

RESOURCE BOOKLET

Brought to you by...



Format

Rather than reading this booklet all at once, or if you're looking for help on a specific term, please go to the corresponding slide. Slide 4 (coming up next!) will have the term list that we use in our workshops. This is our table of contents.

Each term will have its definition, alongside helpful graphics, any commentary that is important and helpful for connecting the dots, and potentially resources to explore.

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Introduction

This is a booklet with the basics of GSD inclusion. If you have already attended a SOJOURN workshop, this booklet will reiterate in some places, as well as provide accessible images to reference, and some elaboration that we think will be helpful along the way.

Please use this as a reference guide for your continued education, and as a place if you'd like clarification and do not know where to begin.

Thank you.

Introduction cont.

Why terms? You're an adult! A word list might bring you back to your childhood school days, and you're not that person anymore (or maybe you are—in which case you are an extremely advanced child). This word list, however, is an incredibly helpful, productive means of discovering what you don't know, and then replacing your lack of knowledge with hard facts, perspective, and appreciation for GSD individuals.

These terms aren't meant to overload you: they aren't meaningless vocab, nor are they intentionally confusing or shocking. It may surprise you to find out that people in the LGBT+ community are familiar with these words. As part of our lived experiences, these words and concepts are second nature and perhaps more relevant to our everyday lives. As such, it's okay for these terms to be unusual to you, and it's okay for it to be difficult to understand why they're necessary.

This booklet is to help you on your journey to fully appreciating these terms- so that you know what they mean, and more importantly *knowing why we want you to know them*. Before you can do your job of allyship, whether informally, as a family member, or as a professional who knows that you may interact with LGBT+ people and doesn't want to do them a disservice, acknowledging that you're in new territory is a crucial step. By reading this booklet, you are taking any discomfort you may feel at this new knowledge and creating something productive and positive- a more knowledgeable you.

ALLY

Definition: A person who supports a community with which they do not identify.

Something scary will happen when you start on a path to allyship. As you learn more and more about the realities of transmisogyny and heterosexism, or about other axes of oppression, you become more sensitive to it. Something that you may have once laughed at will make you feel sick to your stomach, or someone you love and respect may say something that you know is more than wrong, it's oppressive. This is okay. Use any of the negative feelings that come with understanding that these oppressions exist and are ubiquitous and focus that energy towards being an ally. Just know that the people that face these oppressions experience all these things every single day.

Understand that the most difficult, and most crucial, think that allies can do **isn't** correcting people that endure internalized oppression (), but instead correcting those within the allies own communities. By absorbing this information, the task of the ally is solely to defend and protect the oppressed. Reading this booklet is a good start.

IMPORTANT NOTE!

Knowing how to apologize is essential when you've been called out for a behavior that enforces oppression of a marginalized group. But unfortunately, we don't always do a great job at it.

What do non-apologies look like, and how can you avoid giving them? How do you apologize for your behavior in a way that is meaningful and genuine?

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BE AN ALLY KNOW WHEN TO SPEAK UP!

TRANS PEOPLE ARE JUST CONFUSED!

ACTUALLY, THEY AREN'T CONFUSED. TRANS PEOPLE KNOW WHO THEY ARE AND WE NEED TO SUPPORT THEM.

WE CAN'T INVITE JENNA TO THE SLEEPOVER SHE'S LESBIAN AND SHE'LL GET ON ALL THE GIRLS AT THE PARTY!

WELL, YOU DON'T GO AFTER EVERY SINGLE GUY, DO YOU?

SO, TRAVIS GETS CALLED 'HE' AND HE DRESSES LIKE A GUY, BUT TRAVIS IS REALLY A GIRL, RIGHT?

TRAVIS MAY HAVE BEEN ASSIGNED FEMALE AT BIRTH, BUT THAT DOESN'T MEAN HE IDENTIFIED AS A GUY, OR THAT YOU HAVE THE RIGHT TO TELL ANYONE WHAT HE 'REALLY' IS.

HALLEYS WITH EVAN NOW, SO I GUESS SHE'S NOT BISEXUAL ANYMORE.

JUST BECAUSE HER RELATIONSHIP STATUS CHANGED DOESN'T MEAN HER ORIENTATION DID TOO.

FOR MORE INFORMATION, GO TO [TRANSSTUDENT.ORG/GRAPHICS](https://transstudent.org/graphics)

BY LANDY PAN & ETHAN LOPEZ

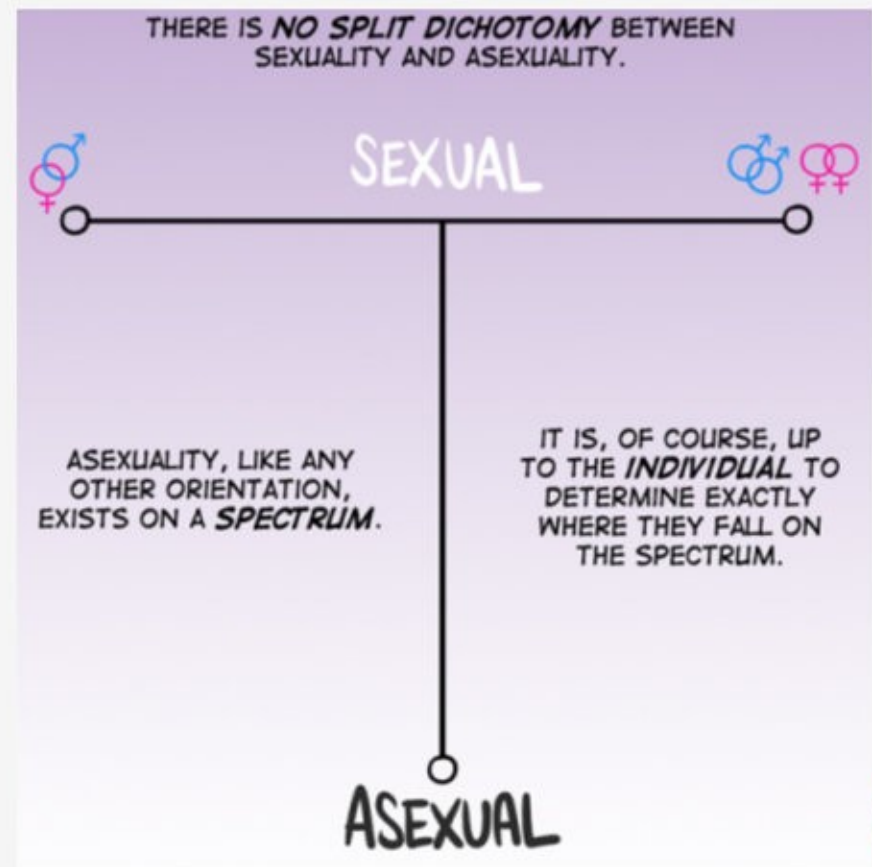
TSER IT GETS BETTER PROJECT

<https://www.youtube.com/watch?v=C8xJXKYL8pU>

A IS FOR ASEXUAL!

Definition: A person who does not experience sexual attraction (or limited attraction) to any people.

- Asexuality does NOT mean “not being in the mood”. Asexual people simply do not have a sexual inclination.. Nothing is wrong with asexuality, it is part of human diversity.
- No, asexuals cannot reproduce by means of pollination: they aren’t plants, and jokes like this get old for asexuals. Asexuals aren’t looking to have their asexuality made a joke of, just acknowledged or accepted.
- One common misconception that we can clear up is that asexuals can, and do, have committed relationships. Asexual people create a dichotomy that may not exist for sexual people: that is one of **sexual orientation versus romantic orientation**. Asexual people have no sexual orientation, but they can have a romantic orientation. So a heteroromantic asexual man may have zero sexual attraction, but can have a committed, fulfilled, happy relationships with a woman. An asexual lesbian may feel no sexual attraction, but she can have committed, fulfilled, and happy relationship with a woman.



Here's a term that may be helpful: *sex repulsion*. Is every asexual sex repulsed? No. Do you need to be asexual to be sex repulsed? Also no. But sex repulsion is a reality for many asexuals. All that sex repulsion refers to is being activity repulsed by sex and sexuality. Discussions of sex (let alone the act itself) makes sex repulsed people feel disgusted.

What to do if you find yourself interacting with a sex-repulsed asexual? Why... don't talk about sex! It's easy. And don't worry about why they're sex repulsed. If there's one thing asexuals dislike, it's being pathologized. The need to find a *reason* for asexuality makes their asexuality seem like a symptom, when really it's just a type of being.

That being said, there *could* be reasons; as many asexuals as there are who were born asexual and have always been asexual, there are asexuals that found the language for what they were feeling later in life, asexuals who have experienced sexual violence, lots of things. The point is appreciating people for who and what they are, and knowing that if someone tells you they're asexual, it doesn't mean they want you to "fix" them, it just means that they want you to know another part of them.

