

PFLAG

LEONARDTOWN - SOMD



**UNDERSTANDING AND SUPPORTING
LGBTQ+ IDENTITIES**

Introductions

Kaitlin (she/her)

- PFLAG Secretary
- School Nutrition
- Local Activist

Paul (he/him)

- PFLAG President
- Math Teacher
- Educational Technology

PFLAG *Mission Statement*

PFLAG Leonardtown serves the LGBTQIA+ community, out families, friends, and allies across the Southern Maryland Region.

PFLAG Leonardtown is committed to advancing equality in our community through support, education, and advocacy.

It is our mission to work towards a more accepting environment for all people in our community through education, discussion, compassion, love, and laughter.



Session Objectives

Participants will...

- Learn important LGBTQ+ terms, what it means to be an ally, and how to create a safe space at home.
- Participate in an activity that emphasizes the need for empathy and awareness surrounding the coming-out process



★ Why is inclusivity important?

45% of LGBTQ youth seriously considered attempting suicide in the past year.



Nearly 1 in 5 transgender and nonbinary youth attempted suicide and LGBTQ youth of color reported higher rates than their white peers.

LGBTQ youth who felt high social support from their family reported attempting suicide at **less than half the rate** of those who felt low or moderate social support.

★ LGBTQ youth who found their school to be LGBTQ-affirming reported **lower rates of attempting suicide**.

Fewer than 1 in 3 transgender and nonbinary youth found their home to be gender-affirming.

60% of LGBTQ youth who wanted mental health care in the past year were not able to get it.



Coming Out Stars
Activity

Begin by choosing a blue, purple, red, or orange star from the table

Imagine that this star represents our world, with you in the center and those things or people most important to you at each point of the star. So we'll begin by writing your name in the center of the star- making it your very own star!



✦ *Coming Out Stars*

Activity

Pick a point of the star to start with. Choose a friend who is very close to you; someone you care about very much: a best friend or close friend.

Write their name on this point of the star.



Next, think of a community to which you belong; it could be a religious community, a neighborhood, your college/university/workplace/profession, or just a group of friends. Write the name of this group that you are a part of on the next point of the star moving clockwise.

★ *Coming Out Stars*
Activity

Now, think of a specific family member- someone that you have always turned to for advice. Maybe this person knows how to cheer you up when you're sad. It can be anyone you consider in your family. A mother, father, aunt, or uncle: any family member who has made a large impact on your life. Please write their name on the next point of the star.



What job would you most like to have? It could be your boss's job or being President. Whatever your career aspiration is, write it on the next point.

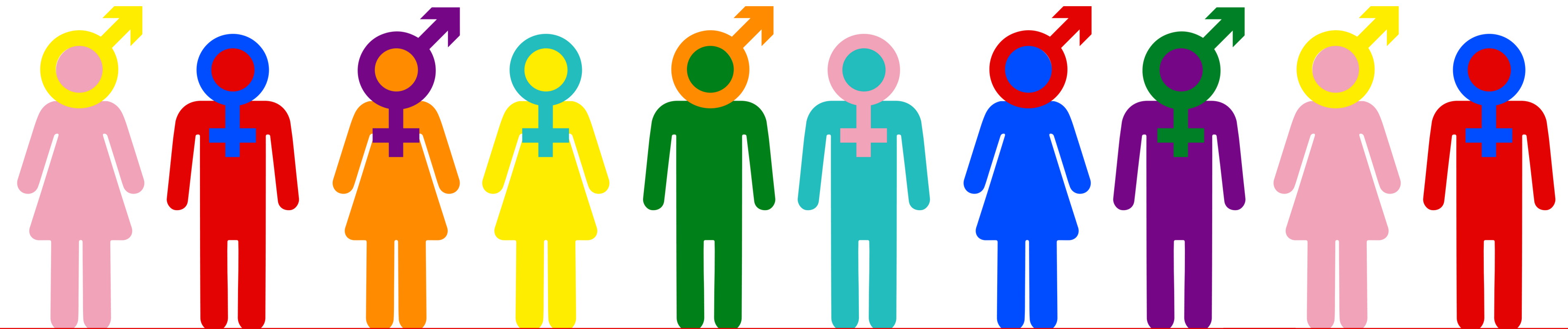
✦ *Coming Out Stars*
Activity

Lastly, what are some of your hopes and dreams? Maybe you want to be a millionaire; maybe you want a family. Think of a few of your hopes and dreams and write them on the last point of your star.



Now, please listen carefully to the next set of instructions, this exercise works best if everyone is silent.

For the purpose of this activity, you are now a lesbian, gay, bisexual or transgender young person about to begin the coming out process.



You decide to tell your friends first; since they have always been there for you in the past and you feel they need to know.

IF



THEN

If you have a blue star, your friends have no problem with it. They have suspected it for some time now and thank you for being honest with them. Luckily, they act no different toward you and accept you for who you are.

If you have an orange or purple star, your friends are hesitant at first. They are a little irritated that you have waited so long to tell them, but you are confident that soon they will understand that being LGBTQ is just a part of who you are. You just need to give them some time. Please fold back this side of your star.

If you have a red star, you are met with anger and disgust, this friend who has been by your side in the past tells you that being LGBT is wrong and they can't associate with anyone like that. If you have a red star, please tear off this side and drop it to the ground, this friend is no longer a part of your life. You are now part of the more than 1/3 of LGBT youth who report losing a close friend when they come out

With most of you having good such good luck with your friends, you decide that your family probably deserves to know. So, you turn to your closest family member first so that it will be a little easier.

IF



THEN

If you have a blue star, you are embraced by this family member. They are proud that you have decided to come out and let you know that they will always be there to support you.

If you have an orange or red star, your family rejects the thought of being related to a person who is LGBT. Similar to some of your friends, they are disgusted; and some of you are thrown out of your house or even disowned. If you have an orange or red star, please tear off that corner and drop it to the ground. You are now one of the estimated 1.6 million homeless american youth; 20-40% of whom identify as LGBT

If you have a purple star, the conversation does not go exactly how you planned. Several questions are asked as to how this could have happened, but after some lengthy discussion, this person who is close to you seems a little more at ease with it. Fold this side of your star back, as they will be an ally, but only with time.

