



Welcoming Gender Diversity

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The Diversity Center

*Mission: building an equitable community
where LGBTQ+ people thrive*

Programs:

- ★ Youth Program
- ★ 60+ Program
- ★ Conexiones
- ★ Triangle Speakers
- ★ Trans Program
- ★ Rainbow Veterans
- ★ Volunteer Opportunities

Services:

- ★ Support groups
- ★ Community events
- ★ Information and resource referrals
- ★ Training and Education



Brave Space VS Safe Space

Agreements:

- ★ Question your Assumptions
- ★ Actively Participate
- ★ Ask Questions
- ★ Be Open to New Information

Stand Up If You...

- ★ Grew up with the ability to freely express your identity
- ★ Were told to man up or don't cry as a kid
- ★ Have ever been judged for how you dress or what you wear
- ★ Learned in K-12 school that there were more than two genders
- ★ Have ever felt like you weren't fast enough, strong enough, or smart enough
- ★ Played with "girl" toys and "boy" toys as a kid
- ★ Have ever felt like you didn't fit into a box
- ★ Went to a school that celebrated diversity of gender and sexuality
- ★ Have ever been told you can't do something based on your gender



I think you'll find,
when we look at sexuality this way,

Attraction - the interest or desire for another: person, activity, thing, sensation, etc

Identity - our deeply held, internal sense of self; who we internally know ourselves to be

Behavior - how we engage with others, the way in which we act in various spaces. Related to gender roles and how society pressures us to conform to current gender norms

Body - our body, our experience of our body, how society genders bodies, and how others interact with us based on our body

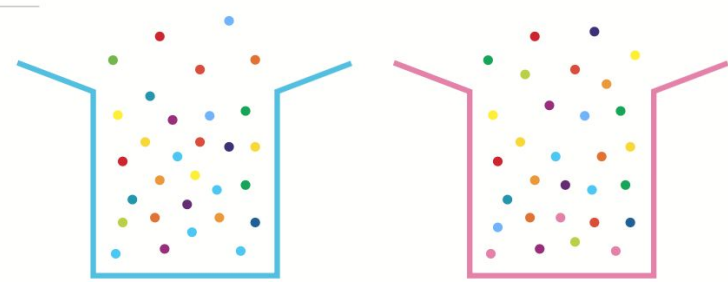
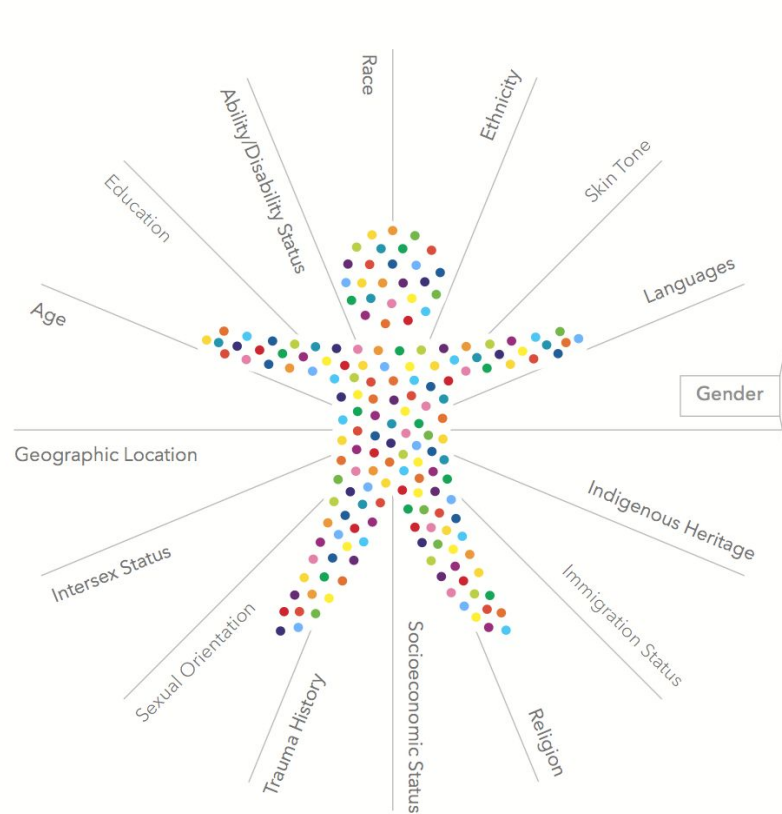
Identity - our deeply held, internal sense of self; who we internally know ourselves to be

