

# LGBTQ 101

## Creating Welcoming Spaces

Training by: the Cortland LGBTQ Center

# Your Trainers

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# Goals for This Training

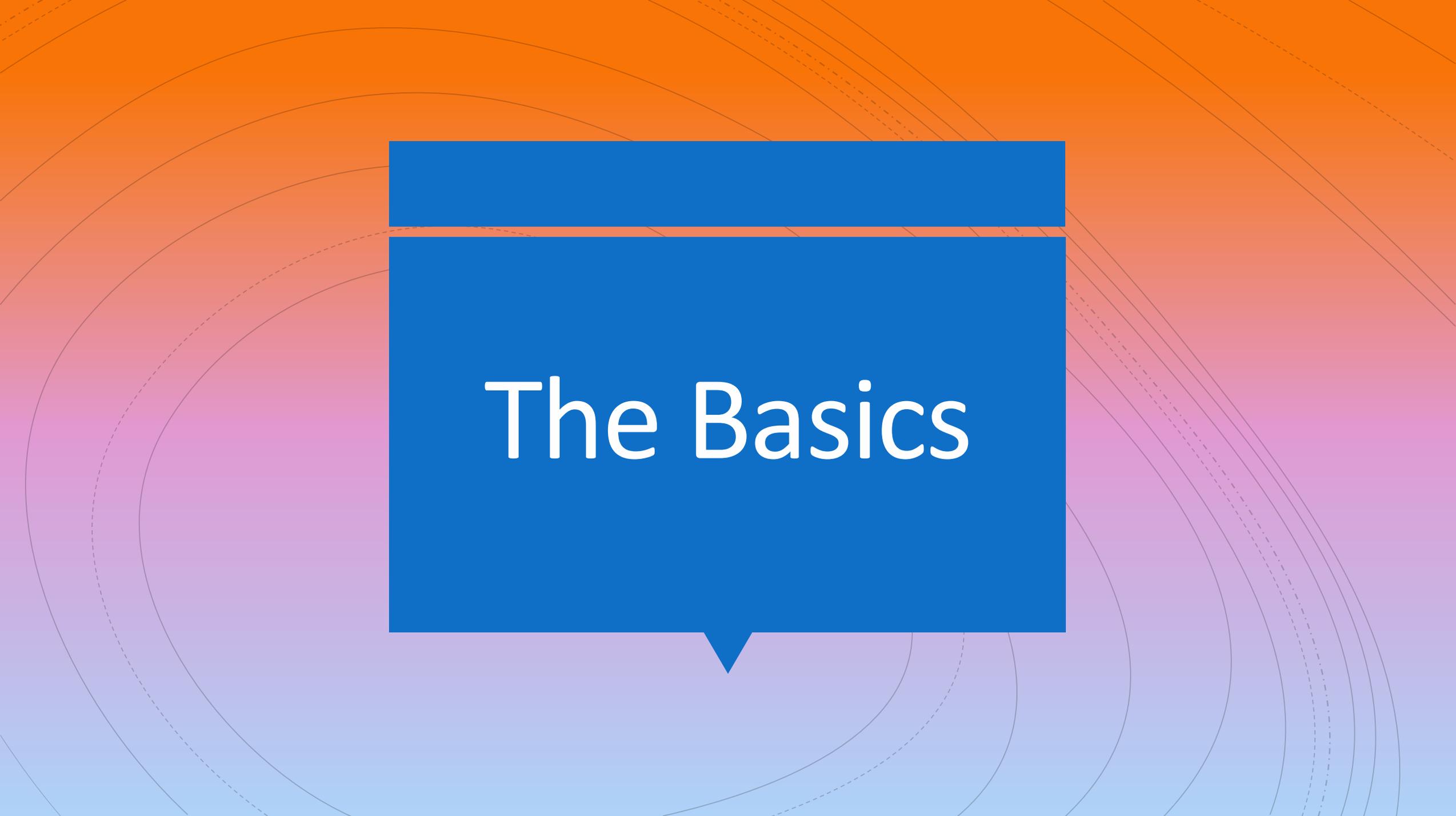
1. Understand basic LGBTQ terminology
2. Explore Common Misconceptions
3. Discuss Impacts of Discrimination
4. Design Welcoming Spaces