Having told your friends and family, the wheels have started to turn and soon members of your community begin to become aware of your sexual orientation and/or gender identity.

IF



THEN

If you have an orange star, you are met with a mixed response. Some accept you and some don't know what to think. You remain a part of the community, and with time, will fit in as you once did. If you have an orange star, please fold back this side.

If you have a purple or blue star, your sexual orientation is accepted by your community. They continue to embrace you like anyone else and together you celebrate the growing diversity in your community.

If you have a red star, your community reacts with hatred. They tell you that someone like you doesn't belong in their community. Those who had supported you in your times of need no longer speak to you or acknowledge you. If you have a red star, tear this side off and drop it to the ground.

You have heard that rumors have started circulating at work regarding your sexual orientation and/or gender identity. In the past, you made it to a point to confront these rumors as soon as they began, but now you're not sure if that will do more harm than good.

IF



THEN

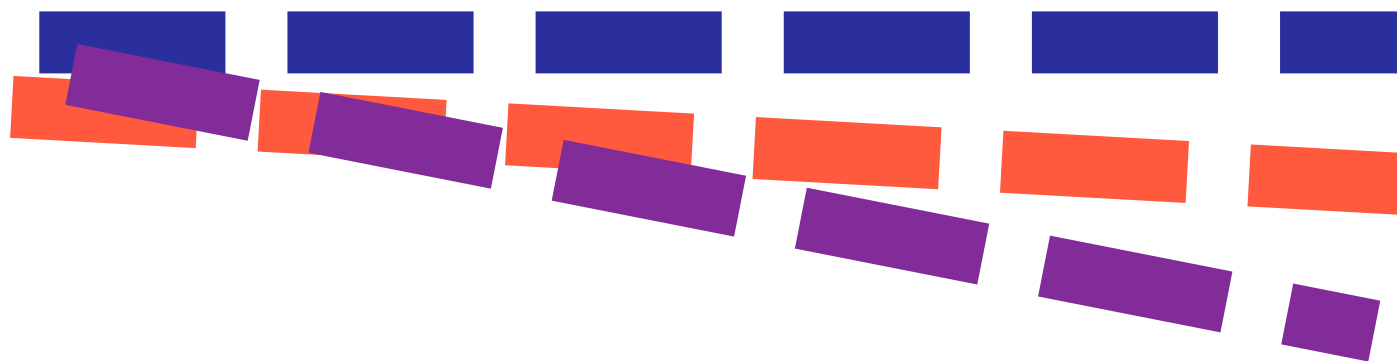
If you have a blue star, your co-workers begin to approach you and let you know that they have heard the rumors and they don't care. They will support you. Your supervisors and boss react the same way- letting you know that you do excellent work and that's all that matters.

If you have an orange or red star, you have a red or orange star, you continue to work as though nothing is happening ignoring the rumors that have spread throughout your workplace. One day, you arrive at work to find your office has been packed up. You are called into you boss's office and she explains that you are being fired. When you ask why, she tells you that lately your work has been less than satisfactory and that she had to make some cutbacks in your area. If you have a red or orange star, please tear off this side and drop it to the ground.

If you have a purple star, your workplace has become quite interesting.. Everyone seems to think that you're lesbian, gay, bisexual, or transgender even though you haven't mentioned it to anyone or confirmed any of the rumors. Some people speak to you less, but the environment has not changed too drastically, If you have a purple star, please fold back this side.

Now your future lies ahead of you as an LGBT young adult. For some of you, your hopes, dreams and wishes for the perfect life are all that remain.

IF



THEN

If you have a red star, you fall into despair. You have been met with rejection after rejection and you find it impossible to accomplish your lifelong goals.

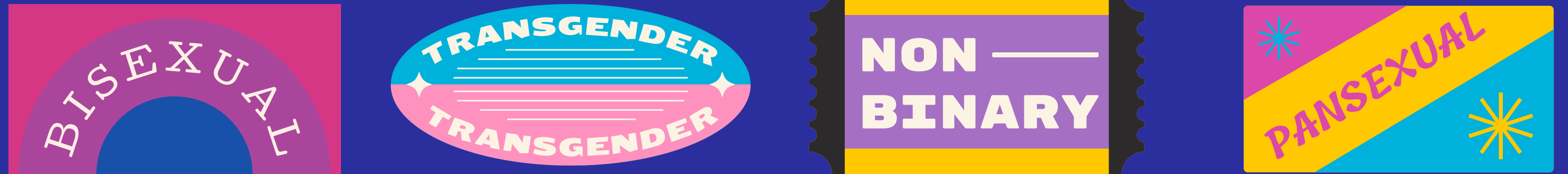
If you have a purple, blue, or orange star, these hopes and dreams are what keep you going. Most of you have been met with some sort of rejection since beginning your coming out process, but you have managed to reach out for support. With the help of at least one supportive person or entity in your life, you are able to find healthy ways of coping with the difficult changes in your life. You ultimately continue to live a happy and healthy life. Your personal hopes and dreams become a reality.

Whew. That was heavy.

- How did it feel to take part in this activity?
- Who had a red star? How did that feel?
- Who had a blue star? How did that feel?
- What did you learn from this activity?
- What do you feel you can do to make your community a more supportive place for LGBTQ people?



Lets talk LGBTQ+ terminology...