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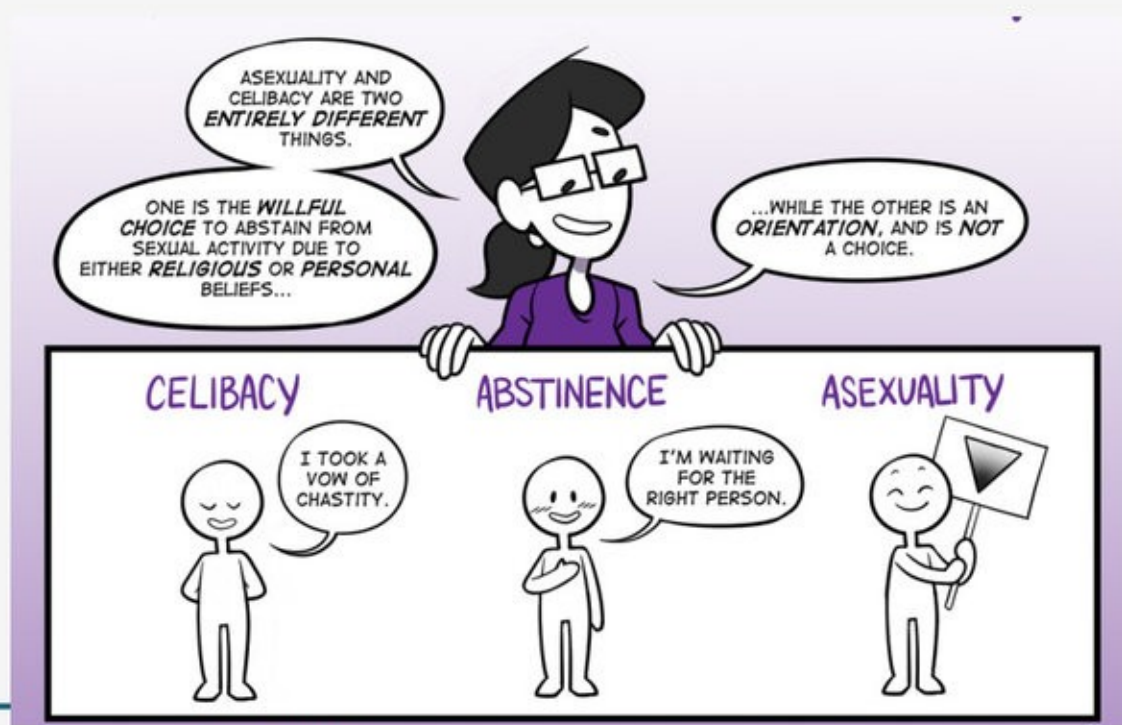
NOT **ALL** ASEXUALS HATE SEX OR ARE SEX-REPULSED; IN FACT, MANY ASEXUALS STILL FORM SEXUAL RELATIONSHIPS AND **ENGAGE IN SEXUAL ACTIVITY**, FOR A VARIETY OF REASONS...

...WHETHER IT'S OUT OF DESIRE TO PLEASE A SEXUAL PARTNER OR TO **REPRODUCE**.



Let's look at some debunked myths about asexuality from an asexual (ace) person..

Myth: Asexuality = Celibacy

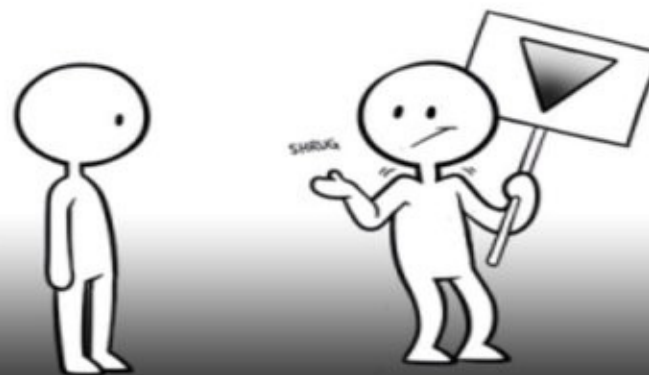


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ADDITIONALLY, ASEXUALS DO NOT ABSTAIN OUT OF SOME FALSE SENSE OF *MORAL SUPERIORITY*, DESPITE WHAT A LOT OF PEOPLE SEEM TO BELIEVE.



THEY'RE SIMPLY EITHER NOT INTERESTED, OR DO NOT EXPERIENCE SEXUAL ATTRACTION. THAT'S IT.



IT'S IMPORTANT TO NOTE THAT *NOT EVERYONE* HAS THE EXACT SAME LIFESTYLE.



BE RESPECTFUL OF OTHER PEOPLE'S SEXUAL HABITS, WHETHER THEY ABSTAIN FROM THEM OR NOT.

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MYTH: ASEXUALS ARE COLD, LOVELESS & THEY HATE SEX

QUITE THE CONTRARY!
ASEXUALS HAVE THE CAPACITY
TO FORM **HEALTHY AND LOVING**
RELATIONSHIPS, BASED UPON
ROMANTIC ORIENTATION.



ROMANTIC ORIENTATION IS
WHAT DETERMINES THE KIND OF
PERSON YOU'RE ATTRACTED TO
EMOTIONALLY OR ROMANTICALLY,
RATHER THAN **SEXUALLY**.

HETEROROMANTIC
HOMOROMANTIC
BIROMANTIC
PANROMANTIC



SOME ALSO IDENTIFY AS **AROMANTIC**, MEANING
THEY HAVE NO INTEREST IN FORMING ROMANTIC
RELATIONSHIPS WITH ANYONE OF ANY GENDER



NOT TO SAY THAT AROMANTIC PEOPLE ARE
UNABLE TO LOVE ANYONE AT ALL! THEIR
INTEREST LIES IN LOVE THAT IS MORE **FAMILIAL**
THAN ROMANTIC.



MYTH: ASEXUALS HAVE A HISTORY OF MENTAL ILLNESS OR SEXUAL ABUSE

THIS IS, UNFORTUNATELY, A VERY COMMON--AND VERY UNTRUE--BELIEF ABOUT ASEXUALITY. THAT THE LACK OF SEXUAL ATTRACTION IS THE RESULT OF SEXUAL ABUSE OR A MENTAL ILLNESS OR DISORDER.

NOT ONLY IS THIS WILDLY **IGNORANT** AND OFFENSIVE TO ASEXUALS, BUT ALSO TO THOSE WHO **HAVE** EXPERIENCED SEXUAL ABUSE OR WHO **HAVE** A MENTAL ILLNESS OR DISORDER.

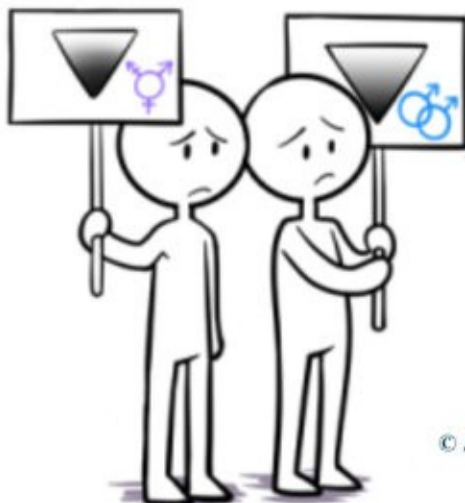
SEXUAL ORIENTATION IS NOT **EXCLUSIVELY DETERMINED** BY A PERSON'S HISTORY, AND THIS IS JUST AS TRUE FOR ASEXUALS. IT IS **NEVER** APPROPRIATE TO ASSUME WHAT **ANYONE'S** "REASONS" ARE FOR THEIR RESPECTIVE ORIENTATIONS.

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MYTH: ASEXUALS DON'T EXPERIENCE OPPRESSION OR DISCRIMINATION

WHILE IT IS TRUE THAT, AS A GROUP, ASEXUALS ARE NOT ***SOCIETALLY OPPRESSED*** FOR THEIR ASEXUALITY, INDIVIDUALS CAN BE AND OFTEN ARE OPPRESSED FOR THEIR RESPECTIVE ***ROMANTIC ORIENTATIONS*** OR THEIR ***GENDER IDENTITY***.



NO GAY,
LESBIAN, OR
TRANS* PERSONS
BEYOND THIS
POINT

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ASEXUALS ARE ALSO AT HIGH RISK FOR ***SEXUAL HARASSMENT*** AND ***VIOLENCE***, INCLUDING WHAT'S KNOWN AS "***CORRECTIVE RAPE***"--A RAPE THAT'S COMMITTED WITH THE INTENT OF "FIXING" THE VICTIM'S ORIENTATION.



INDEED, THE AMOUNT OF IGNORANCE IN REGARDS TO ASEXUALITY, EVEN WHEN IT'S **NON-HOSTILE**, CAN LEAD TO VERY PROBLEMATIC AND ISOLATING BEHAVIOR.

WHEN SOMEONE COMES OUT AS AN ASEXUAL, IT IS NOT AN OPEN INVITATION TO BEGIN ASKING **INVASIVE, PERSONAL QUESTIONS** AND MICRO-MANAGING THEIR SEXUAL HABITS, EVEN IF YOUR INTENTIONS ARE INNOCENT.

ASEXUALS DO NOT COME OUT TO SEEK "HELP" FOR THEIR ASEXUALITY, NOR DO THEY DO IT TO BE **SELF-SERVING** OR TO SOMEHOW "TAKE AWAY" RECOGNITION AND AWARENESS FROM THOSE OF DIFFERING ORIENTATIONS.

DON'T BE SUCH A PRUDE

YOU JUST HAVEN'T FOUND THE RIGHT PERSON YET...

BUT YOU'RE SO ATTRACTIVE!

HAVE YOU TRIED...

MAYBE YOU'RE DEPRESSED

DID SOMEONE RAPE YOU?

GET OVER YOURSELF

ASSIGNED SEX AT BIRTH

Definition: The gender that people are assigned at birth.

So how does this work? Well, in our culture we have gendered our bodies. We have decided that there are girls, and there are boys, **and** we have decided that our bodies can tell us which is which. This means, that a child is born with a penis, and everyone is confident to say that this child is male, that he is a baby boy and will one day be a teenage boy and will one day be a man.

But this doesn't work. This doesn't work for a lot of people, and that's important because when people get old enough to clarify, to say that "hey, something's up because I'm worried about my gender in ways that no one else seems to be... I think I was labeled the wrong one", people respond negatively. It isn't "whoops, we got that wrong", but instead a series of traumatizing processes to invalidate the person's actual gender.

