

Before we get started...

Write down 3-5 questions you have today  
What do you hope to learn today?  
What do you hope to unlearn?

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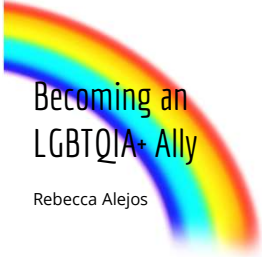
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Becoming an LGBTQIA+ Ally

Rebecca Alejos

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**Participate**

Respect one another's ideas and comments

Open and honest communication

**Confidentiality**

Experiment with new ideas/challenge assumptions

Step forward/Step back

Seek to understand, or agree to disagree

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### Outcomes

Recognize that coming out is not about sexual behavior, but about statements of identity and relationships

Understand the differences between biological sex, gender identity, gender expression, and orientation

Acknowledge the use and importance of a vocabulary of inclusion

Develop understanding of what Allyship entails

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### LGBTQIA+

The acronym for "lesbian, gay, bisexual, transgender, queer, intersex, asexual, and the "+" refers to the many other gender identities and sexual orientations

**Lesbian** - This term refers to a woman who is sexually and/or emotionally attracted to other women

**Gay** - This term refers to a man who is sexually and/or emotionally attracted to other men

**Bisexual** - This term refers to someone who is sexually and/or emotionally attracted to more than one gender

**Transgender** - A term used to describe people whose gender identity and/or gender expression differs from what is typically associated with the sex they were assigned at birth

**Questioning** - refers to people who are figuring out their sexual orientation or gender identity

**Intersex** - people are people who are born with sex characteristics such as genitals or chromosomes that do not fit the typical definitions of male or female

**Asexual** - people are people who don't experience sexual attraction

Refinery29 Gender Nation Glossary: <https://www.refinery29.com/en-us/gbtq-definitions-gender-sexuality-terms>

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Queer is often used as an umbrella term referring to anyone who is not heterosexual and not *cisgender*



Focuses on sexual identity

Refers to a person's gender identity

Refinery29 Gender Nation Glossary: <https://www.refinery29.com/en-us/gbtq-definitions-gender-sexuality-terms>

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**Cisgender**

Latin, meaning on this side of

Relates specifically to gender rather than sexuality

A person whose sense of personal identity and gender corresponds with their birth sex

Refinery29 Gender Nation Glossary: <https://www.refinery29.com/en-us/gbtq-definitions-gender-sexuality-terms>

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**Transgender**

The prefix "trans-" comes from Latin, meaning "across from" or "on the other side of"

Gender identity is different from what was initially expected when the individual was born

A transgender woman lives as a woman today, but was thought to be male when she was born

A transgender man lives as a man today, but was thought to be female when he was born

Refinery29 Gender Nation Glossary: <https://www.refinery29.com/en-us/gbtq-definitions-gender-sexuality-terms>

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Americans' Self-Identified Sexual Orientation or Gender Identity

Which of the following do you consider yourself to be? You can select as many as apply: Straight or heterosexual, Lesbian, Gay, Bisexual, Transgender.

	Among LGBT U.S. adults	Among all U.S. adults
	%	%
Lesbian	13.9	1.0
Gay	20.7	1.5
Bisexual	56.8	4.0
Transgender	10.0	0.7
Other (e.g., queer, same-gender-loving)	4.3	0.3

Percentages total more than 100% because respondents may choose more than one category.

Gallup, 2021; The results are based on aggregated 2021 data, encompassing interviews with more than 12,000 U.S. adults.

