

# Meeting the Needs of Lesbian, Gay, Bisexual, Transgender, Two- Spirit, and Queer Survivors

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National Indigenous Women's Resource Center  
National Resource Center to Enhance Safety of Native Women and their Children

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## Workshop Goals

- ◆ Review the impact of colonization on Native beliefs
- ◆ Educate participants on LGBTTO language and terminology
- ◆ Build capacity and skills to appropriately work with LGBTTO survivors
- ◆ Provide action items to take come to your respective communities
- ◆ Participant goals

## Groundrules

Creating a safer space

American Indian and Alaska Native Tribes accepted and respected their community members who are LGBT. Tribal customs and traditions speak to this reality that has changed/been challenged because of colonization by non-Native peoples and governments.

◆ When Genocide Failed...

# LGBTTO 101

## Language activity

## Sex

1, Verb: Consensual, intimate physical contact between people.

2, Noun: Biologically based and socially constructed determination of a person's label of "female" or "male." Often based on a doctor's visual assessment of a baby's genitalia

In Western culture, 2 sexes are institutionally recognized:  
**male** and **female**

## Gender

The set of meanings assigned by a culture or society to someone's perceived biological sex. Gender is fluid and can shift over time. Gender has at least 3 parts:

1. Physical Markers
2. Role/Expression
3. Identity

## Gender

**Physical Markers:** Aspects of the human body that are considered to determine sex and/or gender for a given culture or society including genitalia, chromosomes, hormones, secondary sex characteristics, and internal reproductive organs.

## Gender

**Role/Expression:** Aspects of behavior and outward presentation that may (intentionally or unintentionally) communicate gender to others in a given culture or society. It includes clothing, body language, hairstyles, voice, socialization, relationships, career choices, interests, and presence in gendered spaces (restrooms, places of worship, etc.)

## Gender

**Gender Identity:** An individual's internal view of their gender. Their own innermost sense of themselves as a gendered being and/or as masculine, feminine, androgynous, etc. This will often influence name and pronoun preference.

## Intersex

A term referring to people who have physical markers that differ from the medical definitions of male or female. Most commonly, it is used to speak about people whose genitalia is not easily classifiable as “male” or “female” at birth but it can be used to refer to any biological marker that falls outside medical norms for male and female.

## Sexual Orientation

A term describing a person’s attraction (physical or emotional) to people of a specific gender(s). It is the culturally defined set of meanings through which people describe their sexual attractions. Sexual orientation is fluid and can shift over time. Sexual orientation has at least three parts:

- 1 Attraction
- 2 Behavior
- 3 Sexual identity

## Sexual Orientation

**Attraction:** One's own feelings or self-perception about which gender(s) one feels drawn to. Can be sexual, emotional, spiritual, psychological, and/or political.

**Behavior:** What one does sexually and/or with whom.

**Sexual Identity:** The language and terms one uses to refer to their sexual orientation. It may or may not be based on attraction and/or behavior and also can be influenced by family, culture, and community.

## Sexual Orientation Terms

- ◆ **Lesbian:** Most frequently used by woman-identified people who experience attraction primarily or exclusively for other woman-identified people.
- ◆ **Gay:** Most frequently used by male-identified people who experience attraction primarily or exclusively for other male-identified people.
- ◆ **Bisexual:** A term identifying a person who is attracted to men and women or people of other/another gender(s) emotionally, physically, spiritually, and/or sexually.



## Sexual Orientation Terms

- ◆ **Queer:** A political term that often is used as an umbrella for LGBT, queer can be used for gender identity, sexual orientation, or both. While once considered derogatory, some people have reclaimed this term.
- ◆ **Straight/Heterosexual:** A term used to describe people who identify as women or men and are predominantly attracted to people of the opposite gender
- ◆ **Homosexual:** Refers to any person whose sexual and romantic feelings are for people of the same gender. While once widely used, it is generally not preferred as it did not emerge from within the community and was used to describe a mental illness.

## Gender Identity Terms

- ◆ Transgender
- ◆ Two-Spirit
- ◆ Cisgender/Non-transgender
- ◆ Man/Woman
- ◆ Boy/Girl
- ◆ Genderqueer

## Gender Identity Terms

- ◆ **Transgender:** A term used broadly that refers primarily to individuals who identify differently from the sex assigned at birth or a term used by people for whom the sex they were assigned at birth is an incomplete or incorrect description of themselves.
- ◆ **Cisgender:** A term for people whose gender identity aligns with the gender they were assigned at birth based on their physical sex. Also known as non-transgender.

## Two-Spirit

- ◆ An umbrella term used in First Nations communities for people who fulfill one of many mixed gender roles. The term derived from the elevated spiritual role of people with mixed or two-gender spirits, documented as a fundamental role in tribal communities in over 130 North American tribes.

