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## "That's So Gay!" - Tools and Attitudes for Supporting LGBTQ Students

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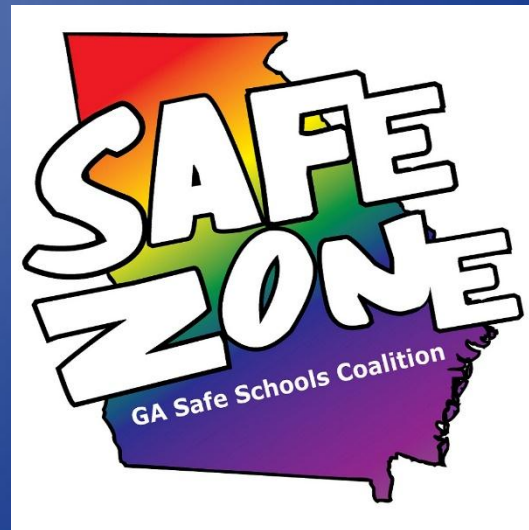
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# *LGBTQ Language and Identity 101*

Presented by Em Elliott, Field Organizer





# Supporting LGBTQ Youth

## Exercise:

What are the five most important things/people in your life?



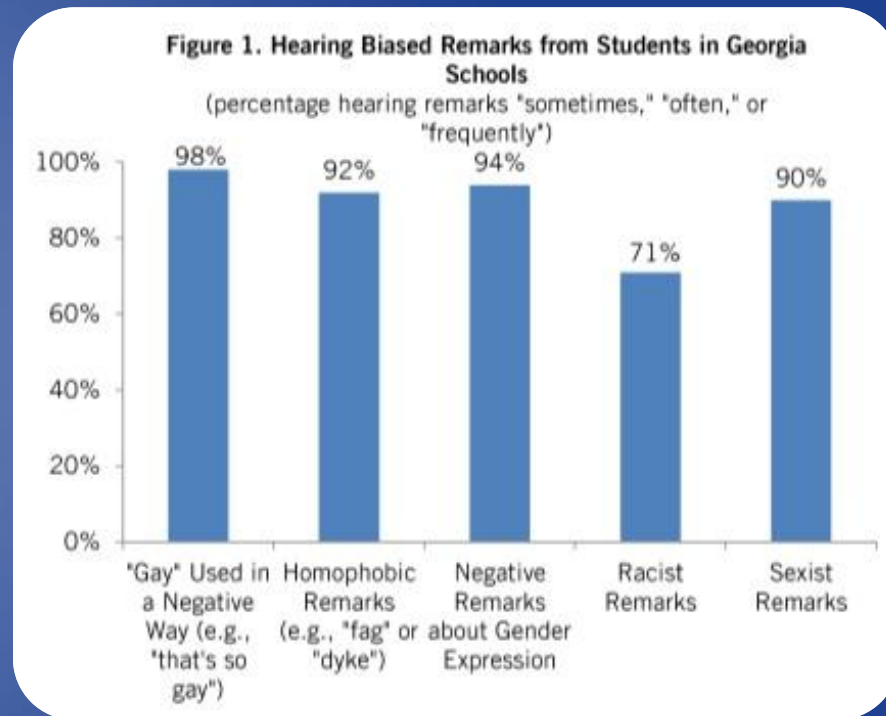
# What Are We Here For?



# What about Georgia?

**FACT:** The vast majority of LGBT students in Georgia regularly heard homophobic remarks, sexist remarks, and negative remarks about gender expression

33% regularly heard staff make negative remarks about someone's gender expression and 26% regularly heard school staff make homophobic remarks.

