

Spectrum Center Educational Series: Sexuality and Gender Identity

Dr. Brandon Haddock – K-State Spectrum Center



GROUND YOURSELF – create an educational space

- Be Smarter Than Your Phone
 - Ask Questions
 - Vegas Rule – Confidentiality
- Reserve The Right To Change Your Mind
 - LOL

What is an ALLY?

Ally –

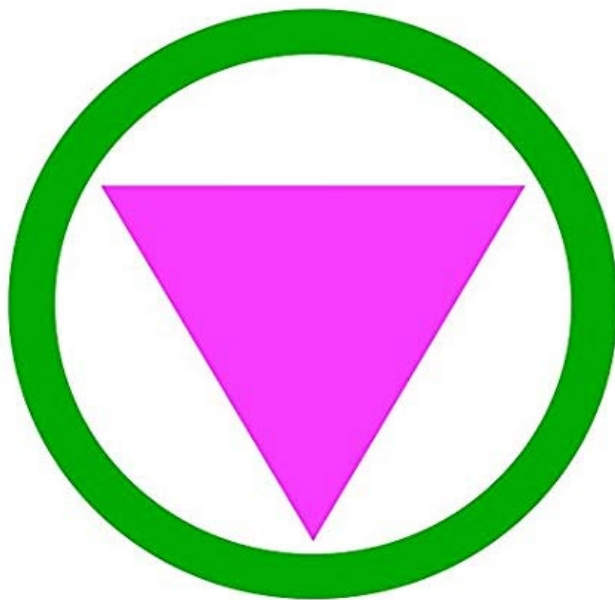
: one that is associated with another as a helper

: a person or group that provides assistance and support in an ongoing effort, activity, or struggle

<https://www.merriam-webster.com/dictionary/ally>



**PROUD
TO BE AN
ALLY**




COMMITTING TO GROWTH

AWARENESS

- Explore how you are similar and different from the LGBTQ* community
- Evaluate your beliefs about sexuality and gender norms
- Take a closer look your own identity





Awareness: become more aware of who you are and how you are different from and similar to the communities to whom you have allyship.

Strategies for awareness:

- Conversations with individuals
- Deeply engage in community
- Education on the history of discrimination and the issues individuals may face
- Self-examination.

- Adapted from Evans, N. J. & Wall, V.A. (1991). *Beyond Tolerance: Gay, Lesbians, and Bisexuals on Campus*. USA. ACPA.

Knowledge/Education: begin to acquire knowledge about sexuality and gender identity and what the experience is for LGBTQ2 persons.

- Learn about laws, policies, and practices and how they affect LGBTQ2 persons.
- Educate yourself about LGBTQ2 culture and norms of this community.
- Engage with local and national LGBTQ2 organizations for information and experience.

Skills: Develop skills in communicating the knowledge that you have learned.

- Attend and participate in workshops
- Develop supportive connections within communities and organizations
- Develop confidence in interventions or awareness raising.

Action: Action is the only way that we can affect change in the society as a whole.

By keeping our awareness, knowledge, and skills to ourselves we deprive the rest of the world of what we have learned - keeping others from having the fullest possible life.



- Adapted from Evans, N. J. & Wall, V.A. (1991). Beyond Tolerance: Gay, Lesbians, and Bisexuals on Campus. USA. ACPA.

Developing an understanding of the experiences of those around you.

Affirming Spaces vs. Public Spaces

- Hyper-awareness
- Cultural language -
code switching 101
- Navigation and exhaustion of being the identity

Online Presence vs. In Person

- The digital wall
- Anonymity of authenticity(?)
- Self-realization
- Lifescape
(avoiding deadnaming and trauma)

Heterosexual and Cisgender Social Advantage





- Heterosexual Advantage
 - Role models are everywhere!
 - Validation
 - Institutional Acceptance
 - No hoops or obstacles in marriage.
- Cisgender Advantage
 - Not questioning “normalcy”
 - Cultural validation
 - Institutional Acceptance
 - And of course...
Legal identity.

