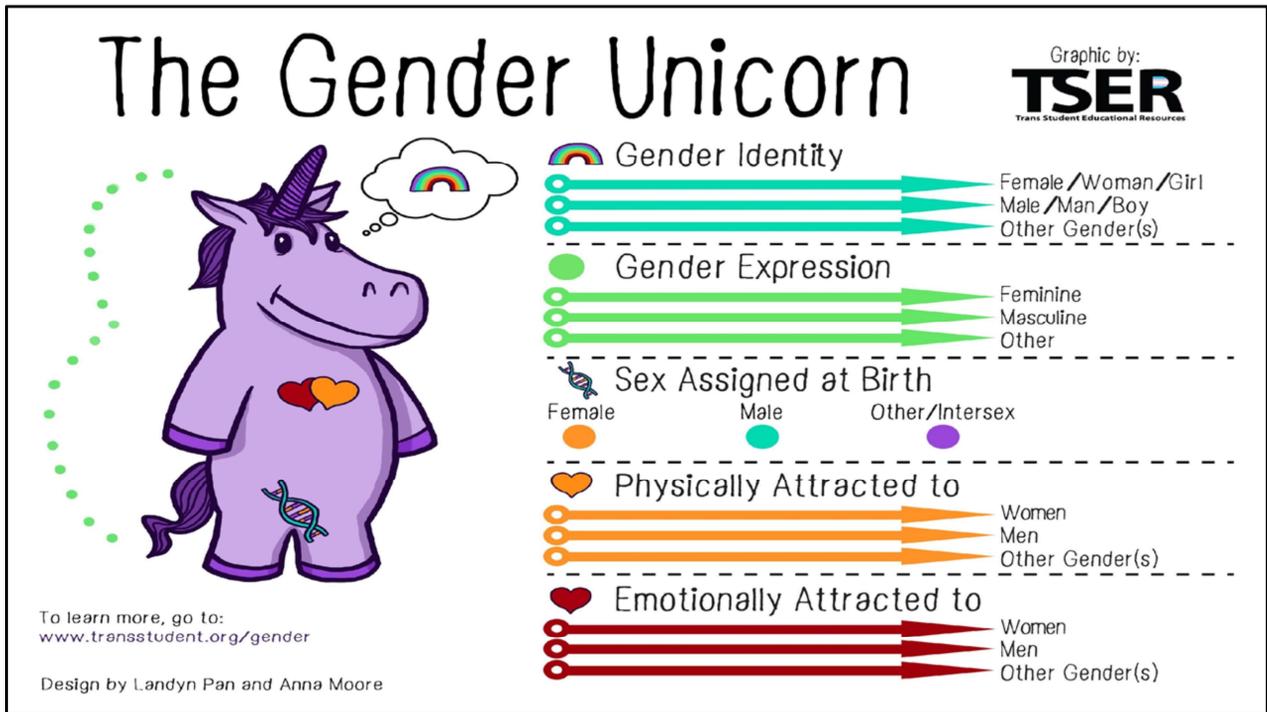

LGBTQ+ 101

Karla Alvarez '20, '23 (she/her)
Graduate Assistant
LGBTQ+ Pride Center

Sound check video: <https://www.youtube.com/watch?v=dg86g-QIM0>

GOALS

- Increase comfortability with LGBTQ+ terminology
- Distinguish the difference between sex, gender identity and expression, and sexual orientation
- Develop an awareness of gender pronouns
- Learn strategies for supporting members of the LGBTQ+ community



Gender Unicorn

Dev. by Landyn Pan for Trans Student Educational Resources

This model is used to show that our gender and attractions are composed of various factors

Gender refers to the socially constructed roles, behaviors, activities, and attributes that a given society considers appropriate for certain genders. Gender relies on symbols that different cultures and societies attribute as being male or female (United States examples: pink = female, blue = male, Barbies = female, Toy Trucks = male, etc.)