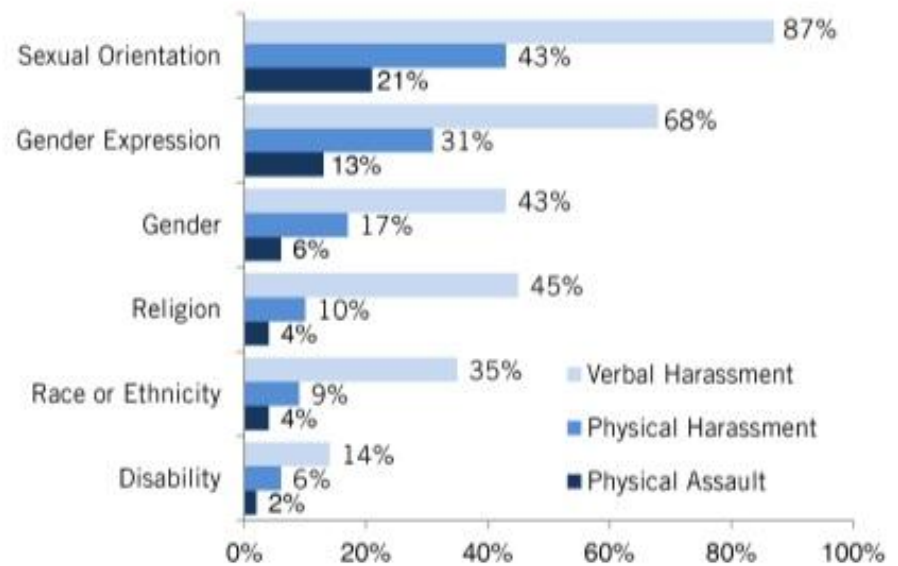


# What about Georgia?

FACT: Most LGBT students in Georgia had been victimized at school.

The majority of these incidents were not reported to adult authorities.

Figure 2. Harassment and Assault in Georgia Schools  
(percentage harassed or assaulted in the past year)



# Bullying & Safe Schools Movement

For all students, bullying can lead to:

- Academic difficulties
- Truancy
- Acting Out
- Self-Defense
- Mental Health Consequences
- Dropping Out or Being Pushed Out of School

# School to Prison Pipeline



# What is the School to Prison Pipeline?

This is a term that describes the trend where students are “funneled out of public schools and into the juvenile and criminal justice systems.” (ACLU)

This more often than not targets students of color, LGBT students, and students with disabilities.



# LGBTQ Youth need to SUCCEED; and our communities need us to too...

- We need, not just bully free but violence free schools and communities
- No Zero Tolerance!  
It does not fix the problem, and makes things worse for all youth



# LGBTQ Youth need to SUCCEED; and our communities need us to too...

- We need schools, that are QUALITY safe schools in order to graduate.
- We need safe schools that want to keep ALL students in school and not push them out
- And that don't punish youth because of homophobia, transphobia, classism, and/or racism

# LGBTQ Youth need to SUCCEED; and our communities need us to too...

- LGBTQ Youth need and deserve to learn:
  - **Our History!**  
It's about seeing where we came from and being proud of our identity, and not feeling alone; it's about our people that DID LIVE!
  - **Our Health and Sex Ed.!**  
It's about learning how to stay healthy and safe; it's about making sure our people get to keep on LIVING.

# What can we do about it?

## The Big Three:

Visibly supportive adults in the school – safe zone and training  
LGBTQ clubs and organizations – GSAs!

Inclusive enumerated policies – both for students and staff

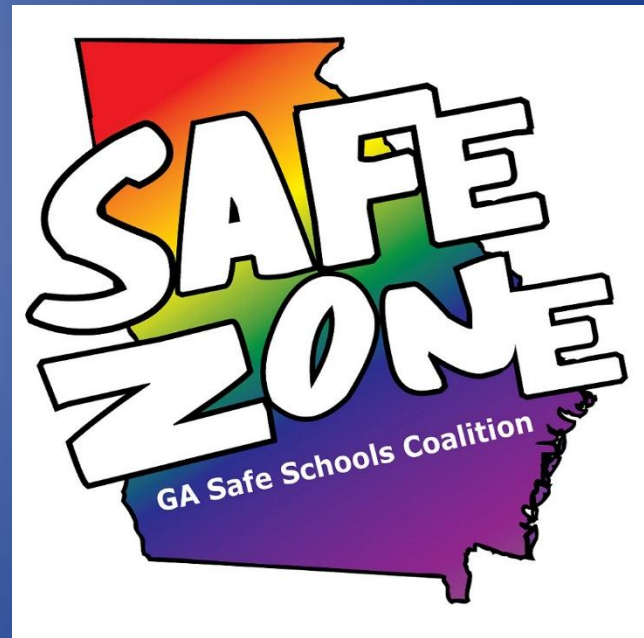
Having these three systems in place has been shown to reduce violence in the school, not just for LGBTQ students, but for the entire school population!