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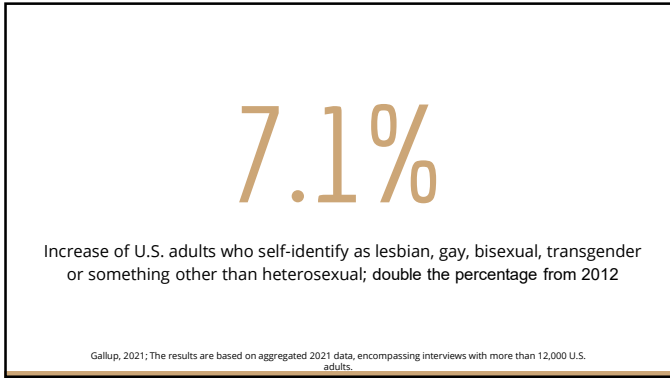
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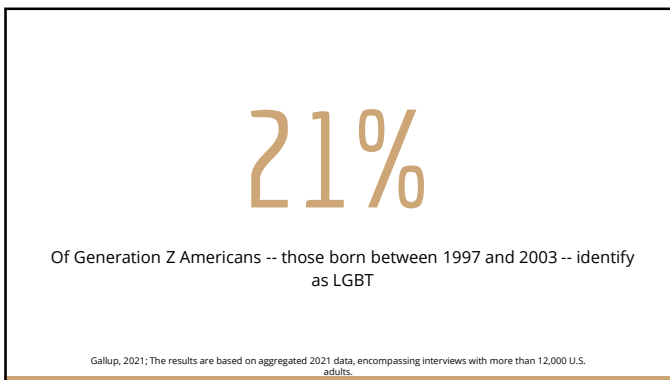
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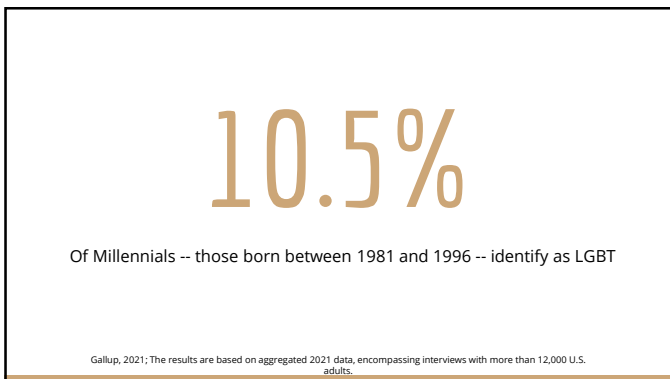
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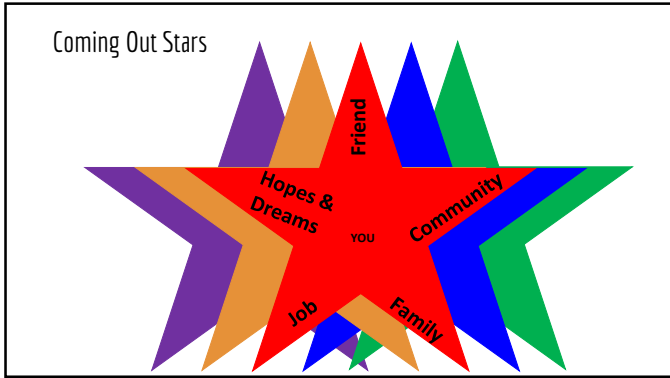
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## Coming out is...

A process where someone accepts and identifies their *gender identity* and/or *sexual orientation* and shares willingly with others

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- Individuals “come out” to themselves
- They explore their friends’ and family’s opinions about LGBTQIA issues
- They tell a few close friends
- They tell a few other friends
- They tell close family members
- They tell other family members
- They “come out” to larger groups (e.g., spiritual, social, local)

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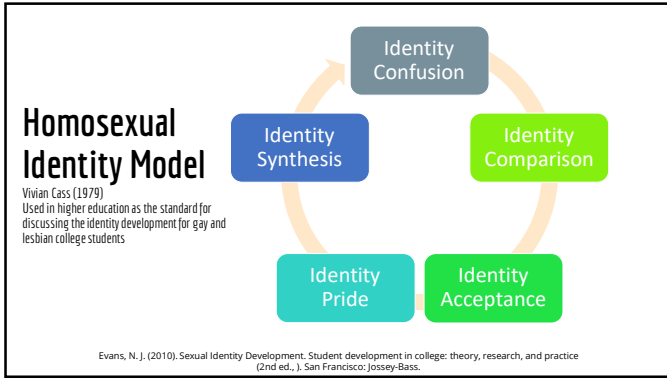
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### More Theories

Anthony D'Augelli (1994) "Homosexual Lifespan Development Model"  
This model is not a stage model & processes can occur multiple times

McCarn-Fassinger (1996) "Lesbian Identity Development"  
Looks at both identity development from a personal perspective and a group perspective

Arlene Istar Lev (2004) "Transgender Emergence Model"  
Stage model that looks at how trans people come to understand their identity; written from a counseling/therapeutic point of view

Evans, N. J. (2010). Sexual Identity Development. Student development in college: theory, research, and practice (2nd ed., ). San Francisco: Jossey-Bass.