[When did you choose?](#)



Things most people don't and will not hear

- “I think my friend is straight, do you know them?”
- “How do you have sex?”
- “Why don't you just make up your mind?”
- “I don't have a problem with heterosexuals, but...”
- “What's your REAL name?”
- “When did you decide that you were a man/woman?”
- “Oh my gosh, you look so real!”
- “Are you in the right bathroom?”
- “How do you have sex?”

KNOWLEDGE

- Learn more about the LGBTQ* community
- Don't place the intellectual labor on those who are minoritized
 - Terminology
 - Symbols
 - History & Culture



Describing the the unknown...

- ▣ The invention of sexuality...

Karl Heinrich Ulrichs

Substantial research on sexuality (father of terminology?)

Johann Bachofen (1861)

History of sexuality

Karl Maria Benkert (1868)

Homosexuality first coined

C. G. Craddock (1892)

Psychopathia Sexualis

Heterosexual first coined



1914: Portland, Oregon: A dictionary of criminal slang is published.
First printed use of the term “faggot” in regard to a gay man.

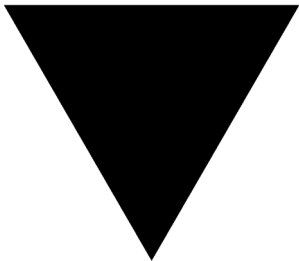
KNOWLEDGE - Terminology

- Allosexual
 - Gay
 - Lesbian
 - Bisexual
 - Pansexual
 - Straight

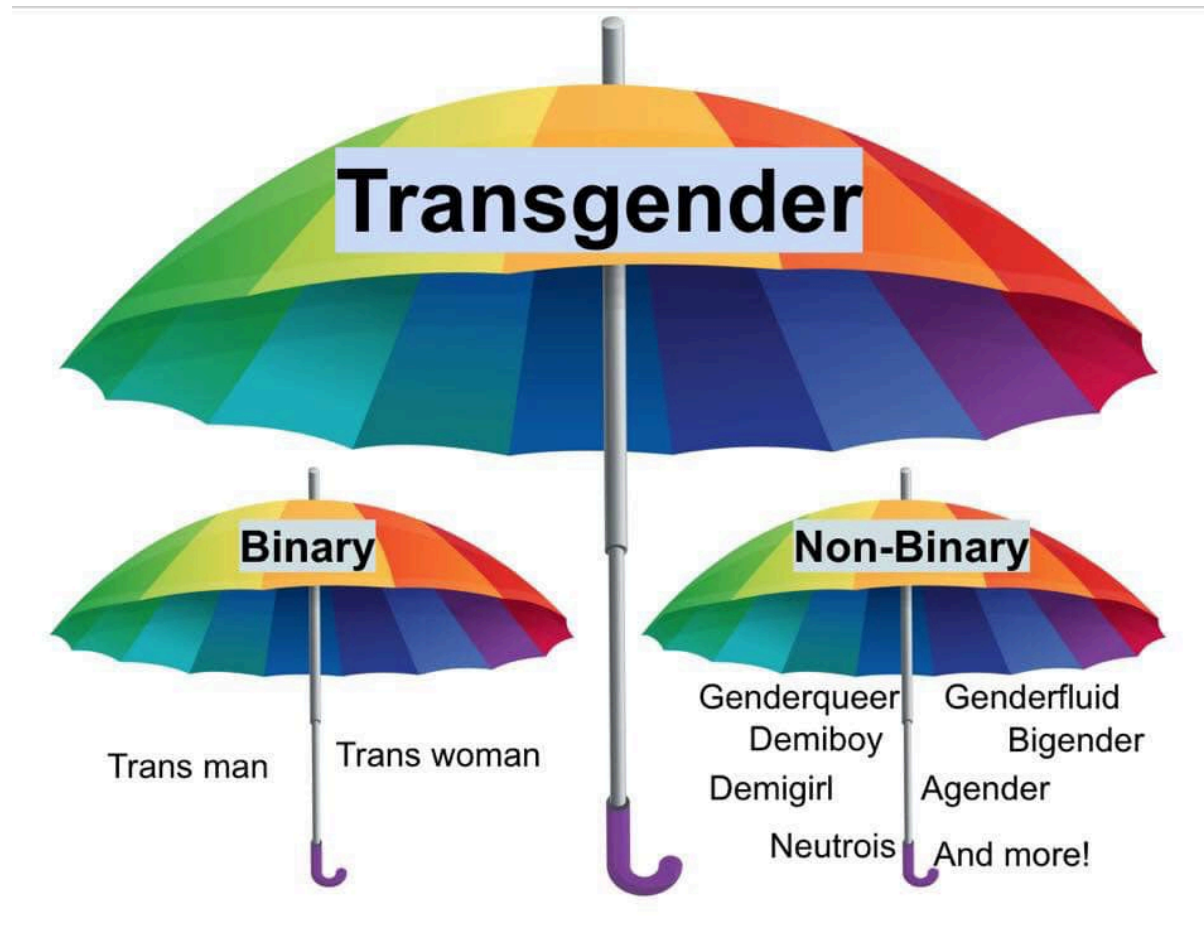
- Asexual
 - Aromantic
 - Grey Ace
 - Apothisexual
- Romantic Attraction
- Sexual Attraction