ASAB (the accepted abbreviation) culminates in different ways, and can be AMAB (Assigned Male at Birth) or AFAB (Assigned Female at Birth). What does this mean? Well, it means a whole lot, but that's a discussion for another time. Here's what you need to know:

Assigned sex at birth **is not an identity**. No one is identifying as someone "assigned sex at birth" because **every person born is assigned a sex at birth**. But by acknowledging that this happens, by conceding that people *are* assigned a sex at birth, our language creates room for transgender people, and cisgender people can better appreciate how society is organized.

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WHAT DO YOU MEAN,
"I HAVE BOY'S PARTS"?



WWW.FACEBOOK.COM/ASSIGNEDMALE

ARE YOU TALKING ABOUT MY PENIS?
BECAUSE IT'S MINE AND I'M A GIRL.
SO IT'S A GIRL'S PENIS.

*LET'S TALK
PRONOUNS!*

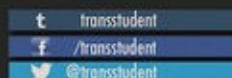
The pronouns we use to describe ourselves and others may sound extremely trivial, but for people who are accustomed to being misgendered, using the proper pronouns really makes a huge difference in people's safety and comfort. Adjusting to people's pronouns can be difficult and you will make mistakes. But it is a really great way to show people respect. **Refusing to call a trans person who has done bad things by their correct pronouns enforces the idea that trans folks have to earn basic human decency afforded to even the worst cis people.**

Gender Pronouns

Please note that these are not the only pronouns. There are an infinite number of pronouns as new ones emerge in our language. Always ask someone for their pronouns.

Norm	Objective	Possessive Pronoun	Reflexive	Example
She	Her	Hers	Herself	She is speaking. I listened to her. The backpack is hers.
He	Him	His	Himself	He is speaking. I listened to him. The backpack is his.
They	Them	Theirs	Themselves	They are speaking. I listened to them. The backpack is theirs.
Ze	Hir/Zir	Hirs/Zirs	Hirself/ Zirself	Ze is speaking. I listened to hir. The backpack is zirs.

Design by Landyn Pan



For more information,
go to transstudent.org/graphics

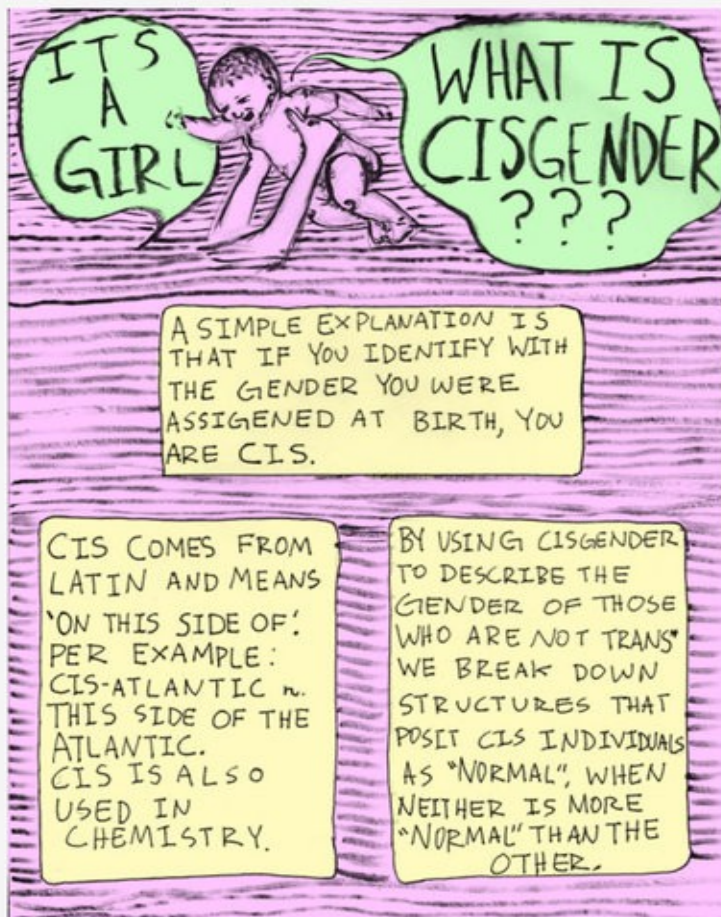
TSER
Trans Student Educational Resources

CISGENDER

Definition: When someone's gender is the one they were assigned at birth

This may feel unusual, but if you were born and called a girl and, hey, it turns out that you were a girl and are now a woman, congratulations, *you* are a cisgender woman. Shortened to cis (just as transgender is shortened to trans), this is an adjective that becomes important because of how adversely trans people are treated. By calling cis people cis, we normalize the realities of being assigned a sex, and therefore bring attention to what it means for those people who were assigned the *wrong* sex.

There are loads of things allotted to cis people that aren't to trans people, things that cis people may not realize until they become more familiar with what trans people have to face. If you are persistently referred to by your actual gender, if you haven't had to correct medical officials on your gender, heck, if there is and has always been a bathroom available for you to use safely, these are all life experiences given to you specifically because you are cisgender.



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“She’s too young to decide to be a girl”



Said no one ever to the cisgender girl.

Here is what a trans woman has to say about the word “cisgender”:

“The most important reason why we need the word “cis” in our lexicon is because it tells the thousands of young trans people out there right now who are struggling with their sense of identity, some of whom do not even realize yet that that is what they are doing, that there is something that you can be that is not what you were told you could be.

I did not know the word “cis” when I was 8 years old, imitating the handwriting of the girls in my class. I did not possess this language when I was 15, and attempting to put on makeup in secret without the guidance of my mother or my aunts, and copying the clothing styles of the girls in my high school. I did not have this language when I was 24, with hair down to my waist, wearing my girlfriend’s clothes to work. I did not have this language at 33 years old, before I proposed to my wife, or at 37, when we decided to have a child before we got any older.

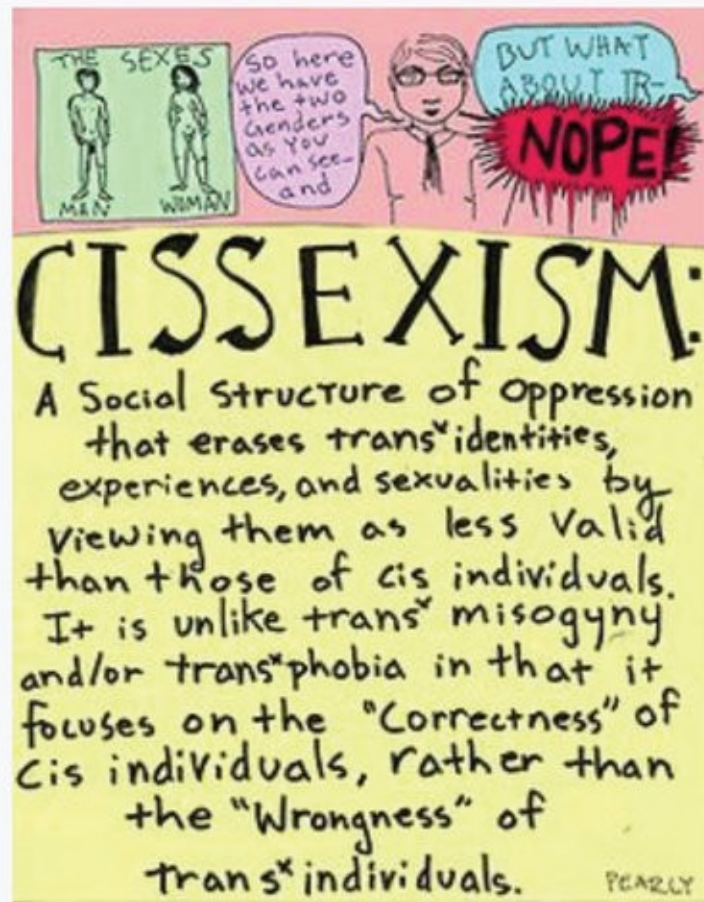
I didn’t even know this language at 40, when I finally understood **that the days of my life were not going to be many more in number if I did not attempt to find out if the feelings I had been feeling all my life would lead me to a better life.**

But I certainly knew the word “transsexual”. I knew the words, “Renée Richards” and “Wendy Carlos”. I knew the word “freak”. I knew the word “mutilation”. I knew the words “liver damage”. I knew the words “shorter life span”. I knew the words “no children”. I knew the word “faggot”.

We need the word “cis”, because those children need to know that **their choices aren’t limited**, not anymore. Those children need to know that the alternative to “man” isn’t “freak” and the alternative to “woman” isn’t “abomination”. Those children need to know that “abnormal” means “statistically fewer in number”, not “unnatural”.

We need the word “cis”, because all the children of this Earth need to know that **is just one thing you can be, and not what you necessarily are.”**

- Gemma Seymour, 6 March 2013



Cissexism really comes from the invalidation of lived trans realities, and of the reification of what it is to be a man or a woman. That we meet someone and assume that we can correctly gauge their gender is a facet of cisnormativity, but the recognition of cissexism is something that may take more training.

And this has real meaning and implications. Because trans women are told that hey "don't look like real women" they face *incredible* amounts of violence, not to mention the massive blow to their self esteems!

What being aware of cissexism and cisnormativity means, is that you are making sure to not further marginalize people, and that you're not actively making people feel unsafe.

So, for example, when people use genitals as signifiers of gender, that's cissexist. When people look at a man and says "they don't look like a man", that's cissexist.

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One central way cissexism manifests in our society is through the various institutional barriers trans people face. Let's walk through this next graphic together...

Barriers to Changing Gender



State laws can make it difficult—or impossible—to change gender on government-issued IDs and records.



Court Order



Some states require a court order to update a driver's license. Low-income trans people may find the cost of the hearing prohibitive.



Name change publication



Others require a notice of name change in a paper chosen by the court—which could lead to unwanted outing.



