The Abcs of LGBT

JENIFER K. MCGUIRE, ASSOCIATE PROFESSOR, FAMILY SOCIAL SCIENCE
A NOTE ABOUT BINARIES

- The variability within groups is often greater than the differences between groups.

http://www.socialresearchmethods.net/kb/stat_t.php
HOW MUCH PEOPLE LIKE ICE HOCKEY IN MINNESOTA

**This is not real data

Women

Men

http://www.ats.ucla.edu/stat/sas/output/ttest.htm
THE GENDER BINARY

Zona libre de Discriminación
The Genderbread Person

Gender is one of those things everyone thinks they understand, but most people don’t. Like perception, gender isn’t binary. It’s not either/or. In many cases it’s both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for gender understanding. It’s okay if you’re hungry for more. In fact, that’s the idea.

For a bigger bite, read more at http://bit.ly/genderbread

http://itspronouncedmetrosexual.com/2015/03/the-genderbread
LANGUAGE

Activity

- Think about the ways that language impacts how you communicate with others.
  - Can you think of times when you’ve used language that stigmatized someone?
  - What are examples of language we use to discuss mental health, gender, body image, and food?
LANGUAGE IS ACTIVISM

- Ways of talking to and about people can promote activism and intervention
- Reframing the ways we talk about gender, age, body image, and inclusion can lead to change.

PRONOUNS

- Why do we use pronouns?
- What does it mean to state your GPs?
- Why do you think this practice of stating GPs might be important?

Examples:
- She/her
- He/him
- They/them
- Ze/hir
Transgender/ Trans

• Broad term for individuals who transcend conventional boundaries of gender, regardless of physical categorization or sexual orientation (Feldman & Blockting, 2003)
• Can include a diverse array of social and physical transition and identity
• Variability in identification with binary classifications of gender
• Genderqueer identities- nonbinary in relation to fluid
• Two-spirit identity
GENDERQUEER IDENTITIES

- Range of expression—gender as a spectrum vs. binary
- Outside and between the binary
- Ways of expressing gender
- Gender and sex are not interdependent

TWO-SPRIT IDENTITY

- Used by American Indian/Indigenous communities
- Method for describing one’s gender expression/identity
- Dwindling in recognition amongst tribe members
- Sacredness changed as a result of Westernization and colonization
- Two-spirit does not mean trans and vice versa

http://traditionalnativehealing.com/tag/two-spirit
## Diversity of Sexual Identities

<table>
<thead>
<tr>
<th>Category</th>
<th>Identity Type 1</th>
<th>Identity Type 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Queer</td>
<td>Asexual</td>
<td>Lesbian</td>
</tr>
<tr>
<td>Pansexual/Pan</td>
<td>Mostly Heterosexual</td>
<td>Straight</td>
</tr>
<tr>
<td>Straight Female</td>
<td>Bisexual/Bi</td>
<td>Gay</td>
</tr>
<tr>
<td>Undefined</td>
<td>No Label</td>
<td>Straight Male</td>
</tr>
<tr>
<td>Open-minded</td>
<td>Trans* Lesbian</td>
<td>Trans* Sexuality</td>
</tr>
<tr>
<td>Fluid/Varies</td>
<td>Mostly Homosexual</td>
<td>A Kinsey X</td>
</tr>
<tr>
<td>LGBTQ</td>
<td>Straight girl/Gay guy</td>
<td>Queer - straight</td>
</tr>
<tr>
<td>Dyke</td>
<td>Queer - gay</td>
<td>Queer - pan</td>
</tr>
</tbody>
</table>