Gender Identity

Someone’s internal sense of being male, female, both, neither, or another gender/genders

Gender Expression

The physical manifestation of one’s gender identity through clothing, hairstyle, voice, body shape, ect.

Sex refers to the biological and physiological characteristics that define individuals such as: chromosomes, genitalia, hormones, etc.

Sex Assigned at Birth

Assignment and classification of people as male, female, or intersex based on a combo of anatomy, chromosomes, or hormones,

Doctors usually assign a baby a sex when they are born

Intersex- a general term used for a variety of situations in which a person is born with reproductive or sexual anatomy that doesn't fit the boxes of "female" or "male."

Transgender - sex assigned at birth and gender identity do not match; a way to bridge that gap is through gender expression

Physically Attracted

Sexual Orientation or who you are PHYSICALLY ATTRACTED

Emotional Attraction

Romantic orientation, who you **are romantically attracted to** : "mind and spirit"

Sometimes, physical and romantic attraction match and sometimes they don't

A person's position on the scale may change over a period of time or one may not know where they are

Gender Around the World



Kathoey- Thailand



Muxe - Oaxaca (southern Mexico)



Winkte- Lakota (Two Spirit)



Hijra - South Asia



Māhū - Hawaiian

Gender Around the World

Countries all around the world have their own unique instances of gender expression and identity, just like we do.

Here's a few examples from across the globe that include Latin America, Asia, and even within North America

1- **Muxe**- a person who is [assigned male at birth](#), but who dresses and behaves in ways otherwise associated with women; they may be seen as a [third gender](#)

2 – **Kathoey** – Thailand's "Ladyboys" - being born male but with a female heart)

3 – **Hijra** - South Asia (India, Pakistan, Bangladesh) - men who adopt feminine clothing and roles; used to include intersex individuals

4 – **Mahu** – Hawaii - Mahu is the Hawaiian term for people who embody both male and female spirit. - Take on healing and care taking rules- dying out due to contemporary social norms

5 - **Winkte** - Lakota

Subjective	Objective	Possessive	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.

Pronouns

They're something that we all have

Some of the most common ones used today are she/her or he/him, but other types exist.

A gender inclusive pronoun is a pronoun which does not associate a gender with the individual who is using the pronoun.

They/them has been used as a singular pronoun since the 1300s, and likely long before then. We have some great news – Merriam Webster recently added they/them to the dictionary as a singular pronoun.

Ze/Zir are more uncommon, but if someone introduces themselves to you as ze/zir, you can go ahead and ask them to clarify pronunciation because they have already opened up the conversation and identified themselves.

Why go over pronouns?

Luckily, Texans already use inclusive language in everyday life, like folks, y'all, all y'all

FAQ ABOUT USING INCLUSIVE PRONOUNS

- How do I ask someone what pronouns they use?
- What do I do when someone uses pronouns that I don't know?
- What if I make a mistake?

- **How do I ask someone what pronouns they use?**
 - Introduce yourself and pronouns. It can feel awkward at first, but it is not half as awkward as making a hurtful assumption.
- **What do I do when someone uses pronouns that I don't know?**
 - As mentioned, gender and our understandings of it change. Many transgender, non-binary, gender queer, and gender non-conforming people use pronouns that are not widely used. Many people will appreciate if you ask for clarification respectfully. For example – “I’m sorry, did you say ze/hir pronouns? How do I use those?”
 - Not everyone likes to be asked to clarify, and sometimes asking for clarification can draw attention. If you are in a large group, for example, you may instead try to self-educate or ask the person in private.
- **What if I make a mistake?**
 - Mistakes happen. Most people appreciate an apology and correction. Try not to draw more attention to your mistake. For example: “She likes – I’m sorry, they like basketball more than football.”
 - Correcting yourself shows that you respect the person and their identity.
 - If you realize, or are told later that you made a mistake, a brief apology can help. For example: “I’m sorry I used the wrong name and pronoun for you. I’ll be more careful in the future.”
 - Make sure you are not making excuses for your behavior. Most people prefer only an apology and reassurance that you will be more conscious in the future.