Surgical requirements



For states that call for medical intervention before an official gender change, requirements can be unclear, and many insurance companies do not cover transition-related care.



Psychologist or psychiatrist approval



Some states require gender-change applicants to be under the care of a mental-health professional who can sign off on the transition.

Banned



States such as Kansas and Idaho will not issue corrections to the sex listed on a birth certificate. Tennessee is the only state that has a statute specifically forbids the correction of sex designations on birth certificates for transgender people.

© SOJOURN

SOURCES: National Center for Transgender Equality; Lambda Legal

FUSION

First off,
“Changing Gender” seems like
a big uh-oh. And you’re right!

This infographic is attempting
to convey the difficulties of
officially having your gender
recognized by the
government (and is specific to
the US, I might add).

This isn’t a pass to say that
trans people “change their
gender”. If “Changing Gender”
stood out for you as wrong
when you first looked at this
graphic, congratulations! Your
ally literacy is increasing.

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Many trans folks face a series of obstacles in getting their gender recognized in an official capacity.

Not only are there barriers in the paperwork, but there is the frequent trauma of being misgendered. Transgender people also encounter a lot of medical gatekeeping. Trans people need their doctors to know their true gender so that they can be treated properly. A trans woman doesn't have the same health needs as a cis man, but medical documentation and being at the mercy of doctors can create serious obstacles.

Many of the issues in this infographic pertain to some of the immediate medical needs of trans people. For example, that trans people could find a court ordered license revision unaffordable is a serious issue since trans people are much more likely to live in poverty than cis people.

The “unwanted outing” under the “name change” category points to the kind of oppression that trans people face, in which being in the closet *becomes a necessity*.

In the South, where trans people could be fired for being trans, many trans people need to choose between living authentically, or else be “outed” by the official pathways of gender affirmation and therefore bear the consequences.

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*This brings
us to another
issue you
should know
about.
Deadnaming.*

Relatedly, these same trans people already are going through the trauma of “deadnaming”. Deadnaming refers to referring to trans people by their birth name. *Deadnaming* communicates to the trans person that their safety and wellbeing are meaningless to you. So call Caitlyn Jenner by her name! CAITLYN!

NOW...BACK TO THE GRAPHIC...

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FUSION

SOURCES: National Center for Transgender Equality; Lambda Legal

The majority of trans people never undergo surgery. Much of this is financial cost (insurance companies may not cover the procedures they need). On the other hand, there are many trans people that *never* want to go through surgery. For a trans man, this means that he recognizes that his genitals are male, despite how cisgender people might envision normative male genitalia; this is a part of the widespread gendering of bodies.

By making a surgical requirement for the state to officially recognize a trans person's gender, while at the same time not substantiating the great costs of these procedures, trans people are kept from being officially recognized while simultaneously being coerced into procedures that others, not them, might find necessary.

This becomes similarly problematic in relation to psychological evaluation, in which the psychiatrists and medical officials making these decisions aren't themselves trans. This means that trans people are told repeatedly that they are not the authority on their lived experiences and their bodies, a reality that cis people couldn't imagine. After likely years of deliberating over their gender, to have trans people then told that this isn't good enough for the state is just another way that a cisnormative society has devalued trans people and their perspectives.

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We also shouldn't pathologize the people that *do* need surgery. There are cis people that undergo surgeries that *aren't* medically necessary, and they aren't legally barred from doing so, nor is anyone really wondering at the need (no one is looking at celebrities with breast augmentation and wondering why they wanted the surgery, or if it means they're not real women—this line of thinking is as ludicrous when applied to trans women).

*“But I thought
that trans people
wanted to change
their bodies...?”
Well, yes and no.*

Some trans people need surgeries and procedures, and some do not. To quote a trans woman, many trans-identified people are not disaffected by their bodies, but rather by the gendered meanings, expectations, and associations attached to their bodies. Sometimes, it's both. Sometimes it's one or the other.

The issue concerns appreciating trans peoples own perspective and ownership over their bodies, and supporting them at all possible times.

For more reading on this, please turn to
[http://www.bilerico.com/2013/03/
the_pathologization_of_trans_identity.php#QzG5aI3ZGxilk
mdD.99](http://www.bilerico.com/2013/03/the_pathologization_of_trans_identity.php#QzG5aI3ZGxilkmdD.99)

However, there is one thing that trans people may experience more of than cis people,

dysphoria.

Dysphoria is by no means a necessary part of being transgender . There are many trans people that will never experience dysphoria.

But for those that *do* feel dysphoria, the inability to get medical procedures is cruel and inhumane.

To understand this, though, first we must look at what dysphoria means. Since the best perspective will come from someone with first-hand experience, we'll look at Amy Dentata's explanation of dysphoria.

She describes the optical illusion of Ngui's chair.
That "chair" looks like this.



In her words...

“My face looks hypermasculine to me, even though I regularly get read as a cis woman. This is clearly a problem with self-image. It doesn’t correlate to reality. It’s an emotional distortion. On good days, my face looks dramatically different. I stop seeing “the old boy” in the mirror, replaced with a face that feels right. It actually looks a lot like my face before I went through puberty the wrong way.

However, my face only feels right when I look at it straight on, in even lighting. Viewed directly from the front, without any shadows to reveal depth, my face registers as my own. It feels right. If I slowly turn my head, the dimensions of my face gradually stretch and become less and less recognizable. My face morphs into someone else’s. The effect is similar to perspective-based optical illusions where a model or image appears to have a familiar form until you change your viewing angle:

A “chair” by Singaporean artist Matthew Ngui that loses coherence when viewed at different angles...

...The feeling invoked when I look in the mirror is the same as when I view these illusions. They are confusing, disorienting, and unsettling. To me, these emotions are the defining characteristic of body dysphoria. Beauty has nothing to do with it: When Ngui's chair breaks apart into several pieces, it no longer makes sense as an object. Parts that appear connected are, in reality, separate pieces. Half of the chair's seat is actually a painting on the floor. The brain creates a spatial model of the chair, and then that model is violently torn to shreds when exposed to physical reality...

The viewer is upset: this was *supposed* to be a chair, and this is not what a chair is *supposed* to be at all!

Trans medical procedures such as FFS offer a permanent, tangible solution to dysphoria. Instead of the illusion of a chair, you get an actual chair!

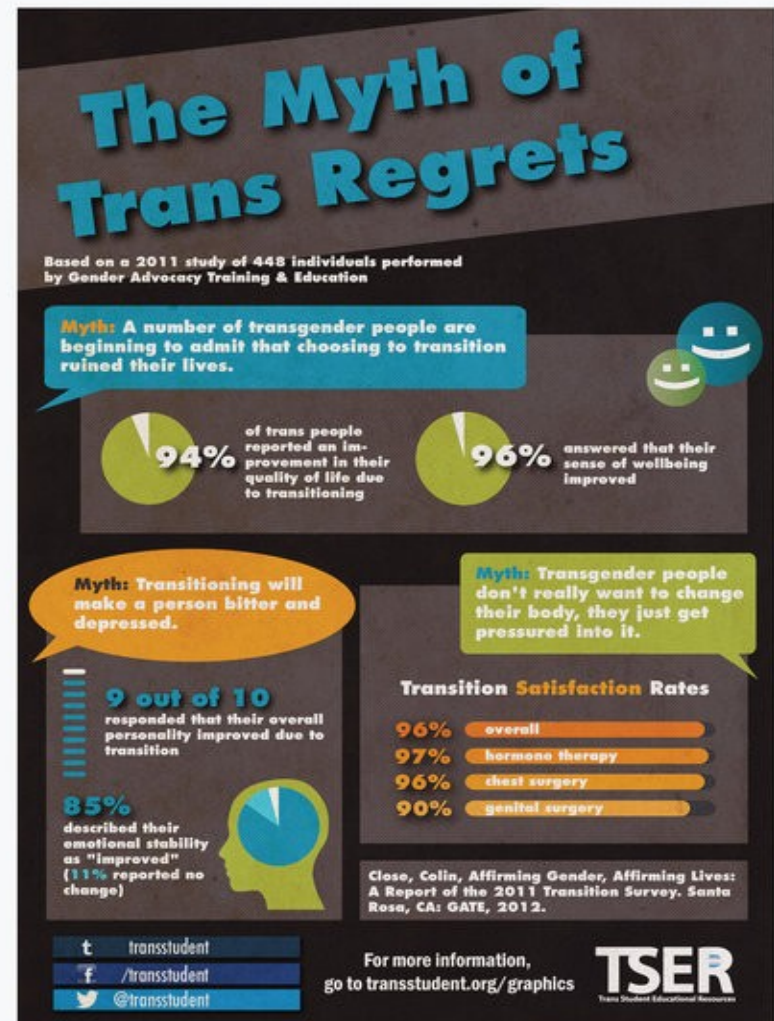
The chair may not be as pretty as you had hoped, but damn it, at least it's actually a chair! You can finally give your sore legs a rest without falling on your ass! And it's a chair no matter what angle you view it from."

© SOJOURN
—Amanda Dentata, March 2013



When someone comes out as transgender, it's common for people to have a jerk response that it's just a phase or the individual is confused. Trans folks who ARE interested in seeking gender affirming surgeries or hormones are almost always discouraged if not violently rejected because they might "regret it" and want to "Switch back". This is wrong for two reasons!

- 1) Trans people were always the gender they say they are, so that's that.
- 2) It's just statistically not the case.



Let's debunk a few more myths about gender affirmation surgery!