# Ground Rules

Ask questions

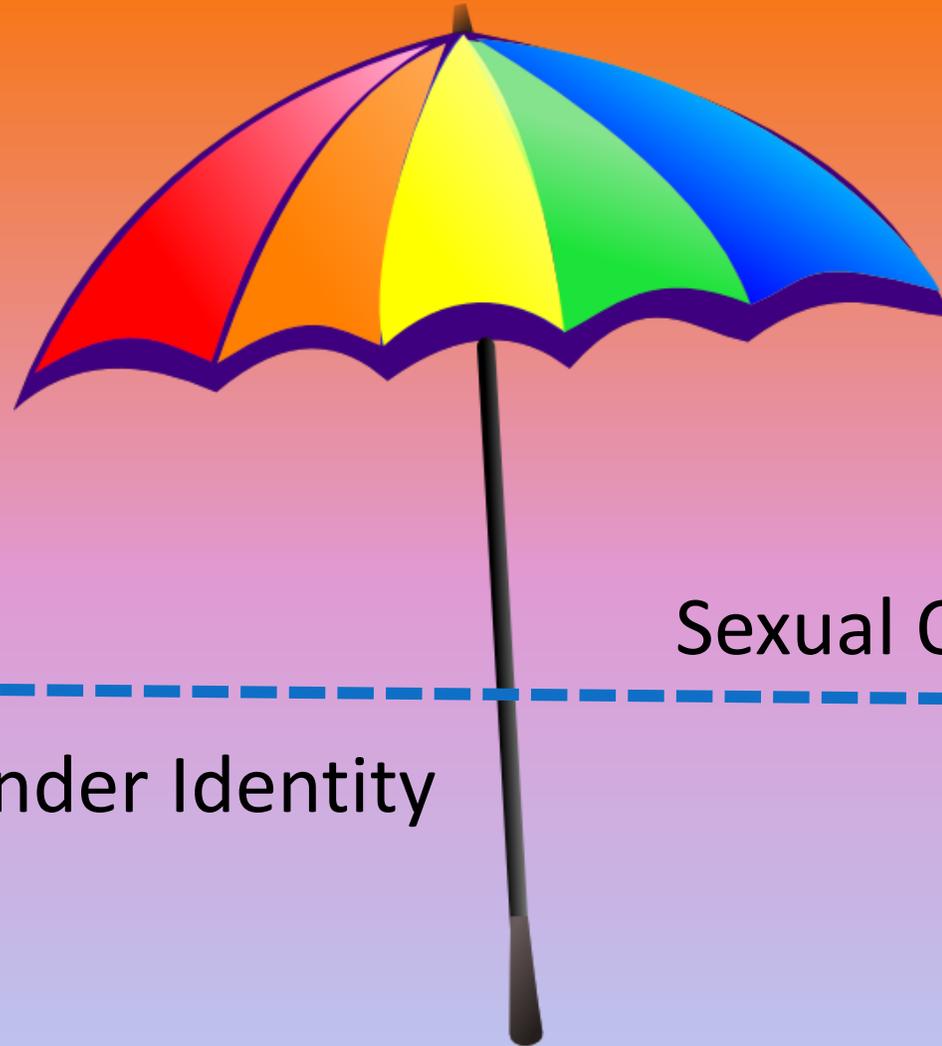
Assume positive intent

Acknowledge impact



# The Basics

What Does  
LGBTQ  
Stand For?



Sexual Orientation

Gender Identity

# Sexual Orientation

L - Lesbian

G - Gay

B - Bisexual

Q - Queer

Behavior  
≠  
Identity

You don't need to have a certain dating experience to know your identity.

Gender Identity

T - Transgender

# Biological Sex VS Gender Identity

Male

Female

Intersex

Biological sex or “sex assigned at birth” is generally determined by external anatomy

Man

Woman

Nonbinary

Internal sense of gender identity

We ALL have a  
Gender Identity

Cisgender

Transgender

Man, Woman

# Understanding Pronouns

she / her / hers

**Meet Andre:** She is a dog owner. The dog loves playing catch with her.  
The dog is hers.

he / him / his

**Meet Pat:** He is a student. Schoolwork is interesting to him.  
Math is a favorite subject of his.

they / them / theirs

**Meet Jessie:** They are a doctor. Being a doctor is important to them.  
Pediatrics is a specialty of theirs.

# They're Separate Spectrums!

## Biological Sex



## Gender Identity



## Gender Expression



## Sexual Orientation



# A Note on Terminology

## OUTDATED (OR INCORRECT) TERMINOLOGY

- Transsexual
- Transgendered
- Sex change
- “Homosexual”
- “Real Name”
- Life style
- “Prefers to be considered [gender]”
- “He says he’s a girl.”

## CURRENT TERMINOLOGY

- Transgender (this is an adjective)
- Gender affirming surgery
- Gay/Lesbian
- Legal name
- Identity
- Person is transgender/person is [gender]
- “She is a girl / she is a trans girl”

# We Are Everywhere

> 11 Million LGBTQ people

~ 1.4 million transgender people

~ 4.5% of the population is LGBTQ+

# 2020 Cortland Youth Stats

LGBQ & Questioning: 20%

Trans & Questioning: 6%

The background features a smooth gradient from orange at the top to light blue at the bottom. Overlaid on this are several concentric circles of varying radii, some solid and some dashed, creating a ripple effect.