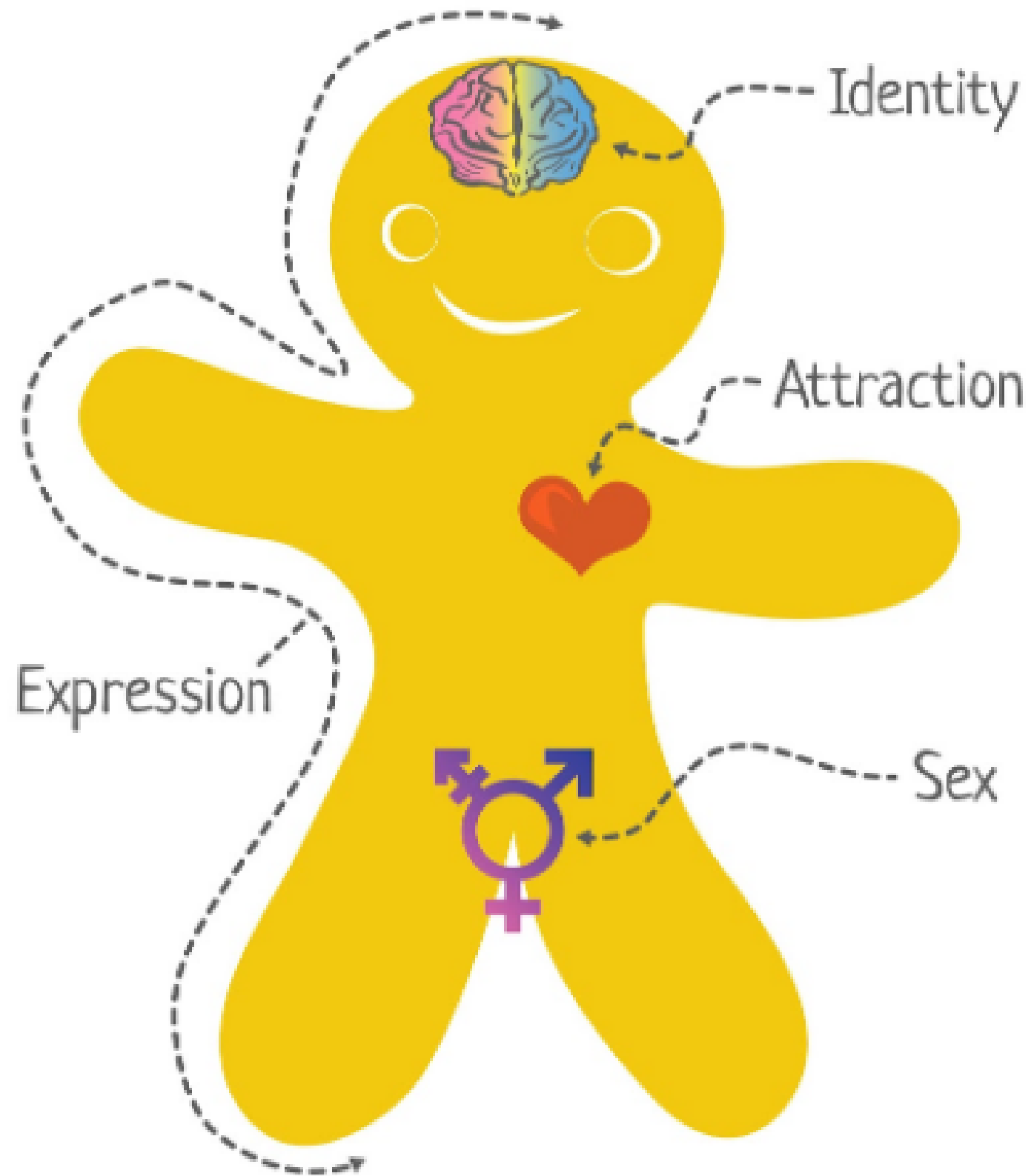
IDENTITY  EXPRESSION  SEX

GENDER  SEXUAL
ORIENTATION

SEX is biological

GENDER is socially constructed

The Genderbread Person v4 *by its pronounced METROsexual*



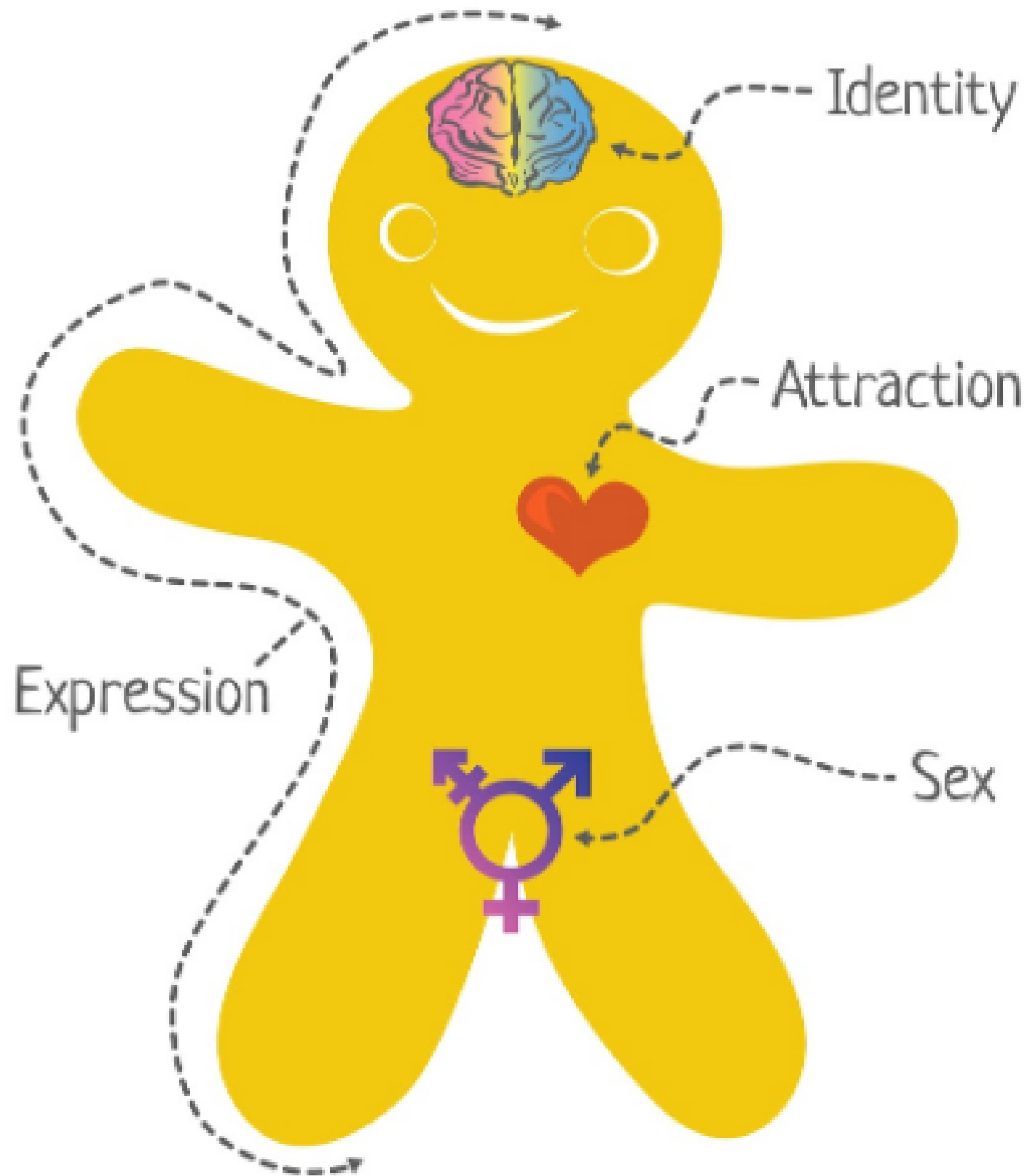
 Gender Identity

 Gender Expression



 Sexually Attracted to...