Read more here : <http://everydayfeminism.com/2014/10/gender-confirmation-surgery/>

1. "It's not life or death" FALSE access to these procedures reduces suicidality between 67- 84% (PS It shouldn't be life or death to be accessible!)
2. "These people need therapy, not surgery" FALSE there's nothing wrong with transgender people
3. "It's cosmetic" FALSE every major psychiatric and medical organization says these procedures are not cosmetic. They have also been proven to improve functionality in family life, mental health, and socioeconomic status.
4. "I'm a cat trapped in a human's body. Can I get surgery to make me a cat?" This is just disrespectful. This kind of response assumes trans folks are mentally ill and/or delusional.
5. "Treat the depression, not the dysphoria" Would you treat chronic back pain with Vicodin or a surgery that would address the problem?

COMING OUT

Definition: The never-ending process of process of revealing one's sexual orientation or gender identity, whether to oneself or to others.

DO!

- First! Don't Panic!
- Start non verbally. Smile and open your body language
- Affirm your connection to the person
- Thank them for coming out to you
- Celebrate them
- Offer support

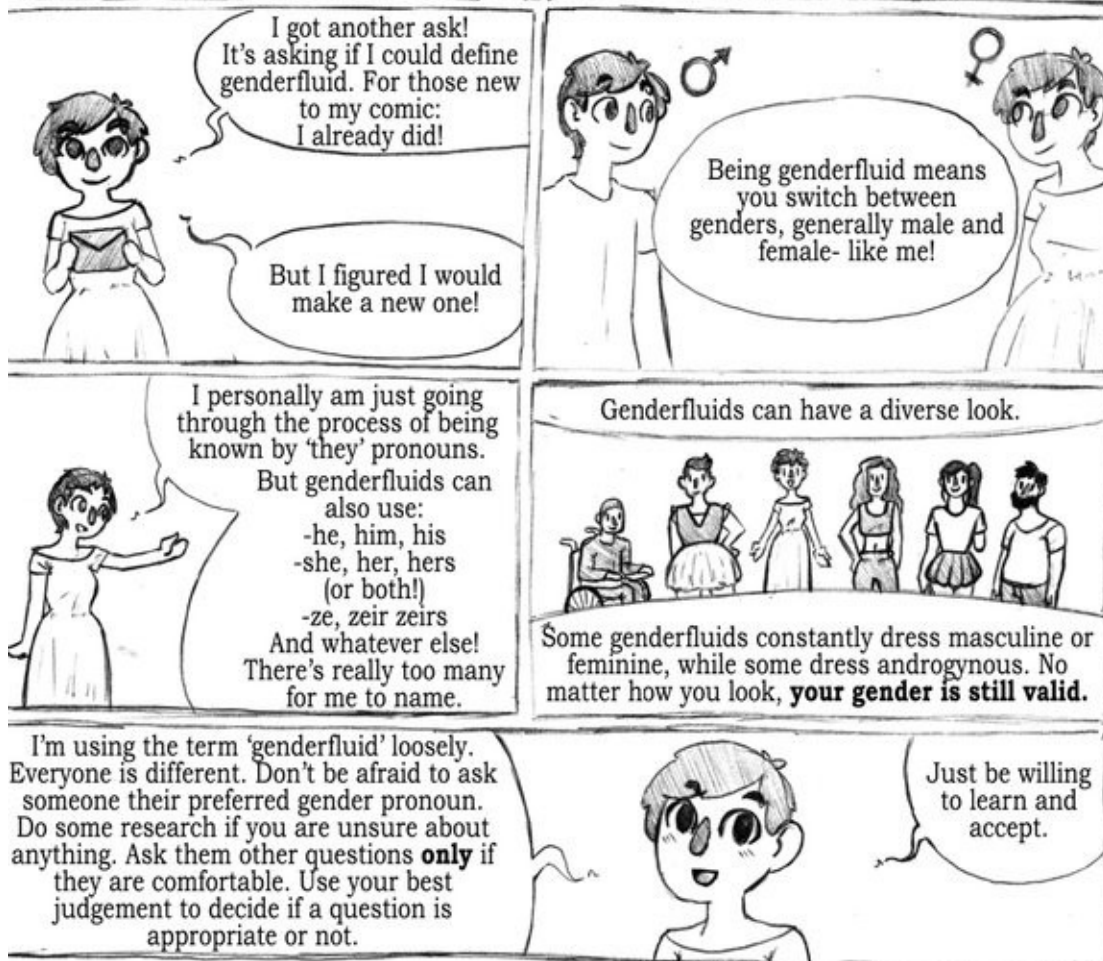
DON'T

- Chastise them for not coming out sooner
- Ask if they're sure
- Share your religious beliefs
- Ask nosy questions about their sex life
- Shout "Duh! I knew it!"

GENDERQUEER / GENDERFLUID

Definition: A person whose gender is non-binary, is beyond genders, is multiple genders, or some combination thereof.

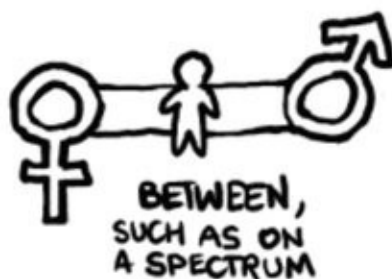
School Doodles! Genderfluid! genderfluidcomic.tumblr.com



GENDER BINARY

Definition: The incorrect assumption that there are only two genders, male and female.

SOME WAYS TO IDENTIFY IN RELATION TO THE BINARY



BUT ALSO, VERY
IMPORTANTLY,
♀♂



- NEITHER
- A DIFFERENT GENDER(S) ENTIRELY
- NOT EVEN ON THE SAME PAGE DUDE

THIS IS **NOT** A COMPLETE LIST! THERE ARE ACTUALLY **ONE MILLION BAZILLION** WAYS TO DO IT.

GENDER EXPRESSION

Definition: The outward manifestation of one's gender, including make up, clothing, and other style choices.

IMPORTANT! You can't assume someone's gender identity based on their gender expression or their pronouns. If you don't know, ask!



GENDER IDENTITY

Definition: A person's view or interpretation of their gender.

Gender is...



a spectrum



a range of expression



how you relate to yourself

HELLO
my name is

Me!

a personal identity

Gender is not..



just male or female



defined by body parts



sexual orientation



determined by chromosomes

Gender 101

Gender Binary:

The categorization of gender into two distinct, opposite sexes.



Trans*/Transgender:

An umbrella term applied to those whose gender identity is not the same as the sex they were assigned at birth.



Cisgender:

Someone who is not transgender.



Genderqueer:

A term applied to individuals who do not identify within the gender binary.



Transition:

The process of changing one's gender expression to match their gender identity.



For more information, go to
www.transstudent.org

TSER
Trans Student Equality Resources

You've just met Joe

*You wouldn't
ask him
how he
has sex...*

*...so why would
you if you knew
he was
transgender?*



END TRANSPHOBIA

You've just met Liz

*You wouldn't
ask her
about her
genitals...*

*...so why would
you if you knew
she was
transgender?*



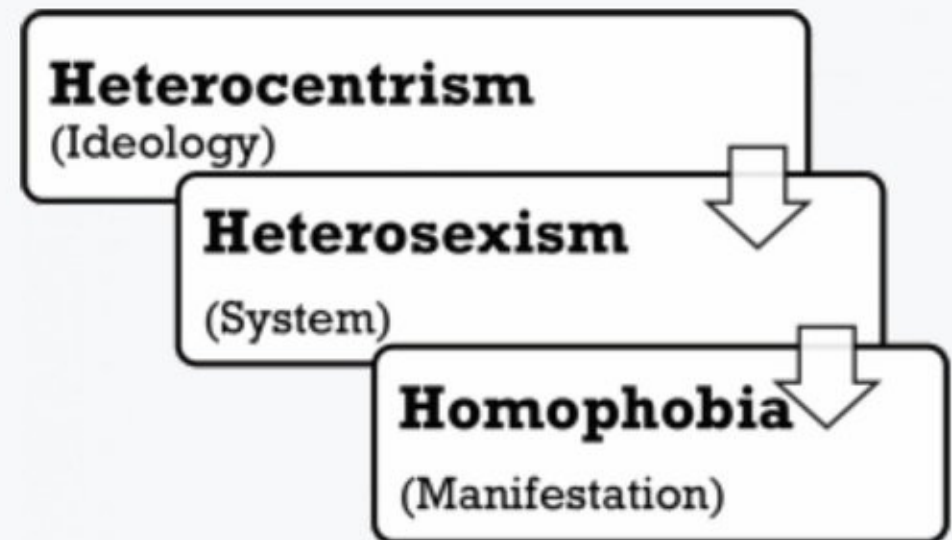
END TRANSPHOBIA

LIGHT EQUALITY WORLDWIDE

HETEROSEXISM / HETERO- NORMATIVITY

Definition: The assumption or belief that everyone is or should be heterosexual.

The compulsion to be heterosexual is the sweaty, nervous, feeling of terror I get at family functions. Who is going to ask me if I have a boyfriend? How am I going to lie? Is it safe to tell anyone that I am dating a woman? Will my family be mad and embarrassed if their friends know? How will people react? Should I just ditch the party and hide in the bathroom?