LGBTQIA+ HISTORY



EARLY 1900'S



1860's: Over 400 Civil War soldiers were cross-dressed females. Hungarian doctor, Karoly Benkert, coins "Homosexuality" to describe same-sex acts.

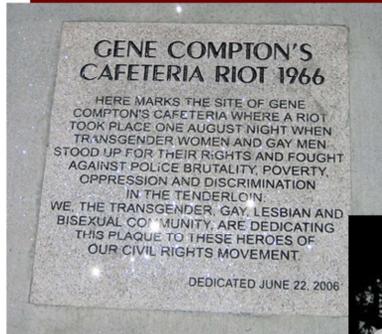
Early 1900's–1950s: Sodomy is now called homosexuality, a suitable topic for scientific study. Doctors develop a typology for a "Homosexual Personality" which included physical characteristics, mannerisms, hobbies, and sexual attractions and behavior. Doctors "treat" the "symptoms" of homosexuality with a variety of "cures": castration, electric shock, clitoridectomy, hormone injections, lobotomy, untested drugs, commitment to insane asylums, and vigorous exercise and diet programs. Alan Turing [*Imitation Game*], who helps crack codes from the Axis Powers that aids in saving many lives, committed suicide after being medically castrated for homosexuality

1933 and 1945: An estimated 100,000 men were arrested as homosexuals, of whom some 50,000 were officially sentenced. Little study has been done to estimate the number of Jewish homosexuals who died in the camps. After the war, the treatment of homosexuals in concentration camps went unacknowledged by most countries, and some men were even re-arrested and imprisoned based on evidence found during the Nazi years.

1950- The "Lavender Scare" refers to a witch hunt and the mass firings of homosexual people in the 1950s from the United States government. It contributed to and paralleled

the anti-communist campaign known as McCarthyism and the Second Red Scare.

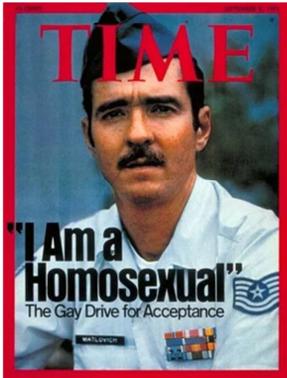
1966-1969



August 1966: In response to police arrests, members of the transgender community pickets Compton's Cafeteria. This leads to a riot after a transwoman threw coffee in an officer's face to avoid arrest. This is one of the first recorded LGBTQIA+-related riots and began transgender activism in America. This is often overshadowed by Stonewall but is an example of activism that started with mainly LGBTQIA+ people of color.

June 27-28, 1969: During a routine police raid of Stonewall, a mafia-run bar in Greenwich Village, transgender people, gay men and lesbians fight back for first time touching off three days of riots that attracted national media attention. The rioters were primarily working class drag queens, butch lesbians and people of color. This is marked as the birth of the modern gay/lesbian rights movement. This event also marked the beginning of a shift in how lesbian, bisexual and gay people saw themselves increasingly as an oppressed minority group.

1970'S



Leonard Matlovich



Technical Sergeant Leonard Philip Matlovich (July 6, 1943 – June 22, 1988) was a Vietnam War veteran, race relations instructor, and recipient of the Purple Heart and the Bronze Star. Matlovich was the first gay service member to purposely out himself to the military to fight their ban on gays. Discharged in September of 1975, in 1981 he eventually took a settlement believing he would be harassed if he returned to service.

