

# LGBT 101

Gender, Sexuality, and Identity

# Goals

- ✓ Understand the distinction between gender and sex
- ✓ Understand the unique challenges faced by LGBT individuals, their friends, and their families
- ✓ Understand relevant federal, state, and local laws
- ✓ Examine strategies for creating safe, inclusive spaces

oneiowa

One Iowa

iowa PRIDE  
network

GAY & GRAY  
*in the Midwest*

LIVE HEALTHY  
LIVE PROUD GET  
COVERED



FAIR COURTS  
COALITION

oneiowa

Flyover  
RAD10

Transforming  
Corrections Culture

# The Good News

- **You don't have to be an expert on the LGBT community to be culturally competent**
- You just need:
  - Some basic information
  - A willingness to learn
  - The ability to listen openly to what someone is trying to tell you

# Terminology

- Sex
- Gender
- Sexual Orientation
- Gender Identity
- Gender Expression
- Transgender
- Cisgender

# Sexual Orientation

- The enduring pattern of romantic and/or sexual attraction to persons of the same sex/gender, the opposite sex/gender, or to both sexes or more than one gender.
- Internal to our psyche
- May or may not match behaviors or identity labels

# Sexual Orientations

- Straight – an *identity* label for someone who is attracted to members of the opposite sex
- Lesbian - an *identity* label for women who have primary sexual, romantic and relational ties to other women
- Gay - an *identity* label for men who have primary sexual, romantic and relational ties to other men
- Bisexual - an *identity* label for people who partner with either men or women

# According to the American Psychological Association...

## **Sexual orientation is:**

- ✓ Not a choice
- ✓ Not an illness or emotional problem
- ✓ Not able to be changed by therapy
- ✓ Determined by many factors, usually at a very early age
- ✓ Different from sexual behavior



# Sex vs. Gender

- **Sex** refers to hormones, chromosomes, genital and reproductive anatomy, a biological classification
- **Gender** refers to concepts of femininity and masculinity, a socially constructed system of classification
  - These may not be the same for any particular individual, i.e., a person with male anatomy may dress, speak and behave in a feminine manner.

# Gender Identity

## **The persistent internal sense of being a man or a woman**

- We all have a gender identity
- For many of us, this matches the sex we were assigned at birth. For transgender people, it does not.
- Our gender identity may or may NOT match our appearance, our body, others' perceptions of us