*Here are some
things to be
aware of so
you don't
contribute to
heterosexism!*

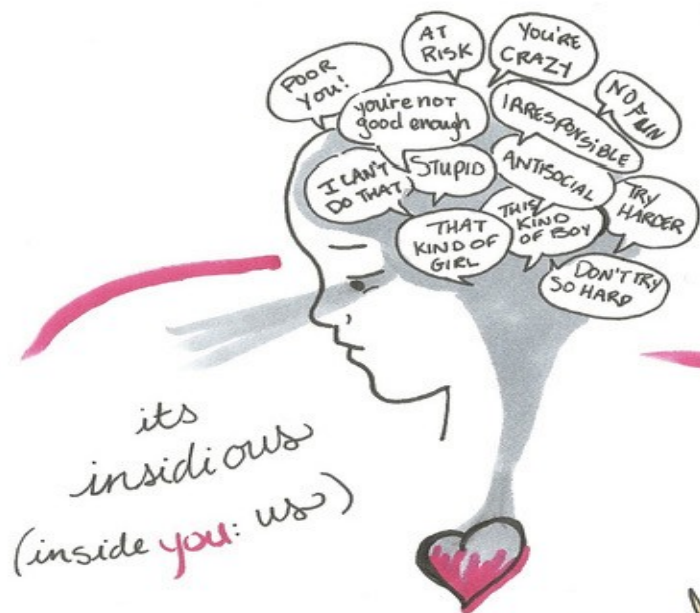
- Assuming that every same sex interaction is sexual, or potentially sexual.
- Avoiding touching or becoming close to LGBTQ people in fear they will take it the 'wrong' way.
- Remarking, "It doesn't matter to me that you're gay." Sexual identity is significant and should matter.
- Expecting LGBTQ people not to talk of their relationships as many heterosexual people do, assuming that sexual orientation should not be talked about.
- Remarking things such as, "I don't care what they do in bed, but don't tell me about it."
- Not understanding that in our culture, which is alternately oblivious to LGBTQ people, or dangerous for them, sexuality and gender identity is already a political issue.
- Thinking non-heterosexual orientation is a phase.
- Putting the burden of responsibility for education and for working for change on the LGBTQ person.

INTERNALIZED HOMOPHOBIA / INTERNALIZED OPPRESSION

*Definition: Fear or self-hate of one's own
(GSD) identity; often occurs in those who grew up hearing negative messages about
GSD (or their specific group of) people.*

internalized Oppression

is when you see yourself
through the Lens of every
Limitation, Judgement, assumption
or idea



its
insidious
(inside *you*: us)

© SOJOURN



THAT HAS BEEN IMPOSED ON you

it HAPPENS
THROUGH
(INTENTIONAL
OR
UNINTENTIONAL)
CONDITIONNING

SO IS INTERNALIZED HOMOPHOBIA AS BAD AS HOMOPHOBIA?

No. Gay people aren't the ones perpetuating heterosexism. Internalized homophobia is just another thing that gay people have to counteract. It is not straight people's responsibility to reprimand people who aren't straight.

INTERSECTIONALITY

TERM COINED BY KIMBERLE CRENSHAW

Definition: The understanding that certain cultural oppressions are bound together and influenced by the various systems of society, including race, gender, orientation, and others.

INTERSECTIONALITY

a fun guide



Bob is a stripey blue triangle
AND SHOULD BE PROUD.
yay!

SADLY SOME PEOPLE DO NOT LIKE Bob. Bob
FACES OPPRESSION FOR BEING A TRIANGLE, &
FOR HAVING STRIPES.



LUCKILY, THERE ARE LIBERATION GROUPS!
BUT THEY AREN'T INTERSECTIONAL.

SO THEY
LOOK LIKE
THIS



THEY DON'T TALK TO EACH OTHER.
IN FACT, THEY COMPETE.

BOB CAN'T WORK
OUT WHERE TO
GO.



AM I MORE
STRIPE OR
TRIANGLE?

I'M
MORE
OPRESSED.



NO, I AM!
'DESERVE
MORE!

BOB WISHES THAT THE
TRIANGLES AND STRIPES
COULD WORK TOGETHER.

OPPRESSION
OF ONE AFFECTS
US ALL!



NO LIBERATION
WITHOUT EQUAL
REPRESENTATION!

INTERSECTIONALITY IS
THE BELIEF THAT
OPPRESSIONS ARE
INTERLINKED AND
CANNOT BE SOLVED
ALONE.

OPPRESSIONS ARE NOT ISOLATED.
INTERSECTIONALITY NOW!

Why is intersectionality important? Well, it forces you to think of people as complex who uniquely interact with the world around them from multiple angles. For example, we as a country can fight for women to be CEO's of companies, and that's great! But we can't ignore the fact that those women will still hire poor black and brown women to care for their children and clean their homes. Intersectional thinking requires us to think about multiple levels of inequality so we can uplift the entire nation.

INTERSEX

Definition: an umbrella term to describe people born with reproductive or sexual anatomy that does not fit our understanding of binary bodies. Intersex differences may be diagnosed prenatally, apparent at birth, found during puberty, or never discovered. Intersex characteristics can be a spectrum of karyotypes, genital arrangements, endocrine activity, reproductive activity, and secondary sexual characteristics.

Truth be known, *most* humans fail to map on to every trait of their assigned binary sex at some point in their lives! There are a myriad of possible kariotypes (XX, OX, XY, XXY, XXX, XYY, etc.) If you have a kariotype other than XX or XY, you could walk around your entire life never knowing!

There are a myriad of genital arrangements, including intersex genital arrangements, and a wide variation of genital arrangements even within the binary sex categories.

There are countless ways in which endocrine function can vary, from insensitivity syndromes to high levels of one hormone or another to deficiency in the production of a hormone, etc.

There are countless ways the reproductive system can vary, and not all people successfully produce gametes, or possesses the associated parts to successfully reproduce. So when we're talking about bodies, binary sex is woefully inadequate to define what's actually happening.

To better explain this we can liken the sex spectrum to the color spectrum. There is no question that in nature there are different wavelengths that translate into colors that most of us see as red, blue, orange or yellow. But the decision to distinguish between orange and red-orange is made only when we need it"

For more information → http://www.isna.org/faq/what_is_intersex

MISOGYNY

Definition: The hatred of women. (related: transmisogyny)

When discussing homophobia, a lot of it will come from a presumed proximity to womanhood.

While *no man* can ever be the victim of misogyny, misogyny actively informs homophobia.

For example, when a gay man comes out, homophobia makes people worried about that man undermining his manhood, or becoming “more like a woman”. The root of this homophobia is misogyny. The worst thing a man can be is a woman. Women are the backdrop against which people measure themselves. In this way, when combating homophobia, while it’s valuable to say that “gay men are just as male as straight men”, it’s similarly important to keep in the back of your mind that womanhood, and being “like a woman”, aren’t condemnable acts.

This same dynamic informs the ill-treatment of trans women, although this isn't the end all, be all of transmisogyny. That is, while transmisogyny marginally about from the notion of "why would anyone *want* to be a woman", transmisogyny comes completely from the hatred of the women themselves.

Transmisogyny expresses itself in many forms, and perhaps by understanding what is misogynistic to cis women could help inform what is misogynistic to trans women.

So as much as we might know that it's misogynistic to tell a cis woman that she looks male, it is similarly misogynistic to tell a trans woman the same.

Or in the case of non-heterosexual women, while it's misogynistic (and lesbophobic) to accuse cis women's attraction for other women as predatory, it is similarly misogynistic (and lesbophobic) to call trans women's attraction to other women predatory.

There is also transmisogyny that has no equivalent for the misogyny cis women face, and this type of hatred often gets undermined and dismissed, instead of rallied against. For example, the phenomena of trans women being placed in male prisons- something that is mortally dangerous to these women-is underrepresented in feminist spaces

Transmisogyny often get's undermined as "not real misogyny". This, in itself, is transmisogynistic.

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This, in itself, is transmisogynistic.

So, is transmisogyny just another form of misogyny? Well, yes and no.

When thinking of “misogyny” as the umbrella term which subsumes transmisogyny, it’s important to note that there will be experiences that *only* trans women face, that have no equivalent when talking about cis women. These issues could include the inaccessibility of HRT (Hormone Replacement Therapy) or issues of unemployment caused by people being uncomfortable with employing a trans women, both of these happening constantly and which cause trauma in ways that cis women can not and will not face.

In this way, to properly refer to misogyny, we need to have an accurate understanding that this includes both cis *and* trans women, because otherwise instances of transmisogyny may not be appreciated as the women’s issues they are.

Understanding transmisogyny

Let's think of a totally different analogy to help us understand this.

Let's say...birds. It's fair to call "bird" an umbrella term, with the different species as different types that are subsumed by the category of "bird".

In this way, we can understand that different species aren't representative of the umbrella term. We know that all pelicans are birds, but that not all birds are pelicans. We know that all parrots are birds, but not all birds are parrots.

No bird scientist in their right mind would look at a pelican and say that because it has things specific to a pelican (say, because it doesn't eat worms but instead eats fish) it can't count as a bird. Because that's ludicrous, any scientist that does this has a limited, inaccurate understanding of what a bird is.

This is why “misogyny” is an umbrella term which houses “transmisogyny”, and why all issues of transmisogyny are women’s issues that need to be appreciated fully as such. Because transmisogyny is not qualified as just a *species* of misogyny, it is in its own right misogyny.

This is important because often things that are specific to trans women are undermined because not *all* women experience them, but that’s ludicrous. This can only come from a limited, inaccurate understanding of what women are and what they face.

POLYAMORY

Definition: The practice or desire of having more than one intimate relationship at a time, with the consent and knowledge of everyone involved.

The Ins and Outs of Polyamory

Merriam-Webster says that polyamory is, "the state or practice of having more than one open romantic relationship at a time."

What polyamory isn't:

- * A way to avoid commitment
- * Bad for children
- * Swinging or cheating
- * Socially accepted in most contexts
- * Having multiple wives

By the Numbers (sort of)

Heterosexuals estimated to be engaged in consensual nonmonogamy:	4-5 %
Percentage of men in U Michigan 2014 study inclined to engage in polyamorous activity:	31 %
Percentage of women in same study inclined:	16 %



Social stigma and lack of extensive research means there are no ways to reliably measure the amount of people who are involved in consensually non-monogamous relationships at this point.



