



Queer 101: Including LGBTQ/GNC+ people in our work

by Lauren R. Taylor

LGBTQ+ inclusion generally

<https://everydayfeminism.com/2018/07/white-cis-feminist-spaces/>

<https://wearyourvoicemag.com/sex/six-ways-can-make-sex-education-queer-trans-inclusive-mickey> (Similar to ESD)

<https://everydayfeminism.com/2015/04/queer-non-binary-not-safe/> (Personal anecdote that explains what it's like: worse for POC and transwomen)

Violence

Reports on intimate partner violence among (<http://avp.org/wp-content/uploads/2017/11/NCAVP-IPV-Report-2016.pdf>) and hate violence against (http://avp.org/wp-content/uploads/2017/06/NCAVP_2016HateViolence_REPORT.pdf)

LGBTQ/GNC/HIV-affected people are updated annually. Also, pretty much everything on the site is helpful.

LGBTQ+ people who are:

- Trans or gender nonconforming/nonbinary
- Low income
- People of color
- Immigrants
- Young
- Bisexual
- Indigenous

experience the most frequent and most severe violence.

Language

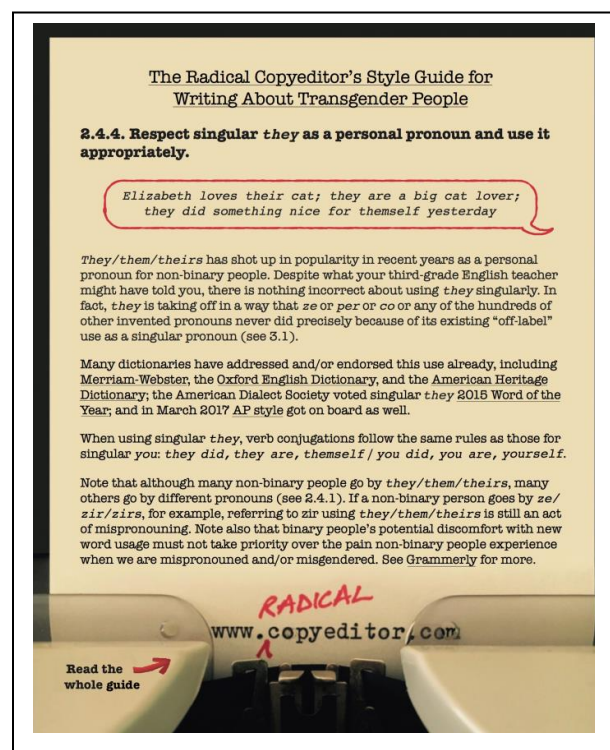
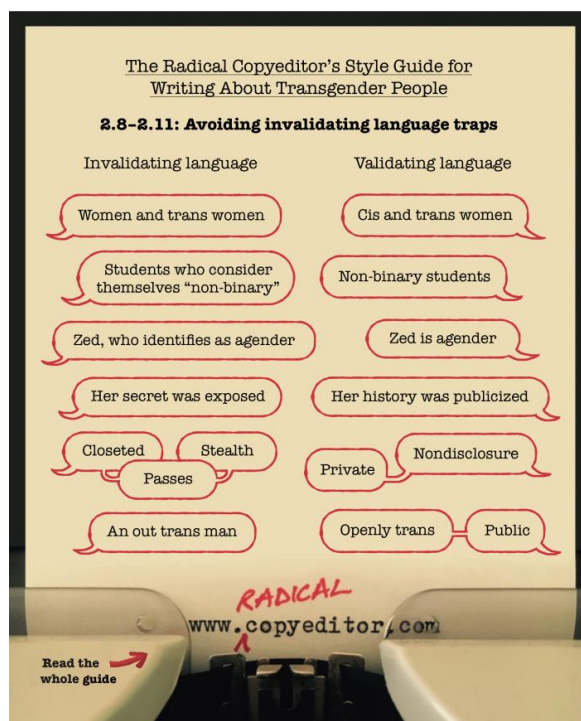
www.thegenderbook.com/

www.nytimes.com/2018/06/21/style/lgbtq-gender-language.html

www.washingtonpost.com/news/inspired-life/wp/2016/04/05/dont-laugh-i-have-a-serious-reason-for-raising-my-cats-gender-neutral/?utm_term=.7d7d2088d62e
(How I taught myself to speak with a singular they)

www.glaad.org/reference/lgbtq and www.glaad.org/reference/transgender

Go to the Radical Copyeditor's site for lots more info on language:



Supporting LGBTQ+ survivors

- Do your best to convey your sensitivity to and knowledge of LGBTQ+ needs and concerns. (You can't fake this!)
- Respect individuality and reject stereotypes.
- Mirror language.
- Ask respectful questions.
- Advocate for LGBTQ+ survivors when authorities are insensitive.
- Be open to a variety of support systems that may exist in a survivor's life.
- Avoid assumptions about gender and sexual orientation.
- Allow transgender survivors to name their body parts.

- Remember sexual orientation and gender identity are confidential.
- Use the names the person goes by, which is not necessarily legal one.
- Know and acknowledge that you don't know everything about LGBTQ/GNC experience non cis/het experience and especially about someone's personal experience.

Misc.

