+ Terminology



Sexual Orientation

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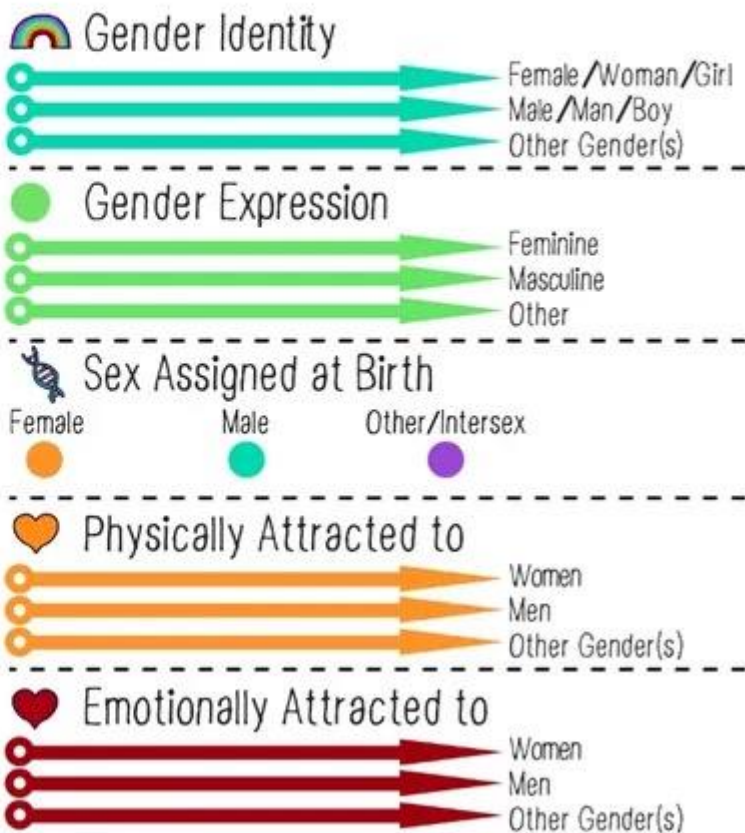
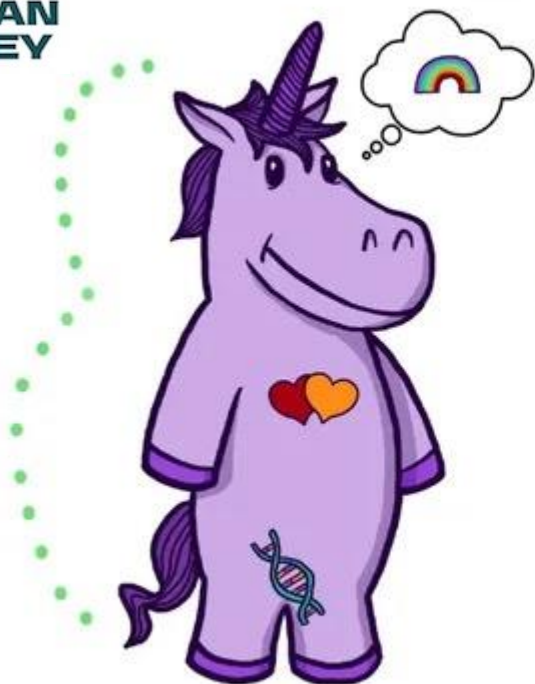
Gender Identity

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The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources





Gender Identity Terms

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Cisgender

- A person whose gender identity is consistent with one's sex assigned/assumed at birth

Transgender

- A person whose gender identity differs from one's sex assigned/ assumed at birth
- A transgender identity is Persistent, Insistent, and Consistent

Note:

Transgender is an ADJECTIVE not a NOUN or a VERB

Transgender individual = Yes

Transgenders = No

Transgendered = No



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Gender Identity Terms

Trans Woman

Assigned/ assumed male at birth:

Identifies as female

Typical pronouns: She, her and hers



Trans Man

Assigned/ assumed female at birth: Identifies as male

Typical pronouns: He, his and him

Gender Diverse

An umbrella term for gender identities that are not exclusively male or female- including gender fluid, gender queer, gender expansive and non-binary

Common Pronouns: They, them, theirs

Note: The Gender Diverse population is a subset of the transgender population



Gender Identity Terms

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- **Genderqueer/ Gender non-conforming/ Non-binary:** identifies as both, neither or a combination of genders
- **Agender:** does not identify themselves as having any particular gender
- **Genderfluid:** no fixed gender.
- **Pangender:** identifies with all genders at the same time

Gender expansive: rejects expected gender roles & stereotypes



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What if I think someone is LGBTQ?

