



Support for our LGBTQ+ Community

Presented by PFLAG Danville-San Ramon Valley



LGBTQ+ Terminology



**L(esbian)
G(ay)
B(isexual)
=
Sexual orientation**

Is about who you are attracted to physically, romantically, or emotionally



LGBTQ+ Terminology



**T(ransgender)
=
Gender identity**

Refers to one's internal, deeply felt sense of being male, female or somewhere in between or outside of the binary



LGBTQ+ Terminology



Queer

- An umbrella term used primarily by individuals within the LGBTQ+ community.

Questioning

- A person who is actively questioning their sexual orientation and/or their gender identity

Intersex

- A general term used for a variety of conditions in which a person is born with a reproductive or sexual anatomy that doesn't fit the typical definitions of female or male

Asexual

- A person who is not sexually attracted to others



LGBTQ+ Terminology

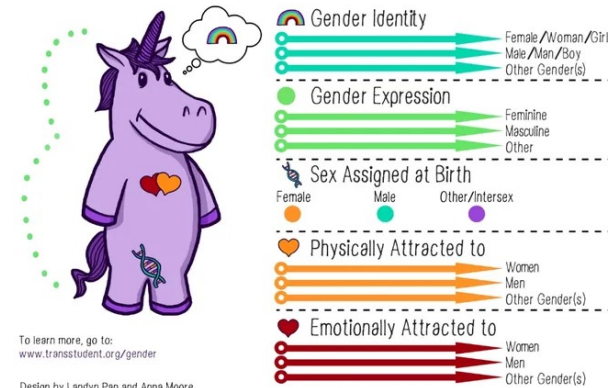


Sexual Orientation
≠
Gender Identity



The Gender Unicorn

Graphic by:
TSER



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
- A transgender identity is Persistent, Insistent, and Consistent

Note:

Transgender is an ADJECTIVE not a NOUN or a VERB

Transgender individual = Yes

Transgenders = No

Transgendered = No



Gender Identity Terms

Trans Woman

Assigned/ assumed male at birth: Identifies as female
Typical pronouns: She, her and hers



Trans Man

Assigned/ assumed female at birth: Identifies as male
Typical pronouns: He, his and him

Gender Diverse

An umbrella term for gender identities that are not exclusively male or female- including gender fluid, gender queer, gender expansive and non-binary
Common Pronouns: They, them, theirs

Note: The Gender Diverse population is a subset of the transgender population



Gender Identity Terms

- **Genderqueer/ Gender non-conforming/ Non-binary:** identifies as both, neither or a combination of genders
- **Agender:** does not identify themselves as having any particular gender
- **Genderfluid:** no fixed gender.
- **Pangender:** identifies with all genders at the same time
- **Gender expansive:** rejects expected gender roles & stereotypes

* Don't get hung up on definitions, let someone identify themselves.



Pronouns

- Always respect someone's pronouns
- **They/them/theirs/themself**
 - **Meet Jessie:** They are a pastor. Being a pastor is important to them. Community outreach is a passion of theirs. They don't guide themselves.
- Pronouns are NOT Preferred, they just are
- When you don't know, use "they"

***Why share your pronouns?**



Dysphoria

- Distress one may feel when their gender identity does not match their assigned sex at birth
- This distress may be especially severe during puberty. Symptoms may include anxiety, depression, self harm, and suicidal ideation
- May be debilitating, causing problems with school performance and social interactions



Affirming Practices

- The process of bringing one's body into alignment with one's gender identity. Also known as transitioning.
 - **Social** – Chosen Name, pronouns, gender expression
 - **Medical** – Puberty blockers, Hormone Therapy, Gender Confirmation Surgery
 - **Legal** – Name Change, Gender Marker Change
- Being transgender is not dependent upon a medical procedure, treatment, or therapy³

<https://transequality.org/issues/resources/understanding-non-binary-people-how-to-be-respectful-and-supportive>



Being LGBTQ+ isn't the issue....

Emotional stress of feeling physically or emotionally unsafe at home, school, or place of worship can lead to:

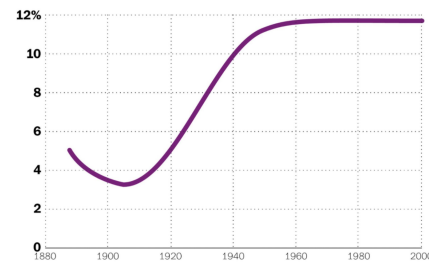
- Physical symptoms
- Depression
- Anxiety
- Self harm
- Suicidal ideation



What's Happening?