SOURCES:

- <http://www.merriam-webster.com/dictionary/polyamory>
- <http://www.livescience.com/27128-polyamory-myths-debunked.html>
- <http://www.psychologytoday.com/blog/the-polyamists-antidote/2013/09/what-polyamory-is-and-what-it-is-not>
- <http://www.psychologytoday.com/blog/strictly-casual/2014/04/whos-really-interested-in-alternate-relationships>
- <http://polyinmedia.blogspot.com/2014/04/new-study-how-many-americans-want-poly.html>

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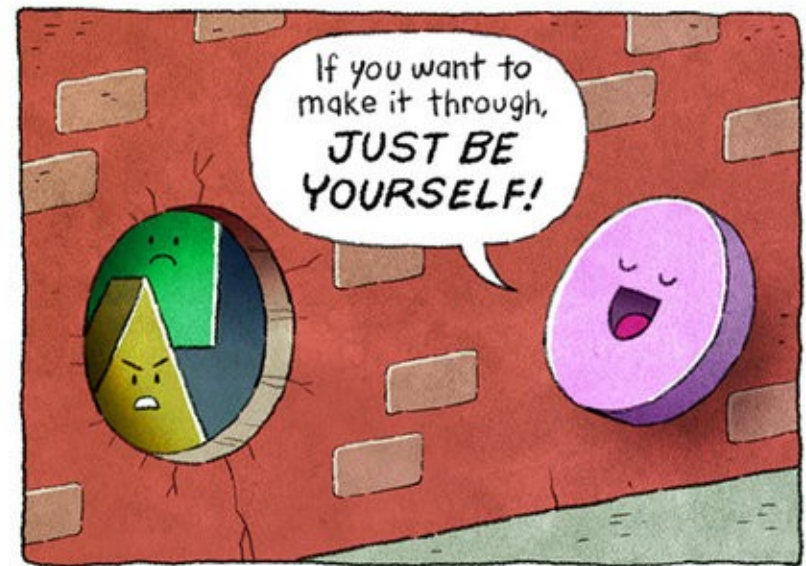
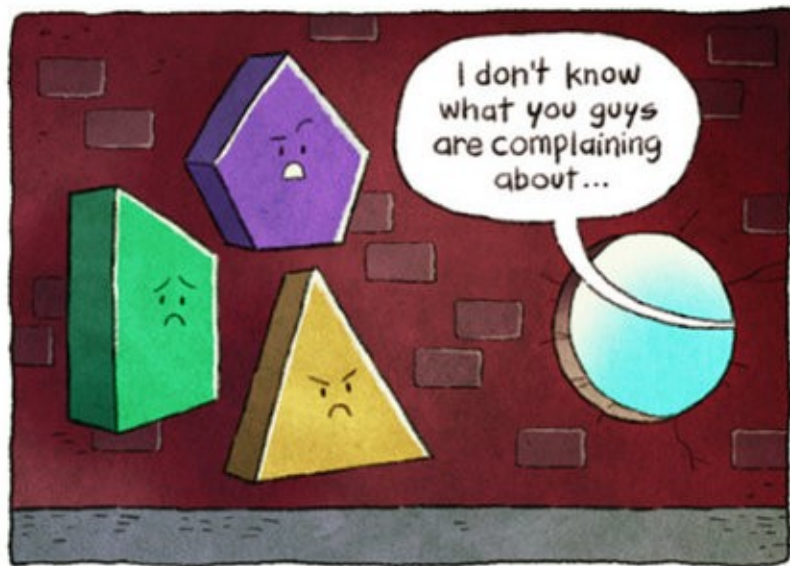
Piktochart
making information beautiful

Note: Polyamory is *not* an axis of oppression like being under the LGBTQ umbrella.

Polyamorous people may very well experience discrimination, but there are no systematic limitations that dictate the trajectory of their lives or their safety.

PRIVILEGE

Definition: Unearned resources and advantages available to some based solely on social, racial, or other group membership.



CHARLIEBINK.TUMBLR.COM

Now imagine a wall full of circular holes, that circles can keep walking in and out of with no difficulty. Now imagine that the triangles manage to get the resources together, after years of not being able to fit through the circle's holes, to drill a single triangle space into the wall.

Now imagine that the circle — who previously supported the triangle's efforts because they are well-rounded and value equality — comes along and sees the construction project. But instead of being happy, they get angry.

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"Well, I won't be able to fit through your hole!!!! I helped you get the drill!!!! Make it fit me too!!!!" the circle demands.

The triangles, barely holding it together enough to get a triangle hole together, stare at the circle in confusion.

"You have all the holes you need," the triangles explain. "This is for us. You don't need to fit through our hole, too."

"YOU'RE BEING UNEQUAL AND HURTING MY FEELINGS!" the circle wails. "I DON'T SUPPORT YOUR HOLE IF IT DOESN'T FIT ME TOO. GIVE ME MY DRILL BACK."

"It's not your drill, it's our drill. You helped us get it, because you said you cared."

"I ONLY CARED WHEN I THOUGHT YOU'D MAKE A HOLE EVERYONE COULD FIT THROUGH. YOU'RE PERPETUATING INEQUALITY!!!!"

"Why is it up to us, the small group that has never been able to fit through the wall at all, to make a hole everyone can use? Why isn't it up to you, the people who have been able to cross back and forth at will for years? We just want to see the other side; why are you yelling at us?"

"I DIDN'T ASK TO BE BORN A CIRCLE, OMG. I'VE HAD TO WORK HARD ALL MY LIFE TOO. YOU'RE JUST BEING BIGOTED AGAINST ME BECAUSE OF SOMETHING I CAN'T CONTROL, JUST LIKE EVERYONE IS AGAINST YOU."

QUEER

Definition: Anyone who chooses to identify as such. A blanket term for any, all, or none of the alphabet letters (LGBT....) Considered by some to be offensive and by others to be a term that has been "reclaimed".

IMPORTANT NOTE! Queer is a reclaimed slur which means that **ONLY** people in the LGBTQ community may identify as such. It still carries with it a negative connotation and painful history, and many people choose not to use it. Stick to this rule of thumb! If someone identifies as queer, you're welcome to refer to them as such. If not, **DON'T!** This word is not for you!

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SAME GENDER LOVING

Definition: A self-identification term often used by POC (people of color) as protest against the typically white-associated terms "gay" and "lesbian".

Same Gender Loving (SGL): a phrase coined by the African American/Black queer communities used as an alternative for “gay” and “lesbian” by people who may see those as terms of the White queer community

Let's hear from a black writer:

"White, gay people have a separate economic base in many communities that consist of an exclusionary grouping of White homosexuals that sustains itself in housing, employment and social settings. These groupings are often headed by White homosexual males—and some White lesbians-- who benefit economically from such groups. Very few Black people who are SGL are allowed to enter this privileged private club and private economic existence. Black SGL people are often welcomed into their own Black families more and allowed to thrive inside and outside of their Black families in separate Black SGL groupings such as social groups, church groups, Civic Organizations, support groups and such. These Black SGL groupings have very little—but sometimes growing—economic power among themselves...The term Same Gender Loving is a more folksy, community oriented and generally accepted term that helps stimulate conversation and develop bridges and relationships that will be harder to organize around and relate to and with by using the term gay... SGL Black folks often find the term gay and Queer to be excessive, exclusive, dividing, odd, racist, discriminatory, derogatory & closed socially & economically. They are terms that don't build bridges in our community and we need bridges... especially in an exclusive, wealthy, racist world where many white gays have little use for reaching out and creating ``diversity'' by bridging with other groups such as Black people."

[-http://thepoliticsofreal.blogspot.com/2010/01/gay-community-vs-same-gender-loving.html](http://thepoliticsofreal.blogspot.com/2010/01/gay-community-vs-same-gender-loving.html)

SEXUAL ORIENTATION

Definition: The innate romantic or sexual attraction one has to others, often labeled based on gender relationship between a person and the person to whom they are attracted.

Semantics matter! Words to avoid!

1. Sexual Preference: Sexual orientation is neither a preference or up for negotiation. Being gay can't be "overcome".
2. Gay Lifestyle: There is no LGBTQ lifestyle.
3. Gay agenda: seeking basic human rights is not and should not be referred to as an agenda. This is a rhetorical device used to derail conversations about structural inequality.

TRANSGENDER

Definition: A person whose biological sex characteristics do not match their internal gender identity. (Latin prefix "trans" = across)

LGBT students are three times as likely as non-LGBT students to say that they do not feel safe at school ¹⁰

Survive School

Facts about LGBTQ Youth

Almost **61%** of LGBT students experienced harassment at school ¹⁰

9 out of 10 LGBT students experienced harassment at school ¹⁰

Almost **all** transgender students had been verbally harassed (e.g., called names or threatened) in the past year at school because of their sexual orientation (89%) & gender expression (89%) ¹⁰

190% more likely to use drugs and alcohol than are heterosexual teens ¹⁰

90% of LGBT youth have been harassed or assaulted ¹⁰

62% of homeless LGB youth will attempt suicide at least once — more than two times as many as their heterosexual peers ¹⁰

bullied two to three times more than heterosexuals ¹⁰

About **1/3** skipped a day of school in the past month because of feeling unsafe ¹⁰

Statistics:

1. GLSEN National School Climate Survey, 2009
2. National Center for Transgender Equality, 2010
3. National Center for Transgender Equality, 2010
4. GLSEN: Harassment, The Experiences of Transgender Youth in Our Nation's Schools, 2009
5. J.C. Greytak EA, Diaz EM - Journal of Youth & Adolescence, 2009
6. Marshal MP, Friedman ME, et al - Addiction, 2008
7. 2006 National Gay & Lesbian Task Force: An Epidemic of Homophobia
8. Van Lennep (Miri et al - Child Welfare 2009

hostile school climates

LGBT youth in rural communities and those with lower adult educational attainment face particularly