## Diversity of Gender Identities

<table>
<thead>
<tr>
<th>Category</th>
<th>Identity Type 1</th>
<th>Identity Type 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Genderqueer</td>
<td>Woman/ Girl</td>
<td>Man/Boy</td>
</tr>
<tr>
<td>Queer</td>
<td>Gender fuck</td>
<td>Transsexual</td>
</tr>
<tr>
<td>Transgender</td>
<td>Genderless/ Undefined</td>
<td>Questioning</td>
</tr>
<tr>
<td>Mostly Male</td>
<td>Androgynous</td>
<td>Pangender</td>
</tr>
<tr>
<td>Transfemale/ Transmale</td>
<td>Transmasc./ Transfeminine</td>
<td>Transguy/ Transgirl</td>
</tr>
<tr>
<td>Gender Neutral</td>
<td>Gender Fluid</td>
<td>Transperson</td>
</tr>
<tr>
<td>F-M/M-F</td>
<td>Trans* weird</td>
<td>Femme Queen</td>
</tr>
<tr>
<td>Queer Boi/Gui</td>
<td>BRRL</td>
<td>Transwoman/ Transman</td>
</tr>
</tbody>
</table>
QUESTIONS ABOUT TERMS...
APPROACHES TO GENDER

- Gender as a socialized, cultural ideal
- Gender as a performance
- Gender as an innate expression of essential differences

Image by Paul Windle, NY Times, 12-21-12
HOW TO PROMOTE INCLUSIVITY
IN THE SPACE...

- Symbols and signs
- Posted policy
- Inclusive bathrooms
WHY INCLUSIVITY MATTERS

- EVERYONE feels safer in more inclusive environments.
- Research on schooling repeatedly finds that all youth are safer when environments are more inclusive.
LEGAL PROTECTION FROM DISCRIMINATION: GENDER IDENTITY AND/OR EXPRESSION

State Laws

- Minnesota Human Rights Act
  - Protection from discrimination in Employment, Housing and Education
  - Gender identity protected from discrimination

- Safe and Supportive Schools Act 2014
  - Bullying prohibition statute for school-based application
  - Gender expression enumerated for protection

Federal Law

- Title IX, Civil Rights Act 1973 Sex Discrimination prohibition
- Gender identity and expression and sexual orientation vary by states but are often applied to sex discrimination by courts
GENDER VARIANCE IN FAMILY THEORY

- How gender is enacted
- Roles and expectations
- Challenges to current theoretical assumptions
THE ENACTMENT OF GENDER IN FAMILIES (AND SOCIETY)

- Cisgender
  - an individual’s identified gender is aligned with the sex assigned at birth
- Heteronormative
  - a world view that promotes heterosexuality as normal or preferred
- Cisnormative
  - A belief system that there are only two genders,
  - that our bodies define our gender,
  - and that our gender necessitates certain roles in families and society
- Gender Policing
  - Imposing behaviors on others based on sex or assumed gender
CISNORMATIVITY IN SOCIAL INTERACTIONS

- This extends beyond not allowing multiple gender choices
- Gendered school organization
  - Clothing, bathrooms
- Medical forms
- Any structure that limits gender to a binary based on sex
- Our primary family theories reflect this perspective – gender is considered constant, and based on sex, a factor that influences interactions rather than a product of those interactions
PROMOTING INCLUSION WITH RELATIONSHIPS

- When people feel welcome, they are included.
- When their needs are easily met, they are included.
- When they are treated with respect, they are included.
THE PRACTICALITIES

- GLSEN Safe Spaces Toolkit
  - Know the issues
  - Support
  - Educate
  - Advocate
WHAT ARE THE ISSUES?

- Bathrooms?
- Names?
- Parent consent?
- Food security?
- Safety?
HOW ARE YOU AN ACTIVE SUPPORTER?
HOW TO INTERVENE...

- Intervene immediately
- Name the behavior
- Create a teachable moment
- Support the targeted student
- Hold students accountable
HOW DO YOU EDUCATE?

- Do you include LGBT content?
- Is it integrated or distinct?
- Does it stigmatize or isolate?
HOW CAN YOU ADVOCATE

- What is one thing you can change?
- Who will benefit?
Final questions?

JENIFER K. MCGUIRE JMCGUIRE@UMN.EDU