

Sexual Orientation: The gender (s) to which one is emotionally, romantically and/or erotically attracted.

- Emotional attraction—With whom do you love or bond; feel closest to?
- Romantic attraction — With whom might you fall in love?
- Erotic Attraction — With whom might you wish to engage in sexual activities ?

Attractions can be fluid over time for a significant minority of people. Attractions range from attractions to one gender; many genders or no genders .

Some words used to describe one's attractions:

- Gay, Lesbian, Heterosexual or Straight (attracted to one gender)
- Bisexual/Pansexual (attracted to two or more genders)
- Asexual (an individual who may not experience romantic or erotic attractions)
- Demisexual (an individual who feels a strong attraction to emotion and deep bonding, which may eventually lead into sex with another person)
- Aromantic (an individual who wants a close, emotional, and usually platonic bond with others)
- Romantic Asexual (an individual who likes to cuddle, snuggle and have emotional connections but is generally not interested in sexual contact)
- Hetero/Homo Flexible; fluid, straight-ish; straight with options or benefits; straight but stuff happens; mostly gay or straight
- Skoliosexual: Attracted to people who are non-binary or transgender
- 3 on Kinsey (bisexual)
- 0 on Kinsey (strictly straight)
- 6 on Kinsey (strictly gay)
- Others you have heard?

SEX: Assigned by others at birth, usually based on the appearance of the newborn's genitals.

Some words used to describe one's sexed body:

- Female
- Male
- Intersex
- Bodies with a penis
- Bodies with a vagina/vulva

Gender Expression: How we demonstrate gender to the world.

Some words used to describe one's gender expression:

- Feminine/Masculine
- Butch/femme/Stud/Aggressive
- Androgynous
- Feminine/Masculine presenting
- Gender Queer /Gender Fluid
- Gender Blending/Bending (elements of masculinity and femininity in presentation)
- Cross-dresser (occasionally presents in clothing more common to a gender not assigned at birth)
- Drag King/Queen (cross-dresses for entertainment or philanthropy)

Gender Identity: An individual's internal understanding of themselves and their gender.

Some words used to describe one's gender Identity:

- Cisgender Person (assigned sex and gender identity match)
- Transgender Person (assigned sex and gender identity differ)
 - Gender Queer/Gender Fluid/Non-binary/NB/Enby (Dynamic mix of gender identities and expressions. Assumes that gender is fluid and that there are more than two opposing genders)
 - Bigender/PanGender/Trigender (identifies as more than one gender)
 - Agender (identifies with no gender. An individual who is agender can present anywhere on the gender expression continuum)
 - Feminine or masculine of center
 - FtM; MtF (abbreviation of female to male and male to female)
 - Transgender Man (assigned female at birth; gender identity is male)
 - Transgender Woman (assigned male at birth; gender identity is female)



Working to create a world in which youth of all orientations and genders are valued and affirmed

When Pink and Blue are not enough

860-232-0050

www.ourTrueColors.org

1

True Colors, Inc.

True Colors works to create a world where youth of all sexual orientations and gender identities are valued and affirmed. We challenge all forms of oppression through education, training, advocacy, youth leadership development, mentoring and direct services to youth and those responsible for their well-being. We can be reached at (860) 232-0050 or on the web at www.OurTrueColors.org

Our Programs include:

- **Annual LGBTI and Ally Youth Issues Conference:** We produce the largest and most comprehensive LGBTI and ally conference in the country, bringing thousands of youth and youth serving professionals from across the country together for cutting edge workshops, training, entertainment and activities.
- **Youth Leadership Development** These programs include high school and college Gay/Straight Alliance (GSA) summits and forums and other leadership opportunities for youth. In addition, we provide direct advocacy for youth dealing with harassment in school.
- **Lesbian, Gay, Bisexual, Transgender, Intersex (LGBTI) Youth Mentoring:** True Colors provides CT's only mentoring program for sexual and gender minority youth with more than 60 youth currently in the program. Mentors of all orientations and genders are needed across the state
- **Professional Consultation and Training:** True Colors provides values clarification and skill building training for more than 7,000 professionals annually
- **Foster parent recruitment (especially for teenagers):** We recruit potential foster parents from all over CT specifically to support the needs of teenagers in out-of-home care.
- **The Safe Harbor Project:** This joint True Colors and DCF program focuses on policy and procedures for LGBTI youth in foster care, group homes, shelters and detention.

2

Introductions

- 5 words you would use to describe yourself
- The name you want to be called
- Your pronoun
- A goal?



