

More Than Words



No, Its Not a Phase

November 3, 2023

Part 1 of 3

WE ARE LGTBIQA+ PEOPLE WITH DISABILITY

ARE YOU MEETING US TODAY?



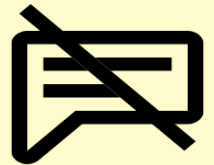
ZOOM REMINDERS



This meeting is being recorded.



Your video and audio have been turned off.



Chat is not activated for attendees. During the presentation we will share resources through the chat.



You can use the Q&A box to ask questions.



You can access Closed Captioning by using the button at the bottom of your screen

Meeting Tips and Information

RESPECT everybody, their feelings, thoughts and opinions.

Privacy is important. Do not share other people's experiences without their permission.

Listen without judging.

Open Door Meetings information will only be shared via private email to protect everyone's privacy.

Speakers



Cynthia Martinez



Percy Gonzalez

Today's Presentation

Today's presentation is a brief introduction to speaking with, and about, members of a big and diverse community, the LGBTQIA2S+ community.

Language is always changing and keeping up with it can be difficult. However, it is essential in creating safe communities and a society that we can all feel that we belong in.



Definitions and Labels

The most important thing about definitions is that people define their own identities. These labels **are** valuable – being able to find each other, and to see ourselves reflected in the available language, can save lives.

It is important to remember that a person's self-definition needs to be listened to and respected.



A Few Sexual Orientation and Gender Definitions



Gender, Sex and Sexuality

To understand the range of identities that exist within a gender and sexuality framework, it is essential to first understand what gender, sex and sexuality each mean.



What is Gender?

- **Gender** refers to the socially constructed roles, behaviors, expressions and identities of girls, women, boys, men, and gender diverse people.
- **Gender identity** is the way you personally identify your gender.
- **Gender expression** is the way you present your gender to the world through clothing, dress, physical attributes, mannerisms, behaviors, etc.
- **Gender roles** are important to understand because these are culturally and socially defined ways that gender is expected to be performed and can often be harmful to folks who fall outside of the binary system often upheld through systemic and cultural institutions.

