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Approaching Gender Diversity as a Family



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Presented by PFLAG Tri-Valley & PFLAG Danville-San Ramon

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Group Learning Agreements



- **Protect confidentiality of group members**
  - *“What’s said here stays here. What’s learned here leaves here.”*
- **Be curious, open, & respectful**
  - Assume you can learn from everyone
- **Take space & make space**
  - Participate, and also leave room for others to contribute
  - No pressure to actively participate; you can simply listen
- **It’s ok to ask questions in a “rough draft”**
  - We are here to help you edit

Plan for today



1. Learn about gender diversity in a cultural context

2. Examine ways to support gender diversity in our personal and family spaces

3. Share ways to be inclusive in our communities

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A Note about Language…



Use the terms/labels a person uses to describe themself!



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Impact vs. Intention

We often struggle to respond when people point out that our behavior wasn't inclusive when we don't feel that our intention was to cause harm.



How to respond:

- Apologize & take responsibility.
- Repair the relationship - learn & commit to doing better next time.

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Definitions



Sexual Orientation ≠ Gender Identity

LGBTQIA+ Terminology



Queer (careful with this one!)

- An umbrella term used by some LGBTQIA+ individuals to describe themselves and/or their community
- Reclaimed by some from its earlier negative use
- Not a bad word in the proper context, but folks may be sensitive to it

Gender Identity Terms

Cisgender

- A person whose gender identity is consistent with one's sex assigned at birth

Transgender

- A person whose gender identity differs from one's sex assigned at birth

Note:

"Transgender" is an ADJECTIVE not a NOUN or a VERB

Transgender person = Yes

Transgenders = No

Transgendered = No

Gender Identity Terms

Transgender woman

A woman (assigned male at birth)

Potential pronouns: **She/her**

Transgender man

A man (assigned female at birth)

Potential pronouns: **He/him**



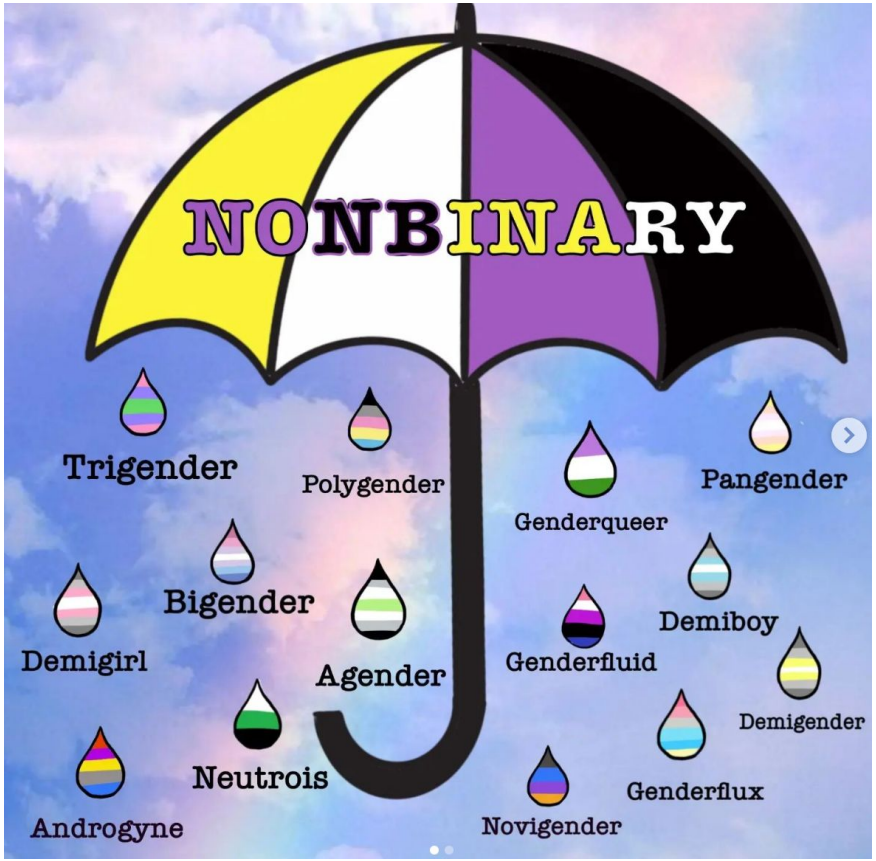
Gender Diverse

An umbrella term for gender identities that are not exclusively male or female - including genderfluid, genderqueer, agender, & non-binary