<https://www.youtube.com/watch?v=ODzvb90b5qE> (Chimamanda Ngozi Adichie)
<https://www.youtube.com/watch?v=3xpvricekxU&t=27s> (pronouns)

3

The numbers

- Approximately 5% of the population is LGB
- Less than 1% of the population is Transgender
 - 25 – 40% of homeless youth are LGBT
 - 20% of youth in Juvenile Justice are LGBTQ
 - 14% of boys; 40% of girls
 - 85% are Youth of Color
 - 14% of transgender people are unemployed
 - 15% of transgender people make under \$10,000/yr.

4

Risk Factors

- Social Isolation
- Truancy, School Harassment, Violence
- Secrecy, concealment strategies can lead to unending stress
- Depression, anxiety, suicidality & other mental health risks
- Substance abuse and cigarette smoking
- Higher STI & HIV/AIDS transmission
- Homelessness
 - Arrest due to factors related to homelessness

5

Risk Factors, Cont.

- Of the 1.3 million U.S. high school students who identify as gay, lesbian, or bisexual, the survey found that nearly 18 percent have been forced to have sex, compared to about 5 percent of their heterosexual peers
- Bisexual and gay students were also twice as likely to have experienced physical violence, sexual dating violence, and bullying

6

Working Agreements

- Ouch/Oops
- W.A.I.T.
- E.L.M.O.
- Others?

7

Core Concepts

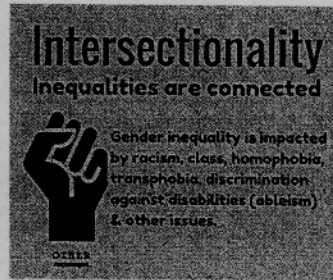
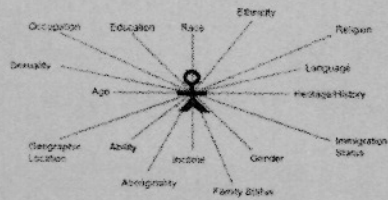
- Gender is everybody's issue
- Youth vs. adult perspectives on safety
- Personal vs. Professional Responsibilities
- Importance of Family Response

– Caitlin Ryan, Ph.D. LCSW
<https://familyproject.sfsu.edu/>

8

Intersectionality

Access to resources



Experience within systems

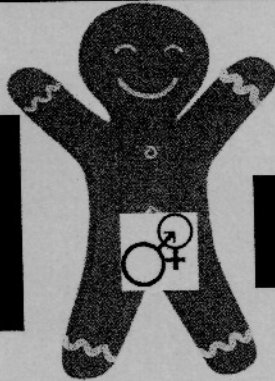
Response of family members and community

Your Passport

Dimensions of Gender

Gender Identity: Who you know yourself to be

Gender Expression: what the world sees



Sex: Assigned at birth

11

Dimensions of Gender

Cisgender

- Cisgender is when the sex you were assigned at birth **matches** how you feel inside and how the world sees you
- Gender Identity and Expression match the sex assigned at birth

Transgender

- Transgender is when the sex you were assigned at birth **does NOT match** how you identify and may not match how the world sees you
- Gender Identity and Expression do not match the sex assigned at birth

12

Sexual Orientation

Sexual Orientation is defined as:

- The gender(s) to which one is romantically and erotically attracted to
- Can include a single gender (i.e. gay/straight)
- Multiple genders (i.e. bi/pan/fluid)
- No genders (i.e. asexual)

13

Program Based Interventions

- Physical environment
 - Safe Zones
 - Gender Neutral bathroom options
 - Representation on walls, brochures, website
- Language
 - Opportunities for inclusion
 - Forms
- Support groups
- Hear mean? Intervene

14

Gender Concepts

- Gender is personal. There isn't just one way to be
 - People can do or be or like or want anything because they are a person not because their gender
- Things don't have a gender, people do
 - Toys are toys, clothes are clothes, hair is hair and colors are colors
 - People get to wear what feels right to them; participate in activities that they enjoy
- We need to be respectful of everyone, no matter what their gender is
 - You don't have to agree; you DO have to be kind

15

There are more than two genders

- There have been examples of more than two genders in many cultures, and many religions, all over the world and throughout time. History is full of examples of gender diversity
- People can be men, women, both, neither, or something else. Everyone gets to describe their gender in their own words

Once, our youngest asked us,
"Am I a girl or a boy?"

Our answer: "You're in a girl's body
right now, and you can do whatever
you want in that girl's body."

This includes changing that body
one day, if that's what she chooses
to do."



16

Gender Concepts, cont.