Expression - how we present our gender and how society, culture, community, and family perceive, interact with, and try to shape our gender. Related to gender roles and how society pressures us to conform to current gender norms

NOW

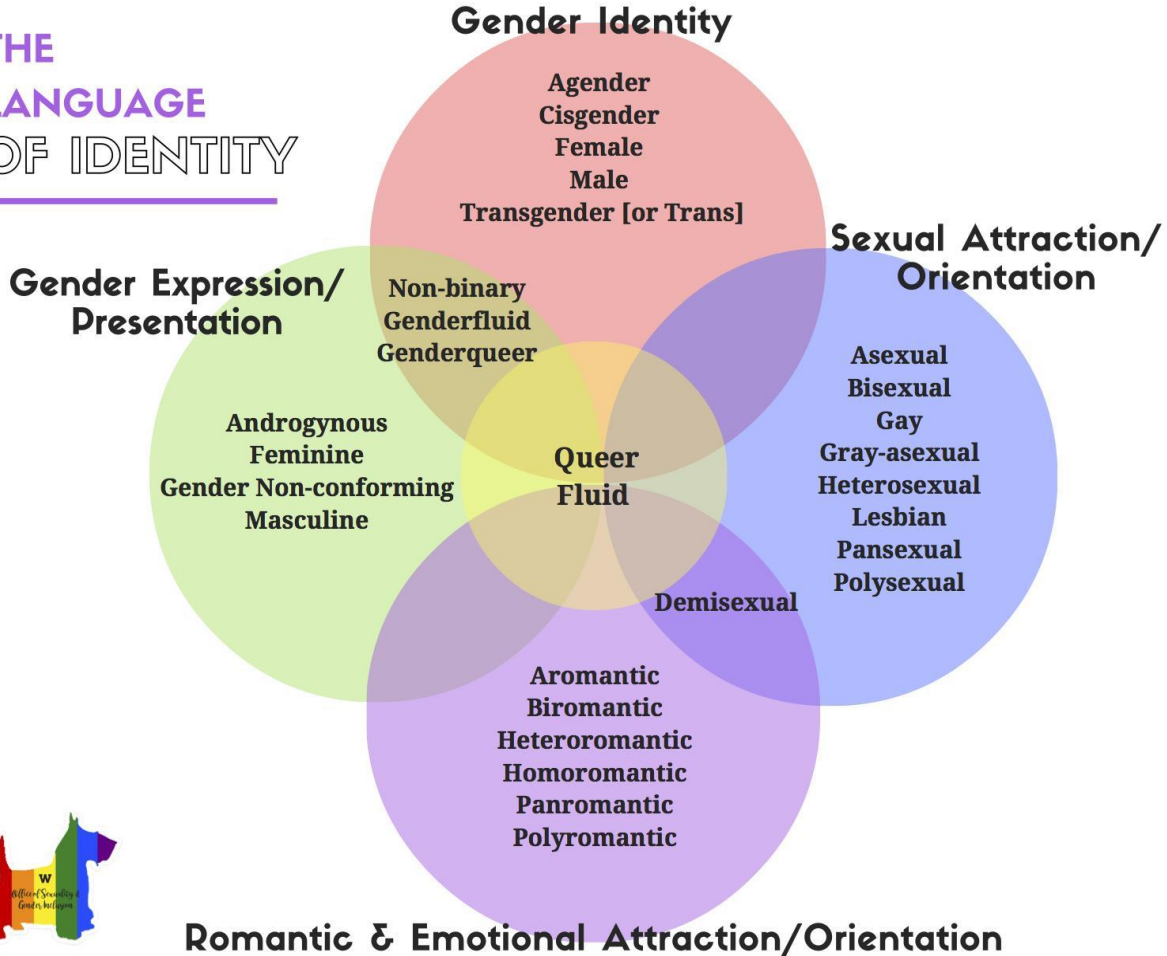
GENDER EXPANSIVENESS

Gender as Complex, Dynamic, Individually-Determined, Separate from Sexual Orientation, & Related to Other Identities (Intersectional)^{3,4,5,6}



