



LGBT: Communities We Work and Live In
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Executive Director
July 17, 2017

*Who is this
person in the
front of the
room?*



Agenda

- Overview of Reclaim's work and history
- Experimental activity #1
- Terminology
- Sexual orientation and gender matrix
- Building Sensitivity
- Systems of oppression
- Experimental activity #2
- Becoming an ally and an advocate
- Questions and Answers

RECLAIM's History



Making a way out of no way....

~~im~~ **impossible.**

Reclaim's Mission



RECLAIM works to increase access to mental health support so that queer and trans youth may reclaim their lives from oppression in all its forms.

RECLAIM's Values

- Relationship/Change/
- Gratitude/Deconstruction/
- Sustainability



Theory of Change

Social Justice as Healing Justice

Healing Justice

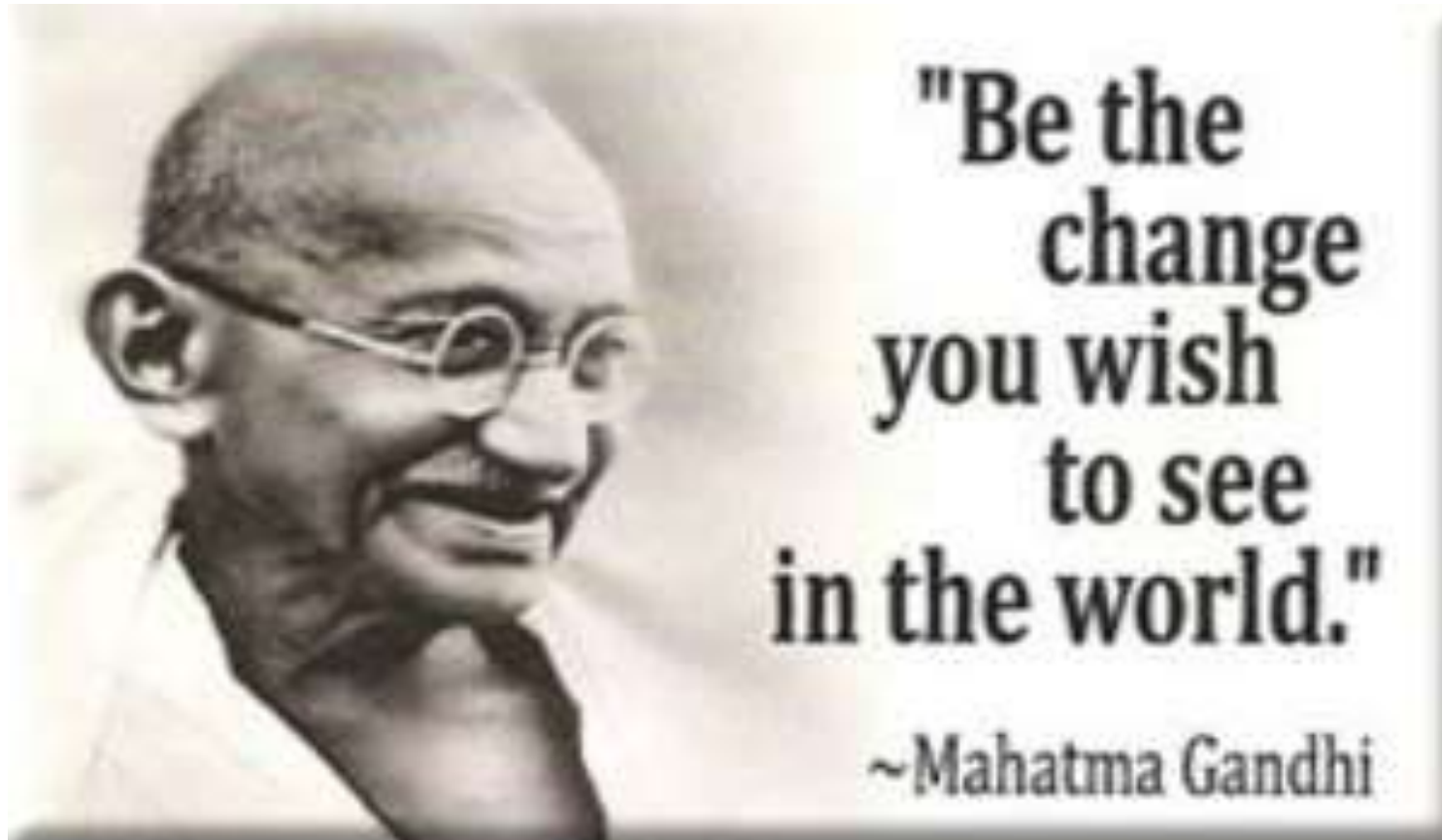
“healing justice” is understood as a broader framework that aims to describe the relationship between social justice work and spirit by focusing both on the consequences of systemic oppression on the hope and agency of community members as well as how communities can heal and be restored to vibrant ways of living”

