



Gender and Sexuality Diversity Training



CEDAR CREST
COLLEGE

Center for Diversity
and Inclusion





Overview of Presentation

- Disclaimer
- Alphabet Soup
- Starting at the basics
- Terminology
- Activity- Exploring Stereotypes
- Privilege and Inclusivity
- Resources
- Questions?





Alphabet Soup

- GSD-Gender and Sexuality Diversity, adapted as it seeks to be inclusive and representative of all genders and all sexualities, and to recognize the inherent diverse nature within
- LGBT/GLBT
- LGBTQ/GLBTQ
- LGBTQQuIAAAPP...(Invariably, identities are not included, intentionally or not, leading individuals who identify with a specific letter to feel particularly marginalized)





Some Basics

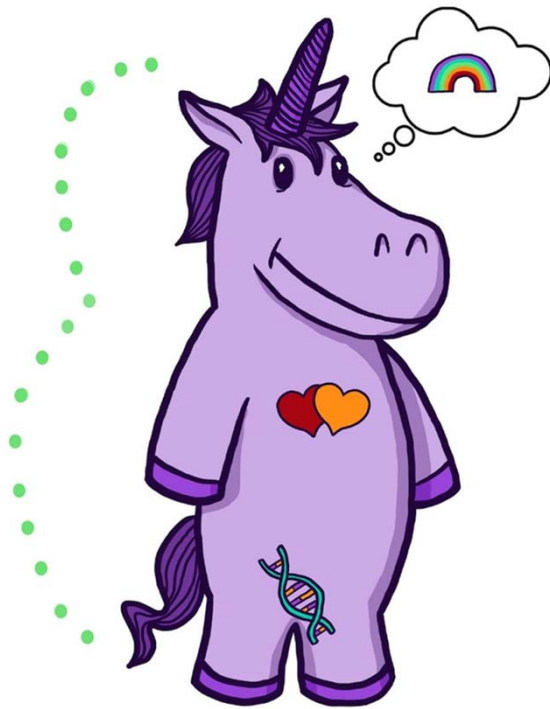
- Sex/Natal Sex
- Gender Identity
- Gender Expression
- Sexual Orientation
- Affectional Orientation





The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



 Gender Identity

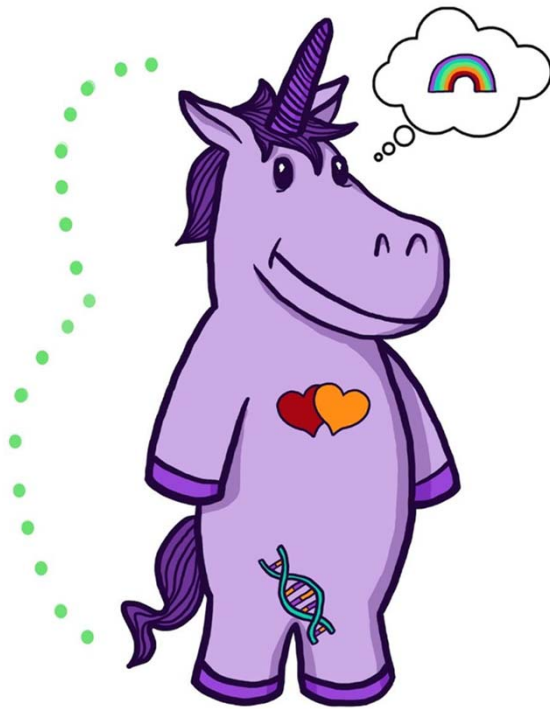


Female / Woman / Girl
Male / Man / Boy
Other Gender(s)