KNOWLEDGE – Symbols



What do the terms cisgender and transgender mean?



Gender is not a dirty word....

- **Cisgender (cis):** referring to the alignment of one's gender identity with one's sex assigned at birth. (Trans Student Educational Resources 2017)
- **Transgender (trans):** denoting or relating to a person whose sense of personal identity and gender does not correspond with sex assigned at birth. (Trans Student Educational Resources 2017)

What is biological sex?

- Biological sex is a collection of traits that tend to differ between sexes, but often vary within each sex and overlapping between sexes (Serano 2017)
- Primary sex characteristics includes chromosomes, hormones, brain development, body structures (internal and external)
- Secondary sex characteristics include facial and body hair, body size, vocal range, shape, and fat distribution, etc.



What is Gender?

- **Gender/Gender Identity:** One's internal sense of being male, female, neither of these, both, or other gender(s). (Trans Student Educational Resources 2017)
- **Gender Expression/Presentation:** The physical manifestation of one's gender identity through clothing, hairstyle, voice, body shape, etc.. (Trans Student Educational Resources 2017)



<https://www.bettycrocker.com/recipes/surprise-on-the-inside-gender-reveal-cake/cbda6a71-5169-4cf0-8e21-fb01c86160ba>



GENDER IDENTITY

A person's sense of self in relation to gender

TRANSGENDER

Person is not the gender assigned at birth

CISGENDER

Person is the gender assigned at birth

METAGENDER

Person identifies as neither cisgender nor transgender

NON-BINARY

Person is neither exclusively a man nor exclusively a woman. Non-binary people may or may not identify as transgender

AGENDER

Person does not experience a gender

GENDERFLUID

Person whose identity varies over time (man, woman, and/or any other identity)

ASSIGNED GENDER/SEX AT BIRTH

The gender/sex assigned at birth based on a person's genitals

ASSIGNED MALE AT BIRTH (AMAB)/ ASSIGNED FEMALE AT BIRTH (AFAB)

Generally this assignment is made based on a visual assessment of the baby's genitalia

INTERSEX

A naturally occurring variation of sex characteristics, reproductive organs, and/or chromosomes that do not fit the typical definition of male or female (although many intersex people are assigned male or female at birth)

NOTE: Assigned gender/sex at birth is different than sex, which is based on many variable factors

GENDER EXPRESSION

How a person presents themselves (such as style, actions, demeanor, and more)

FEMININE

Expresses qualities and characteristics typically associated with femininity

MASCULINE

Expresses qualities and characteristics typically associated with masculinity

ANDROGYNOUS

Expresses both typically feminine and typically masculine qualities ambiguously, or expresses typically neither

NOTE: Gender expression may change over time or in different situations



SEXUAL ORIENTATION

Who a person is sexually attracted to

HETEROSEXUAL

Sexual attraction to people of a different gender than your own

HOMOSEXUAL

Sexual attraction to people of a similar gender to your own

BISEXUAL

Sexual attraction to people of more than one gender

PANSEXUAL

Sexual attraction regardless of gender

ASEXUAL

Experiences little to no sexual attraction

DEMISEXUAL

Experiences little to no sexual attraction until a close emotional bond is formed