The history of left-handedness

Rate of left-handedness among Americans, by year of birth



WAPO.ST/WONKBLOG
Source: Survey data reported in "The History and Geography of Human Handedness" (2009)



Gallup Poll 2021

Americans' Self-Identification as LGBT, by Generation

	LGBT	Straight/Heterosexual	No response
	%	%	%
Generation Z (born 1997-2003)	20.8	75.7	3.5
Millennials (born 1981-1996)	10.5	82.5	7.1
Generation X (born 1965-1980)	4.2	89.3	6.5
Baby boomers (born 1946-1964)	2.6	90.7	6.8
Traditionalists (born before 1946)	0.8	92.2	7.1

GALLUP, 2021



Transphobia Effects

Physical and Emotional Effects of Transphobia

People may internalize societal homophobia and transphobia leading to:

Decreased sense of self worth

Self medication and substance abuse

Shame

Risk-taking behavior

Suicidal ideation

*Courtesy - Dr. Brian Lurie, Atrium Health



The Good News:

Ongoing research shows that we can significantly decrease these negative outcomes through family support, school support and community connectedness.

- Respecting a person's affirming name and pronouns can reduce their depression by up to 50%!



Inclusive Language

Instead of...	Use...
boys, girls	students, learners
guys, gals	folks, everyone
son, daughter	child, your student
brother, sister	sibling
mother, father	parent, grownup, adult, caregiver,
husband, wife	partner
ladies and gentlemen	esteemed guests
he/she	they



Mirroring Language

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

Are your parents or caregivers coming to tonight's service?

Yes, my (dads, grandparents, foster parents) are both coming!

Great, can't wait to meet your (dads, grandparents, foster parents)!

Is your child coming to our youth group tomorrow?

Yes, they can't wait!

Fantastic, I look forward to seeing them!



Being an Ally

- Use non-gendered/inclusive language
- Be visible with your support - Loud and Proud
- Educate **yourself**
- Never out someone
- Pronouns - Share yours to open the door
- Correct and move on (don't apologize)
- Gender free groupings of people
- Stock your libraries with LGBTQ+ characters and authors
- If someone tells you they are being discriminated against- believe them and offer support



Microaggressions

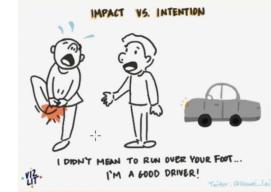


- Bad things by good intending people without realizing the harm
 - Oh, but you have such a beautiful name.
 - You make such a beautiful girl/ handsome boy though!
- Normalizing microaggressions can lead to violence



Unconscious Bias

- Everyone has bias about various social and identity groups -What you choose to do with it
- Dangerous to make assumptions
- Implicit Association Test - Harvard University
- Can affect the way we respond, interact, and mentally categorize people
- Intent versus Impact



If a Person Comes Out to You

- Offer support, but don't assume it's needed
- Appreciate the confidence
- Listen
- Assure and respect confidentiality
- Remember they have not changed



Simple Tweaks

- Be visibly and actively affirming to overcome assumptions of lack of LGBTQ+ acceptance
 - Rainbow in logo
 - Clear messaging of your open and affirming status
 - DEI page on website
 - Gender free groupings





Local Area Resources

- Contra Costa County PFLAG Chapters
 - Danville-San Ramon Valley
 - LaMorinda
 - TriValley (Pleasanton)
 - Clayton-Concord
- Rainbow Community Center- Concord
- Gender Spectrum
- Kaiser Gender Pathways Clinic
- UCSF Child and Adolescent Gender Clinic
- Contra Costa Health Services Gender Clinic
- Pacific Center- Berkeley: Counseling services
- Northern California Family Center: For homeless youth
- LSC-SF.org : Legal services for LGBTQ+ youth
- Campuspride.org



About PFLAG Danville San Ramon Valley

- Monthly support meetings on the third Monday of EVERY month
- Resource library
- Referrals lists
- LGBTQ+ related speakers
- Community advocacy and education

Contact: etinker@srvpflag.org or 925-338-0215
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