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### Fears of Coming Out

- Threat of physical violence
- Discrimination including loss of employment or discrimination by their employer
- Questions surrounding their personal or professional integrity
- Questions surrounding their intimate relationships and their health (both mental and physical)
- Being seen by others as sick, immoral, perverted, anti-family, or sinful

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### Institutional Discrimination

- Applying for a job
- Equal pay
- Promotions
- Buying, or renting homes
- Applying for, or attending college
- Voting
- Medical care
- Interacting with police
- Public accommodations
- Credit

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### Social Discrimination

- Antagonistic attitudes
- Prejudice
- Harassment
- Homelessness
- Rejection
- Gossip
- Loss of spiritual foundation
- Being thrown out of the house or of the family
- Loss of financial support
- Harassment or abuse

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### When someone comes out to you

- Offer support, but don't assume they need any help
- Understand this is a sign of huge trust
- Assure and respect confidentiality
- Appreciate the courage
- Remember that the person has not changed, and their gender/sexuality is just one dimension of them
- Ask questions that demonstrate understanding, acceptance, and compassion
- Be prepared to provide resources, or give a referral to best support them

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# Don't...

Say, "I always knew..."

Downplay the significance of them sharing this with you

Tell people and "out" the individual

Forget they are the same person

Cross personal barriers you would not have crossed before

Assume you know why they came out to you

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# "Outing"

Disclosing someone's gender identity or sexual orientation to others without that person's consent

- Violation of privacy
- Dangerous
- Unhealthy
- Unhelpful

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# Homophobic Levels of Attitude

**Repulsion**

Homosexuality is seen as a "crime against nature." Gays are sick, crazy, immoral, sinful, wicked, etc. and anything is justified to change them (e.g. prison, hospitalization, negative behavior therapy, including electric shock)

**Pity**

Heterosexual chauvinism. Heterosexuality is more mature and certainly to be preferred. Any possibility of becoming straight should be reinforced and those who seem to be born "that way" should be pitied, "the poor dears"

**Tolerance**

Homosexuality is just a phase of adolescent development that many people go through and most people "grow out of." Thus, gays are less mature than straights and should be treated with the protectiveness and indulgence one uses with a child.

**Acceptance**

Still implies there is something to "accept," characterized by such statements as "you're not a gay to me, you're a person," "What you do in bed is your own business," "That's fine as long as you don't flaunt it." Denies social and legal realities. Ignores the pain of invisibility and stress of closet behavior. "Flaunt" usually means say or do anything that makes people aware

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2021 Deadliest Year on Record for Transgender and Non-Binary People

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Transphobia

- Fear and/or hatred towards transgendered people
- Ranging from jokes to violence to not acknowledging that transgender people exist
- Used to keep people in rigid gender roles through intimidation

Angela S. Garelick, Gabrielle Filip-Crawford, Allison H. Varley, Craig T. Nagoshi, Julie L. Nagoshi & Rosalind Evans (2017) Beyond the Binary: Exploring the Role of Ambiguity in Biphobia and Transphobia, Journal of Bisexuality, 17(2), 172-189, DOI: 10.1080/15299716.2017.1319890

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Transgender Myths

- All trans folks are gay
- Most trans folks are male-to-female
- All transgender folks want to change their sex
- Transwomen are not "real women," or transmen are not "real men"
- Many transgender children "change their mind" about their gender
- Being transgender or non-binary is a sign of mental illness
- Transgender and non-binary people are doomed to live unhappy lives

<https://www.acesdvr.org/wp-content/uploads/2014/06/WS-Myths-and-Facts-about-the-LGBT-Communities.pdf>

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Transgender folks are more likely to:

- Be fired or denied a job
- Face harassment and bullying at school
- Become homeless or live in extreme poverty
- Be evicted or denied housing or access to a shelter
- Be denied access to critical medical care
- Be incarcerated or targeted by law enforcement
- Face abuse and violence

<https://everydayfeminism.com/2017/01/misgendering-trans-people-is-violence/>

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34%

Transgender Texans living in poverty

2015 U.S. Transgender Survey; Texas State Report, (2017), Washington, DC: National Center for Transgender Equality

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29%

Transgender Texans reported being fired, being denied a promotion, or experiencing some other form of mistreatment related to their gender identity or expression during that past year

2015 U.S. Transgender Survey; Texas State Report, (2017), Washington, DC: National Center for Transgender Equality

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## Identity Documents

- 9% of respondents reported that all their IDs had the name and gender they preferred
- 77% reported that none of their IDs had the name and gender they preferred
- 32% of respondents who have shown an ID with a name or gender that did not match their gender presentation were verbally harassed, denied benefits or service, asked to leave, or assaulted

