

Queer & Trans 101

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Agenda

- ▶ Land Acknowledgement
- ▶ Introductions
- ▶ Learning Outcomes
- ▶ Agreements
- ▶ Queer & Trans Vocab
- ▶ Pronouns
- ▶ UCSB Campus Climate
- ▶ Intersectionality Framework
- ▶ QA & Feedback

Land Acknowledgement

Before we commence we wish to acknowledge the traditional custodians of this place and all land upon which the University is located, and pay our respects to the Chumash Elders past, present and future for they hold the memories, the traditions, and the culture of this area, which has become a place of learning for people from all over the world.



AMERICAN INDIAN
CULTURAL RESOURCE CENTER

Introductions

- ▶ Name
- ▶ Pronouns
 - ▷ they.them.theirs
 - ▷ she.her.hers
 - ▷ He.him.his
 - ▷ Ze.hir.hirs
- ▶ Position and function
- ▶ Any questions you hope we answer today



Learning Outcomes

The end of this seminar, participants will be able to:

- ▶ Describe the power & importance of language for the LGBTQIA+ community.
- ▶ Model how to introduce your pronouns, how to ask someone else for their pronouns, and what to do when the incorrect pronouns are used.
- ▶ Identify at least 3 different challenges LGBTQIA+ students face at UCSB.
- ▶ Identify at least 3 different resources on campus for LGBTQIA+ students.

Agreements

- ▶ You will **not know everything** there is to know about LGBTQ identities and experiences when you leave this room.
- ▶ No one is an expert and our education and efforts are **ongoing**.
- ▶ What is **said here, stays here**. What is learned here, leaves here
- ▶ **Individuals are experts** in their own identities, experiences, and marginalization
- ▶ When sharing stories from your personal life...
 - ▷ Only share information about others that they have told you is **okay to share**
 - ▷ Refer to them by their **current name and pronouns** only
- ▶ We seek to create an environment where LGBTQ students and colleagues can be **most successful** in their endeavors at UCSB by **reducing barriers** and challenges they might face on campus.

The Pros & Cons of Labels

- ▶ Take the next 3 minutes to brainstorm on your own the pros and cons of labels
- ▶ Take the next 5 minutes to share with the person next to you
- ▶ What did you come up with either individually or with your partner?

Queer & Trans Terminology

[Full list of terms](#)

Identity Terms

- ▶ Sexuality and gender are **spectrums** of orientation, attraction, and identity
- ▶ Gender and sexual identities may change over time and are fluid but **ALWAYS** valid
- ▶ Self-identification and classification fosters community and counteracts feelings of confusion, otherness, and shame
- ▶ **Always mirror the language that someone uses for themselves**

The Acronym

- ▶ **L**esbian
- ▶ **G**ay
- ▶ **B**isexual
- ▶ **T**ransgender
- ▶ **Q**ueer & **Q**uestioning
- ▶ **I**ntersex
- ▶ **A**sexual & **A**romantic



Queer

- ▶ An umbrella term used to describe a sexual orientation different than heterosexual
- ▶ Historically a derogatory word
- ▶ It has been embraced as a positive and politically powerful identity and term by many in the LGBTQ community



Bisexuality

- ▶ The sexual and/or romantic attraction to two or more genders
- ▶ **Biphobia**- systems of interactions that delegitimize bisexuality

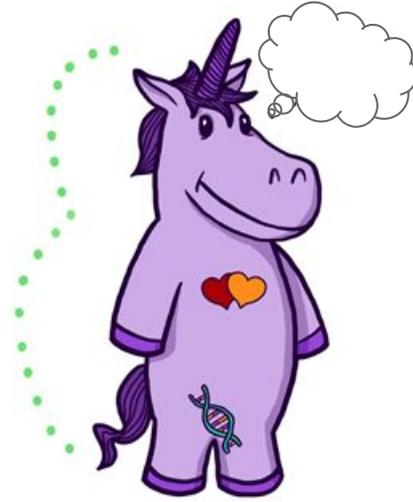
Bisexuality
Flag

Asexuality

- ▶ A sexual orientation generally characterized by not feeling sexual attraction or a desire for partnered sexuality.
- ▶ This identity may be used in tandem with another sexual orientation
 - ▶ “I identify as asexual, but I am also straight.” etc
- ▶ Like other identities, this identity exists on a spectrum
- ▶ Different from celibacy, which is the voluntary decision to abstain from sex

Asexuality
Flag

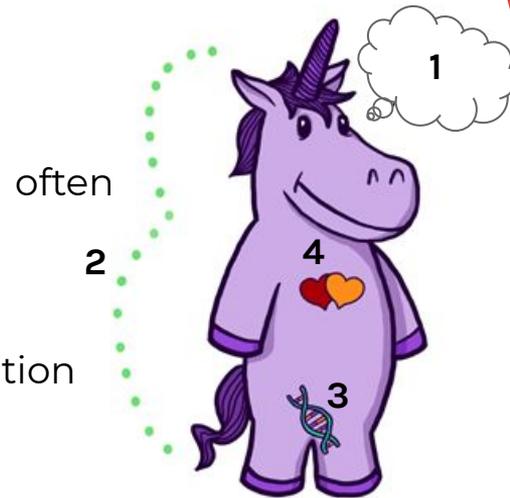
Gender Unicorn



1. **Gender identity**
 2. **Gender expression**
 3. **Sex Assigned at Birth**
 4. **Sexual orientation**
-
- A. refers to patterns of attraction
 - B. is the felt and internal sense of gender. What our gender is.
 - C. is the assignment and classification of people as male, female, or intersex, often based *only* on physical anatomy at birth.
 - D. is how a person outwardly expresses their gender or lack thereof. Can be through voice, hair, clothing, etc.