# We can change our schools!

Georgia Safe Schools Coalition  
provides Safe Zone trainings  
to teachers and counselors in  
Georgia.

[www.GeorgiaSafeSchoolsCoalition.org](http://www.GeorgiaSafeSchoolsCoalition.org)

[info@georgiasafeschoolscoalition.org](mailto:info@georgiasafeschoolscoalition.org)



# We can change our schools!

A Gay-Straight Alliance (GSA) is a student-run club, which provides a safe place for students to meet, support each other, talk about issues related to sexual orientation and gender identity and expression, and work to end homophobia and transphobia.

- Support
- Social
- Activist



# We can change our schools!

## Campaign for Safe Schools

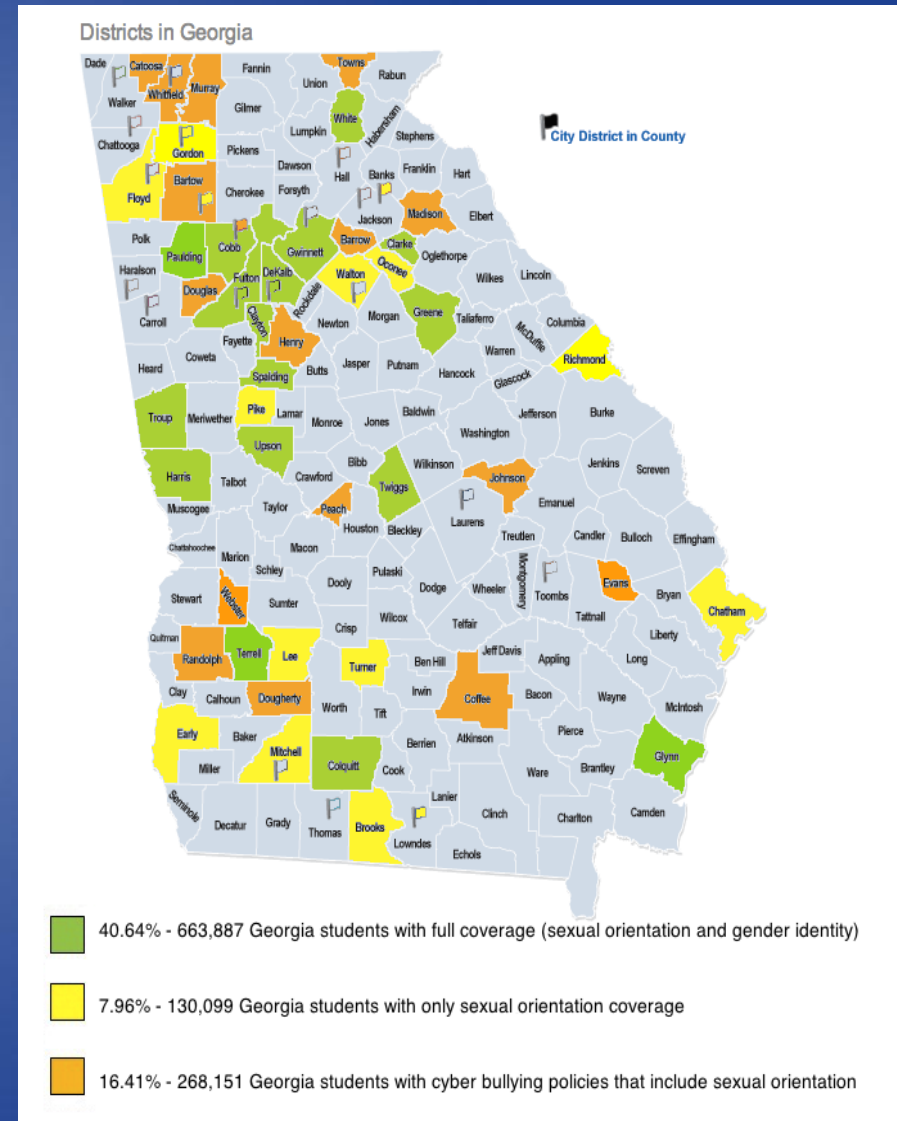
District-level implementation of non-discrimination and anti-harassment policies covering actual or perceived sexual orientation, gender identity, and gender expression.