Potential Pronouns: **They/them**

Gender Identity Terms



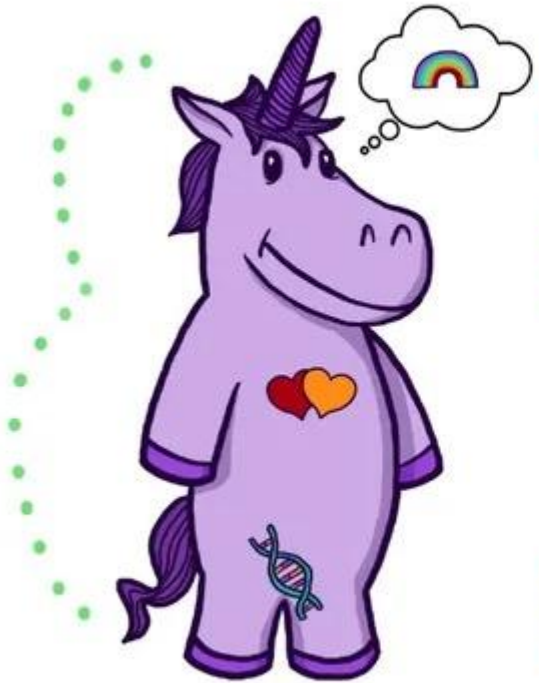


Find more definitions here:
https://pflag.org/glossary/

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The Gender Unicorn

Graphic by: TSER
Trans Student Educational Resources



Gender Identity
- Female / Woman / Girl
- Male / Man / Boy
- Other Gender(s)

Gender Expression
- Feminine
- Masculine
- Other

Sex Assigned at Birth
Female | Male | Other/Intersex

Physically Attracted to
- Women
- Men
- Other Gender(s)

Emotionally Attracted to
- Women
- Men
- Other Gender(s)

Careful! Don't assume anyone's gender identity, sexual orientation, or family structure.

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Stereotypes



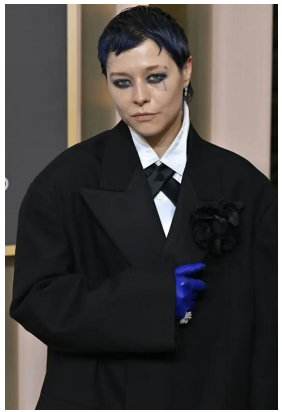
What is a gender stereotype **<u>about appearance</u>** that you have heard in the past?

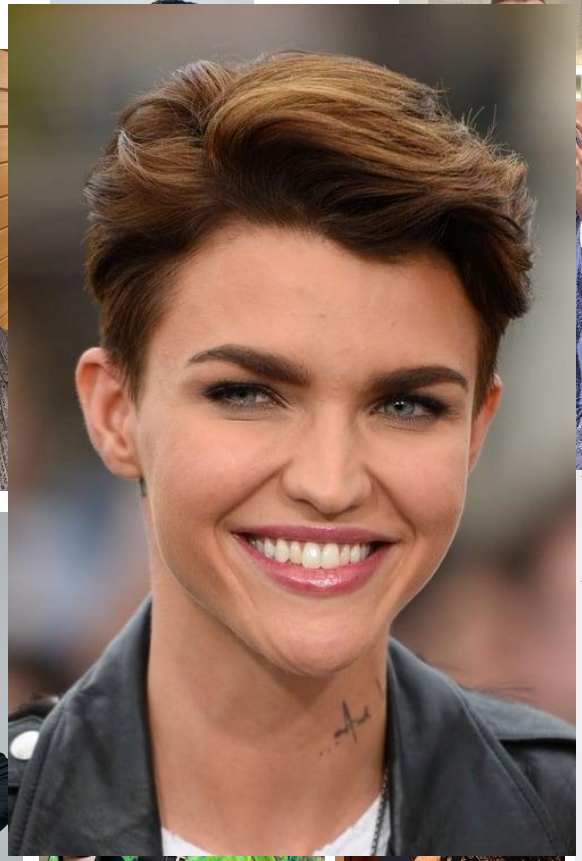
Stereotypes influence how we perceive the world and the assumptions we make!



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Stereotypes












Culture & Identity

"Throughout recorded history and since time immemorial, thriving cultures have recognized, revered, and integrated more than two genders."

https://www.pbs.org/independentlens/content/two-spirits_map-html/



Fa'afafine (Samoa)