- I identify as _____
- My identity is fluid/fixed
- My pronouns are _____
- My body has _____ (sex characteristics)
- When I was born, people thought I was _____, now people look at me and see _____, and I want them to see _____
- I like to wear _____
- My favorite toys and games are _____
- _____
- _____
- _____

**THE
LANGUAGE
OF IDENTITY**



Language Matters

If someone does not see themselves represented, they are less likely to access resources and services

- ★ Asking and Respecting Pronouns
- ★ Inclusive paperwork
- ★ Not assuming identity
- ★ Gender Neutral language

Examples:

- ★ What are your pronouns?
- ★ How do you like to be referred to?
- ★ What name and pronouns do you go by?



Pronouns

| 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. |

Avoid Assumptions

Instead of: “Hello ladies and gentlemen!”

Say: “Hello everyone, folks, guests!”

Instead of: “She is here for her meeting”

Say: “Your 1pm meeting is here”

Instead of: “Do you have a girlfriend?”

Say: “Are you in a relationship?”

Instead of: “What are the names of your mother and father?”

Say: “What are the names of your parents, guardians, caretakers?”

Gender Neutral language challenge

**LADIES AND GENTLEMEN:
HONORED GUESTS,
DISTINGUISHED GUEST**

Break the Binary

**BROTHERS/
SISTERS /BOYS/
DUDES/GUYS/
GIRLS/LADIES:
Y’ALL, SIBLINGS,
FOLKS, PEOPLE,
GUESTS, KIN,
FRIENDS, FAMILY**

Break the Binary

**GIRLFRIEND/
BOYFRIEND:
PARTNER, LOVED
ONE, BABE, DATE,
HEART, PERSON,
BABEFRIEND,
SIGNIFICANT
OTHER, LOVER**

Break the Binary

**GIRL/BOY/
MAN/WOMAN:
PERSON,
INDIVIDUAL,
HUMAN**

Break the Binary

What are Barriers to Coming Out?

Fear of real or perceived
discrimination (bullying)