## Transgender Terms

- ◆ Transgender man
- ◆ Transgender woman
- ◆ MtF, FtM
- ◆ Gender non-conforming
- ◆ Genderqueer

## Pronouns

- ◆ They/Them
- ◆ Ze
- ◆ Hir
- ◆ She/Her/Hers
- ◆ He/Him/His
  
- ◆ Always use the pronouns that people use for themselves
- ◆ Do not make assumptions based on how someone looks or sounds

## Language Considerations

- ◆ Some terms mean different things to different people
- ◆ Language changes depending on region, age, culture, etc.
- ◆ Some anti-LGBTQ terms have been reclaimed by members of LGBTQ communities

## Pronouns

- ◆ They/Them
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## Pronouns

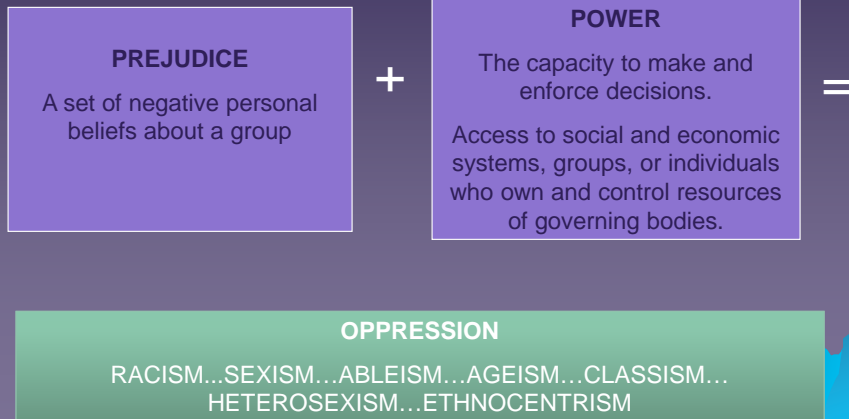
- ◆ Always use the pronouns that people use for themselves
- ◆ Do not make assumptions based on how someone looks or sounds

## Pronoun Exercise

# What is Oppression?

"Oppression is a pattern or system of inequality, which gives **power** and **privileges** to one group of people at the expense of another."

-GLSEN, 2004: *Jumpstart Guide, Part V*



## Phobias/Isms/Oppressions

- ◆ Homophobia
- ◆ Biphobia
- ◆ Transphobia
- ◆ Heterosexism
- ◆ Heteronormativity

## Phobias/Isms/Oppressions

- ◆ **Homophobia:** Negative feelings, attitudes, stereotypes, and behaviors against LGBTTTQ people, and/or active fear and hatred of lesbian, gay, bisexual, and queer people because they have feelings of love for and/or sexual attraction for members of the same gender
- ◆ **Biphobia:** Fear and negative feelings, attitudes, stereotypes, and behaviors towards bisexual people for their love for and/or sexual attraction to people of any (or multiple) genders

## Phobias/Isms/Oppressions

- ◆ **Transphobia:** Fear and negative feelings, attitudes, stereotypes, and behaviors against people who transgress social expectations of gender conformity.
- ◆ **Heterosexism:** The belief that male/female sexuality is the only natural or moral mode of sexual behavior, reinforcing the believe in heterosexual superiority and validity over LGBTTTQ identities.

## Phobias/Isms/Oppressions

- **Heteronormativity:** The assumption that everyone is heterosexual and the attitudes associated with that assumption.
- **Cisgenderism:** The belief that everyone identifies with the gender they are assigned at birth and that this assignment is the only natural and moral mode of expression and behavior associated with gender.

## Terms to Avoid

- ◆ Some terms, while reclaimed by members of LBTTQ communities, can trigger past negative and oppressive experiences and should not be used by non-LBTTQ people:
  - ◆ Homosexual
  - ◆ Tranny
  - ◆ Dyke
  - ◆ Homo



## Terms to Avoid

- ◆ Transvestite
- ◆ Fag
- ◆ Transgendered
- ◆ Flamboyant/Flaming

## Incorporating into Practice

- ◆ When in doubt, avoid terms which may be triggering
- ◆ Mirror language of survivor
- ◆ Be mindful of confidentiality

## How Do I Ask That?

- ◆ It's ok to ask!
- ◆ Ask permission
- ◆ Ask how someone identifies:
  - *Would you mind if I ask you some questions about your identity?*
  - *How do you identify your gender? How do you identify your sexual orientation?*
  - *Thank you so much. Would you like this information to remain confidential or is it ok to tell other staff?*

## Confidentiality Considerations

- ◆ Some LGBTTTQ survivors may not be out
- ◆ Clarify internal confidentiality policies regarding sexual orientation and gender identity
- ◆ Inform survivors of your policy
- ◆ Ask who it is ok to tell; consider *why* you would need to tell other staff
- ◆ Consider nondiscrimination laws

## Systemic Issues

- ◆ Safety planning is unique for LGBTTTQ survivors due to fewer resources. Identify local LGBTTTQ-appropriate services for referrals
- ◆ Navigating systems (health care, social service, court, etc.) can be challenging and have increased barriers for LGBTTTQ survivors
- ◆ Varying laws for LGBTTTQ people impact options or lack of options for LGBTTTQ survivors

## Action Planning

- Action planning provides specific initiatives to be implemented and ensures that measurable, concrete work will be done
- Supports us to assess what can actually be done, and holds us accountable to carry out initiatives by setting benchmark goals and progress

## Action Planning

- Assessment of need and feasibility
- Identify initiatives
- Identify resources needed
- Identify relationships needed
- Create timeline
- Accountability plan

## Action Planning

- Take a look at your organization and work from multiple angles – how are you meeting the needs of LGBTIQ survivors in all aspects of your work?
- Taking an organizational needs assessment can be a good place to start

## Action Planning

### Organizational Needs Assessment

- ◆ Service provision
- ◆ Internal policies and procedures
- ◆ Training
- ◆ Outreach
- ◆ Resource knowledge
- ◆ Relationships with local LGBTTTQ communities and organizations
- ◆ Organizational environment, intake forms, materials

## Action Planning

### Sample action plans

Chai Jindasurat  
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QUESTIONS/COMMENTS

THANK YOU!