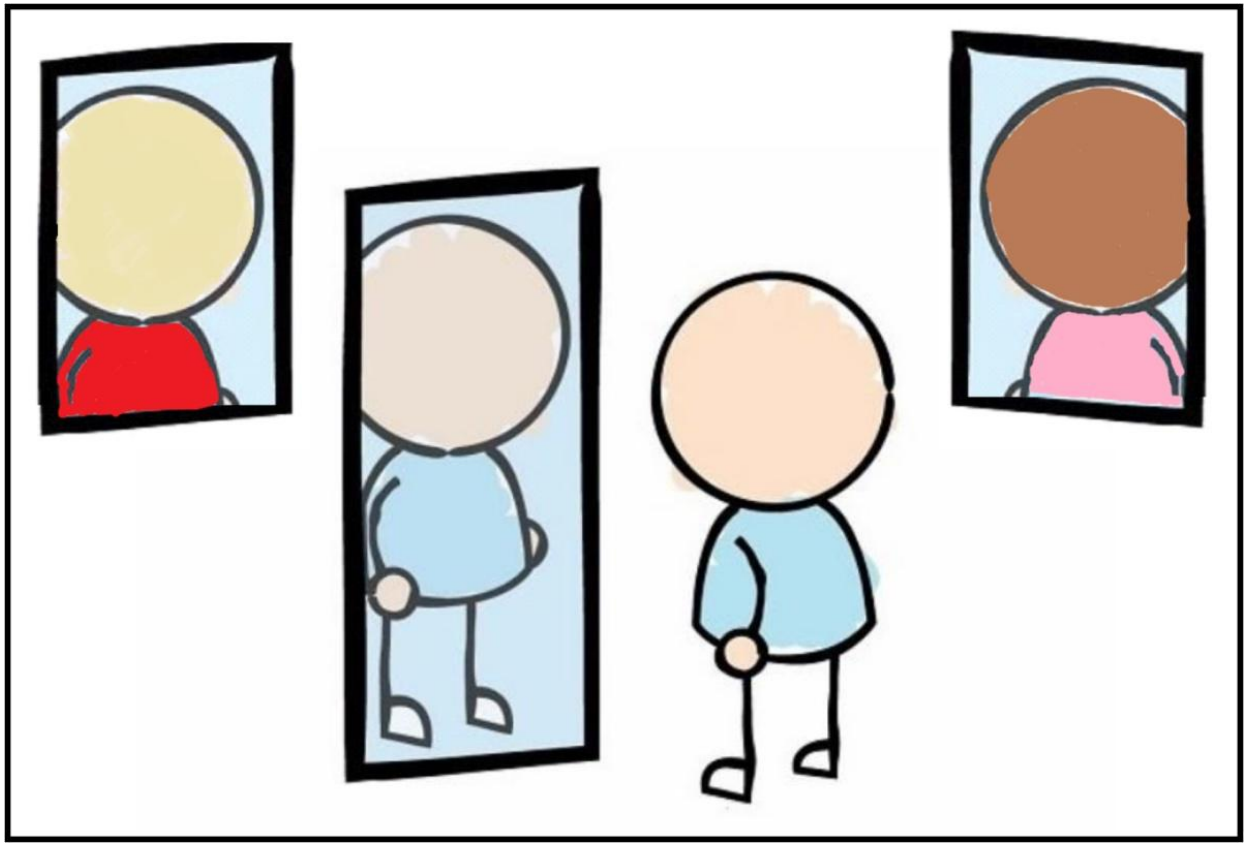
Two-Spirit (Americas)



Hijra (South Asia)

Windows and Mirrors

How are windows and mirrors related to our families?



Why is inclusion important?



- Each student deserves to have their experiences represented in their lives, and to learn about others' experiences, too. ***Respect and empathy is our baseline.***

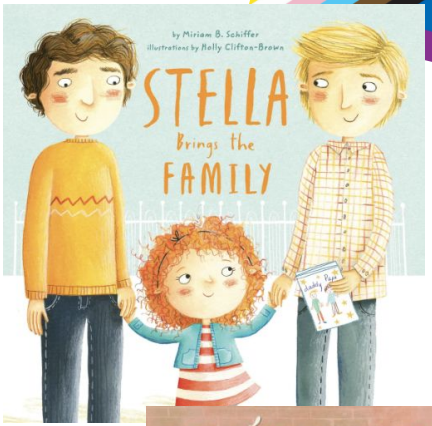
- We don't get to opt out of other people's existence. ***We will need to work and collaborate with all kinds of people, including LGBTQIA+ people, throughout our lives.***

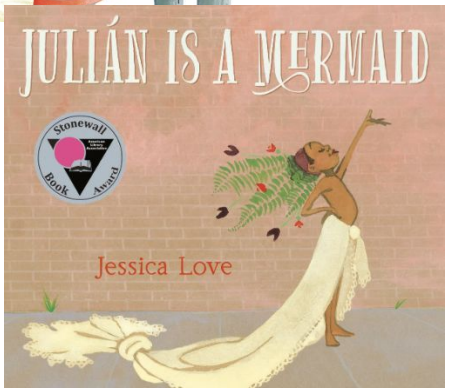
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Building an Inclusive Home



- Books and Educational Materials
- Cultural Experiences
- Clothing, Toys, Accessories, Colors
- Gift Giving and Receiving





It Only Takes One Person



"LGBTQ youth who report having at least one accepting adult were 40% less likely to report a suicide attempt in the past year."