2015 U.S. Transgender Survey; Texas State Report. (2017). Washington, DC: National Center for Transgender Equality

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## Housing and Homelessness

- 22% of respondents experienced some form of housing discrimination in the past year, such as being evicted from their home or denied a home or apartment because of being transgender
- 30% have experienced homelessness at some point in their lives
- 12% experienced homelessness in the past year because of being transgender
- 30% of respondents who experienced homelessness in the past year avoided staying in a shelter because they feared being mistreated as a transgender person

2015 U.S. Transgender Survey; Texas State Report. (2017). Washington, DC: National Center for Transgender Equality

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## Restrooms

- 9% of respondents reported that someone denied them access to a restroom in the past year
  - 10% reported being verbally harassed
  - 1% physically attacked
  - 1% sexually assaulted
- 61% avoided using a public restroom because they were afraid of confrontations or other problems they might experience
- 36% limited the amount that they ate or drank to avoid using the restroom in the past year

2015 U.S. Transgender Survey; Texas State Report. (2017). Washington, DC: National Center for Transgender Equality

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## Public Accommodations

- 24% who visited a place of public accommodation where staff or employees thought or knew they were transgender experienced at least one type of mistreatment in the past year
  - 12% who were denied equal treatment or service
  - 16% who were verbally harassed
  - 1% who were physically attacked because of being transgender.

2015 U.S. Transgender Survey; Texas State Report, (2017), Washington, DC: National Center for Transgender Equality

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## Police Interactions

60% experienced some form of mistreatment by police or other law enforcement officers who thought or knew they were transgender

This included being:

- verbally harassed
- repeatedly referred to as the wrong gender
- physically assaulted, or sexually assaulted, including being forced by officers to engage in sexual activity to avoid arrest

2015 U.S. Transgender Survey; Texas State Report, (2017), Washington, DC: National Center for Transgender Equality

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## Health

- 20% of respondents experienced a problem in the past year with their insurance related to being transgender
  - denied coverage for care related to gender transition
  - denied coverage for routine care because they were transgender
- 30% of those who saw a health care provider had at least one negative experience related to being transgender
  - being refused treatment, verbally harassed, or physically or sexually assaulted
  - having to teach the provider about transgender people in order to get appropriate care
- 22% of respondents did not see a doctor when they needed to because of fear of being mistreated as a transgender person
- 38% did not see a doctor when needed because they could not afford it
- 41% of respondents experienced serious psychological distress in the month before completing the survey (based on the Kessler Psychological Distress Scale)
- 14% of respondents reported that a professional, such as a psychologist, counselor, or religious advisor, tried to stop them from being transgender

2015 U.S. Transgender Survey; Texas State Report, (2017), Washington, DC: National Center for Transgender Equality

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**67%**

Of transitioning people thought more about suicide before transitioning

Suicide Prevention Resource Center. (2008). *Suicide risk and prevention in gay, lesbian, bisexual and transgender youth*. Newton, MA: Education Development Center, Inc.

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**3%**

Thought about suicide more after their transition

Suicide Prevention Resource Center. (2008). *Suicide risk and prevention in gay, lesbian, bisexual and transgender youth*. Newton, MA: Education Development Center, Inc.

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**Why are trans people at risk?**

- Institutional laws and policies which create inequalities and/or fail to provide protection from discrimination
- Transphobia in the form of physical or verbal harassment, physical or sexual assault
- Lack of support from parents and other family members
- Stress related to fear of transitioning, including the potential backlash and life disruption, as well as considering the risks and sometimes lengthy time period involved
- Gender dysphoria, or distress related to a conflict between one's physical or assigned gender and the gender with which they identify

Bauer, G., Zong, X., Scheim, A., Hammond, R. & Thind, A. (2015a). Factors impacting transgender patients discomfort with their family physicians: A respondent-driven sampling study. *PLoS ONE* 2015; 10(12): e0145046.