(Ginwright 2015).

In this way, “healing justice organizers” are acutely aware of the ways in which stress, lack of resources, failing educational systems, violence, and prolonged exposure to trauma all diminish the capacity to foster optimism, empowerment, and social change. In addition, healing justice organizers are critical of public policies that create more violence, stress, hopelessness and lack of opportunities in schools and communities and treat these policies as harmful to the individual and collective, social, spiritual and emotional well-being of community members”.

From this understanding RECLAIM seeks to engage a healing justice model of care that engages individuals, families, and community partners to create ecological systems change in resistance to racism, classism, sexism, heterosexism, cissexism, and ableism.

Be the change....



Do you know what essential change Facebook made to the profile set-up tabs on February 13, 2014?



Released by Facebook February 13, 2014

“When you come to Facebook to connect with the people, causes, and organizations you care about, we want you to feel comfortable being your true, authentic self. An important part of this is the expression of gender, especially when it extends beyond the definitions of just ‘male’ or ‘female.’ So today, we’re proud to offer a new custom gender option to help you better express your own identity on Facebook.”

Question:

But, you can only be either male *or* female, right?



The Gender Binary:

- The concept based upon societal “norms” that one can be either a man or a woman, *only*.



He!



She!

Experimental Activity #1

Language is everything. Words are things.

Please work in small groups to see if you can come up with definitions to the following terms:

- Transgender
 - Cisgender
 - FTM/MTF
 - Gay
 - Gender Identity
 - Gender Expression
 - Gender Non-Conforming
 - Lesbian
 - Queer
 - Questioning
 - Sexual Orientation
 - Bisexual
 - Transition
 - Transsexual
- (10 minutes)

Terminology

DEFINING TERMS ANSWER KEY

Transgender: An umbrella term for people whose gender identify differs from the sex they were assigned at birth and/or whose gender expression do not match society's expectations with regard to gender roles. The term may include identities such as: transsexual, gender queer, gender nonconforming, FTM, MTF, and gender-variant. Transgender people may or may not choose to alter their bodies hormonally and/or surgically.

Transsexual: An older term for people whose gender identity is different from their assigned sex at birth who seek to transition from male to female or female to male. Many do not prefer this term because it is thought to sound overly clinical.

Bisexual: A person who is emotionally, physically and/or romantically attracted to some people of more than one gender.

FTM/MTF: FTM refers to a person who transitions from "female-to-male," meaning a person who was assigned female at birth but identifies and lives as a male. MTF refers to a person who transitions from "male-to-female," meaning a person who was assigned male at birth, but identifies and lives as a female.

Questioning: Refers to people who are in the process of understanding and exploring their sexual orientation or gender identity. They are often seeking information and support during this stage of their identity development.

Gender Identity Matrix



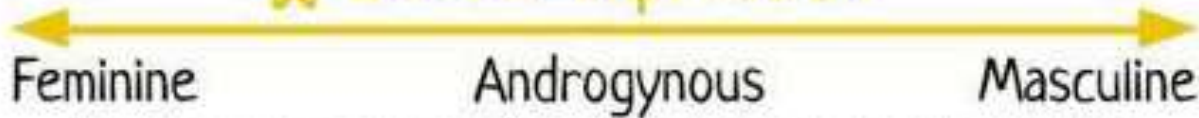
Gender Identity



Gender identity is how you, in your head, think about yourself. It's the chemistry that composes you (e.g., hormonal levels) and how you interpret what that means.



