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YOUTH
matter

PRIDE Training:

Incorporating Inclusive Frameworks in Working with Youth

Expanding Our Experience and Expertise: Implementing Effective Teenage Pregnancy Prevention Programs

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Colorado Youth Matter

Please silence your cell phones

Disclaimer

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Guidelines

- **P**articipate
- **R**espect
- **O**pen and honest communication
- **C**onfidentiality
- **E**xperiment with new ideas/ challenge assumptions
- **S**eek to understand or agree to disagree
- **S**tep forward/step back

*No experts!



Some Terms & Definitions

- ALLY
- BIOLOGICAL SEX
- BIPHOBIA
- LESBIAN
- QUEER
- GENDER IDENTITY
- TRANSSEXUAL
- TRANSGENDER
- HOMOPHOBIA
- HETEROSEXUAL PRIVILEGE
- GENDER EXPRESSION
- INTERSEX
- SEXUAL IDENTITY
- CIS-GENDER
- GAY
- BISEXUAL
- TRANSPHOBIA
- SEXUAL ORIENTATION
- ASEXUAL

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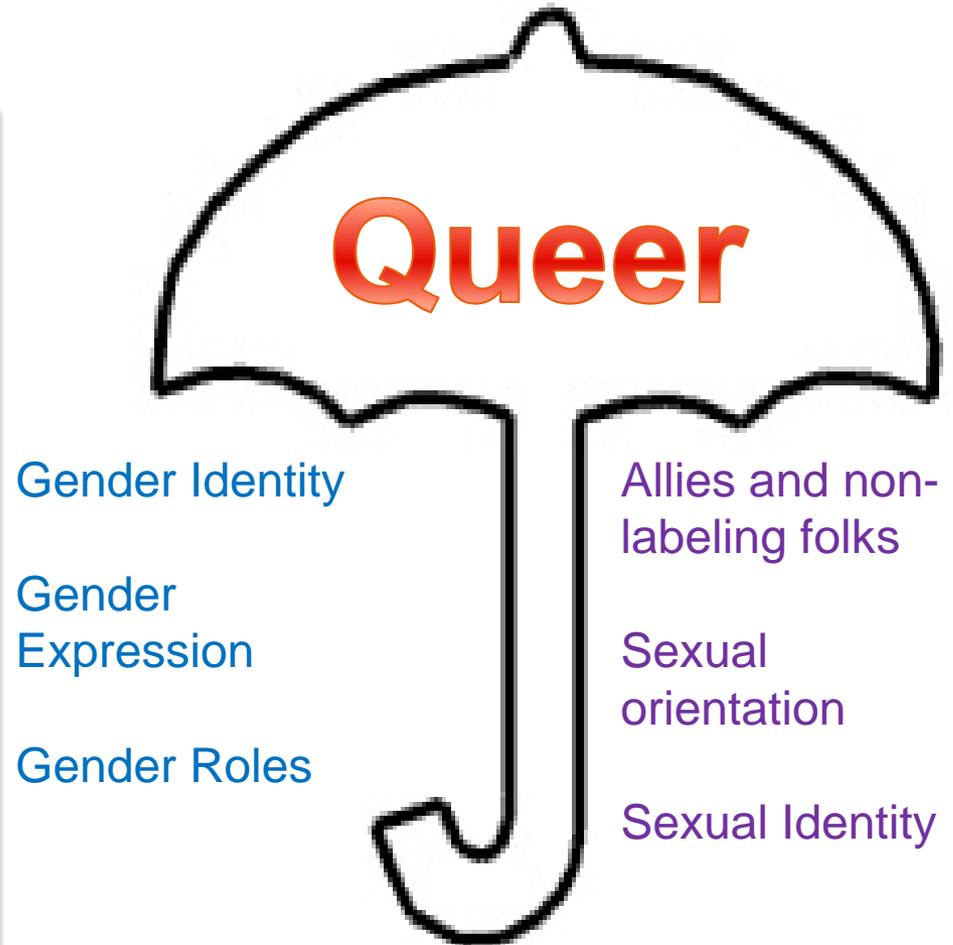
What do you know about the term...

queer?



Queer Umbrella

- Umbrella identity term encompassing LGBTQIAA and other identities
- “Queer” originated as a derogatory word.
- Some LGBTQIAA folks don’t identify as queer.
- Some LGBTQIAA folks do identify as queer (as do some non-labeling folks).
- Term usage can depend on age, background, region, etc.