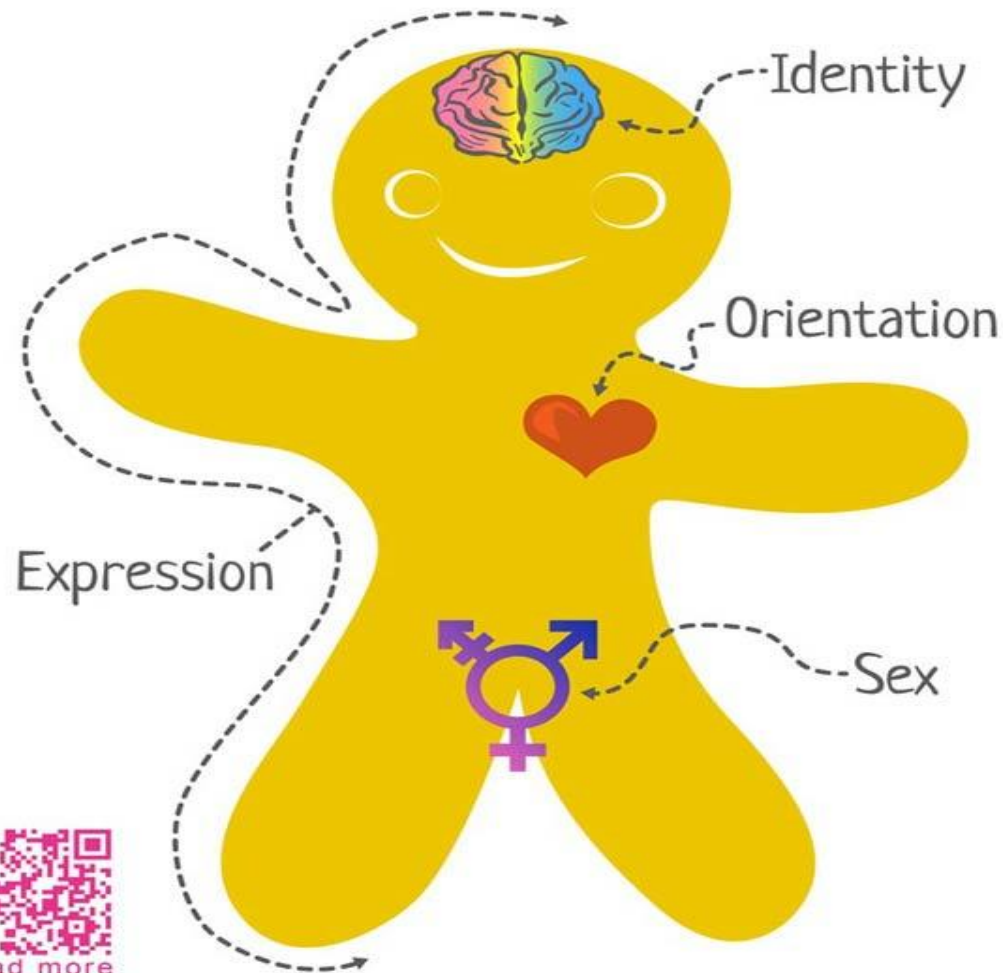
Sex and Sexuality

- **Sex** is associated with our physical bodies. Sex can correlate to genitals, levels of hormones, chromosomes, and other physical aspects.
- **Sexuality** is another personal identifier that best describes who you may be attracted to sexually, emotionally, intellectually, or romantically at that current period of time.



The Genderbread Person

by www.ItsPronouncedMetrosexual.com



Gender Identity

Woman Genderqueer Man

Gender identity is how you, in your head, think about yourself. It's the chemistry that composes you (e.g., hormonal levels) and how you interpret what that means.

Gender Expression

Feminine Androgynous Masculine

Gender expression is how you demonstrate your gender (based on traditional gender roles) through the ways you act, dress, behave, and interact.

Biological Sex

Female Intersex Male

Biological sex refers to the objectively measurable organs, hormones, and chromosomes. Female = vagina, ovaries, XX chromosomes; male = penis, testes, XY chromosomes; intersex = a combination of the two.

Sexual Orientation

Heterosexual Bisexual Homosexual

Sexual orientation is who you are physically, spiritually, and emotionally attracted to, based on their sex/gender in relation to your own.

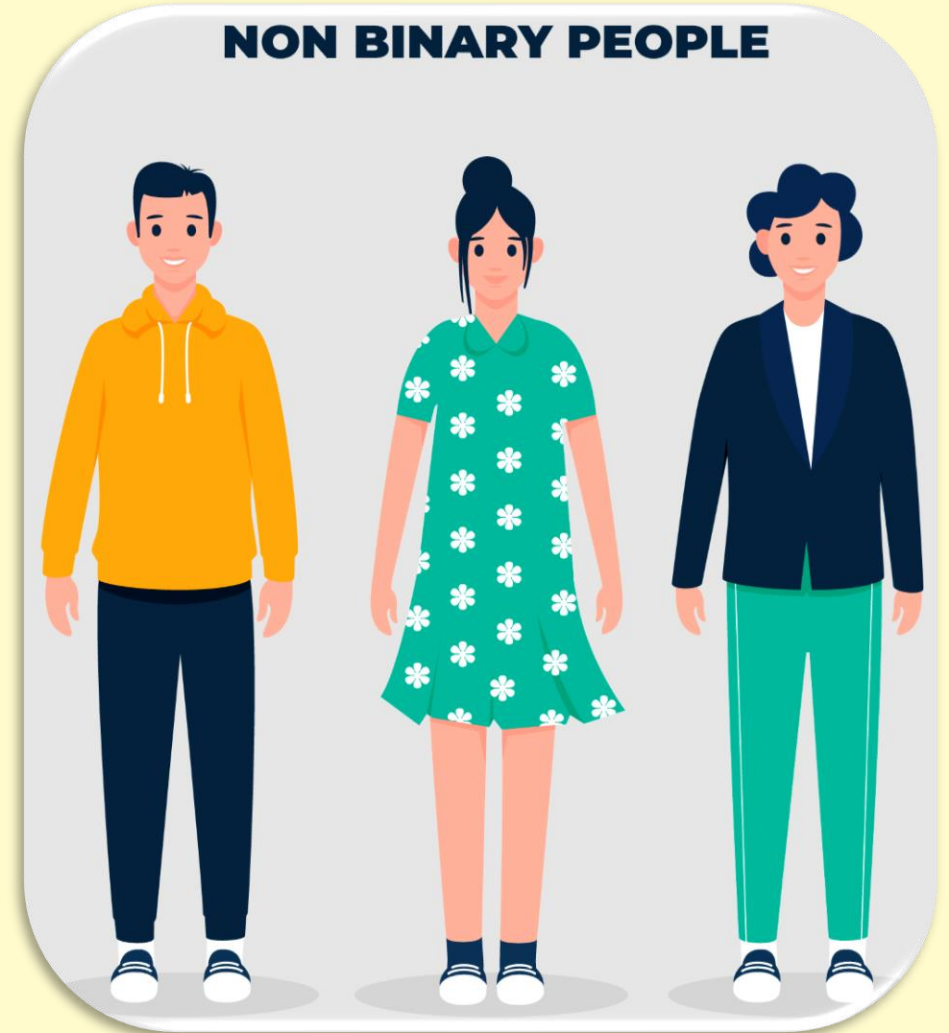


Definitions (1 of 4)