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## Reducing Risks

- Supportive and strong relationships with family and friends
- Completed medical transition (if medical transition is desired)
- Self-awareness and acceptance
- Access to gender affirming health care
- Not having access to lethal means such as guns or potentially deadly medications
- Having one's name and pronouns accepted

Veale, J., Saewyc, E., Frohard-Dourlent, H., Dobson, S., Clark, B. & the Canadian Trans Youth Health Survey Research Group. (2015). Being safe, being me: Results of the Canadian trans youth health survey. Vancouver, BC: Stigma and Resilience Among Vulnerable Youth Centre, School of Nursing, University of British Columbia.; Straus, P., Cook, A., Winter, S., Watson, V., Wright Toussaint, D. & Lin, A. (2017). Trans Pathways: the mental health experiences and care pathways of trans young people. Summary of results. Telethon Kids Institute, Perth, Australia.

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Choosing one's own name has positive effects on a trans person's mental health. Research has shown that "having even one context in which a chosen name could be used was associated with a 29% decrease in suicidal thoughts"

(Russell, et al, 2018)

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## Misgendering

Misgendering refers to the experience of being labeled by others as a gender other than one that a person identifies with.

<https://everydayfeminism.com/2016/03/transphobia-and-suicide-rates/>

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## Misgendering

- Referring to a person who is transgender, non-binary, or gender non-conforming using terms related to how they identified before transition
- Using language to describe a person that doesn't align with their affirmed gender (intentional, or unintentional)
- Can occur when government identification is used
- Can be deliberate in acts of discrimination based on beliefs and ideas about the trans community

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## Effects of Misgendering

- Run the risk of "outing" them to other people
- Impact self-confidence and mental health
- Feelings of being stigmatized
- Reduced sense of strength and continuity in identity
- Discrimination and harassment may occur

<https://everydayfeminism.com/2016/03/transphobia-and-suicide-rates/>

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## We all make mistakes!

**Do Not:**

- Make assumptions about how someone would like to be referred
- Explain away a person's preference based on how it affects you
- Refer to a person by a previous identity ("deadnaming")
- "Out" a person
- Use offensive shorthand slurs
- Asking if someone is "trans"

**Do:**

- Ask respectfully for a person's pronouns and commit to using them
- Correct yourself if you use the wrong name or pronouns
- Refer to a person only by their current identity
- Avoid the words "real," "regular," and "normal"
- Be open and receptive to feedback from trans people about how your language makes them feel

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### When in doubt...just ask!




Offer your name and pronouns first as a way to indirectly ask the person you're speaking with to share the same information



Simply ask "What are your pronouns?"



Be prepared to explain why...



*"I want to make sure I get your pronouns right," or "I want to be sure that I introduce, or address you correctly."*

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# Gender

- A complex system of roles, expressions, identities, performances, and qualities that are given gendered meaning by a society
- Assigned to people based on the appearance of their sex characteristics at birth
- Perceptions & expectations
- Learned behaviors

<https://www.hrc.org/resources/sexual-orientation-and-gender-identity-terminology-and-definitions>

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## Gender Binary

Strongly dictates expectations of dress, private and public behavior, sexual orientation, names, pronouns, personality traits, careers, and the usage of restrooms

Femininity refers to the quality or qualities associated with being female or "womanly"

Masculinity refers to the quality or qualities associated with being male or "manly"

Only two choices: being a man or being a woman

<https://genderspectrum.org/articles/understanding-gender>

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### Gender Policing

- To judge and remind people of the "rules" of doing gender, with reference to a strict gender binary of male/female sex
- Reinforces gender order
- Reproduces gender inequality




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### Congruence

- Experiencing comfort in our body as it relates to our gender
- Naming of our gender that adequately corresponds with our internal sense of who we are
- Expressing ourselves through clothing, mannerisms, interests and activities
- Being seen consistently by others as we see ourselves

<https://health.ucdavis.edu/diversity-inclusion/LGBTQILGBTQ-Plus.html>

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### Gender Identity

One's innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves.

One's gender identity can be the same or different from their sex assigned at birth.

Evans, N. J. (2010). Sexual Identity Development. Student development in college: theory, research, and practice (2nd ed.). San Francisco: Jossey-Bass.

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## Gender Expression

Includes all the ways a person communicates their gender based on societal factors such as gender norms and perceptions

How a person presents their gender on the outside, often through behavior, clothing, hairstyle, voice or body characteristics

The way we show our gender to the world around us

How we express the gender that we feel

Children are clear about the gendered choices that boys and girls are "supposed to" make in relation to toys, colors, clothes, games and activities

Evans, N. J. (2010). Sexual Identity Development. Student development in college: theory, research, and practice (2nd ed.). San Francisco: Jossey-Bass.