Harvey Bernard Milk (May 22, 1930 – November 27, 1978) was an American politician and the first openly gay elected official in the history of California, where he was elected to the San Francisco Board of Supervisors. Murdered

Gay Student Services v. Texas A&M University, 737 F.2d 1317 (5th Cir. 1984)[1] is a court case in which the Fifth U.S. Circuit Court of Appeals held that the First Amendment required public universities to recognize student organizations aimed at gay students. In 1976, Texas A&M University denied official recognition to the Gay Student Services Organization on the grounds that homosexuality was illegal in Texas, and the group's stated goals—offering referral services and providing educational information to students—were actually the responsibility of university staff. The students sued the university for violation of their First Amendment right to freedom of speech in February 1977. For six years, the case wound its way through the courts;

1980'S

THE NEW YORK TIMES,
FRIDAY, JULY 3, 1981

A20

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RARE CANCER SEEN IN 41 HOMOSEXUALS

Outbreak Occurs Among Men
in New York and California
— 8 Died Inside 2 Years



SILENCE=DEATH

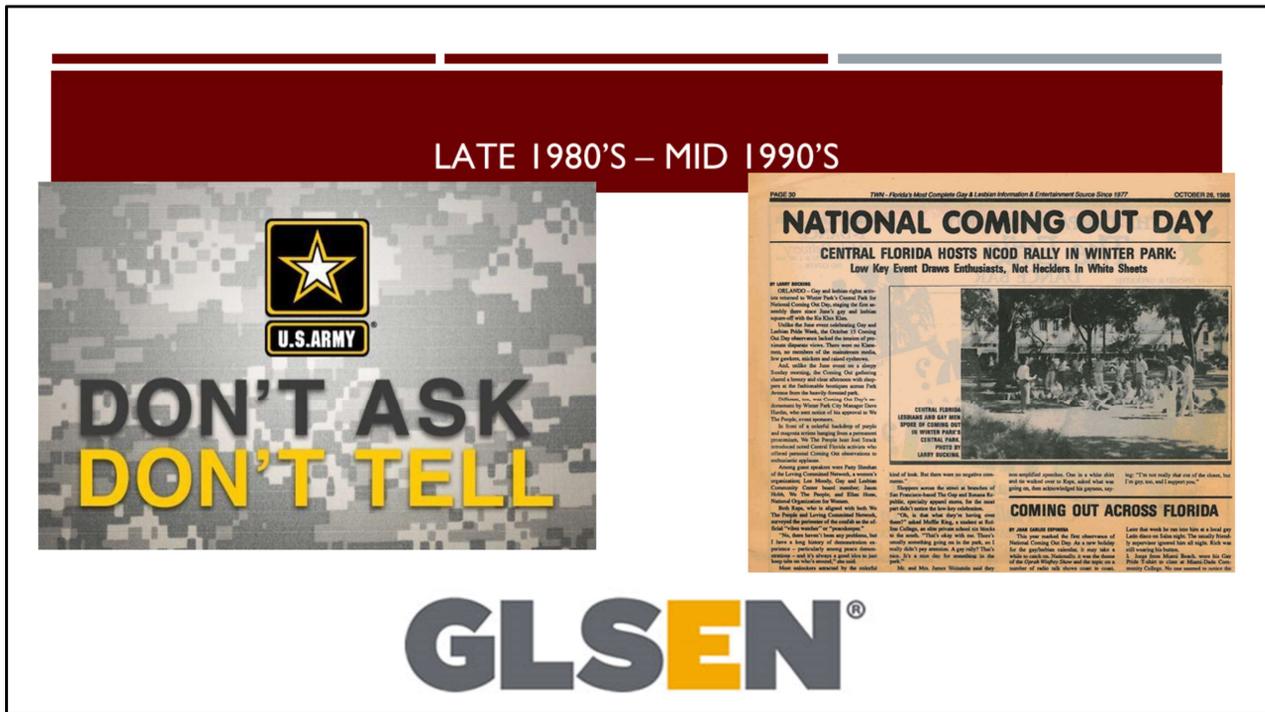
1979: First national March on Washington for lesbian and gay rights occurs with 100,000 participants.

1980: The APA adds “Gender Identity Disorder” to the official list of mental disorders. This “disorder” is used to covertly treat people assumed to be gay or lesbian since homosexuality was officially taken off the list of mental disorders in 1973.

1981: First references to AIDS appears in the media, then called “Gay-Related Immune Disease.”