 Romantically Attracted to...

 Anatomical Sex

The Genderbread Person v4 *by its pronounced METROsexual*



 Gender Identity

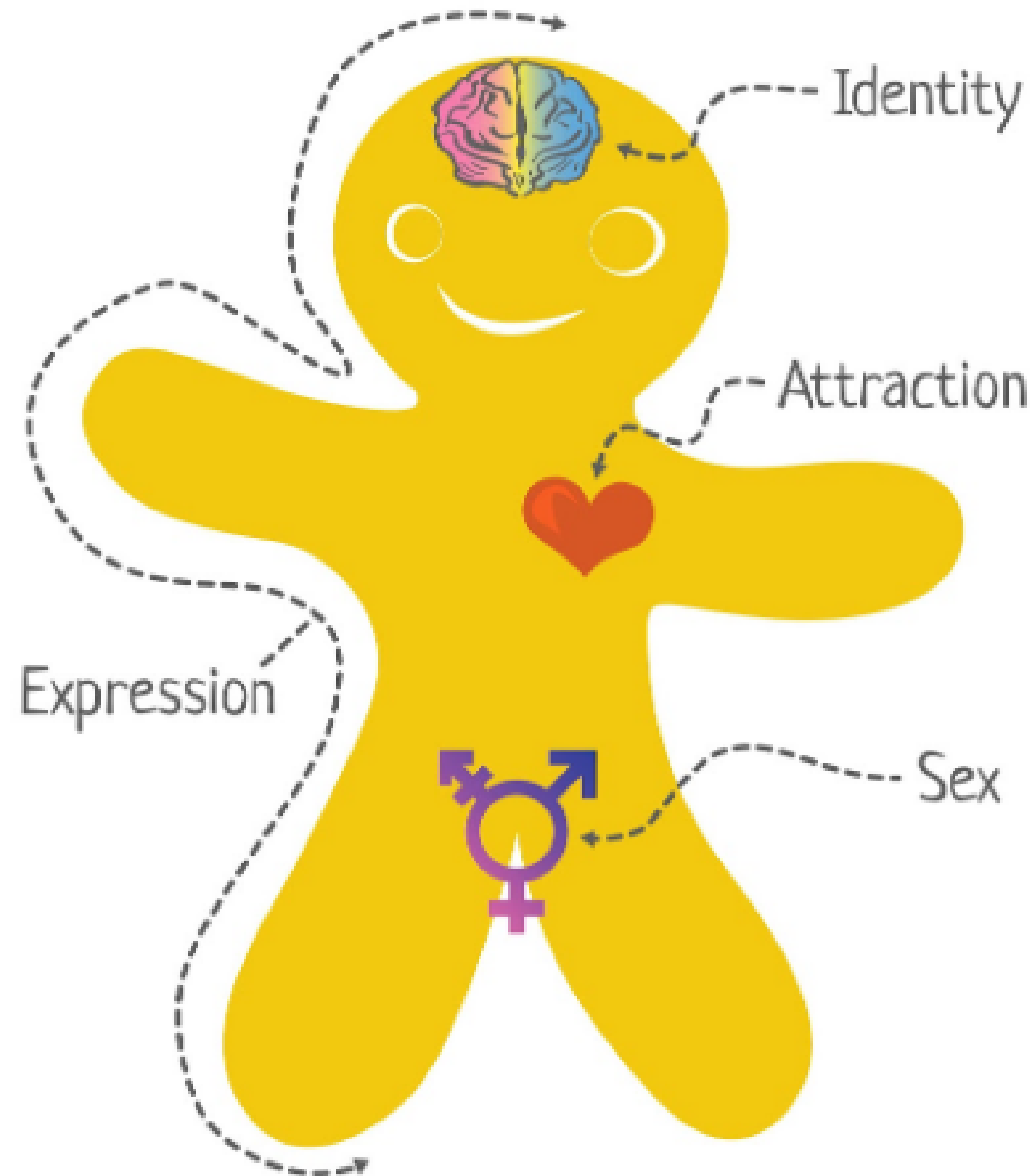
 → Woman-ness
 → Man-ness

A person's internal sense of being male, female, somewhere in-between, or outside of the binary.