- Your body doesn't determine your gender
 - Gender is a lot more than our bodies. It is also about how we show other people who we are (expression) and who we know we are inside
 - Some people think gender is only about your body, but really gender is about who you know yourself to be
 - When a baby is born the grown-ups look at its body and say "It's a girl" or "It's a boy" but they may not be right. We only know what a person's gender is when they are old enough to tell us

17

Examples of Fluidity

- April was assigned male at birth, but has always identified as a female. Her gender expression leans more towards the masculine side, as she prefers work boots to dresses.
- Jackson's assigned sex and gender identity match as he has always identified as a man. However, he places his gender expression as more feminine as he wears make-up and nail polish.
- Jo's assigned sex was female at birth, but they've never identified as "completely" female. Instead, they identify as gender-fluid. Their gender expression reflects this, changing from day to day on the spectrum of feminine to masculine.
- Alex's assigned sex was female at birth, but he has identified as male since he was very young. His gender expression is very masculine and most people identify him as a man.

*Creating Gender Inclusive Schools: FamilyEquality.org, August 2016

18

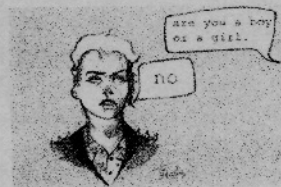
Scenarios

- Deer in Headlights
 - Pause
 - Affirm
 - Support
- What situations are coming up for you in your setting/work?

19

Taking the learning home

- Identify 5 ways to incorporate the key messages of today's conversation into your work with your clients. Can Include any combination of:
 - Ideas you are already using
 - Ideas you want to begin using



20

CELEBRATE DIVERSITY

you're not alone

HATE FREE ZONE

SAFE ZONE FOR ALL

SAFE SPACE

PROMOTE TOLERANCE

FOR EVERY GIRL WHO IS TIRED OF ACTING WEAK WHEN SHE IS STRONG, THERE IS A BOY TIRED OF APPEARING STRONG WHEN HE FEELS VULNERABLE. FOR EVERY BOY WHO IS BURDENED WITH THE CONSTANT EXPECTATION OF SHOWING ENTERTAINMENT, THERE IS A GIRL TIRED OF PEOPLE NOT REALIZING HER INTELLIGENCE. FOR EVERY GIRL WHO IS TIRED OF BEING CALLED OVER-SENSITIVE, THERE IS A BOY WHO FEARS TO BE GENTLE, TO WEEP. FOR EVERY BOY FOR WHOM COMPETITION IS THE ONLY WAY TO PROVE HIS MASCULINITY, THERE IS A GIRL WHO IS CALLED OVERCONFIDENT WHEN SHE COMPLETES. FOR EVERY GIRL WHO THROWS OUT HER E-Z-BAKE OVEN, THERE IS A BOY WHO WISHES TO FIND ONE. FOR EVERY BOY STRUGGLING NOT TO LET ADVERTISING DEFINE HIS IDENTITY, THERE IS A GIRL FACING THE AD INDUSTRY'S ATTACKS ON HER SELF-ESTEEM. FOR EVERY GIRL WHO TAKES A STEP TOWARD HER LIBERATION, THERE IS A BOY WHO FINDS THE WAY TO FREEDOM A LITTLE EASIER.

Trans Specific Resources

- True Colors, Inc. Resource and referral source, mentoring program and LGBT youth activities www.ourtruecolors.org (860) 232-0050
- <http://www.kidsinthehouse.com/search/site/transgender> (articles and resources)
- Translation: A trans-youth only support/social group for youth 14 – 17. Meets in New Haven. Contact information: Tony @ 203.376.8089 or by email at nhtranslation@yahoo.com
- PFLAG, Hartford, Manchester, Waterbury and Norwalk: pflaghartford@gmail.com; <http://www.pflaghartford.org/>
- GUPPE Clinic at the CT Children's Medical Center: Priya Phulwani, MD. (860) 545-9520
- Norman Spack, MD: Gender Management Service (GeMS) Clinic Children's Hospital Boston, 300 Longwood Avenue, Fegan 5, Boston, MA 02115
- Gender Spectrum is an organization dedicated to the education and support of families raising gender variant, gender non-conforming, gender-fluid, crossgender, and transgender children and adolescents. <http://www.genderspectrum.org/>
- American Psychological Association: "Answers to Your Questions About Transgender Individuals and Gender Identity" <http://www.apa.org/topics/transgender.html>
- WPATH: The World Professional Association for Transgender Health (WPATH), formerly known as the (Harry Benjamin International Gender Dysphoria Association, HBGDA), is a professional organization devoted to the understanding and treatment of gender identity disorders. <http://www.wpath.org/>