1987: President Ronald Reagan addresses AIDS in a public speech for the first time, 5 years after the epidemic began. ACT-UP (AIDS Coalition to Unleash Power) was founded. This was a direct-action group calling national attention to the failure of the government to address AIDS and price gouging by drug companies. Bisexuals become increasingly visible and vocal about being explicitly included in lesbian and gay events and organizations.

***Note:** Pink triangle dates back to markers used by Nazis in Germany for homosexuals/othered individuals during WWII; reclaimed and used as means to show that the country was once again marking LGBTQIA+ folks through lack of attention/support.



October 11, 1988: First annual National Coming Out Day is celebrated, on the anniversary of the March on Washington for Lesbian and Gay Rights.

1993: President Clinton proposes lifting the military ban on homosexuals resulting in “Don’t Ask, Don’t Tell, Don’t Pursue” policy (**DADT**) when right wing religious groups organized a massive attack on his proposal. Despite the “Don’t Ask, Don’t Tell” policy, lesbian and gay military personnel continued to be discharged in increasing numbers.

1994: The first acknowledgement and recognition that many of the original Stonewall rebellion participants were transgender men and women of color begins. Gay, Lesbian Straight Teachers Network (now called Gay, Lesbian, Straight Education Network/GLSEN) becomes one of the first national organizations to advocate for addressing LGBT issues and discrimination against LGBT students and teachers in schools.

1996: President Clinton signs the Defense of Marriage Act (**DOMA**) into law, which allows the federal government and states to refuse recognition of same-sex marriages.

EARLY – MID 2010'S



2003: Massachusetts becomes the first U.S. state to recognize same-sex marriage.

September 22, 2010: Tyler Clementi, a college student, jumps to his death from the George Washington Bridge after finding out his roommate recorded him kissing another man without his consent and posted it on twitter, outing him to the public.

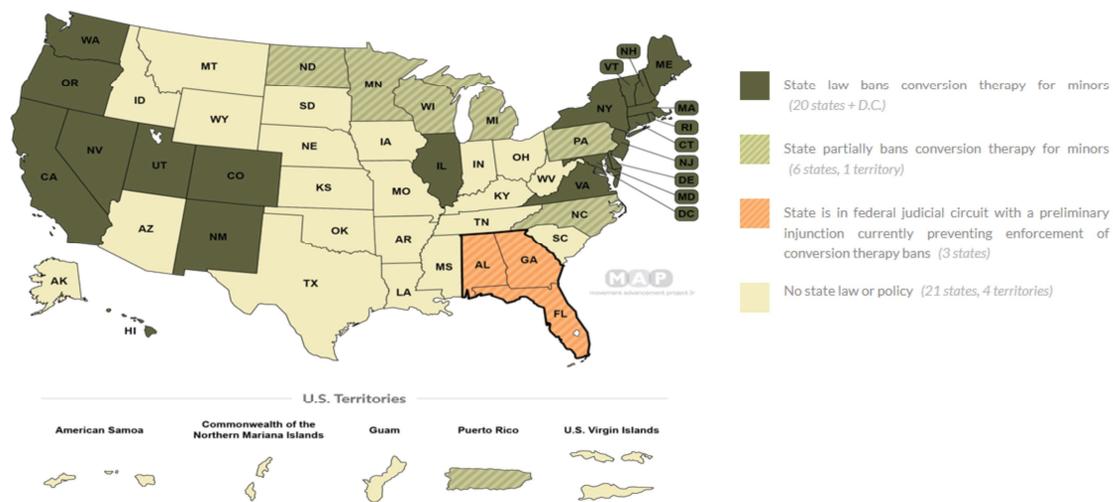
September 20, 2011: The Obama Administration repeals Don't Ask, Don't Tell, ending the policy not allowing openly LGBTQ citizens from serving in the military.

June 26, 2013: The Supreme Court rules Defense of Marriage Act (DOMA) to be unconstitutional. That same year, Laverne Cox, a trans actress and activist of color, begins her role in the Netflix series *Orange Is the New Black* as Sophia.