Distrust or anxiety of institutions

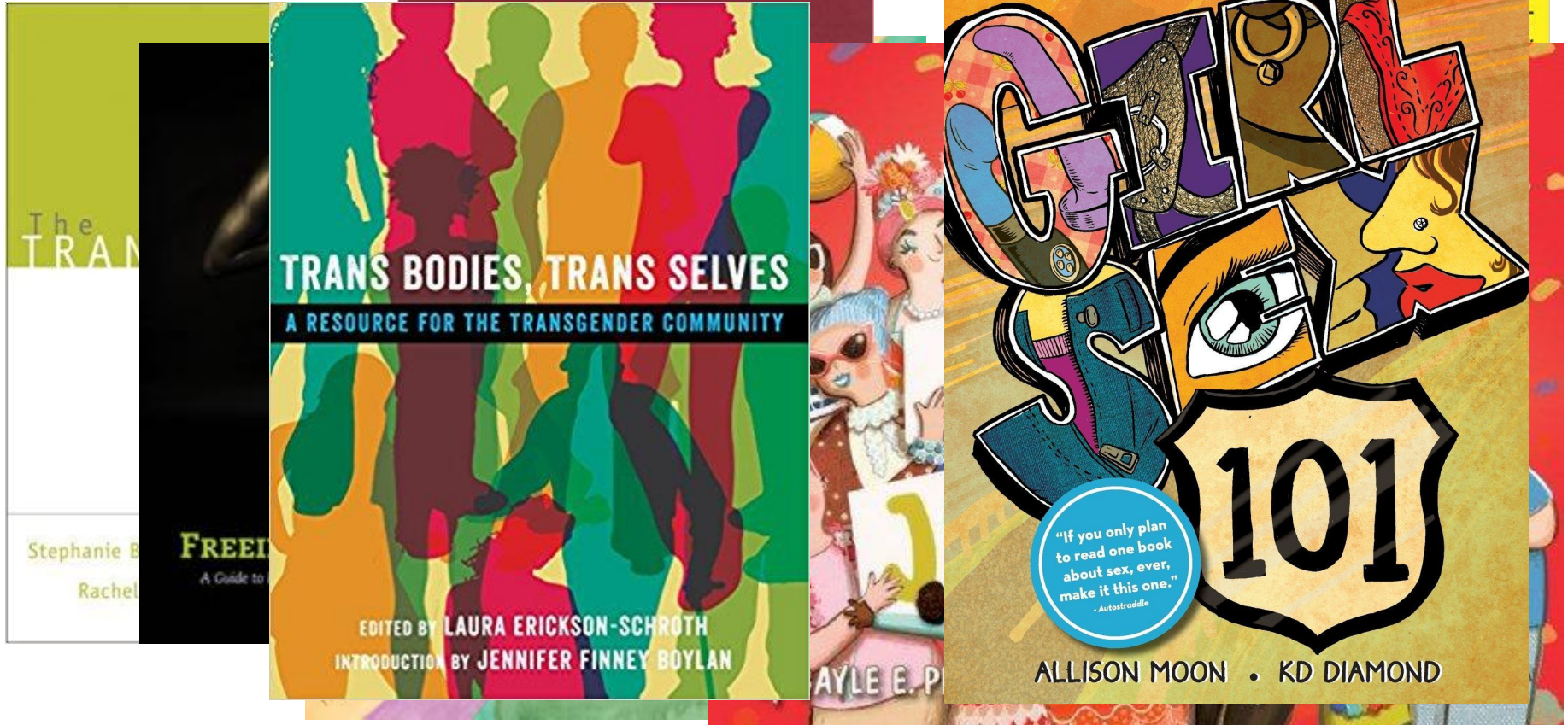
Social Isolation

Marginal visibility in media

Loss of relationships (family,
friends, religious, romantic, etc)

Needing to educate others on
one's identity

Create an LGBTQ+ Reading List!



Know the Laws

A chalkboard with a rainbow drawn on it. The rainbow has seven bands: red, orange, yellow, green, blue, purple, and pink. A piece of dark wood is leaning against the chalkboard. Below the rainbow, the text '#DontEraseUs' is written in white chalk. A yellow banner with black text is overlaid on the image.

Inclusive Curriculum is mandated in CA schools

#DontEraseUs

Break into groups and practice addressing the following scenarios:

Scenario #1

A patron who presents as androgynous walks into the library/office.

They have not identified their gender to you. How would you welcome this person into the space?

Scenario #2

While working the library floor, someone is speaking loudly against the LGBTQ+ community and making others uncomfortable.

What would you do to address this?

Scenario #3

Someone who identifies beyond the gender binary expresses to you that a fellow staff member is using incorrect pronouns for them. How would you approach this issue?

--> Take Action <--

- ★ **Educate Yourself** - Read the news and learn cultural terms
- ★ **Embrace Change** - make bathrooms and facilities all inclusive
- ★ **Increase representation** - Hire & highlight LGBTQ+ people
- ★ **Be visible** - Display rainbows and visual images that express safety and support for the community



Moving Forward

Share one action you commit to doing in your work to support the LGBTQ+ community

Resources

★ Social Justice Books

- <https://socialjusticebooks.org/booklists/lgbtq/>

★ PFLAG

- www.pflag-eastbay.org and <https://www.pflagsanjose.org/>

★ GSA Network

- www.gsanetwork.org

★ Gender Spectrum

- www.genderspectrum.org

** additional resources in Spanish
to be sent out in follow-up email*



Questions?

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