# Gender Expression

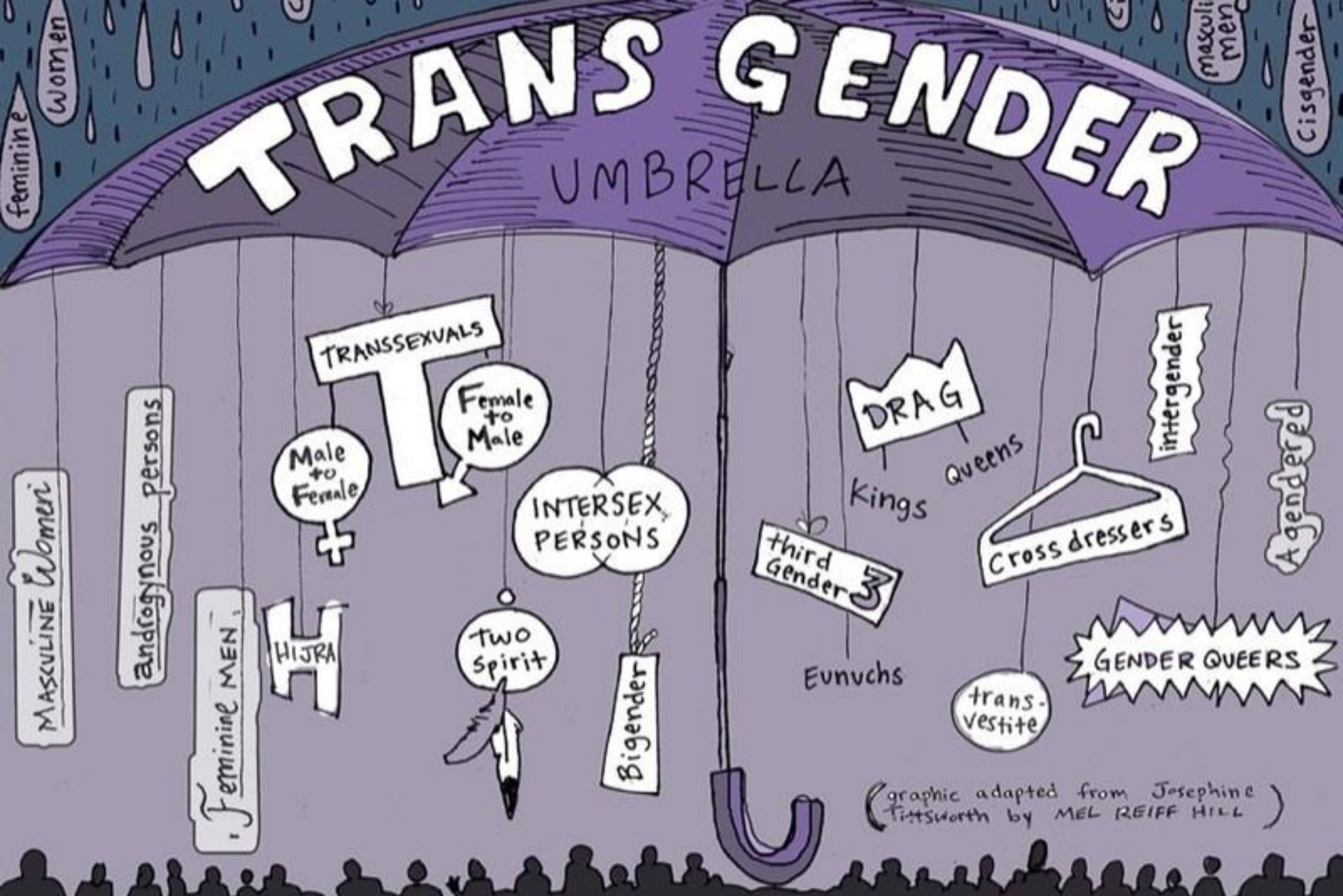
**Mannerisms, personal traits, ways of dressing, etc. which serve to communicate a person's identity as they relate to gender and gender roles**

- Has nothing to do with our biological sex
- Two people with the same gender identity may have different expressions of that identity...and these may not match others expectations
- Highly culturally sensitive: varies with both geographic location and time period

# The Umbrella

- Transgender
- Transsexual
- Genderqueer
- Gender fluid
- Agender
- Two-spirit
- Bigender
- DSD\*





(graphic adapted from Josephine Tinsworth by MEL REIFF HILL)

Encompasses any individual who crosses over or challenges their society's traditional gender roles and/or expressions.

# Transgender

- Transgender people:
  - Can decide to transition at any age
  - May or may not change their name/pronouns
  - May or may not use hormones or surgery
- What to do when you meet transgender persons:
  - Ask what they prefer to be called & use that name
  - Avoid invasive unnecessary questions

# Intersex

**A condition in which a person is born with external genitalia, internal reproductive organs, chromosome patterns, and/or an endocrine system that does not fit typical definitions of male or female**