CONTEMPORARY LGBTQIA+ EXPERIENCES



Conversion Therapy State Laws



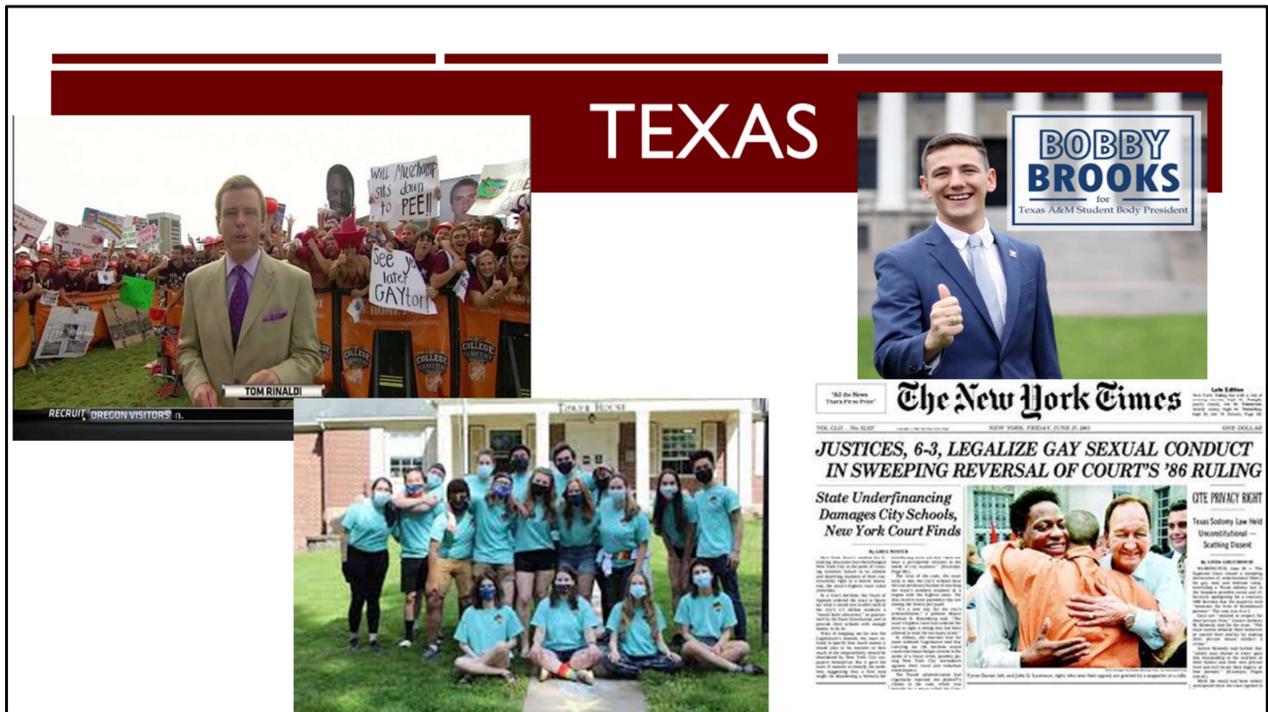
Conversion therapy laws prohibit licensed mental health practitioners from subjecting LGBT minors to harmful "conversion therapy" practices that attempt to change their sexual orientation or gender identity.

These laws do not restrict the practice among religious providers.

For an in-depth analysis of these laws, please read our LGBT Policy Spotlight Report: Conversion Therapy Bans.

For additional information, please contact the National Center for Lesbian Rights or The Trevor Project.

https://www.lgbtmap.org/equality-maps/conversion_therapy Data current as of 10/15/2019



Lawrence v. Texas, 539 U.S. 558 (2003), was a landmark decision of the U.S. Supreme Court in which the Court ruled that American laws prohibiting private homosexual activity between consenting adults are unconstitutional.