ROMANTIC ORIENTATION

Who a person is romantically attracted to

HETEROROMANTIC

Romantic attraction to people of a different gender than your own

HOMOROMANTIC

Romantic attraction to people of a similar gender to your own

BIROMANTIC

Romantic attraction to people of more than one gender

PANROMANTIC

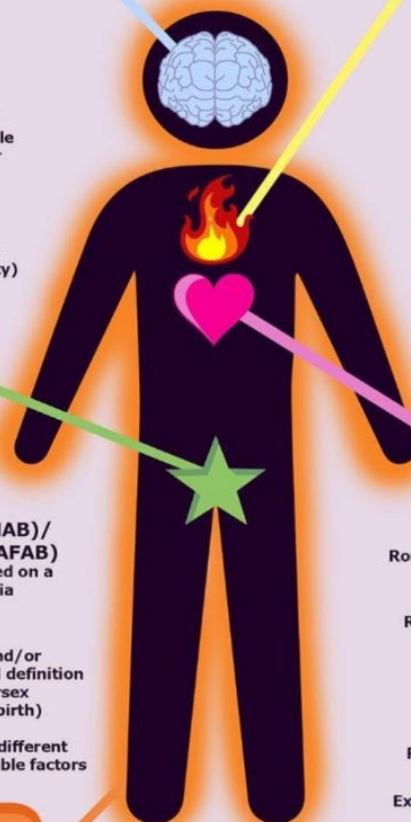
Romantic attraction regardless of gender

AROMANTIC

Experiences little to no romantic attraction

DEMIROMANTIC

Experiences little to no romantic attraction until a close emotional bond is formed



These definitions are commonly accepted but not absolute. Some of these terms have some overlap. That's okay! Just describe yourself with whatever terms you're comfortable with, and respect the terms other people use for themselves.

There are so many more identities, orientations, expressions, and definitions that aren't shown here. Ask your teacher for more resources or visit the link in the QR Code if you have questions!

WannaLearnMore.com



How to Use the Word “Transgender”

(Kapitan 2017)

- ***Transgender*** is an adjective
- Examples: *transgender people*; *a transgender person*
- Avoid: *transgenders*; *transgendered*
- ***Transgender*** is a descriptive term, not (usually) a gender and not always an identity





Language is always evolving.

- What are some words or phrases that you are familiar with that others may not be?
- How has technology shaped language

Current Trans Terminology

Language changes over time. While certain terms may have been commonly used years ago, they are now outdated and should be replaced with the current terminology.

Here are some of the terms we will go over:

OUTDATED TERM	CURRENT TERM
A Transgender / Transgendered	Transgender
Female-to-Male (FTM)	Trans Man
Male-to-Female (MTF)	Trans Woman
Biologically Female	Assigned Female at Birth (AFAB)
Biologically Male	Assigned Male at Birth (AMAB)
Gender Identity Disorder (GID)	Gender Dysphoria
Preferred Pronouns	Personal Pronouns
Sex Reassignment Surgery (SRS)	Gender Confirming Surgery (GCS)

#TransAwarenessWeek2020

Non-binary Gender Identities

- *Transgender* does not refer only to binary-identified trans women and men. Many trans people (~35%) are **non-binary** (Kapitan 2017).
- Non-binary people do not identify (exclusively or at all) as male or female.
- Some non-binary people take certain steps to transition socially or medically. Others do not want to or are not able to.
- **TGNC**: transgender and gender nonconforming



Words for Assigned Sex/Gender

- **AFAB:** Assigned female at birth
- **DFAB** (designated female at birth) and **CAFAB** (coercively assigned female at birth) are also used
- **AMAB:** Assigned male at birth
- **DMAB** (designated male at birth) and **CAMAB** (coercively assigned male at birth) are also used
- Don't use: *born a woman; born a man; biologically female; biologically male; genetically female; genetically male; pre-op; post-op* (Kapitan 2017)



www.shutterstock.com - 117276277

<https://www.shutterstock.com/image-illustration/symbols-male-female-trans-gender-on-117276277>



**I DON'T "IDENTIFY"
I AM**

**I DON'T HAVE "PREFERRED PRONOUNS"
I HAVE PRONOUNS**

**I'M TRANSGENDER
MY GENDER IS AS VALID AS YOURS**

A Pronoun Primer

What do you use?