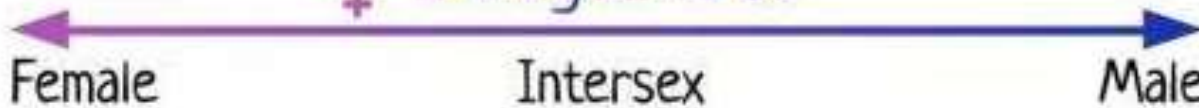
Gender Expression



Gender expression is how you demonstrate your gender (based on traditional gender roles) through the ways you act, dress, behave, and interact.



Biological Sex



Biological sex refers to the objectively measurable organs, hormones, and chromosomes. Female = vagina, ovaries, XX chromosomes; male = penis, testes, XY chromosomes; intersex = a combination of the two.



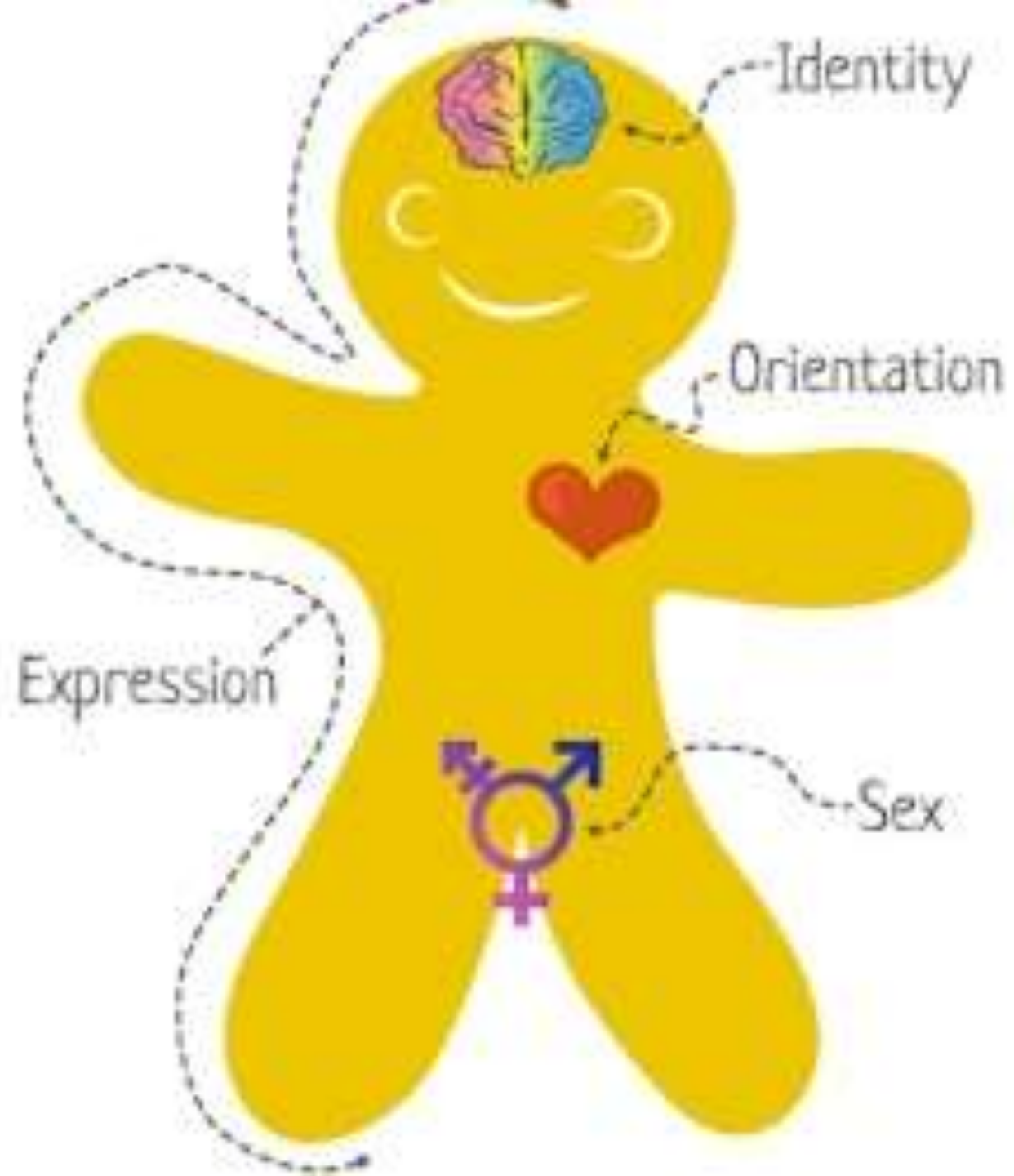
Sexual Orientation



Sexual orientation is who you are physically, spiritually, and emotionally attracted to, based on their sex/gender in relation to your own.

Gender Identity Matrix

The Gingerbread Person



A young person with their hands behind their head, looking down with a somber expression. The person is wearing a dark blue t-shirt with yellow text. The background is a blurred indoor setting.


Why Does it matter?

Transgender and gender nonconforming students in the ninth and eleventh grades reported increased levels of bullying, harassment, suicide attempt, self-harm, anxiety and depression.

2016 Minnesota Student Survey (MSS)

Why it matters.

Specifically, 83.8 percent of transgender and gender nonconforming students in the eleventh grade reported that they have “seriously considered suicide” in the past year or in their lifetime and 36.5 percent reported having attempting suicide in their lifetime.

A woman with dark hair, wearing a white collared shirt, is leaning over a desk. Her hands are resting on the shoulders of a young man with dark hair, wearing a teal t-shirt. The young man has his head buried in his arms, which are resting on the desk. He appears to be in distress or exhausted. The background shows a library setting with wooden bookshelves filled with books. A circular white overlay is positioned on the left side of the image, containing text.

Why it matters.

These students also report increased levels of parental abuse. In the 2016 survey, when transgender students were asked if a parent “hit, beat or physically hurt you?” Twenty-two percent of transgender students report “yes.”

Why it matters.

Further, 31 percent of eleventh grade transgender students reported their “parents regularly swear at you, insult you or put you down.”



Inappropriate Terms:

- Tranny
- She-male
- He-she
- Transvestite
- Hermaphrodite
- Sex-change, sex change operation
- Bio-male, bio-female (controversial)

Becoming me...



Why Are People Transgender?