- 13 States still ban Sodomy

From 2009 to 2014: Texas A&M University in College Station was consistently on The Princeton Review’s list of “Unfriendly schools for LGBT students.” But in 2016 the school was removed from the list and this week, the school showed further progress when its Student Senate passed two resolutions in support of LGBTQ students.

Sep 10, 2012- Texas A&M fans live up to stereotypes with sexist, anti-gay signs

Spring of 2017- Texas A&M Elects First Openly Gay Student Body President, Rick Perry Accuses Texas A&M Gay Student Body President Of Stealing Election. “In an op-ed in the Houston Chronicle Perry said the situation “made a mockery of due process and transparency” and at worst “allowed an election to be stolen outright.” He accused school administrators of gaming the system just so the school could have its first gay president.” After Perry's op-ed Bobby reports receiving threatening comments at a gas station. <https://publicintegrity.org/>

May 14, 2021- Bucknell University in Lewisburg, Pennsylvania, a group of menacing students reportedly attempted to break into the LGBTQ+ Fran House. The attacking students allegedly tried to pry open windows to gain entry, verbally harassed students inside, and at least one student was accused of exposing himself and urinating on the property. There were reports from students that responding campus security laughed and made light of the incident with the alleged attackers. The security reportedly shook the hands of each before promising to see about getting them access to the house after finals week. <https://www.bucknell.edu/may-14-2021-response-frans-house-incident> and <https://www.out.com/news/2021/5/18/lgbtq-house-attacked-horrific-incident-bucknell-university>

LGBTQ+ @ TEXAS A&M

- **About 17.6% not heterosexual**

- 4% Asexual
- 6.5% Bisexual
- 2.6% Gay or Lesbian
- 1.2% Pansexual
- 1% Queer
- 2.3% Questioning

Gender

- .9% Self-describe
- 3.8% Prefer not to answer
- 1.1% identify as Transgender or Non-Binary

- Student Experience in the Research University (SERU) is a consortium of research institutions in the Association of American Universities that administer a common survey to generate knowledge and help further the goals of higher education in general and at the member institutions specifically.
- The SERU/Your Voice survey is a comprehensive survey of all undergraduate students at Texas A&M University (TAMU) intended to give in-depth insights into the undergraduate experience.
- SERU was most recently administered spring 2021.
- Total of 12,799 undergraduates completed at least part of the survey, representing 25% of the overall undergraduate population.
- This report addresses the College Station campus, over 10,000 students.

LGBTQ+ @ TEXAS A&M

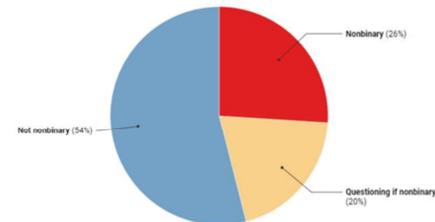
- I feel valued as an individual at this campus: **Queer students 54.4%, Trans 38.5%, Heterosexual 68%, Cisgender 66.4% Agree**
- I feel that I belong at Texas A&M: **Queer students 69.3%, Trans 56.7%, Heterosexual 83.8%, 82% Cisgender Agree**
- My sexual orientation is respected at this university: **Queer students 66.6%, Heterosexual 96.3% Agree**
- My gender is respected at this university: **Trans 49%, 91.1% Cisgender Agree**
- Texas A&M is a welcoming campus: **Queer students 76.2%, Trans 66%, Heterosexual 91.9%, 89.9% Cisgender Agree**
- Texas A&M is a safe and secure campus: **Queer students 76.6%, Trans 66%, Heterosexual 91.5%, 89.6% Cisgender Agree**

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Generation Z

- 1 in 6 identify as LGBTQ+ in the US (Gen Z 1997-2012) vs. 1 in 10 Millennials (1981-1997)
 - More women identified as LGBTQ+ than men (6.4% to 4.9%)
 - Women were also more likely to be bisexual (4.3% to 2.5%)
- Trevor Project found that over one in four (26%) LGBTQ youth identified as Nonbinary
 - An additional 20% said they are not sure or are questioning whether they identify as Nonbinary.