He Him His

She Her Hers

They Them Their

Ze Zim Hir

Neo-Pronouns



Student: Can I borrow a pencil?

Teacher: I don't know. *Can* you?

Student: Yes. I might add that colloquial irregularities occur frequently in any language. Since you and the rest of our present company understood perfectly my intended meaning, being particular about the distinctions between "can" and "may" is purely pedantic and arguably pretentious.


Grammarly





It's not that difficult...

It's none of your business
Everyone has a gender
Everyone has a sexuality
You have the right to privacy
Everyone else does too



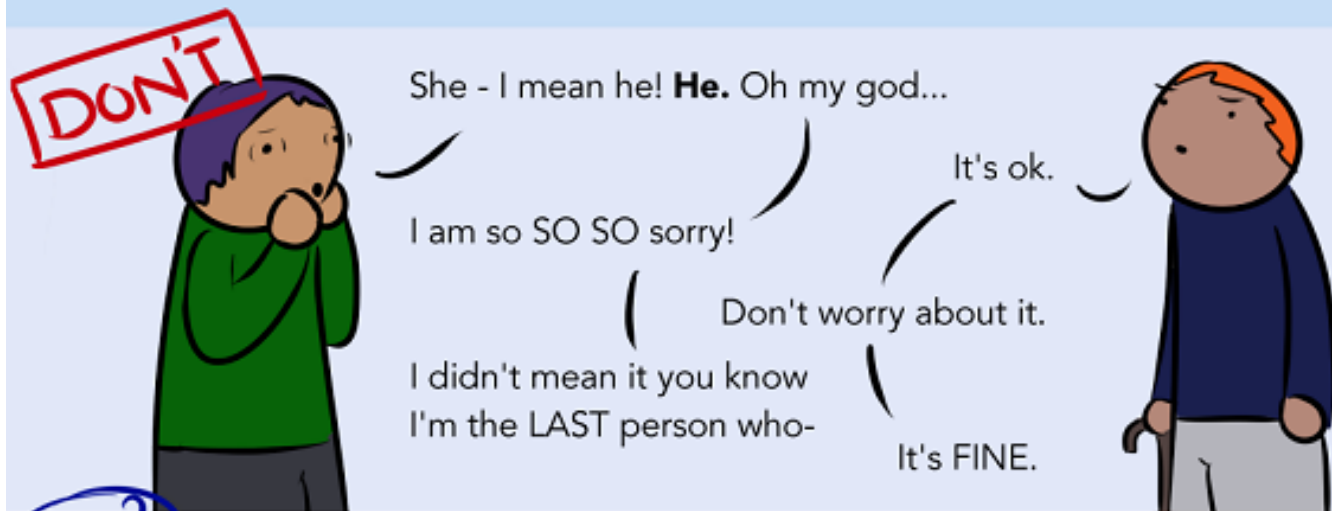
What can you do to be more conscious of identity – pronouns – ‘outing’?

- In the classroom
- At work
- With residents
- With supervisors
- In general public
- What are some situations where you will need to be more conscious of identity?
- Of pronouns?
- ‘Outing’ someone



BUT IF YOU
DO MISGENDER
SOMEONE...

When you accidentally misgender someone:



WHY?

Your mistake should not turn into a weird self-flagellation 'make me feel better' moment. It's really not about you.