42% **comprehensive coverage**

7% **sexual orientation only**

16% **cyber bullying only**

**65% of all Georgia students!**

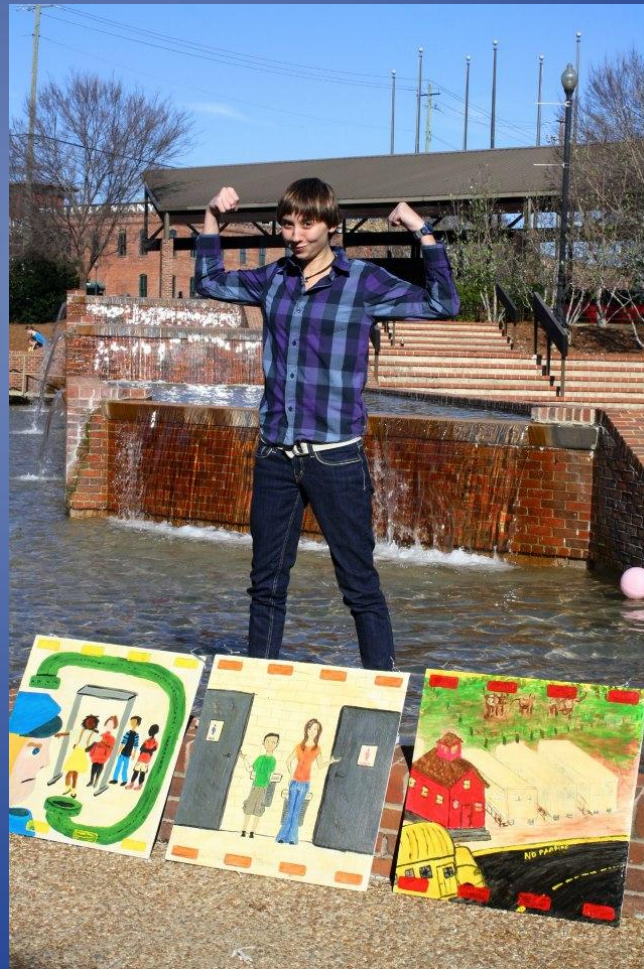




# Why Enumeration?

- Reduced violence in schools
- Increased implementation
- Support for teachers
- Reduced truancy and fear
- Already a precedent in GA
- Reduced lawsuits
- Local support already in place
- Great need for LGBTQ and LGBTQ-perceived students

# Identities and Language



# Sex

Anatomy, chromosomes, hormones



**Biological Sex:** A term used historically and within the medical field to refer to the chromosomal, hormonal and anatomical characteristics that are used to classify an individual as female or male.

**Intersex:** A general term used for a variety of conditions in which a person is born with a chromosomal, hormonal, and/or anatomical attributes that do not fit the “typical” definitions of female or male.

# Gender Identity

Psychological sense of self



Gender Identity: A person's internal sense of being male, female, or another gender. Gender identity may be affected by a variety of social structures, including the person's ethnic group, employment status, religion, and family, however research indicates that most individuals are conscious of their gender identity between the ages 18 months and 3 years.

Transgender: A person whose gender identity does not match the gender they were assigned at birth.

Cisgender: A person whose gender identity matches the gender they were assigned at birth. The majority of the population is cisgender.

# Gender Expression/Presentation

Communication of gender



Gender Expression: This term is used to describe the things we do that communicates our gender identity to others.

This may include: clothing, hair styles, mannerisms, way of speaking, roles we take in interactions, etc.

# Sexual Orientation

Physical/emotional attraction to others



Gay: Men who are emotionally and/or sexually attracted to other men.

Lesbian: Women who are emotionally and/or sexually attracted to other women.

Bisexual: A person emotionally, physically, and/or sexually attracted to individuals of the opposite gender and the same gender.

Straight: A person emotionally and/or sexually attracted to individuals of the opposite gender.