About one in four LGBTQ youth identifies as nonbinary



From an online survey conducted Oct.-Dec. 2020 of 34,791 LGBTQ youth between the ages of 13-24 across the U.S.
Chart: Eliza Wolfson for TIME • Source: The Trevor Project

TIME

- one in 6 Gen Z respondents (or 15.9%) said they are queer or transgender Gallup survey random sampling of 15,349 American adults
- Trevor Project found that over one in four (26%) LGBTQ youth identified as Nonbinary
- <https://news.gallup.com/poll/329708/lgbt-identification-rises-latest-estimate.aspx>
- <https://time.com/6079326/nonbinary-lgbtq-youth/>

MENTAL HEALTH & VIOLENCE

- **Nearly half** of the transgender population has either thought of or attempted suicide in their lifetime, nearly 9x the rate in the United States overall (4.6%) (*GLAAD U.S. Transgender Survey, 2015*)
- LGBTQ+ individuals are **2 times more likely** as heterosexual individuals to have a mental health condition. (*National Alliance on Mental Illness*)
- **Suicide** is the **second leading cause of death** among LGBTQ+ individuals age 10-24. (*CDC*)
- **31%** of transgender people experienced mistreatment in the past year in a place of public accommodation, including (According to the 2015 U.S. Trans Survey (GLAAD))
 - 14% who were denied equal service
 - 24% who were verbally harassed
- **38 Trans People Have Already Been Killed in 2022** (From the Human Rights Campaign)
 - 2022 on track to be the deadliest year on record for trans and gender nonconforming people, previous high of 31 in 2017
 - most of them trans women of color

Note: Some may think that these are results of already damaged mental health (i.e. LGBTQIA+ folks have poor mental health inherently, therefore ___ happens), however this is more accurately the result of stigma placed around LGBTQIA+ folks unable to ask for help or have support available to them.

<https://www.out.com/crime/2021/2/03/all-trans-americans-killed-violently-2021#media-gallery-media-1>



HOW TO BE AN ALLY



**AGGIE
ALLY**

Allies, providing support for the gay, lesbian,
bisexual and transgender community

Best Practices

- Don't make assumptions
- Use Inclusive language, pronouns, and preferred names
- Train all staff
- Do outreach with the community
- Have an LGBTQ+ Liaison
- Listen and be supportive
- Know the resources available on campus
- Create an inclusive policies, and forms
- Educate others when you can
- Understand the difference between sexual orientation and gender identity and expression
- Educate yourself, don't expect members of the community to educate you. Follow groups on Social Media (like Human Rights Campaign, GLAAD, Transgender Education Network of Texas (TENT), and LGBTQ+ Pride Center)

Best Practices:

- Pronouns
- Use different examples
- inclusive authors
- have inclusive forms
- Use Inclusive language
- Listen and be supportive
- Know the resources available on campus
- Don't make assumptions
- Create an inclusive environment
- Don't tolerate intolerance at Texas A&M
- Understand the difference between sexual orientation and gender identity and expression
- Educate yourself, don't expect members of the community to educate you. Follow groups on Social Media (like Human Rights Campaign, GLAAD, Transgender Education Network of Texas (TENT), and the GLBT Resource Center – shameless plug)

RESOURCES

- LGBTQ+ Pride Center – Student Services Building on the second floor
- LGBTQ+ Aggies - <https://www.facebook.com/lgbtqaggies>
- Transcend - <http://transcendtamu.com/>
- oSTEM - <https://www.facebook.com/oSTEMatTAMU/>
- Aggie Allies - <http://allies.tamu.edu/>
- Hate/bias report form - <http://stophate.tamu.edu/>
- Tell Somebody form - <http://tellsomebody.tamu.edu/>

Help us by taking our survey:



Ask folks to help us improve by taking our survey
Remember to log this presentation and send the requester a survey after