- Cultures
- Biology
- Medical theories
- Psychological factors
- Right to Choose
 - Trans people have always existed in many Western and Non-western cultures throughout history!

How many transgender people are there?

- We don't know for sure:
 - No one is collecting this data
 - US Census doesn't track it
 - Many trans people are not public about their identities
- National Center for Transgender Equality estimates between ¼ and 1% of the population is transsexual.
- American Psychological Association estimates the prevalence of transsexualism are about 1 in 10,000 for biological males and 1 in 30,000 for biological females.

Building Sensitivity

Transgender Etiquette:

- Always call a person by their chosen name and pronoun!
- If you do screw up pronouns or name, apologize briefly and move on!

	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*

Transgender Etiquette:

- Never ask a trans person if they have had “the surgery”, or if they plan to!
 - Nor should you ask about other medical info, unless it directly pertains to treatment sought from you!
- Remember that just because someone is trans, that doesn't mean it is okay to ask them questions about their bodies!



Transgender Etiquette:

Respectfully ask someone how they would like to be addressed if you are not sure!

- “What are your pronouns?”





Transgender Etiquette:

- Don't interrogate trans people about family or personal life unless brought up to you!
- Don't assume that because people are trans they want to talk about it constantly!

Transgender Etiquette:

- Do not sensationalize or sexualize trans bodies!
- Refrain from reminding trans people how different they look than ‘before’, how you liked them better ‘before’, how hot they are now, or how much they look like ‘real guys’ or ‘real girls’, etc!





OUTING:

- Never 'Out' someone as transgender without their permission!
- BEFORE you Out someone:
 - Ask yourself WHY you wish to OUT them- WHO is it benefiting?
 - Think about what kind of impact OUTING this person will have on their physical safety, employment, housing, etc.

OUTING:

- Remember that many trans people are killed every year just because other people find out that they are trans!
- Some trans folks prefer never to be 'out' as trans or don't even consider themselves to be 'trans'. Honor their privacy!
- Even folks who work for trans rights deserve privacy – let them out themselves where and when they want to!