- **Switch it technique.**
- **Treat them as you would anyone else.**
- **Show your allyship.**
- **Open the door for everybody, and wait to see who comes through.**

Unless someone has told you they're LGBTQ, you're basing it on assumptions and stereotypes.



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Pronouns

- Always respect someone's pronouns
- **They/them/theirs/themself**
 - **Meet Jessie:** They are a salesperson. Being a salesperson is fulfilling to them. Building relationships is an important skill of theirs. They don't sell to themselves.
 - Someone left their wallet, I hope we can find them.
- Pronouns are NOT Preferred, they just are
- When you don't know, use "they"

***Why share your pronouns?**



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Gender Dysphoria

- Distress one may feel when their gender identity does not match their assigned/assumed sex at birth
- Can be especially severe during puberty
- Can lead to:
 - Negative effects on health and wellbeing
 - Problems with work/ school performance
 - Difficulty with social interactions



Affirming Practices

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- The process of bringing one's body into alignment with one's gender identity. Also known as transitioning.
 - **Social** – Chosen Name, pronouns, gender expression
 - **Medical** – Puberty blockers, Hormone Therapy, Gender Confirmation Surgery
 - **Legal** – Name Change, Gender Marker Change

Being transgender is not dependent upon a medical procedure, treatment, or therapy



Trans- and Homophobia Effects

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Emotional stress of feeling physically or emotionally unsafe at home, school, or other foundational spaces can lead to:

- Physical symptoms
- Depression
- Anxiety
- Self harm
- Suicidal ideation

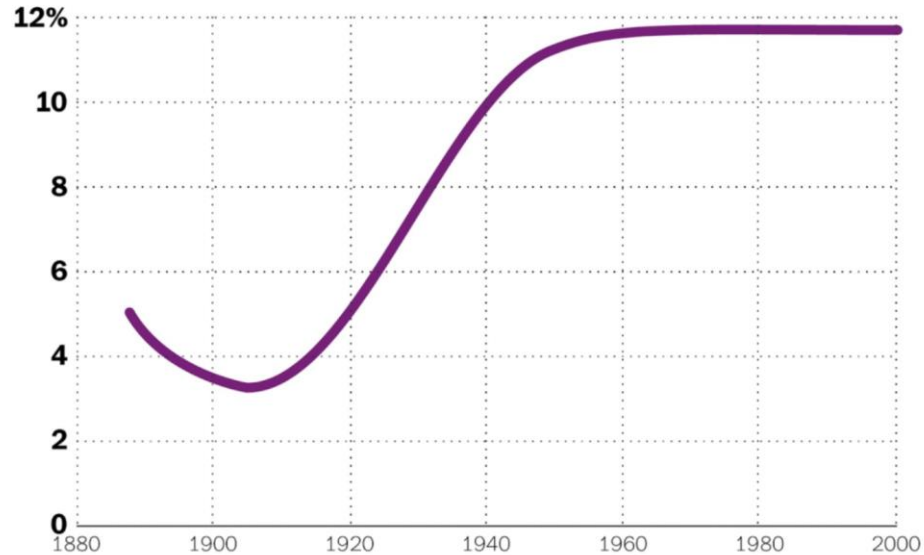
***Can be internalized**



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The History of Left-handedness

Rate of left-handedness among Americans, by year of birth



WAPO.ST/WONKBLOG

Source: Survey data reported in "The History and Geography of Human Handedness" (2009)



Gallup Poll 2021

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Americans' Self-Identification as LGBT, by Generation

	LGBT	Straight/Heterosexual	No response
	%	%	%
Generation Z (born 1997-2003)	20.8	75.7	3.5
Millennials (born 1981-1996)	10.5	82.5	7.1
Generation X (born 1965-1980)	4.2	89.3	6.5
Baby boomers (born 1946-1964)	2.6	90.7	6.8
Traditionalists (born before 1946)	0.8	92.2	7.1

GALLUP, 2021



Gallup Poll 2021

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Americans' Self-Identified Sexual Orientation or Gender Identity

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

	Among LGBT U.S. adults	Among all U.S. adults
	%	%
Lesbian	13.9	1.0
Gay	20.7	1.5
Bisexual	56.8	4.0
Transgender	10.0	0.7
Other (e.g., queer, same-gender-loving)	4.3	0.3

Percentages total more than 100% because respondents may choose more than one category.