# Common Misconceptions

Learning new  
names is too  
confusing

Nice to meet you,  
Robert! It's good to  
have you on board.

Thank you! And  
please, call me "Bob."  
I'm only Robert when  
I'm in trouble.

Sounds  
good,  
Bob!



They're only  
(gay/trans/bi)  
for attention

- 70% use vague language to discuss relationships
- 53% avoid discussing LGBTQ issues in public
- 50% avoid social situations altogether
- 39% change the way they talk
- 33% avoid public places (stores/restaurants)

“What if it’s just  
a phase?”

1. What if it is? Why should that matter?
2. What if it’s NOT?
3. How can we support folks either way?

Aren't they too young to know?

- Children can develop a strong sense of their gender identity as young as 3 years old
- Same-gender crushes can happen as early as straight crushes (pre-teens or younger)
- But there's no expiration date on figuring things out

The background features a vertical color gradient from orange at the top to light blue at the bottom. Overlaid on this are several concentric circles of varying radii, some solid and some dashed, creating a ripple effect.

# Impacts of Discrimination

# Layers of Discrimination

Internalized

“I’m worthless.”

Interpersonal

Using incorrect pronouns  
Making verbal threats  
Violence

Systems/Legal

Until a recent supreme court decision, it was legal in many states to fire an employee if they come out as transgender.

# Discrimination Against LGBTQ Youth

**75%** of LGBTQ youth have experienced discrimination based on their LGBTQ identity

- **32%** of LGBTQ youth have experienced bullying at school for their identity
- **21%** of LGBTQ youth have experienced cyberbullying for their identity

Only **1/3<sup>rd</sup>** of LGBTQ youth say their home is affirming of their identity

## Additional Discrimination Against Trans Individuals

Rejected by families (57%)

Housing Insecurity (19%)

Refused medical care (19%)

## Negative Impacts of Discrimination

2x more likely to smoke

190% more likely to use alcohol and other drugs

Lesbian and bisexual women 10x less likely to get cancer screenings

## Affects on Mental Health

**72%** of LGBTQ youth struggle with a mental health diagnosis such as generalized anxiety or major depression

**42%** of LGBTQ youth seriously considered attempting suicide in the past year, including **52%** of trans youth

- **4x** more likely than their non-LGBT peers.
- **8x** more likely after family rejection

LGBTQ Youth are **2x – 4x** more likely than non-LGBTQ peers to use substances

More than **80%** of LGBTQ youth stated that COVID-19 made their living situation more stressful

# 2020 Cortland Youth Stats

	Depressive Symptoms	Suicide Attempts	Suicidal Ideation
Trans	43.2%	28.7%	61.4%
Cis	19%	8.2%	25%
LGBQ+	45.3%	24.3%	58%
Straight	12.7%	4.1%	14.4%

	Vaping	Marijuana	Alcohol
LGBQ+	22.3%	15.1%	21.1%
Straight	12.5%	9.3%	17.9%
Transgender	18.6%	13.3%	24.4%
Cisgender	13.7%	9.6%	18.9%

# Unintended Discrimination

Anti-LGBTQ "jokes"

Invasive questions

Well-meaning comments that make someone feel "other"

Disparaging LGBTQ strangers

The same...  
but different.

Like all people, LGBTQ folks want:

- Respect
- Acceptance
- Safety
- Community

However, ignoring our different challenges, needs, and culture is a mistake.



Creating a  
Welcoming  
Space

## Importance of Affirming Spaces

- In 2021, LGBTQ youth who had access to affirming spaces reported **lower** rates of attempting suicide than those who did not
- Trans youth are **50%** less likely to attempt suicide if most people in their life use their correct pronouns
- **40%** of LGBTQ youth say they have **no adult** they can trust to affirm their identity

# Allyship to the LGBTQ community

Being an ally isn't something you ARE.

It's something you DO.

**What are some ways you can support the LGBTQ community?**



# Allyship to the LGBTQ community

- Using inclusive language
- Understanding and sharing pronouns
- Displaying rainbow stickers or pride flags
- Explicitly stating support for LGBTQ youth and staying open to learning



**TRANS**  
**RIGHTS**  
*are*  
**HUMAN**  
**RIGHTS**

# Gender Inclusive Bathrooms



What if I  
make a  
mistake?

## That's OK

- Acknowledge your mistake and apologize
- Make a commitment to improve
- Allow feedback
- Don't linger or self-shame



Questions?



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