Great wrap up for your students on places to get support:

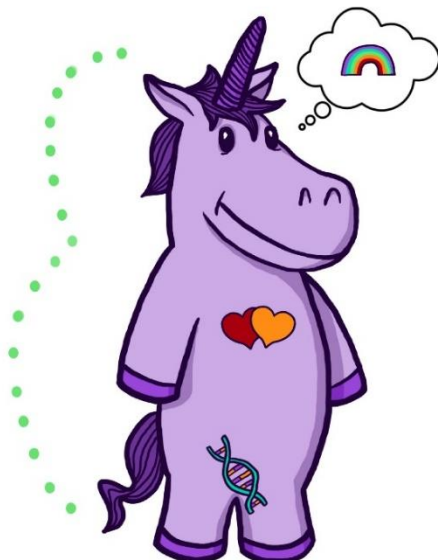
<https://www.nytimes.com/2017/05/17/smarter-living/gay-lesbian-bisexual-transgender.html> (you also should know what your local resources are)

Know your rights for your students: <http://forge-forward.org/2015/08/28/know-your-rights-vawa/>

Lots of great stuff on Everyday Feminism under LGBTQI and Trans+GNC, for example this: <https://everydayfeminism.com/2017/11/lets-center-queer-trans-survivors/> and Pronoun Do's and Don'ts (next page), which is part of a series from Robot Hugs.

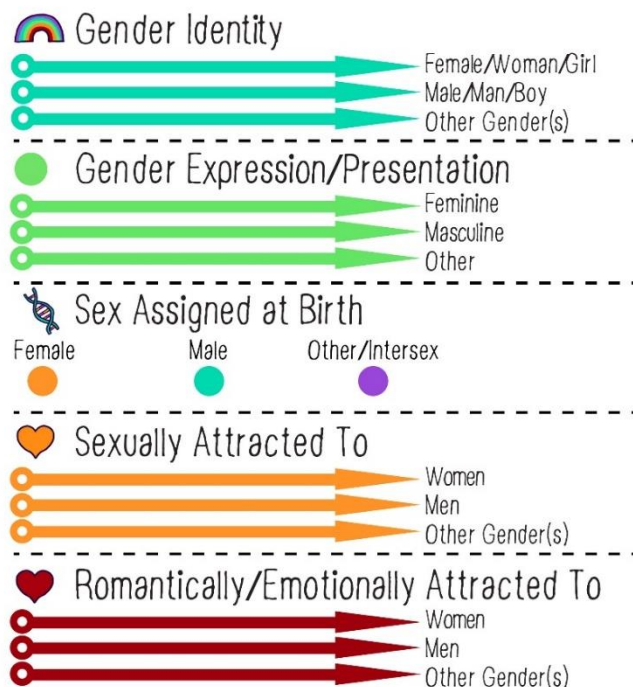
The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources

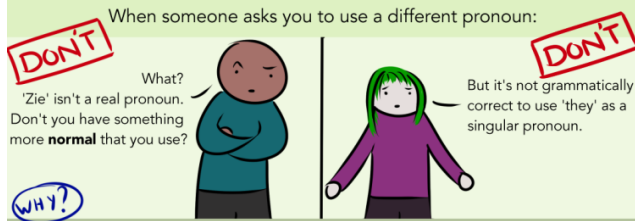


To learn more go to:
www.transstudent.org/gender

Design by Landyn Pan



Pronoun Dos and Don'ts:

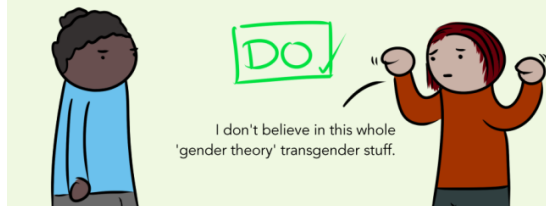


You are not the being asked to evaluate this person's gender identity or preferred terminology.

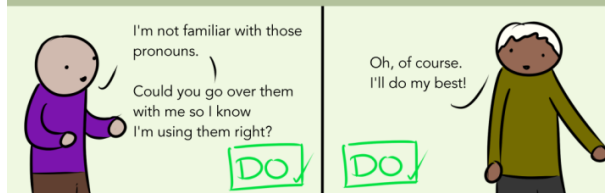
(Also, I have not yet witnessed a version of this conversation in which the person arguing is actually correct.)



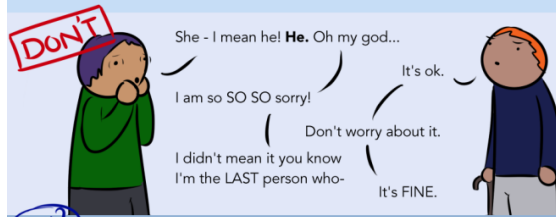
We know you will. Everyone does at first. But it's boring to be reminded right up front about how difficult and inconvenient our genders are to you.



WHY? So I can decide immediately not to waste my time with an ignorant asshole like you.



When you accidentally misgender someone:



WHY? Your mistake should not turn into a weird self-flagellation 'make me feel better' moment. It's really not about you.



(if necessary, probably in private)



When you deliberately misgender someone:

DON'T

When someone asks you your preferred pronouns:



This person is trying to show you respect and courtesy by not making assumptions about how you identify, don't be rude in return.