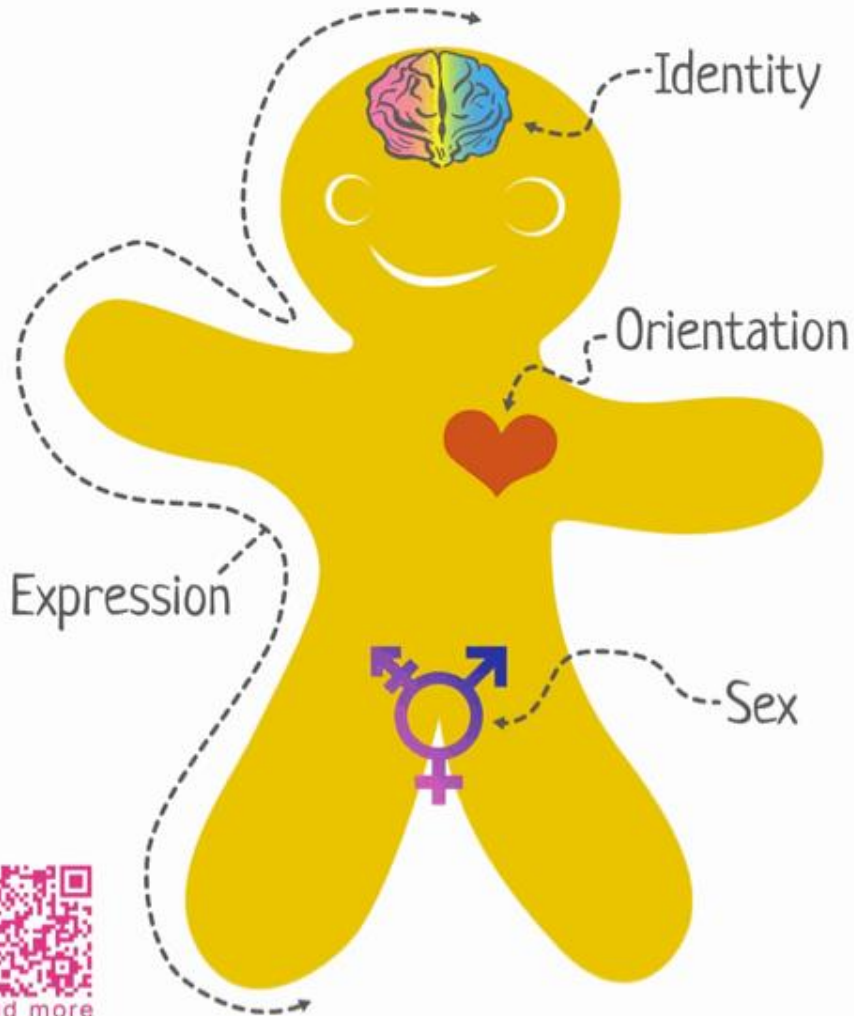
- a person with atypical reproductive or sexual characteristics. A variety of conditions can be involved. Intersex people develop before birth with a genetic disorder of sex representation/differentiation
- Born with indeterminate genital structures that are not entirely male or female, that may show a combination of both male and female features, or that may be differently or under-developed.
- Effects may be present both externally and internally. The external indicators may not be physically obvious; some individuals outwardly appear male or female but internally have a mixed sexual anatomy.
- No intersex person has a complete set of both male and female organs. Intersex persons may have either a male or a female gender identity, and their sexual orientation may be straight, bisexual, gay, or lesbian relative to their gender identity.





# The Genderbread Person

by [www.ItsPronouncedMetrosexual.com](http://www.ItsPronouncedMetrosexual.com)



## Gender Identity

← Woman Genderqueer Man →

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

← Feminine Androgynous Masculine →

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

## Biological Sex

← Female Intersex Male →

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

← Heterosexual Bisexual Homosexual →

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

## Remember:

- It's not always obvious who is LGBT
- It's okay to ask questions about gender, partners, preferred pronouns, etc.
- It's okay to feel awkward as you learn how to ask these questions
- There are no universals. Some LGBT people don't even like the term LGBT