GALLUP, 2021



Inclusive Language

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Instead of...	Use...
men, women	Folx, people, all, employees
son, daughter	Child, kiddo,
brother, sister	sibling
mother, father	parent, grownup, adult, caregiver,
husband, wife	partner
ladies and gentlemen	esteemed guests
he/she	they

- **Remember to use Inclusive Language on written communications, too!**



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Mirroring Language

- Always start with inclusive/ open language.
- Listen and mirror the language the other person is using.

Is your significant other coming to the family picnic?

Yes, my (wife/husband/partner) is joining me!

Great, can't wait to meet your (wife/ husband/ partner)!

Is your child applying for an internship this summer?

Yes, they just submitted their application!

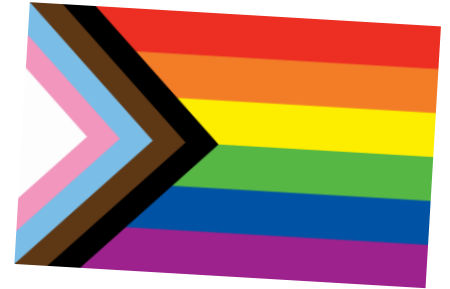
That's great, I hope they get the position!



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Being an Ally

- **Be visible with your support - Loud and Proud**
- **Educate yourself**
- **Correct and move on (don't apologize)**
- Never out someone. When in doubt:
 - Name vs. pronouns
- Pronouns - Ask for and Share discreetly
- Be mindful and intentional with your language
- Gift Giving





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Potential Situations

- **Hearing a homophobic/transphobic joke**
- **Hearing someone be misgendered/ deadnamed**
- **Colleague feeling negatively towards LGBTQ+ community**



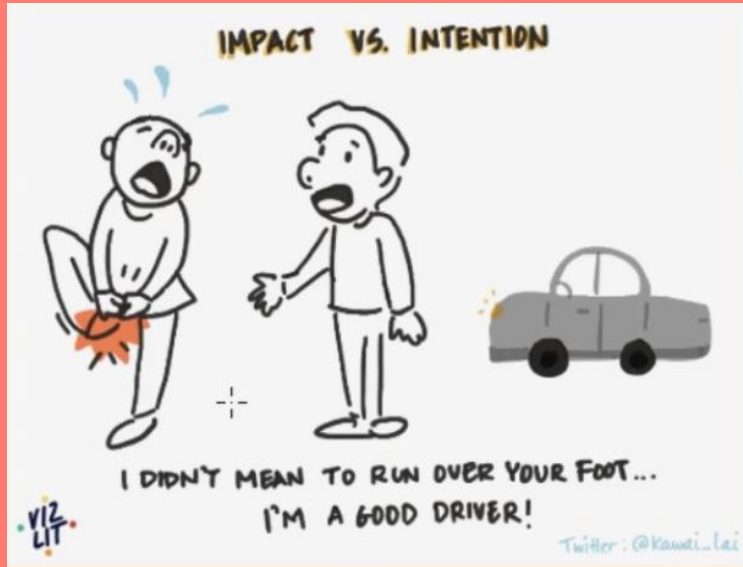
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AAUW - What You are Already Doing

- **Equity for All!**
- **Working with other orgs with similar goals/ values**
- **Attending School Board meetings**
- **Promoting election candidates who support equity**

“Unless and until LGBTQ+ people are able to enjoy the same rights and freedoms as their fellow Americans, the nation’s promise of equal justice under law will remain unfulfilled.” - AAUW

Impact vs. Intention



- Verbal or behavioral slights, intended or unintended cause harm and hurt feelings
 - *Oh, but you have such a beautiful name.*
 - *They/ them refers to a plural situation, not one person.*
- Mindful of unconscious biases



If someone comes out to you

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- Thank them for trusting you
- Listen to what they need
- Assure and respect confidentiality
- Remember they have not changed
- Let the person take the lead

Coming out is an ongoing and potentially exhausting process!

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Consider What's Beneath the Surface





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Local Area Resources

- Contra Costa County PFLAG Chapters
 - Danville-San Ramon Valley
 - TriValley (Pleasanton/Livermore)
 - LaMorinda
 - Clayton-Concord
- Rainbow Community Center- Concord
- Gender Spectrum
- Campuspride.org
- OutCareHealth.org



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About PFLAG Danville San Ramon Valley

- Monthly support meetings on the third Monday of EVERY month
- Resource library
- Referrals lists
- LGBTQ+ related speakers
- Community advocacy and education

- **etinker@srvpflag.org**

- **tdenbroeder@srvpflag.org**