DON'T:



DO:



IF SOMEONE COMES OUT

1. Say "I always knew," or downplay the significance of it
2. Go tell everyone, bragging about your "new trans friend"
3. Forget that they are still the person you knew, be curious
4. Ask probing questions, or cross personal barriers you've set
5. Assume you know why they came out to you.

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

Systems of Oppression

INTERSECTIONALITY

in·ter·sec·tion·al·i·ty

/in(t)ərsɛkʃHə'nælədē/

- *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.

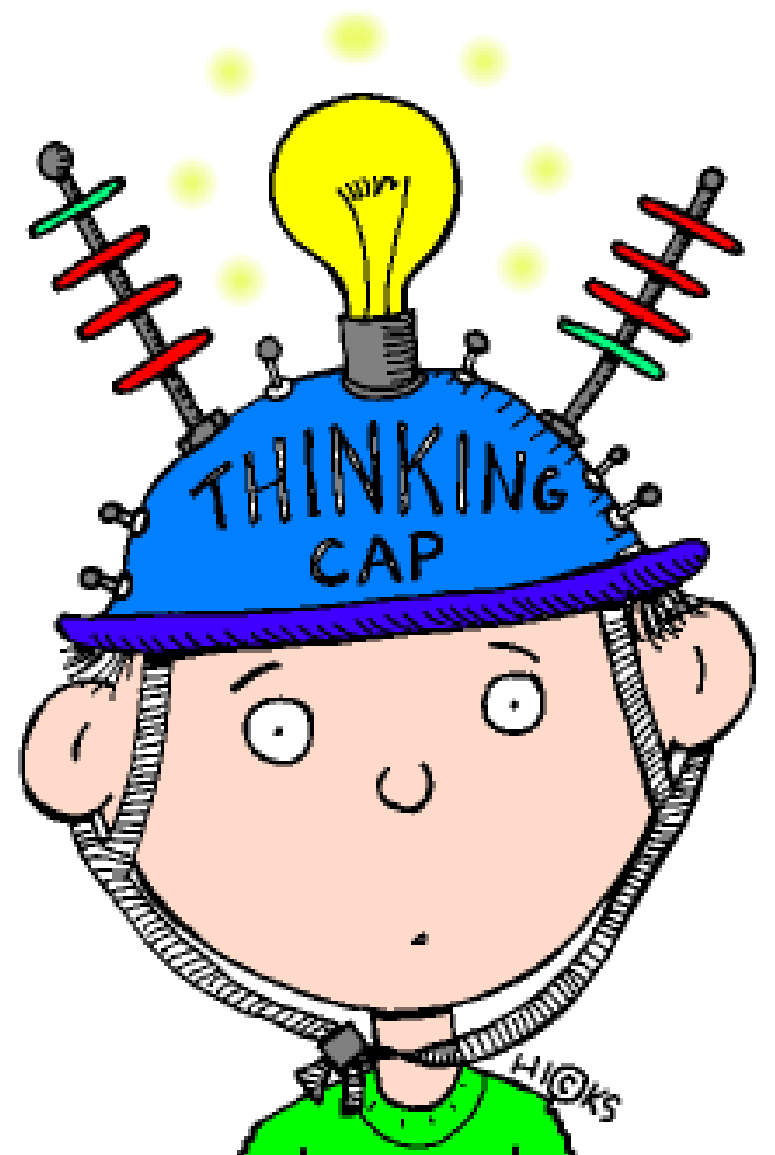
- "through an awareness of intersectionality, we can better acknowledge and ground the differences among us"

Social **oppression** is the socially supported mistreatment and exploitation of a group of individuals. Social **oppression** is based on power dynamics and an individual's social location in society.

White	Non-White	Racism/White Supremacy
Man	Woman	Sexism/Patriarchy
Theist	Atheist	Religious Oppression
Heterosexual	Homo/Bisexual	Heterosexism
Thin	Fat	Sizeism
Rich/Middle Class	Working Class/Poor	Classism
Able-bodied	Disabled Body	Ableism
Cis gendered	Transgender	Cisgenderism
Privileged Position	Oppressed Position	System of Enactment

Experimental Activity #2

This exercise is designed to help participants better understand the challenges transgender people face when using restrooms outside of their homes when they are at work, school, out in their communities, etc.