Gender Unicorn

1. **Gender Identity** is the felt and internal sense of gender. What our gender is.
2. **Gender Expression** is how a person outwardly expresses their gender or lack thereof. Expression can be through voice, hair, clothing, etc.
3. **Sex Assigned at Birth** is the assignment and of people as male, female, or intersex, on physical anatomy at birth.
4. **Sexual Orientation** refers to patterns of attraction



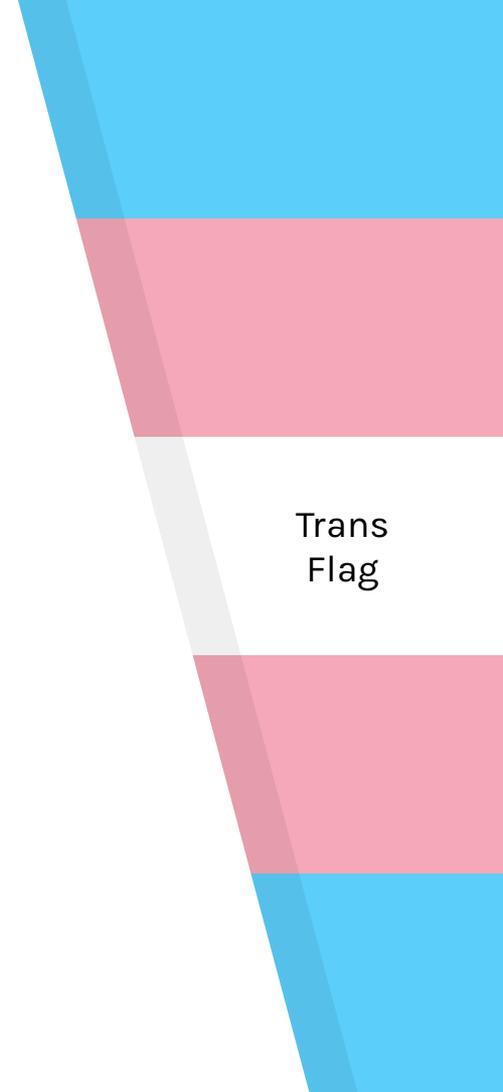
A Few More Definitions

Gender Binary is a term meaning involving only two things in this case “women & men”

Nonbinary people have a gender other than man or woman

Trans people were assigned a gender at birth but have moved away from that gender

Cisgender people were assigned a sex and gender at birth and still identify as that same gender



Trans
Flag

Last Few Definitions

Outing Revealing a person's sexual or gender identity, HIV status, Immigration status without the person's expressed consent or permission

Misgendering refer to someone (especially a trans person) using a word, (especially a pronoun or form of address), that does not correctly reflect their gender

Deadnaming the act of referring/calling a trans person by their pre-transition name

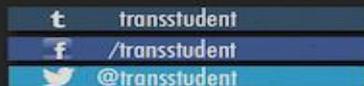
- ▶ **How does this come up in your work?**

Pronouns

Please note that these are not the only pronouns. There are an infinite number of pronouns as new ones emerge in our language. Always ask someone for their pronouns.

Norm	Objective	Possessive Pronoun	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.
Ze	Hir/Zir	Hirs/Zirs	Hirself/ Zirself	Ze is speaking. I listened to hir. The backpack is zirs.

Design by Landyn Pan



For more information,
go to transstudent.org/graphics

TSER
Trans Student Educational Resources

How Do I Ask About Pronouns?

- ▶ It is important to ask what pronouns people use to foster an environment of respect where everyone has the opportunity to indicate how they want to be referred to in the third person

Individual Interaction

- ▶ The best way to ask about pronouns in an individual interaction is to introduce yourself and share yours first.
 - ▶ *“My name is _____ and my pronouns are _____. What is your name and what pronouns do use?”*

Group Setting

- ▶ Starting off introductions in a meeting with pronouns is a great way to allow people to indicate how they want to be referred to in the third person.
 - ▶ *“Let’s go around and say our name, pronouns, and major.”*

Pronoun Expectations

- ▶ If you make a mistake, **apologize, correct yourself and move on**
 - ▷ *“I was talking to her, sorry I mean they. I was talking to them and we are having lunch tomorrow”*
 - ▷ Do not make it about yourself
- ▶ If someone else makes a mistake, correct them
 - ▷ _____ uses they/them pronouns
- ▶ Can't ask about pronouns or don't know?
 - ▷ Use their name or they/them
- ▶ Pronouns are **NOT** *preferred*
 - ▷ “Preferred” gives an inaccurate idea that what people want to be called is a desire and not mandatory

Email Signature Examples

Quinn Solis, MA

Pronouns: they.them.theirs

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UC SANTA BARBARA

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UC SANTA BARBARA

The image features a white background on the left and a red background on the right, separated by a diagonal line. The text "UCSB LGBTQIA+ Community" is centered on the white background.