Words to Know

- ★ Cisgender - identifies with sex assigned at birth
- ★ Transgender - does not identify or exclusively identify with their sex assigned at birth.
- ★ Agender - does not identify with either gender
- ★ Gender Fluid, Gender Non-Binary, Gender Non-Conforming

The Genderbread Person v4 *by its pronounced METROsexual*



 Gender Expression

 Femininity

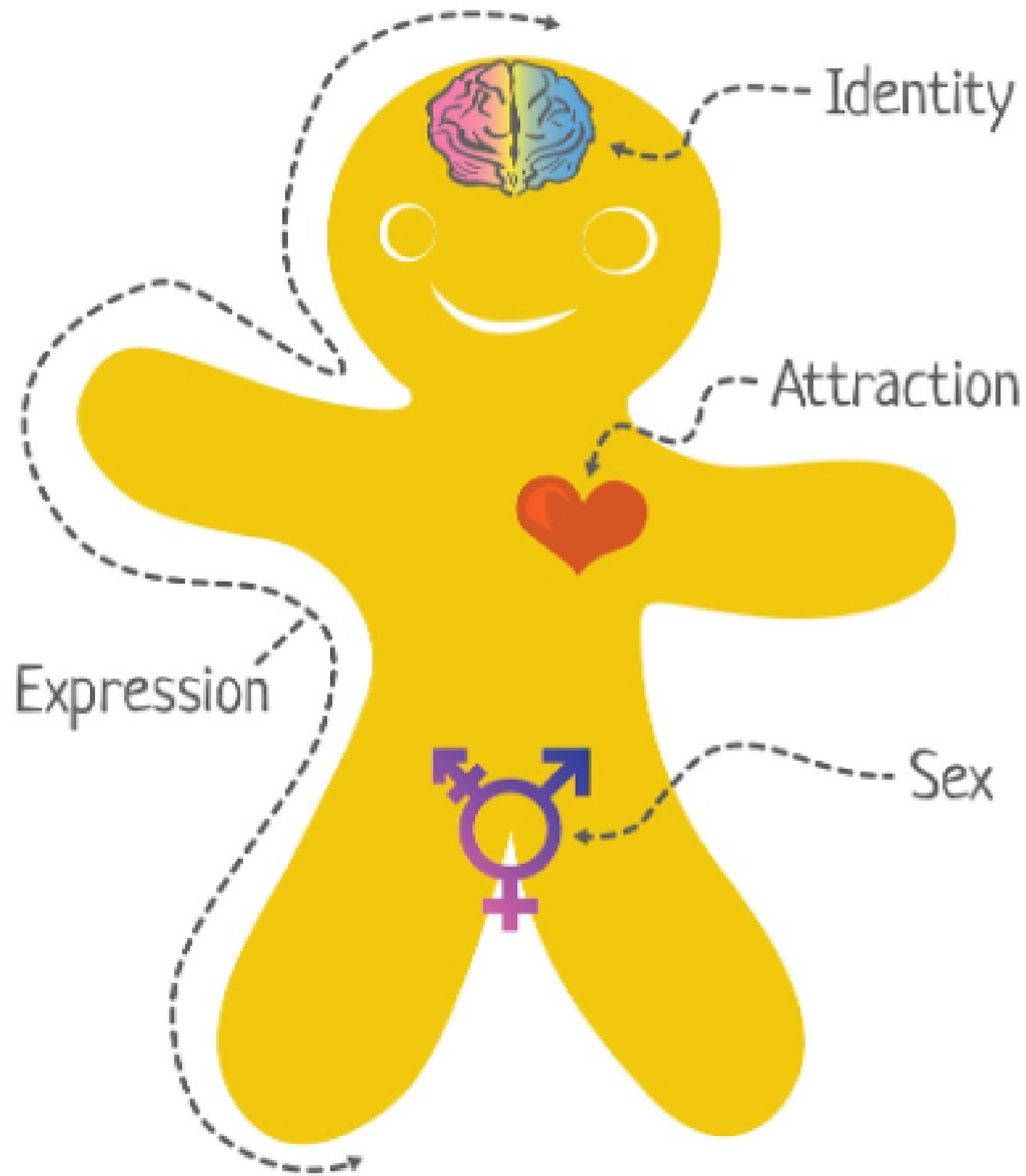
 Masculinity

Communication of gender identity through clothes, hair, behaviors (conscious or subconscious)

Words to Know

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The Genderbread Person v4 *by its pronounced METROsexual*



 Anatomical Sex

 Female-ness

 Male-ness

Chromosomal designation, hormones & external genitalia.