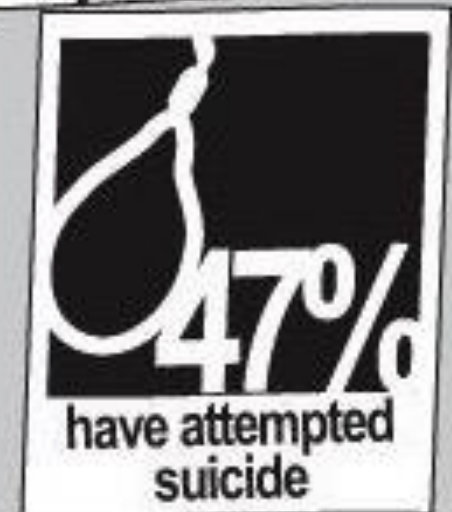
# Transgender Discrimination

- Trans people face many of the same types of discrimination that LGB individuals face, but with many additional hurdles including but not limited to:
  - Government identity documents that do not reflect their gender and are prohibitively difficult to change
  - Sex-segregated restrooms and other public facilities
  - Can be fired for being trans\* in 31 states
  - Barriers to access appropriate healthcare

# Snapshots of Transgender Life

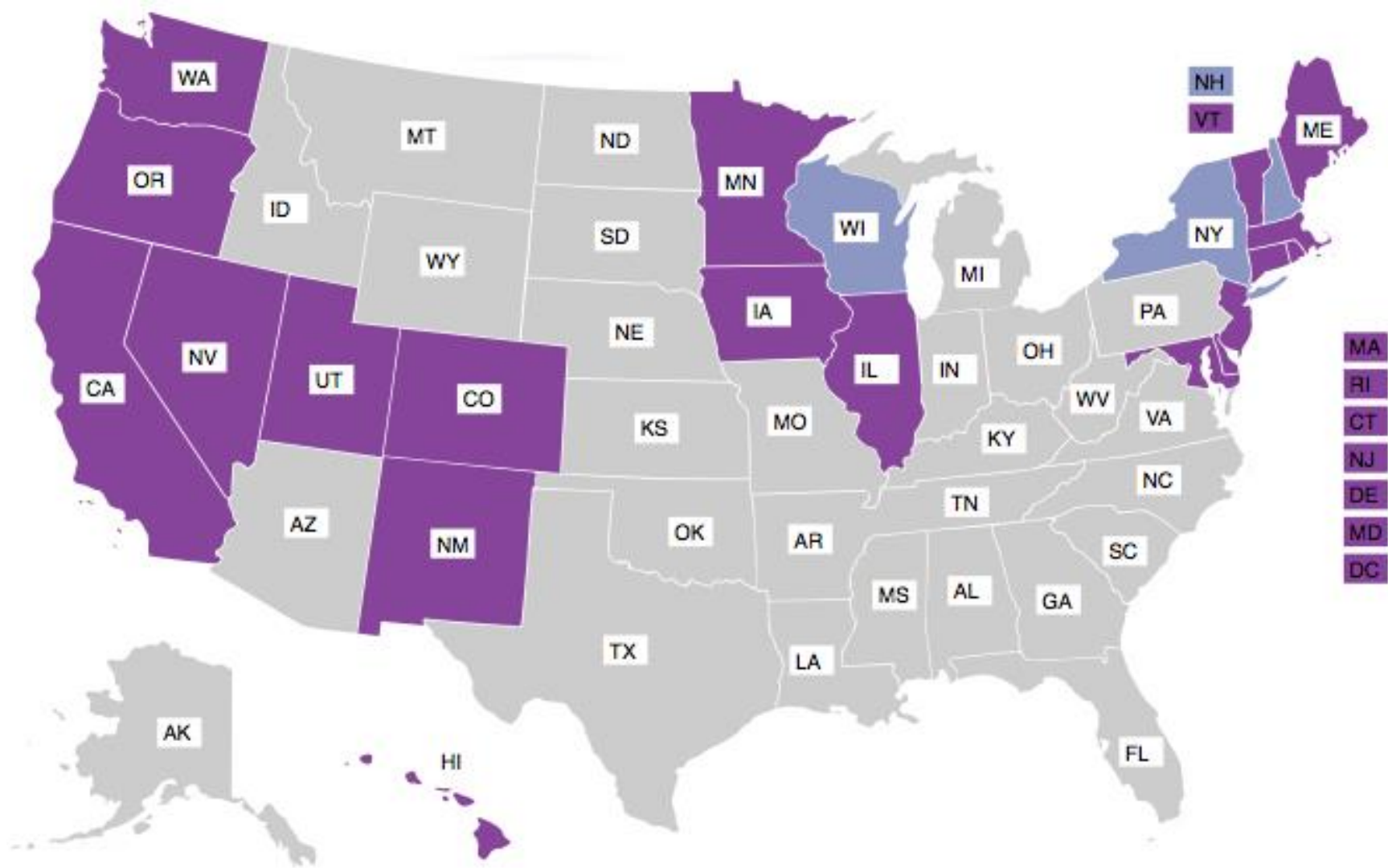
## Snapshots of transgender life

The National Transgender Center for Equality surveyed 6,450 transgender individuals in the U.S. Full results are available at [transequality.org](http://transequality.org).



# Can I be fired for being LGBT?

- Within the state of Iowa?
  - Nebraska?
  - Missouri?
  - Wisconsin?
  - Illinois?
- How will your rights change depending on what state you are traveling through?




 State-wide employment non-discrimination law covers sexual orientation and gender identity


 State-wide employment non-discrimination law covers only sexual orientation (not gender identity)

Source: ACLU Non-Discrimination Laws by State

## Discrimination is real (and legally sanctioned)

- In **28** states it is legal to fire a worker simply for being lesbian, gay, or bisexual
- In **31** states it is legal to fire a worker based on their gender identity
- National efforts to prevent discrimination have been stalled in Congress for years (ENDA and now the Equality Act)

## ...but not in Iowa

- Since the Iowa Civil Rights Code was amended in 2007:
  - 100% of the population is now protected against discrimination based on their sexual orientation
  - 100% of the population is now protected against discrimination based on their gender identity
- Federally – Title VII and Title IX provide limited protections for transgender students and other groups