AFFIRMING SOMEONE'S IDENTITY CAN SAVE THEIR LIFE

**Using a transgender youth's
chosen name at work, at school,
with friends, and at home:**



reduces
depression
symptoms by

71%



reduces
thoughts of
suicide by

34%



reduces
suicide
attempts by

65%

Russell, S., Pollitt, A., Li, G., & Grossman, A. (2018). Chosen name use is linked to reduced depressive symptoms, suicidal ideation, and suicidal behavior among transgender youth. *Journal of Adolescent Health*, 63(4), 503-505. doi:10.1016/j.jadohealth.2018.02.003

Supporting the Labor

Speak UP

Speak OUT

But Do Not

SPEAK FOR



How to Support

- Educate yourself about LGBTQIA+ history, rights, and inclusive practices
- Use sexuality and gender inclusive language and encourage your school/workplace to do so as well
- Advocate for gender neutral/all gender restroom facilities
- Ask about names and pronouns, use correct pronouns, and accept correction
- Listen respectfully to the experiences people, and don't assume they are always willing to provide education
- Support government and workplace policies that protect people from discrimination based on gender identity and/or sexuality
- Stand up for those facing harassment, bullying, and violence
- Disrupt conversations that promote transphobia and misconceptions about transgender identity



[source:TRAHR](#)



SKILLS –

- Create an inclusive environment and use open and affirming language
- Listen and be supportive
- Know what resources are available
- Don't make assumptions
- Learn more about LGBTQ2* issues
- Be proactive in acknowledging and making changes; don't wait for a problem to arise
- Call someone knowledgeable on campus if an incident occurs or you need information
- Don't tolerate intolerance in any part of your life



SKILLS –

- Get involved in the LGBTQ2* community on campus
- Talk to your friends/family/coworkers about LGBTQ2 * issues and concerns
- Make mistakes & learn from them
- Challenge, educate, support!

And above all... If you are not comfortable with LGBTQ2* issues recognize your level of comfort and allow someone who is more comfortable or knowledgeable to work with students/faculty/staff that seek help



Action - Challenge Trans*Phobia and Homophobia

Name it: When you witness bias, call the offending party on it by saying, "That term is not acceptable," or, "Using words like that is hurtful and offensive."

Claim it: Make it your issue. Say, "People I care about are LGBTQ2*, and I don't like to hear those words."

Stop it: Make a request for the behavior to stop by saying, "Please don't use those words," or "Cut it out, please."

**CHALLENGING
HOMOPHOBIA
TOGETHER**



ACTION – Challenge Trans* Phobia and Homophobia

Get Help: Trust your instincts. Being an ally does not mean you should compromise your safety at any time.

Give Emotional First Aid: Don't get so caught up in addressing the bias that you forget the person who was being picked on. If you have defused a situation, always be sure to ask the person if they are all right

Easy Does it: Some situations call for a lighter hand. Use humor, don't take it personally when someone makes a misguided controversial remark, and ask questions such as, "What do you think a gay or lesbian person would think about that comment?"

Remember Everyone's Rights: There is a difference between free speech and using words as weapons



QUESTIONS? THOUGHTS? CONCERNS? DISCUSSION?