- ❖ **Asexual:** A person who is not sexually attracted to people of any gender.
- ❖ **Bisexual:** Bisexual a person who is attracted to two or more genders.
- ❖ **Cisgender:** A cisgender person is someone who identifies with their assigned sex at birth.
- ❖ **Gay:** Gay has a few meanings. 1. A gay person is attracted to people of the same gender. 2. Most commonly, used to identify a man who is attracted to men. 3. It is also sometimes used to refer to anything that isn't straight. 4. Gay also means happily excited*

Definitions (2 of 4)

- ❖ **Lesbian:** Lesbian refers to a woman who is attracted to women. Both transgender and cisgender women can be lesbians.
- ❖ **Non-binary:** Non-binary is a person with a wide range of gender identities that are not “man” or “woman.”



Definitions (3 of 4)

- ❖ **Queer:** Queer is an identity that essentially means *not straight*, and it is often used as an umbrella term for the whole non heterosexual community. It is also a political statement, because queerness intentionally has no single definition beyond “not straight.”
- ❖ **Straight:** Straight (or heterosexual) folks are either men who are attracted to women, or women who are attracted to men.

Definitions (4 of 4)

- ❖ **Transgender:** Transgender is not a sexual orientation (transgender folks can be gay, straight, bisexual, asexual, or any other orientation). Transgender refers to having a gender identity that is not in alignment with the assigned sex at birth.



The Gender Spectrum



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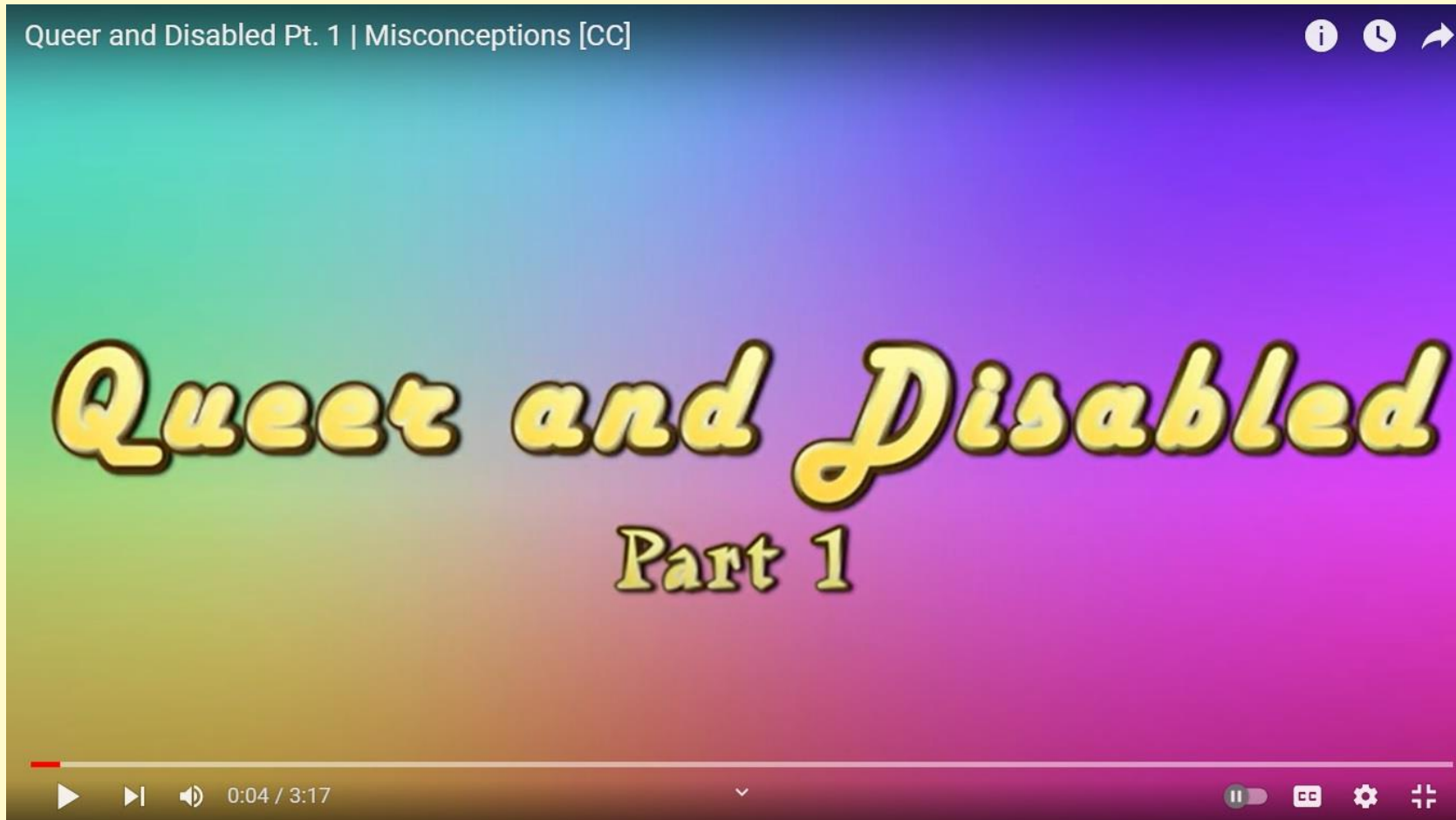
Where on a spectrum might your gender identity be?