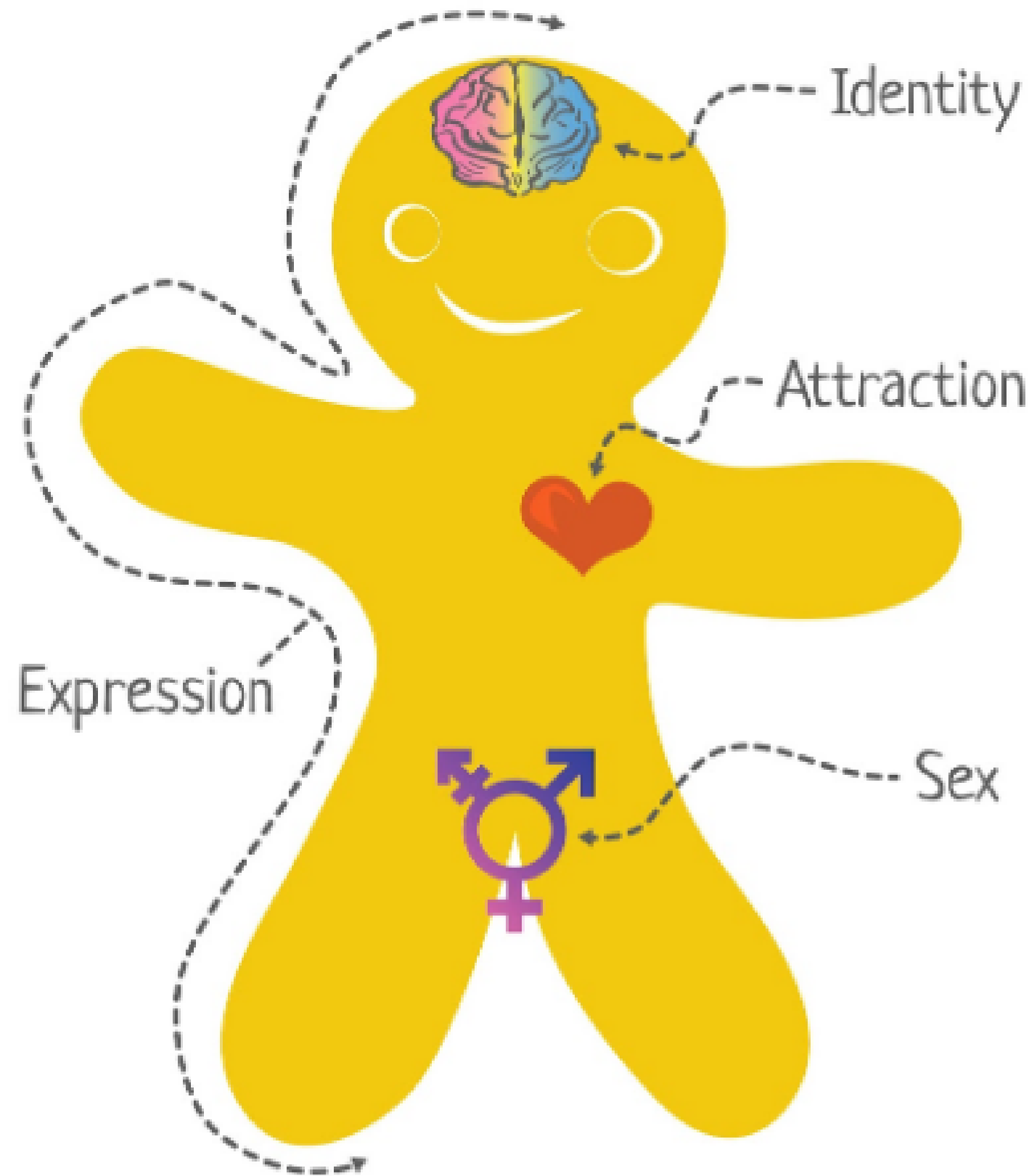
Words to Know

- ★ Male
- ★ Female
- ★ Intersex

Sex Assigned At Birth
 Female  Intersex  Male

- ★ Assigned Female at Birth
- ★ Assigned Male at Birth

The Genderbread Person v4 *by its pronounced METROsexual*



♥ Romantically Attracted to...

♥ Sexually Attracted to...

➔ Women a/o Feminine

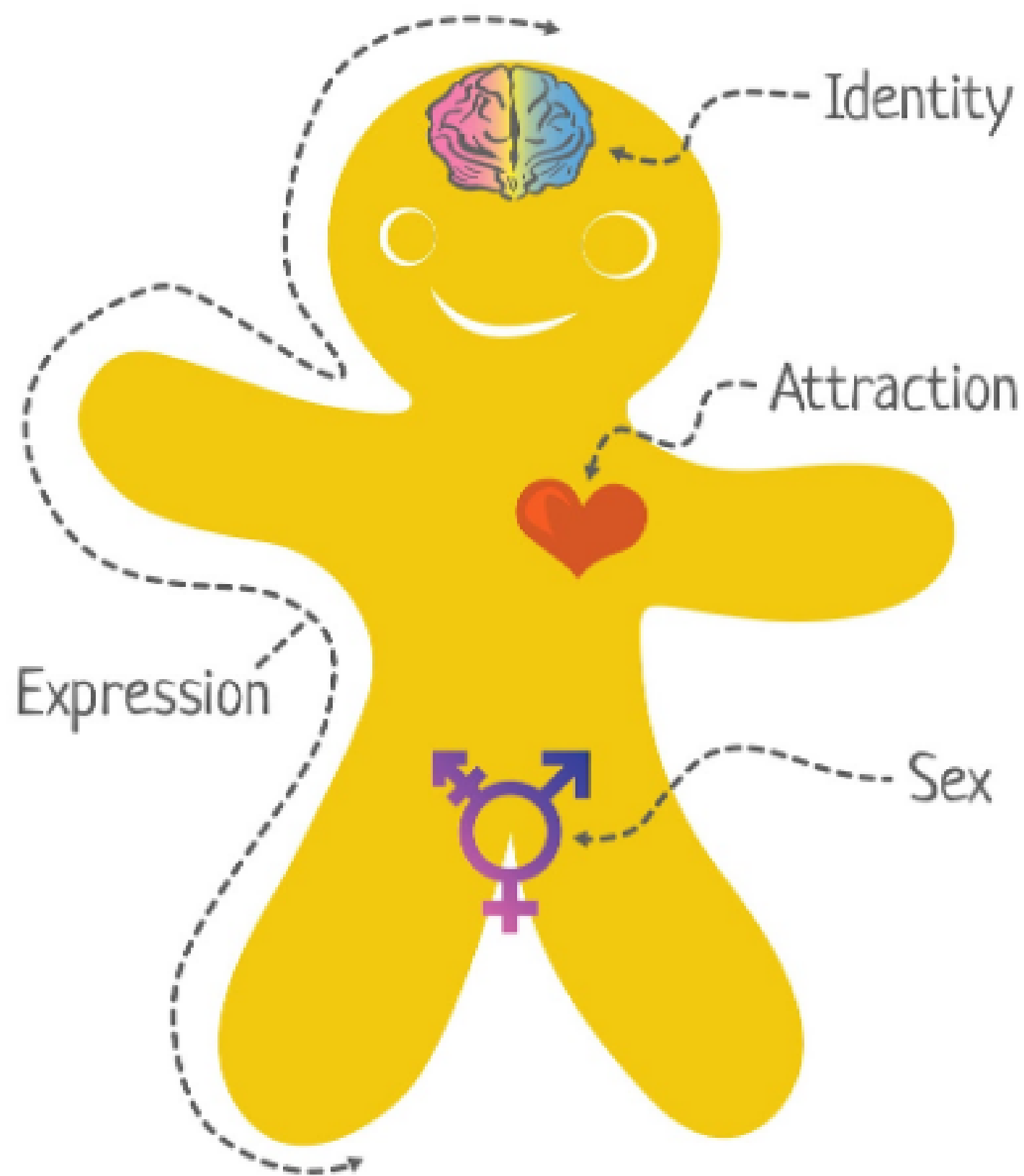
➔ Men a/o Masculine

Someone's sexual, emotional, or romantic attraction.