- https://www.thetrevorproject.org/wp-content/uploads/2019/06/Trevor-Project-Accepting-Adult-Research-Brief_June-2019.pdf

"The current study adds to the literature by finding that TGNB youth who had at least one accepting adult in their life had 33% lower odds of attempting suicide in the past 12 months."

- https://pmc.ncbi.nlm.nih.gov/articles/PMC9991447/#:~:text=The%20current%20study%20adds%20to,in%20the%20past%2012%20months.

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If Someone Comes Out to You



- Listen & thank them for trusting you
- Offer support, but don't assume it's needed
- **Assure and respect confidentiality - never out someone**
- Remember they have not changed and being LGBTQIA+ is just one part of who they are
- Let the person take the lead

Why Pronouns Matter

Pronouns are about affirming someone's identity.

- *"I see you. I respect you."*

Start with yourself: share your own

- Pronouns are not a preference
- Disclosure normalizes the practice and creates safety
  - Email signature
  - Zoom account
  - Website
  - When meeting someone new



Pronouns: Singular They/Them

Has the Amazon driver arrived yet?

“No, they haven’t.”

~~No, he or she hasn’t.~~



Meet Jesse: They are a piano teacher. Being a piano teacher is important to them. Jazz music is a favorite of theirs. They would rather play duets than play by themself.

Pronouns: What Should I Do?

If Someone Changes Their Pronouns…



- **Practice - use the right ones!**
  - Use current pronouns even in memories
- **Repair harm when mistakes are made**
  - If you get corrected: Thank them, say your sentence again correctly, & keep going
  - Correct others: “Skye uses they/them pronouns.”
- **If someone uses two sets of pronouns (he/they, they/she)**
  - Switch back and forth equally unless told otherwise

Assumptions…whoops!



- **Assuming someone's pronouns**
- **Assuming someone's family structure**
- **Using they/them pronouns for someone who "looks LGBTQ+"**
  - Don't recommend using they/them as a default
  - Until you know: use the person's name or "my child's teacher" or "a person at school," etc.

Inclusive Language

Instead of...	Use...
Welcome, **boys & girls**!	Welcome, **everyone**! (esteemed guests, y'all, friends)
How did you meet your **husband**?	How did you meet your **partner**? (significant other)
Do you have **sons or daughters**?	Do you have **children**?
Can you ask **her** to call me?	Can you ask **your colleague** to call me?
Excuse me, **sir**.	Excuse me.

Mirroring Language

- Start with inclusive/ open language.
- Listen and mirror the language the other person is using.

Is your child doing any camps this summer?

Yes, he is! He’s going to Science Camp.

Fun! I hope he has a great time.

Switch-It Technique

Would you word it the same way if the person was straight / cisgender?

- **I want you to meet my daughter's best friend - he's trans.** (*Would you say "he's cisgender"?*)

- **Have you met the new teacher? She's married to a woman.** (*Would you say "she's married to a man"?*)

- **My son identifies as LGBTQ+.** (*Would you say "my son identifies as straight"?*)

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Safety and Inclusion



LGBTQIA+ people are looking for signs that you are inclusive.

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Supporting Gender Diversity



- **Be visible with your support**
  - Display your pronouns, wear a rainbow pin, etc.
- **Be careful about your assumptions**
- **Correct yourself and move on (don’t overly apologize)**
  - Correct others
- **Be mindful of your language**
  - Practice using someone’s new pronouns
  - Use inclusive language

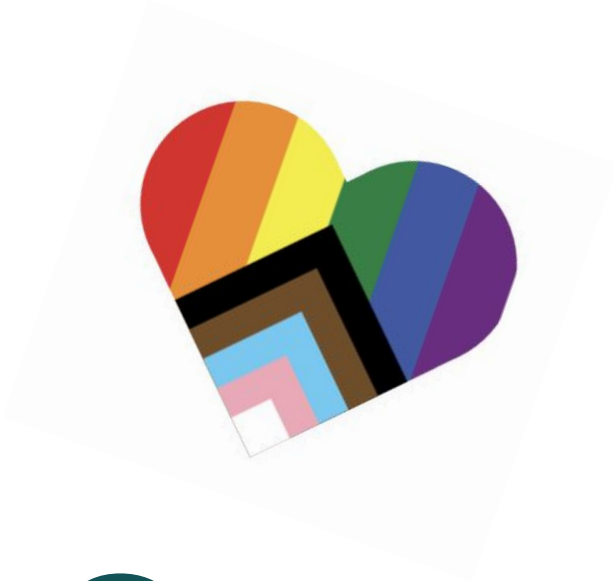
The Platinum Rule

Respect isn't about treating people how *you* want to be treated.
It's about treating people how *they* want to be treated.

Think about how people want to be treated around:

- Names & pronouns
- Terms related to identity
- Privacy

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Questions?