# Next steps: Designing Non-Discriminatory Policies

- This is easier than most think it would be
- Reasons to adopt such policies:
  - Maximizes recruitment and retention of trained workers
  - An environment of fairness increases morale
  - Improves employee productivity:
    - LGBT employees can focus on their work rather than worrying about their gender transition or gossip about their relationships
    - Non-LGBT employees can focus on work and not controversy

# Situations Needing Solutions

1. Restrooms
2. Harassment and Hostile Work Environment
3. Male/Female Boxes on Forms, Identification Cards, Background/Credit Checks, Security Checks
4. Gender-Specific Housing
5. Showers/Locker Rooms
6. Dress Codes

# Three Principles

- Recognize self identity, regardless of surgery or documentation
  - Ask yourself: **Is this person's gender identity and expression being recognized in this situation?**
- Understand and apply the concept of reasonable accommodation
  - Ask yourself: **Is this a situation where the typical policies or procedures are resulting in an LGBT person having to unfairly endure difficult or different conditions at work?**
- Biases of customers or coworkers are not a valid (or legally admissible) reason for discrimination
  - Ask yourself: **Is this a situation where an entity is trying to accommodate the biases, or lack of comfort, with LGBT people, customers, or others?**

# Suggestions

- Change your language
  - Say “...your partner, he or she...”
  - Remove gender binaries on forms
  - Mirror language people use for themselves and their partners
  - Refrain from asking invasive questions about people’s bodies
- Show your openness
  - Wear or post LGBT inclusive stickers and pins
  - Assure confidentiality, make coming out safe

# Questions

- Feel free to ask anything (respectfully)
- Remember, this is a safe space

# Thank You!

For more information:

[keenan@oneiowa.org](mailto:keenan@oneiowa.org)

Oneiowa.org

(515) 288-4019