Supporting the LGBTQIA2S+ Community



Queer and Disabled Part 1



The Acronym

The LGBTQIA2S+ acronym is not complete (that's what the "+" indicates), and it's not perfect. The choices about which identities get a letter in the acronym are always challenging, and there are many identities that are not explicitly included in the acronym and are still entirely valid. This is particularly true of many culturally-specific identities that exist outside of Western understandings of gender and sexuality.

Validating, Supporting and Creating a Safe Space (1 of 3)

- ❖ Normalize the use of personal pronouns in email signatures, trainings, Zoom names, and our agency's documentation
- ❖ Get in the habit of assuming you don't know people's orientation until you're told.
- ❖ Normalize trans and non-binary genders. You actually can't tell someone's gender by looking at them, but it's very common to assume that we can.
- ❖ Get comfortable with singular they and gender-neutral language.



Validating, Supporting and Creating a Safe Space (2 of 3)

- ❖ Speak up if someone makes an aggressive or unaware comment or a joke at the expense of the queer community.
- ❖ Understand that not all topics will be up for discussion.
- ❖ Provide resources and support group information to LGBTQ+ identified individuals you already may be supporting.
- ❖ We all make mistakes, adjusting to change can take time.

Validating, Supporting and Creating a Safe Space (3 of 3)

- ❖ Support with compassion, a supportive presence, and understanding.
- ❖ A true person-centered approach supports the full true person in all their abilities and identities!



CONTACT INFORMATION

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Resources for Everybody (1 of 2)

- Los Angeles LGBT Center: <https://lalgbtcenter.org/>
- Mi Centro: <https://lalgbtcenter.org/about/locations/mi-centro/>
- Find your local PFLAG: <https://pflag.org/findachapter/>
- South bay LGBTQ Center Torrance, CA:
<https://www.lgbtqcenters.org/LGBTCenters/Center/6534/South-Bay-LGBTQ-Center>
- Desi Rainbow Parents & Allies for South Asian LGBTQIA+ people and their families: <https://www.desirainbow.org/>
- San Gabriel Valley Center, SGVLGBTQ Center:
<https://www.sgvlgbtq.org/>

Resources for Everybody (2 of 2)

- OC LGBTQ Center, Parent's Processing:
<https://www.lgbtqcenteroc.org/event/parents-processing-therapy-group-3-2/2023-11-15/>
- Free Mom Hugs: <https://freemomhugs.org/index.cfm?nodeID=54>
- The Long Beach Center: <https://www.centerlb.org/>
- The Outreach Center in the Antelope Valley:
<https://www.outreachcenterav.org/index.html>
- Strong Family Alliance: <https://www.strongfamilyalliance.org/hopeful-voices/family-stories/>
- Rainbow Pride Youth Alliance, Parent/Caregiver Support:
<https://rainbowprideyouthalliance.org/pca/>

References

- *Definition of gay: [Merriam-Webster Dictionary](#)
- Gender, Sex and Sexuality: <https://www.gsrc.princeton.edu/gender-sex-and-sexuality>
- The Gender Spectrum image: <https://www.spectator.co.uk/article/don-t-tell-the-parents/>
- Understanding The Gender Spectrum: <https://mindandbodyworks.com/the-gender-spectrum/>
- People with disabilities also have diverse sexuality and gender identities image: <https://www.yourcpf.org/blogs/people-disabilities-also-diverse-sexualities-gender-identities/>
- Definitions and Tips: www.studocu.com
- The Gingerbread Person: <https://www.itspronouncedmetrosexual.com/2018/10/the-genderbread-person-v4/>
- Queer and Disabled video: https://youtu.be/wC8D6gXQLlo?si=_ukxWH9jCOg6Q5OY

RECURSOS

- Homosensual: <https://www.homosensual.com/lgbt/como-saber-que-pronombres-usar-con-personas-lgbt>
- Diccionario LGTB+: Guia de conceptos de un lenguaje inclusivo: <https://www.fundeu.es/noticia/diccionario-lgtb-guia-de-conceptos-de-un-lenguaje-inclusivo/>

PART 2

Friday, December 1, 2023
at 10:00 a.m.

Thank you