Brandon Haddock, PhD
LGBT Resource Center
785-532-5352
bhaddock@ksu.edu

References

- Ahmed, Sara. "An Affinity of Hammers." *TSQ: Transgender Studies Quarterly*, vol. 3, no. 1-2, May 2016, pp. 22–34., doi:10.1215/23289252-3334151.
- Amiri, Gateemeh Nasiri; Tehrani, Fahimeh Ramezani; Simbar, Masoueh; et al. Female Gender Scheme is Disturbed by Polycystic Ovary Syndrome: A Qualitative Study from Iran." *Iranian Red Crescent Medical Journal*, vol 16, no 2, Feb . 2014, pp. e12423, doi [10.5812/iremj.12423](https://doi.org/10.5812/iremj.12423).
- Biological sex. (n.d.) *Miller-Keane Encyclopedia and Dictionary of Medicine, Nursing, and Allied Health, Seventh Edition*. (2003). Retrieved July 14 2018 from <https://medical-dictionary.thefreedictionary.com/Biological+sex>
- Costello, Cary Gabriel. "Hypospadias: Intersexuality and Gender Politics." *The Intersex Roadshow*, 20 Feb. 2013, intersexroadshow.blogspot.com/2013/02/hypospadias-intersexuality-and-gender.html.
- Delfondo, Luz. "Take the Red Pill: The Truth Behind the Biology of Sex." *Disrupting Dinner Parties*, 16 June 2014, disruptingdinnerparties.com/2014/04/08/take-the-red-pill-the-truth-behind-the-biology-of-sex/.
- Foucault, Michel. *The History of Sexuality*. New York :Pantheon Books, 1978. Print.
- Hendricks, Melissa. "Is It a Boy or a Girl?" *Johns Hopkins Magazine*. 1993. November:10–16.
- ISNA. "Intersex Society of North America | A World Free of Shame, Secrecy, and Unwanted Genital Surgery." *Intersex Society of North America | A World Free of Shame, Secrecy, and Unwanted Genital Surgery*, 2008, www.isna.org/.
- James, S. E., Herman, J. L., Rankin, S., Keisling, M., Mottet, L., & Ana, M. (2016). *The Report of the 2015 U.S. Transgender Survey*. Washington, DC: National Center for Transgender Equality. <http://www.transequality.org/sites/default/files/docs/usts/USTS%20Full%20Report%20-%20FINAL%201.6.17.pdf>
- Jackman, Josh. "Transgender People Are Born That Way, a New Study Has Found." *PinkNewsUK*, PinkNews, 15 Mar. 2018, www.pinknews.co.uk/2018/03/15/transgender-people-are-born-that-way-a-new-study-has-found/
- Kapitan, Alex. "The Radical Copyeditor's Style Guide for Writing About Transgender People." *Radical Copyeditor*, Wordpress.com, 31 Aug. 2017, radicalcopyeditor.com/2017/08/31/transgender-style-guide/.
- Kohlberg, L. (1966). A Cognitive-Developmental Analysis of Children's Sex-role Concepts and Attitudes.
- Levin, Sam. "First US Person to Have 'Intersex' on Birth Certificate: 'There's Power in Knowing Who You Are!'" *The Guardian*, Guardian News and Media, 11 Jan. 2017, www.theguardian.com/world/2017/jan/11/intersex-rights-gender-sara-kelly-keenan-birth-certificate.
- MacNish, Melissa. "Gender Identity Development." *Advancing Excellence in Healthcare*, 2 Oct. 2015, doi:http://www.lgbthealtheducation.org/wp-content/uploads/Gender-Identity-Development.pdf.
- Mueller, Sven C., et al. "Transgender Research in the 21st Century: A Selective Critical Review From a Neurocognitive Perspective." *American Journal of Psychiatry*, vol. 174, no. 12, Dec. 2017, pp. 1155–1162., doi:10.1176/appi.ajp.2017.17060626.
- Pfister, Gertrud & Romer, Kristine. "It's not very feminine to have a mustache": Experiences of Danish women with polycystic ovary syndrome." *Health Care for Women International*, vol 38, no 2, 2017, pp. 167-186. <https://doi.org/10.1080/07399332.2016.1236108>
- Samuels, Ellen Jean. *Fantasies of Identification: Disability, Gender, Race*. New York University Press, 2014. Print.
- "Scientists Uncover 20 Genes Linked to Being Transgender." <https://www.deccanchronicle.com/lifestyle/health-and-wellbeing/190318/scientists-uncover-20-genes-linked-to-being-transgender.html>, Deccan Chronicle, 19 Mar. 2018, www.deccanchronicle.com/lifestyle/health-and-wellbeing/190318/scientists-uncover-20-genes-linked-to-being-transgender.html.
- Somerville, Siobhan. "Scientific Racism and the Emergence of the Homosexual Body." *Journal of the History of Sexuality*, vol. 5, no. 2, 1994, pp. 243–266. *JSTOR*, JSTOR, www.jstor.org/stable/3704199.
- Spizzirri, Giancarlo, et al. "Grey and White Matter Volumes Either in Treatment-Naïve or Hormone-Treated Transgender Women: a Voxel-Based Morphometry Study." *Nature News*, Nature Publishing Group, 15 Jan. 2018, www.nature.com/articles/s41598-017-17563-z.
- "Trans Student Educational Resources." *Trans Student Educational Resources* |, 2017, www.transstudent.org/.