Designed for Simmons College It Gets Better Project by @jessfaulk

www.simmons.edu/itgetsbetter

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Sexual minority youth, or teens that identify themselves as gay, lesbian or bisexual, are **bullied** two to three times more than heterosexuals ¹⁰

62% of homeless LGB youth will attempt suicide at least once — more than two times as many as their heterosexual peers ¹⁰

20% & 40% of all homeless youth identify as lesbian, gay, bisexual, and/or transgender ¹⁰

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1. GLSEN National School Climate Survey, 2009
2. GLSEN from Teasing to Torment, 2008
3. Nationwide Children's Hospital, Columbus, OH, 2010
4. GLSEN: Harassment, The Experiences of Transgender Youth in Our Nation's Schools, 2009
5. J.C. Greytak EA, Diaz EM - Journal of Youth & Adolescence, 2009
6. Marshal MP, Friedman ME, et al - Addiction, 2008
7. 2006 National Gay & Lesbian Task Force: An Epidemic of Homophobia
8. Van Lennep (Miri et al - Child Welfare 2009

hostile school climates

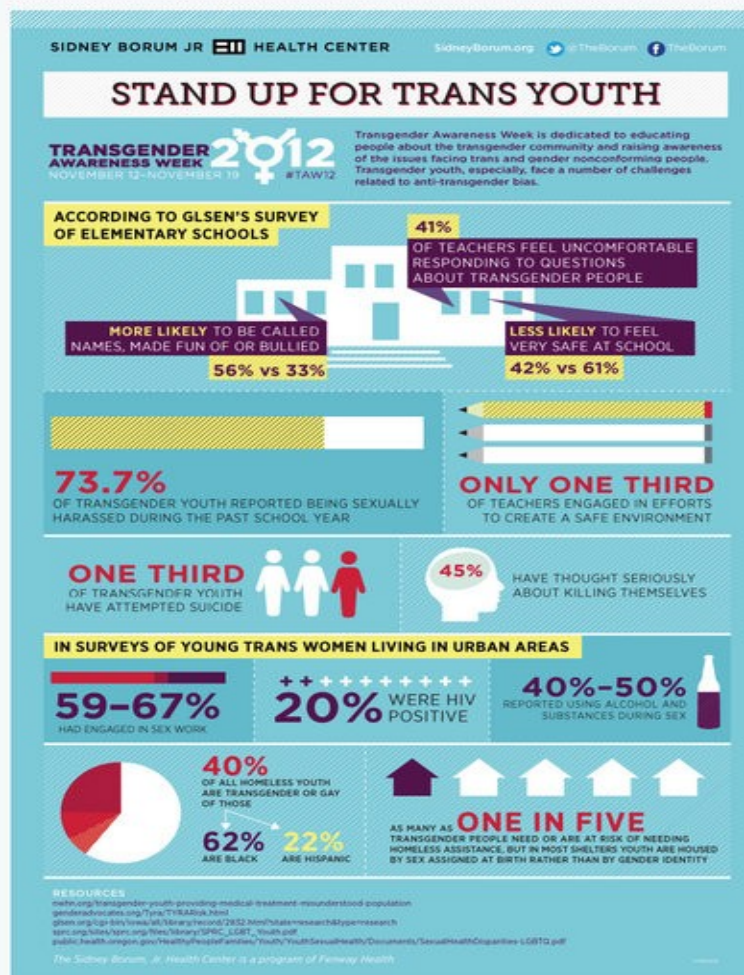
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www.simmons.edu/itgetsbetter

*Why you
should
protect
trans
youth!*

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Reported Life Satisfaction

72% 33%



Described Mental Health As "Very Good" or "Excellent"

70% 15%

Suffered Depression



23% 75%



Why Support for Trans Youth Matters

Based on a 2012 study of 433 individuals

Trans Youth with Supportive Parents

Trans Youth with Unsupportive Parents



Reported Life Satisfaction

72% 33%



Described Mental Health As "Very Good" or "Excellent"

70% 15%

Suffered Depression



23% 75%

Reported High Self-Esteem



64% 13%

Faced Housing Problems



0% 55%

Attempted Suicide



4% 57%

Travers R, Bauer G, Pyne J, Bradley K, for the Trans PULSE Project; Gale L, Papadimitriou M. Impacts of Strong Parental Support for Trans Youth: A Report Prepared for Children's Aid Society of Toronto and Delisle Youth Services. 2 October, 2012.

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For more information,
go to transstudent.org/graphics

TSER
Trans Student Educational Resources

Infographic Design by Landyn Pan Illustrations by Ethan Lopez

Reported High Self-Esteem



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Attempted Suicide

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Remember when we talked about “intersectionality”? Well here is a perfect example of why it is so important! When we talk about youth homelessness, we have to use an intersectional lens! There can be no intellectually honest campaign to end homelessness without addressing the fact that the majority of homeless youth are non-white LGBTQ kids!

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*When you
hear these
slurs,
STAND UP!
BE AN
ALLY!*

© SOJOURN



HOMOPHOBIA



Up to 11% of young people are same sex attracted or unsure about it.

That means at a school of 1000 students,



110 will be experiencing feelings of same sex attraction.

Being same sex attracted doesn't cause problems. It's the **abuse** and **rejection** of same sex attracted people that's the problem.

Someone who has been the target of homophobia is up to

6x more likely to complete suicide than their straight friends.

80% say school is the most common place where they experience abuse

61% say they have experienced verbal abuse

18% say they have experienced physical abuse

What makes things better for a same sex attracted young person?

- Support from friends
- Acceptance by family
- Being part of something (like a community/social group or sports team)

headspace .org.au/homophobia
National Youth Mental Health Foundation

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QUEER YOUTH OF COLOR

1 IN 3 LGBTQ PEOPLE IDENTIFY THEMSELVES AS PEOPLE OF COLOR



OF LGBTQ STUDENTS OF COLOR EXPERIENCED VERBAL HARASSMENT BECAUSE OF BOTH THEIR SEXUAL ORIENTATION AND THEIR RACE OR ETHNICITY.

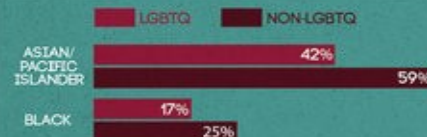


HAVE BEEN PHYSICALLY HARASSED OR ASSAULTED BASED ON BOTH OF THESE ASPECTS OF THEIR IDENTITY.

13%

MORE LIKELY FOR BLACK LGBTQ YOUTH TO BE SENT TO DETENTION OR SUSPENDED, THAN NON-BLACK LGBTQ YOUTH

COLLEGE COMPLETION RATES



IN THEIR MIDDLE OR HIGH SCHOOL YEARS...



OF LGBTQ YOUTH OF COLOR REPORTED THAT THEY HAD INTERACTIONS WITH SECURITY OR LAW ENFORCEMENT, COMPARED TO 63% OF WHITE LGBTQ YOUTH

20-40% OF ALL HOMELESS YOUTH ARE LGBTQ

AMONG THEM...

26% IDENTIFY AS LATINO



44% IDENTIFY AS BLACK

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FOR MORE INFORMATION, GO TO TRANSSTUDENT.ORG/GRAPHICS

MAP

movement advancement project

TSER

Trans Student Educational Resources

INFOGRAPHIC BY LANDYN PAN

SOURCES: GALLUP.COM, GLSEN, LAMBDA LEGAL, THE WILLIAMS INSTITUTE, AND CENTER FOR AMERICAN PROGRESS

LGBTQI+ People are at least

8 TIMES

More than 8 times as likely to have attempted suicide

6 TIMES

Nearly 6 times as likely to report high levels of depression

3 TIMES

More than 3 times as likely to use illegal drugs

3 TIMES

More than 3 times as likely to be at high risk for HIV and STDs

Snapshots of transgender life

The National Transgender Center for Equality surveyed 6,450 transgender individuals in the U.S. Full results are available at transequality.org.



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TRANSGENDER WORKERS WORK AS HARD, DENIED HEALTHCARE & LEAVE

THE PROBLEM

LACK OF UNDERSTANDING OF TRANSGENDER HEALTH NEEDS

Employers and health insurance companies often discriminate and/or erroneously assume health care for transgender workers is not medically necessary



THE IMPACT

TRANSGENDER WORKERS DENIED NEEDED HEALTHCARE AND LEAVE:

DENIED HEALTH COVERAGE AND CARE



DENIED NEEDED MEDICAL LEAVE



THE SOLUTION

EQUAL ACCESS TO HEALTHCARE AND LEAVE

Pass or amend laws to end inappropriate healthcare and medical leave exclusions for transgender workers

EMPLOYER POLICIES

Employers can extend needed health insurance and leave to transgender workers



FROM A BROKEN BARGAIN: DISCRIMINATION, FEWER BENEFITS AND MORE TAXES FOR LGBT WORKERS. www.fightmap.org/fightworkers

The Religion Question

This isn't inconsequential. You can read all of these terms every day, incorporate them into your daily lives, but still in your heart of hearts feel that you are doing a disservice to your LGBT+ loved ones by feeling like what they're doing is against your religious beliefs. We are here to tell you that LGBT+ people are completely, unabashedly, not against the Lord. If you truly believe that all people are made in His name, it isn't your trans child, or gay coworker that's going against what He wants for that person (it's you). Whether individual religious leaders have another prerogative in telling you otherwise, we aren't here to deconstruct that. Simply, treat LGBT+ people as *people*, people who deserve your respect, and know that by *not* doing this you are putting them in mortal, physical danger (again, it isn't their identity that makes them suffer, it is what you subject them to). As far as our evidence, if you don't want to take LGBT+ individual's words for it, here are some resources that you can explore, just as you did this booklet, and we sincerely hope that you find them illuminating. This makes all the difference.