

LGBTQ I O I

part two: gender identity and expression

Best Practices for Serving Lesbian, Gay,
Bisexual, Transgender, Queer and
Questioning Youth

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OUTLINE

- Introductions
- Working Assumptions
- LGBTQ 101
 - Gender Identity (Part 2 – 1:40pm)
- Action Steps
- Questions

INTRODUCTIONS

1. Name
2. Preferred Gender Pronoun
3. LGBTQ “Queero”

WORKING ASSUMPTIONS

LGBTQ 101

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Sexual Orientation

To whom we feel attracted.

Gender Identity

Our internal sense of gender,
regardless of what our bodies
look like.

GENDER IDENTITY

GENDER IDENTITY

What were some of the first messages you received about people who were not “masculine enough” or “feminine enough”?

Where/who did they come from?

Do you still believe them?

GENDER IDENTITY

Sex

≠

Gender

GENDER IDENTITY

Sex

=

Genitals

Gonads

Hormones

Chromosomes

GENDER IDENTITY

Sex Identities



Female



Male



Intersex

GENDER IDENTITY

Gender

“What does it mean to
be...?”

GENDER IDENTITY

Identity

Who you are, regardless of what your body looks like or appears to be.

Expression/Presentation

How you show your identity to the world.

Attribution

How the world sees you.

GENDER IDENTITY

Trans + Gender Non-Conforming Identities (Handouts)

GENDER IDENTITY

Supporting Trans/GNC Youth

Non-assumptive language:

- Preferred name and gender pronoun
 - “What gender pronouns do you use?”
 - Gender neutral pronouns – They Them Their
- Do not make assumptions about the person’s gender or the gender of partners, family members or friends

Exploring gender identity:

- Demonstrate a nonjudgmental attitude and provide a safe space to explore gender issues
- Meet the person where they are at

ACTION STEPS

BRAINSTORM:

How do we become a safe person for LGBTQ youth to talk to?

PROMOTING RESILIENCY

LGBTQ-Specific Protective Factors

- Family, community and school support
(PFLAG, GLSEN)
- LGBTQ or LGBTQ-Friendly
social and support networks
(GLBTNearMe.org)
- Development of Coping
Mechanisms (Safety planning, etc.)
- Positive media representations:
“Possibility models”



RESOURCES

Georgia Resources

- Georgia Equality
- Georgia Safe Schools Coalition
- Just Us Atlanta
- PFLAG

National Resources

- Human Rights Campaign
- Trevor Project: 866-488-7386
- Trans Lifeline: 877-565-8860
- Gay, Lesbian, Straight Education Network (GLSEN)



THE BIG THREE

1. It is **NEVER** our place to tell a young person when, whether, where, or how to come out.
2. Remember the heightened need for confidentiality in all situations.
3. Be thoughtful with language: inclusivity, pronouns, assumptions.

supportive adult in an environment can
decrease an LGBTQ youth's risk for
suicide by 30%

QUESTIONS

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