The Gender Unicorn

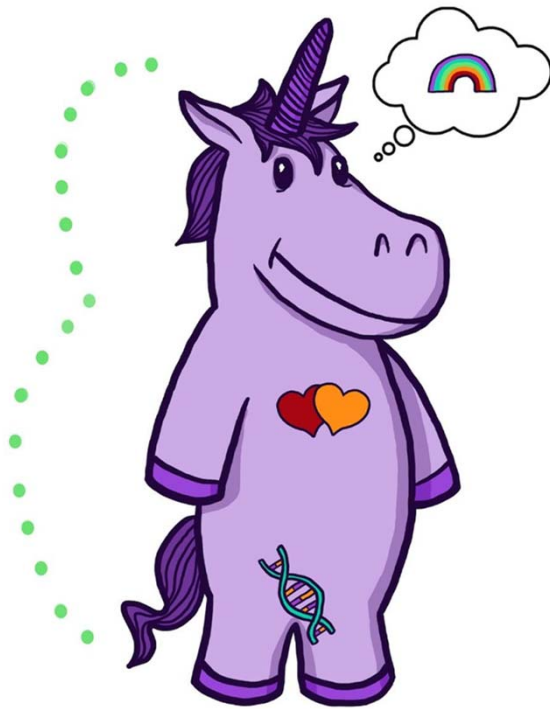
Graphic by:
TSER
Trans Student Educational Resources





The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



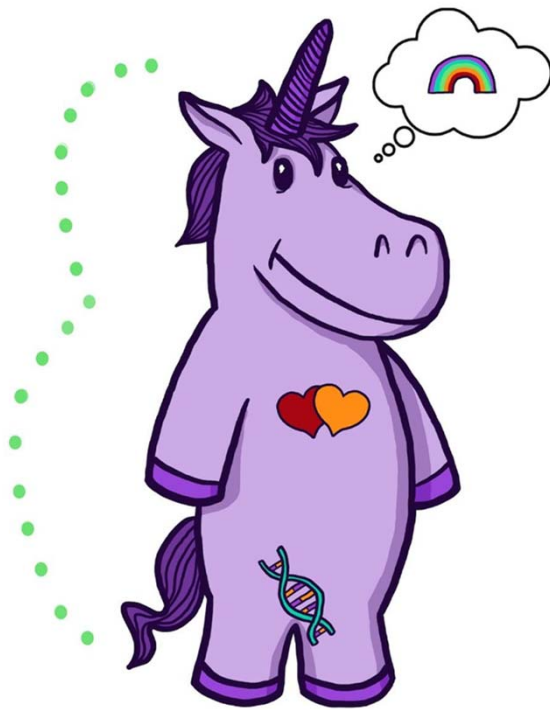
Natal (Biological) Sex

- Female
- Male
- Other/Intersex



The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



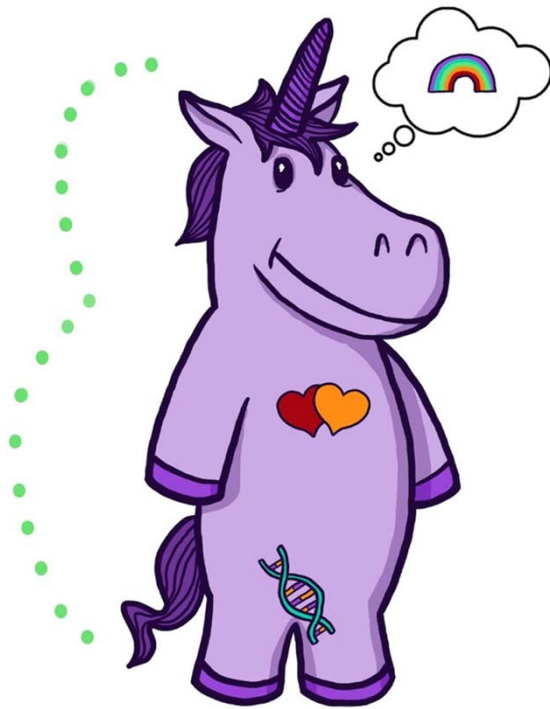
♥ Sexually Attracted To





The Gender Unicorn

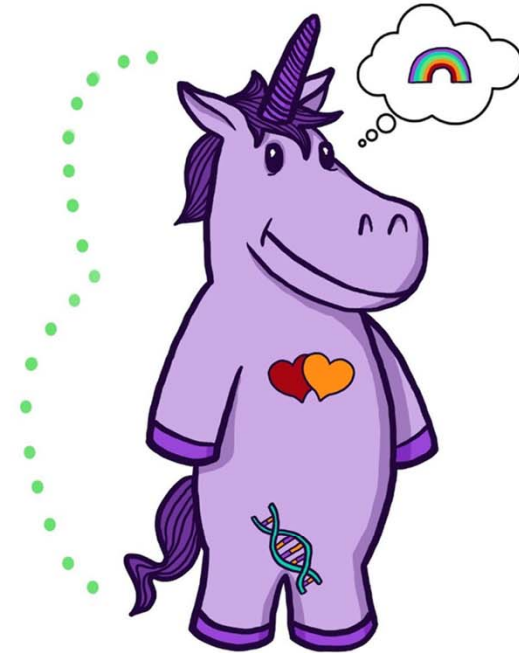
Graphic by:
TSER
Trans Student Educational Resources





The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources





A few more terms...