Sexual Orientation & Sexual Identity

- **Sexual Orientation:** A person's emotional, physical and sexual attraction and the expression of that attraction with other individuals.
 - LGB & Straight
- **Sexual Identity:** how a person identifies their own sexual orientation
 - I am... straight, gay, bi, etc.
- **Identity, orientation and behavior may not always be congruent**
 - Ex: A man identifies as heterosexual, is attracted to other men and has sex with men and women



GENDERWHAT?!

How do you know you're a boy or a girl?



Image Source: ArthursClipArt.Org

The Difference Between Sex & Gender

- **Biological Sex** is a classification based on reproductive biology
 - Identified in four main ways
 - chromosomes – XX/XY
 - gonads - testes/ovaries
 - primary sex characteristics - genitalia
 - Secondary sex characteristics – hair, breasts, etc.
- ▶ **Gender Identity** is the internal sense of being a man, being a woman, being gender queer, being androgynous, etc.
 - Sometimes gender identity is in accord with physical anatomy.
 - For transgender/gender queer people, gender identity may differ from physical anatomy or expected social roles.
- **Gender Expression** refers to the ways in which people externally communicate their gender to others
 - Behavior, clothing, hairstyle, voice, pronoun preference, etc.



Transgender Identities

The term ***transgender*** is frequently used as an umbrella term

- *Transsexuals* – desire medical assistance
- *Cross-dressers* - pejorative term: transvestite, usually heterosexual
- *Drag queens & kings* - gender illusionists, performers/entertainers
- *Gender Blenders* – transgender, two-spirit, gender-queer, etc
- *2 Spirit* - Native American identities that encompass a range of identities and orientations
- *Intersex* - pejorative term: *hermaphrodite*, medical term: *disorders of sexual development/DSD*. Ambiguous anatomy/chromosomes – usually NOT trans-identified

**→ Never assume anyone's gender identity
regardless of appearance or behavior ←**



Sex on birth certificate:

Male ●

Female ●

Biological Sex: Genitals, Chromosomes, Hormones

Male

Intersex

Female

Gender Identity: Sense of Self

Man

Gender Queer

Woman

Gender Expression: Communicate Gender Externally

Masculine

Androgynous

Feminine

Gender Roles: Social and Behavioral Norms

Masculine

Mix/all

Feminine

Sexual Identity: Sense of Self

Straight

Bisexual/Pansexual/Queer

Queer, Gay, Lesbian

Sexual Orientation: Emotional, Physical and Sexual Attraction

Men

All Genders

Women

Sexual Behavior

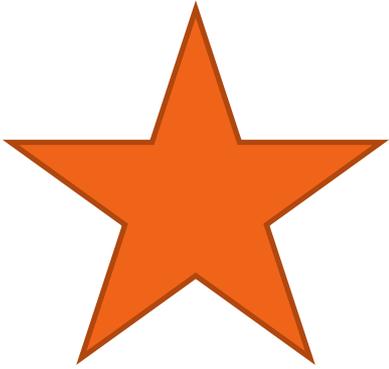
Men

All Genders

Women



Coming Out Stars



Behavior vs. Identity



LGBTQ Inclusive Adaptations to Sex Education Curricula

- Work in small groups to adapt the activities to be more inclusive.
- Remember to avoid assumptions about the youth you work with.



What can YOU do?

- Establish non-discrimination policies that explicitly include gender identity and sexual orientation.
- Develop strategies to maintain diverse and culturally competent staff.
- Avoid labels and assumptions.
- Report unfriendly and discriminatory practices and share resources to friendly organizations, groups and agencies.
- Continue educating yourself and encourage others to learn about LGBTQ communities.
- Train office staff around language use, domestic partner benefits, gender presentation diversity, etc.



Avoiding Assumptions

- Not everyone is heterosexual.
- Not everyone is cis-gender.
 - Cis-gender refers to a person whose biological sex, gender identity and gender expression are congruent.
- Remember difference between identity and behavior.
- Respect identities, even if they don't fit your perceptions
- Ask **all** of your colleagues, clients, patients, students, etc. for preferred name and preferred pronouns (not just LGBTQ folks) and use them.



Questions?



Thank You & Contact Us!

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