Words to Know

- ★ Heterosexual - opposite-gender attraction
- ★ Homosexual - same-gender attraction
 - Gay / Lesbian
- ★ Bisexual - both genders
- ★ Pansexual - regardless of gender
- ★ Asexual

The Genderbread Person v4 *by its pronounced METROsexual*



 Gender Identity

 Woman-ness

 Man-ness

 Gender Expression

 Femininity

 Masculinity

 Romantically Attracted to...

 Sexually Attracted to...

 Women a/o Feminine

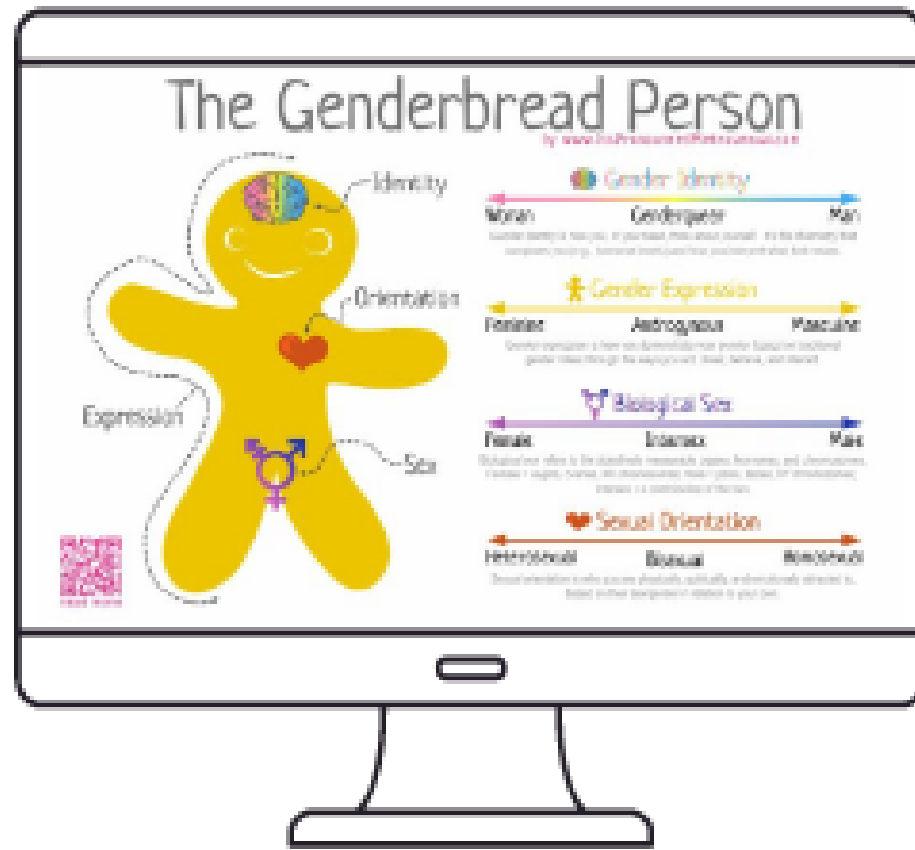
 Men a/o Masculine

 Anatomical Sex

 Female-ness

 Male-ness

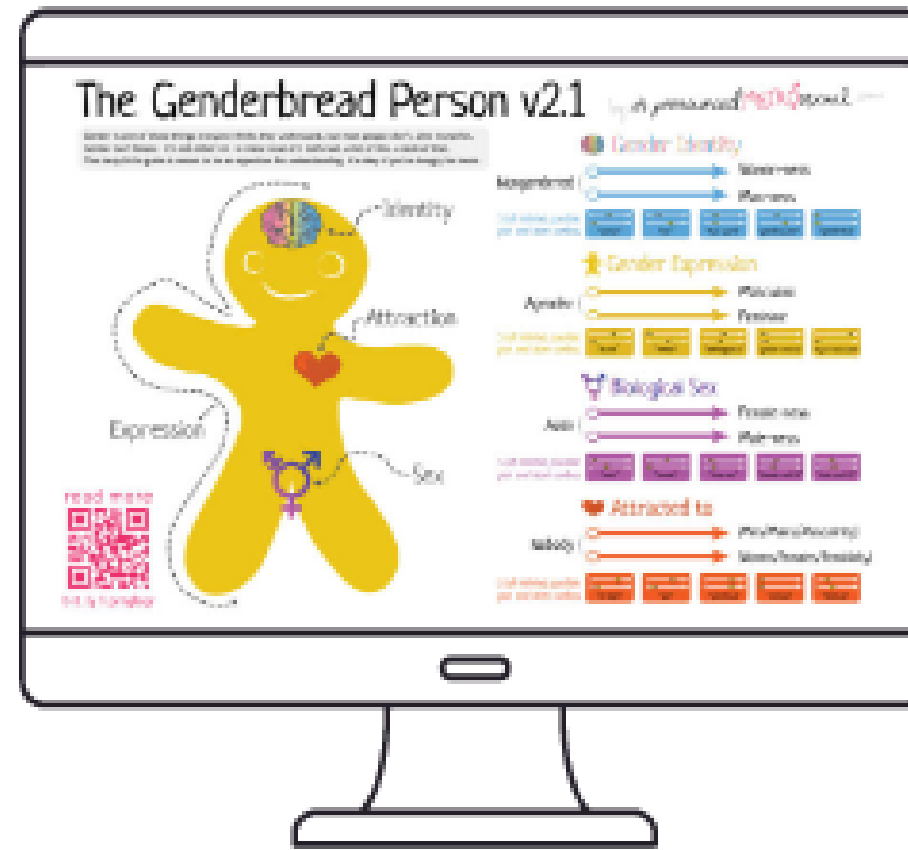
LANGUAGE IS EVOLVING



Genderbread #1

Limitations

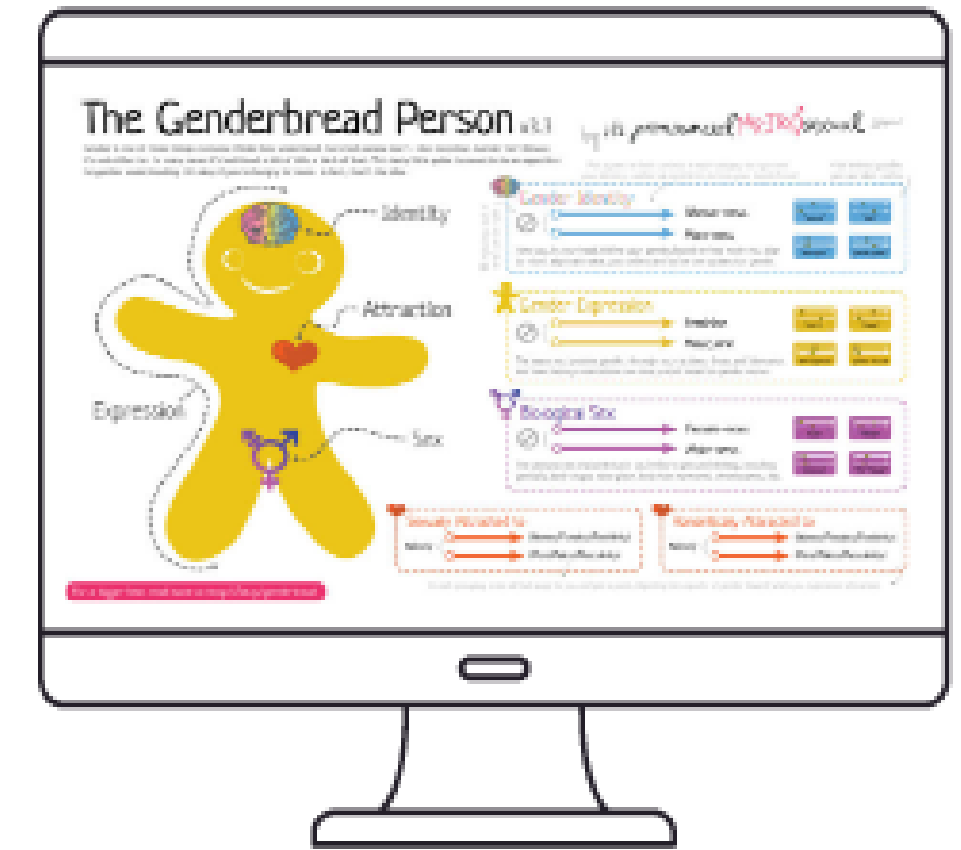
- Binary focus leaves out certain groups
- Oversimplification



Genderbread #2

Limitations

- Misuse of language
- Confusion about asex



Genderbread #3

Limitations

- Overwhelming language/definitions

"Queer"

is a reclaimed word (for some)

- Umbrella term for sexual and gender minorities that are not heterosexual or cisgender
- Intergenerational meanings
- Can still be used as a slur



Pronouns Reference

HE



HIM

SHE



HER

SHE



THEY

HE



THEY

THEY



THEM

Ze / Hir / Hirs



Pronouns Reference

- Non-binary pronouns are new to English, but are available in other languages
- "What pronouns do you use?"
- 'They' is considered a singular pronoun
- Use pronouns in signatures

MY PRONOUNS ARE



SO NOW I KNOW ABOUT PRONOUNS... WHAT'S NEXT?

Ways to be an ally

- Be open - Talk about having LGBTQ friends, family, colleagues, classmates, and acquaintances.
- Ask Questions - Or do research on your own. If you hear acronyms, terminology, or references you're not familiar with commit to getting the answers.