UCSB LGBTQIA+
Community

Campus Pride Index Best Colleges for LGBTQ Students 2019 23/25

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University of California–Santa Barbara
Santa Barbara, CA

CAMPUS PRIDE RATING: ★ ★ ★ ★

UC Santa Barbara serves over 25,000 students representing a diverse mix of cultures and backgrounds. Its commitment to that diversity extends to its LGBTQ+ students, ensuring that they experience an enriching and supportive environment.

The [Resource Center for Sexual and Gender Diversity](#) plays a major role in this effort through its social and educational events, training programs, and links to resources and essential services. Students can easily find information on federal and California policies governing gender designation and name changes and procedures for reporting hate crimes and bias incidents. The Center publishes a current list of LGBTQ-specific scholarships and awards and provides information about gender-neutral restrooms, gender-inclusive housing, and LGBTQ+ living-learning residence spaces.

In addition to the Center's full schedule of educational programs, UC Santa Barbara offers undergraduates the opportunity to pursue a minor in LGBTQ studies. The university also supports the LGBTQ+ Alumni Network which helps to keep LGBTQ+ graduates connected to the university through professional development events and community service.

Learn more at [Campus Pride](#).



UCSB Queer & Trans Students

According to the 2014 UCSB Campus Climate Survey:

- ▶ Roughly 0.9% identified as “transgender” (75 out of 8,193 participants)
- ▶ Roughly 12.1% identified as something other than heterosexual (977 out of 8,193)
- ▶ “Trans” participants were least comfortable with the overall campus climate than “women” and “men”
- ▶ LGB respondents were slightly less comfortable with the overall climate and in their departments than were heterosexual respondents
- ▶ Higher percentages of “trans” and LGB respondents experienced exclusionary conduct
- ▶ 42% of LGB and roughly 89% of “trans” respondents indicated that this conduct was based on sexual orientation/gender identity.

RCSGD Purpose

- ▶ The center works with students, faculty, and staff to ensure that LGBTQIA+ identities, experiences, and concerns are represented and addressed at UCSB
- ▶ Aims to create a vibrant, welcoming, and engaging social and study space

Intersectionality as Framework

Coined by Black feminist scholar, Dr. Kimberlé Crenshaw



Intersectionality Framework



UCSB Challenges

- ▶ Lack of queer & trans knowledge
- ▶ Lack of All Gender Restrooms
- ▶ Negative classroom interactions
- ▶ Access to QT-affirming health services
- ▶ Financial/Food/Housing (In)security
- ▶ Identity Exploration & Coming Out Support
- ▶ Finding community
- ▶ Transitioning during the school year or in the workplace
- ▶ Misgendering & Deadnaming



Trans-affirming Action Items

- ▶ Honor the names and pronouns people use and go by, even when they change
- ▶ Use gender inclusive language
 - ▷ Avoid *“hey guys”* and say *“hey folks”*
- ▶ Provide RCGSD information and share our events!
 - ▷ We support staff and faculty too!
- ▶ Know, advocate, and point out where the closest all gender restroom is
- ▶ Implement pronouns on:
 - ▷ Name tags
 - ▷ Name plate & door
 - ▷ Business cards
 - ▷ Email signatures
- ▶ Add rainbow and trans colors or flags in your work spaces
- ▶ Others?

Supporting LGBTQIA+ Colleagues

- ▶ Refer to previous slides (i.e., misgendering, deadnaming, outing, etc.)
- ▶ Supportive workplace climate
 - ▷ Can LGBTQ people bring full selves to work?
 - ▷ Can LGBTQ people talk about significant others, partners, families, etc.?
- ▶ Listen, Take the lead from colleague, Offer to share information on their behalf if requested, Help hold others accountable
- ▶ Let them know that the RCSGD supports staff too!
- ▶ LGBTQ Staff & Faculty Collective
- ▶ Others?

Ways to Get Involved

- ▶ Collaborate on an event or initiative in your department
- ▶ Join our mentorship program as a mentor or mentee
- ▶ Join the Trans Task Force
 - ▷ Outreach & Communication
 - ▷ Name & Pronoun in University Systems
 - ▷ Curriculum
 - ▷ All Gender Restrooms
 - ▷ Housing
 - ▷ Health Equity Initiative
 - ▷ Student Engagement
- ▶ Join our Out List (renews every Fall)
- ▶ Join the LGBTQ Staff & Faculty Collective



Additional Resources

- ▶ Learn more about pronouns
- ▶ 100 Ways to Make the World Better for Nonbinary People
- ▶ 100 Easy Ways to Make the World Better for Trans People
- ▶ Stock Photos Beyond the Binary

Questions?

[Feedback Form](#)



**Queer
Trans
Identities &
Experiences
Seminars**

References

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