Biological Sex	Gender Identity	Gender Expression	Sexual Orientation
Female	Woman	Feminine	Heterosexual
Male	Man	Masculine	Gay
Intersex / DSD	Trans	Androgynous	Lesbian
	Transgender	AG / Aggressive	Bisexual
	Transsexual	Femme Queen	Asexual
	Genderqueer		Queer
	Two- Spirit		Same Gender Loving

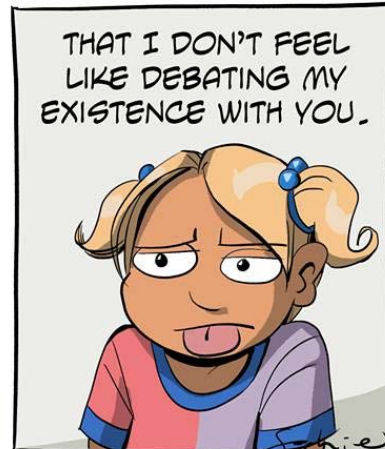
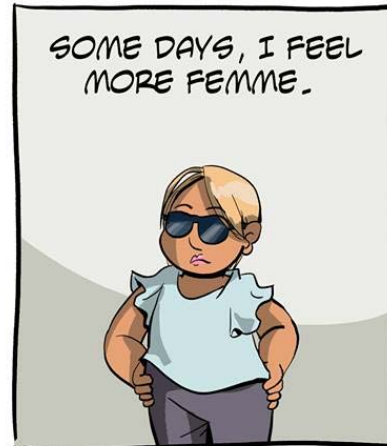
RESOURCE BY ELI R. GREEN. AVAILABLE ONLINE AT: WWW.ELIRGREEN.COM Last updated August 10, 2012





Assigned Male Comics

@assignedmale





Terminology-it's fluid!

- Remember:** terminology changes, depending on *context, environment, and individuals*
- Self-Definition:** Allowing an individual to define and interpret a term in a way that is authentic to their own expression
- The best term to use is the one someone provides you with; which may change!





Activity time!

Exploring Stereotypes:

In small groups, we'll take just a few moments (literally, just seconds really) to fill in the blanks as quickly as possible individually with the first thing that pops into your mind; think of it as a race!

Then, within your small groups, see what common or different answers came up, and talk about why you think some of the trends may exist; don't worry, we will take more than a few seconds for this!

We'll then come back together as a larger group for the discussion piece at the end.

Privilege: A quick Intro





Privilege: How might this apply to GSD?

Inclusivity as practice!—Some examples of Privilege and Gender Identity

1. Restrooms
2. State IDs/DL
3. Health Care
4. Introductions
5. Job applications
6. Resume'
7. Airport Security
8. Credit Card Applications
9. Public transportation
10. Dressing stalls
11. FAFSA
12. Bars/Nightclubs
13. Class rosters
14. Any more to add?

—Ask, don't assume

—Lead by example

—Always educate, always learn





What's next?

[5 tips for being an ally](#)

Being an Ally:





Resources

Bettencourt, R. (2009, January 1). The Transgender Umbrella. Retrieved March 10, 2015.

Consortium of Higher Education LGBT Resource Professionals (Ed.). (n.d.). Educational Handouts. Retrieved March 10, 2015, from http://architect.lgbtcampus.org/educational_handouts

Killermann, S. (2015, January 1). Breaking through the binary: Gender explained using continuums. Retrieved March 10, 2015. LGBTQI Terminology. (n.d.). Retrieved March 10, 2015, from <https://sait.usc.edu/lgbt/education/lgbt-terminology.aspx>

www.glaad.org

www.glsen.org

www.pflag.org

www.thegenderbook.com

www.thesafezoneproject.org

www.thetrevorproject.org