Interview Questions

- Can you think of a time when you or a loved one needed to access a safe restroom and were unable to do so" :what happened in that situation?"
- What is the importance of consistent access to restrooms for all people (cisgender and transgender)where they are confident they will be safe?"
- What are some possible concerns people may have about transgender people and restrooms?" Are any of these concerns potentially stereotyped or based on false information?" If not, what information have we used to determine that these concerns are legitimate risks as opposed to expressions of discomfort?"

Discussion Questions

- In what ways might access to restrooms affect transgender people's job and school performance?
- How might some cisgender people be affected by anti-transgender prejudice regarding restrooms?
- What are the impacts of the availability of individual, single-person unisex or gender neutral restrooms on people who are transgender?
- What are the potential impacts of the availability of individual, single-person unisex or gender neutral restrooms on people who are not transgender?

Becoming an Ally

How to be an awesome Ally & Provider!

- Remember the Etiquette tips!
- Be mindful of trans people in office or waiting room
- Don't police public restrooms
- Don't ask about a trans person's genitals unless it has to do DIRECTLY with the care or treatment they are seeking from you!

How to be an awesome Ally & Provider!

1

Never treat trans people as if they are being risky with their health!

2

Remember, being transgender is not a 'choice'.

3

Remember that the medical treatment a trans person may seek is not "cosmetic" or superfluous!

How to be an awesome Ally & Provider!

- Be willing to do your homework!
- Never deny a trans person care or treatment because of your personal beliefs!
- Treat trans people with the courtesy & respect you would like to be treated with.
- Be sensitive that transgender medical needs are not always covered by insurance.

How to be an awesome Ally & Provider!

Be

Be aware that trans people may have a name or other info on records that may be incongruent with appearance or name and pronoun.

Do

Don't just add the "T":

- Make your organization truly trans-inclusive
- Don't tokenize trans people!

How to be an awesome Ally & Provider!

Become

Become an active ally for lesbian, gay, bi and trans people in your community.

Call out

Call out trans-phobic remarks and jokes.

Resist

Resist the urge to place others into a male box or female box....gender stereotypes suck for everyone, not just trans people!

Questions?

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Questioning: Refers to people who are in the process of understanding and exploring their sexual orientation or gender identity. They are often seeking information and support during this stage of their identity development.

Gay: A person who is emotionally, physically and/or romantically attracted to some other people of the same gender. Can be used to refer to people of all genders, though it is used most commonly to refer to males. Some women and girls choose not to identify as gay, but as lesbian.

Cisgender: A term for when someone's gender identity/expression matches their assigned sex at birth.

Transition: The process when a person begins living as the gender with which they identify rather than the gender they were assigned at birth, which often may include changing one's first name and dressing and grooming differently. Transitioning may or may not also include medical and legal aspects, including taking hormones, having surgery or changing identity documents (e.g. driver's license) to reflect one's gender identity. Transitioning is not a one-step procedure; it is a complex process that occurs over a period of time.

Gender Non-Conforming: A person who doesn't adhere to societal pressures to conform to gender norms and roles.

Lesbian: A woman who is emotionally, physically and/or romantically attracted to some other women.

Queer: An umbrella term used to refer to lesbian, gay, bisexual and transgender people. Some use as an alternative to "LGBT" in an effort to be more inclusive. Depending on the user, the term has either a derogatory or an affirming connotation, as many within the LGBT community have sought to reclaim the term that was once widely used in a negative way.

Sexual Orientation: Determined by one's emotional, physical and/or romantic attractions. Categories of sexual orientation include, but are not limited to: gay, lesbian, attracted to some members of the same bisexual, attracted to some members of more than one gender; and heterosexual, attracted to some members of another gender.

Gender Identity: How an individual identifies in terms of their gender. Since gender identity is internal, one's gender identity is not necessarily visible to others.

Gender Expression: Refers to the ways in which people externally communicate their gender identity to others through behavior, clothing, haircut, voice and emphasizing, de-emphasizing or changing their bodies' characteristics. Gender expression is not an indicator of sexual orientation.