Pansexual: A person who is attracted to all or many gender expressions. Pansexual attraction is more focused on individuals not conforming to a certain gender identity.

Asexual: A person who does not desire intimate emotional and/or sexual relationships with other people.

# Intersecting Identities

Sex (Anatomy, chromosomes, hormones)



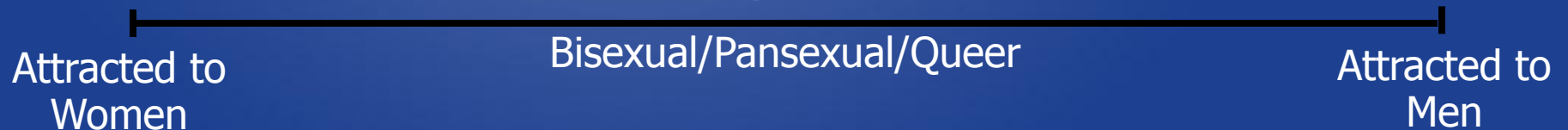
Gender Identity (Psychological sense of self)



Gender Expression (Communication of gender)



Sexual Orientation/Identity (Physical/emotional attraction to others)



# Queer

An umbrella term which embraces a matrix of sexual orientations and behaviors of the not-exclusively-heterosexual majority.

- Lesbian women
- Gay men and women
- Bisexual people
- Trans people
- Intersex people

Queer is a reclaimed word that was formerly used solely as a slur but that has been semantically overturned by members of the maligned group, who use it as a term of defiant pride. It is important to note that today, even those for whom the term might apply, some still see the word as a hateful insult.





# Language

Asexual  
Bisexual  
Butch  
Cisgender  
Down Low  
Drag Queen  
Drag King  
Dyke  
Fag  
Family  
Femme  
Gay  
Gender  
Gender Non-conforming  
GenderQueer  
Hermaphrodite  
HeShe  
Heteroflexible  
Homosexual  
Intersex  
In The Closet  
Lesbian  
Lifestyle  
Lipstick Lesbian  
Metrosexual  
No Homo  
Omnisexual  
Pansexual  
Partner  
Queer  
Same Gender Loving  
Sexual Orientation  
Sexual Identity  
Sexual Preference  
Straight  
Tranny  
Transgender  
Transsexual  
Transvestite  
Two-Spirit

# LGBTQ Language Generally Speaking...



## Positive

- Sexual Identity
- Queer
- Transgender or Trans
- GenderQueer
- Lesbian & Gay
- Bisexual or Bi
- Intersex
- Same gender loving
- Omnisexual & Pansexual
- Ze/Hir
- Cisgender
- Asexual
- Drag Queen/King
- Gender
- Sexual Orientation
- Transsexual
- Two-spirit
- Proper name and pronoun usage
- Gender non-conforming

## Gray Areas (depends on intent)

- Family
- Transvestite
- “In the closet”
- Queer
- Metrosexual or “metro”
- Lipstick lesbian
- Pre, Post, Non-Op
- MTF or FTM

## Negative

- Lifestyle (Homosexual Lifestyle)
- Preference (Sexual Preference)
- Homosexual or Homo
- Hermaphrodite
- Fag/Faggot
- Tranny
- SheMale
- Dyke
- A Gay or the Gays
- HeShe
- Transgendered
- “No homo”

# Are You Ready to Make a Change?



# Resources

Georgia Safe Schools Coalition - <http://georgiasafeschoolscoalition.org>

Counselor Hand Manual [http://www.georgiasafeschoolscoalition.org/images/gssc\\_manual/lgbtqq\\_youth101\\_manual\\_gssc.pdf](http://www.georgiasafeschoolscoalition.org/images/gssc_manual/lgbtqq_youth101_manual_gssc.pdf)

PFLAG - <http://community.pflag.org/page.aspx?pid=803>

GLSEN - <http://www.glsen.org/cgi-bin/iowa/all/antibullying/index.html>

Health Initiative - <http://thehealthinitiative.org/>

Lambda Legal - <http://www.lambdalegal.org/issues/youth>

GSA Network - <http://gsanetwork.org/>

# Questions? Contacts!

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