- Stay Informed - Learn about the realities, challenges, and issues affecting the lives of people who are LGBTQ+ through news stories, social media, websites, books, documentaries, and educational materials.



Ways to be an ally

- **Speak Up** - When you hear anti-LGBTQ+ slurs, jokes, or misinformation say something. Lead with why you're an ally to make your case for more welcoming and inclusive spaces.
- **Teach equality** - Talk to the children in your life about different kinds of families. Be mindful of the day-to-day messages that they are receiving about people who are LGBTQ+ in schools, from friends, the internet, and on TV.
- **Reconsider your support** - When you are thinking about donating time, talent, or treasure to an organization consider whether they have inclusive policies. If they don't, ask how you can help.



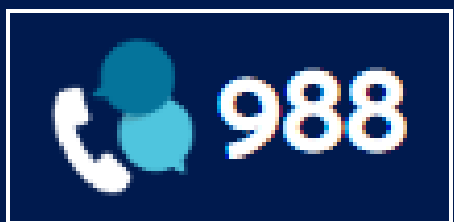
Ways to be an ally

- Think about where you spend- Support LGBTQ+ owned and friendly businesses that have policies and practices to ensure equal treatment for employees and customers.
- Challenge those around you - Encourage the organizations you are a part of - including social groups, your workplace, or faith community - to consider inclusive policies that protect the LGBTQ+ community from discrimination.
- Get Loud - Talk to friends and family, share stories online- do whatever you can to come out as an ally so that others know you support respectful and equal treatment for people who are LGBTQ+



Resources

988 Suicide & Crisis Lifeline



CHAT WITH LIFELINE

THE
TREVOR
PROJECT

For Young LGBTQ Lives

TRANS
LIFELINE

IT GETS BETTER PROJECT®

PFLAG **PFLAG**

LEONARDTOWN - SOMD

GLSEN®

Thank you for being here!