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## Sexual Orientation

- A person's physical, romantic, and/or emotional attraction to another person
- Everyone has a sexual orientation
  - Can be fluid and people use a variety of labels
- One's attraction or non-attraction to other people
- Manifestation of sexual orientation is not correlated to gender identity or gender expression
- Like gender identity, sexual orientation is internally held knowledge

Evans, N. J. (2010). Sexual Identity Development. Student development in college: theory, research, and practice (2nd ed.). San Francisco: Jossey-Bass.

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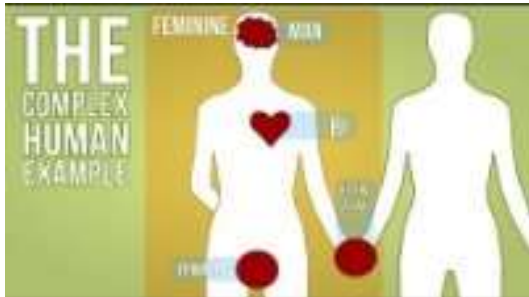
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<https://www.youtube.com/watch?v=XXAoGBv4yzi>

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## Gender Spectrum

Makes room for folks who are gender-expansive  
Provides a deeper understanding of the interrelated concepts of biological sex, gender identity, gender expression and sexual orientation  
Provides an understanding for educators that it is critical to change school-based practices and be advocates for all

We are more than our body, gender identity and gender expression: we are also our race, ethnicity, class, faith, sense of geographic place, family history, and more

<https://genderspectrum.org/>

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## Gender Non-Conforming

Means not conforming to gender stereotypes

- Gender non-conforming people may or may not be transgender
- Transgender folks may be gender non-conforming, or they might conform to gender stereotypes for the gender they live and identify as

<https://hbr.org/2020/11/transgender-gender-fluid-nonbinary-and-gender-nonconforming-employees-deserve-better-policies>

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## Non-Binary

Some folks have a gender that blends elements of being a man or a woman, or a gender that is different than either male or female

Some folks do not identify with any gender

Some folks' gender changes over time

Folks whose gender is not male or female

Term folks use to describe genders that do not fall into the two categories, male or female

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

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### Non-Binary Gender Identities

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

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### Supporting Non-Binary Folks

- Use the (preferred) name a person asks you to use
- Do not make assumptions about folks' gender
- If you are not sure what pronouns someone uses, ask
- Advocate for non-binary friendly policies
- Understand that, for many non-binary folks, figuring out which bathroom to use can be challenging
- Talk to non-binary folks to learn more about who they are

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

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### Language Matters

**01**

Use the language a transgender folks use for themselves

**02**

If you don't know what pronouns to use, ask

**03**

Be careful and considerate about what other questions you ask

- "Do I need to know this information to treat them respectfully?"
- "Would I be comfortable if this question was turned around and asked of me?"

**04**

Avoid compliments or advice based on stereotypes about transgender folks, or about how men and women *should look or act*

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**Inclusive Language:**  
Reinforces commitment for gender inclusion  
Honors gender diversity of all

<https://www.mypronouns.org/what-and-why>

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**Gendered vs Gender Neutral Language**

Girls and boys	Students, pupils, scholars, kiddos, or children
You guys	People, you all, y'all, folks, friends, or everyone
Mommies and daddies	Grown ups
Husband	Adults
Wife	Families
Girlfriend	Partner
Boyfriend	Spouse

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<https://www.youtube.com/watch?v=st72RQmhtx8&feature=youtu.be>

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## Pronouns and Neo Pronouns

<https://www.mypronouns.org/neopronouns>

Replace names

Relate to someone's gender identity, not gender expression

Affirms transition process for trans people

Used in place of "she," "he," or "they" when referring to a person

Third person pronouns created with the intent of being pronoun sets that transcend the traditional "masculine," "feminine" and "neutral" (though sometimes neopronouns can be described as gender-neutral pronoun sets)

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(subject)	(object)	(Possessive determiner)	(possessive)	(reflexive)
e/ey	em	eir	eirs	eirself
(f)ae	(f)aer	(f)aer	(f)aers	(f)aerself
he	him	his	his	himself
hy	hym	hys	hys	hymself
kie	kir	kir	kirs	kirself
mer/ze	mer	mer	mers	merself
ne/nee	nir/ner	nir/ner	nirs/ners	nyself/nerself
one	one	one's	one's	oneself
per	per	pers	pers	perself
she	her	her	hers	herself
sie/ze	sier/hir	sier/hir	siers/hirs	sierself/hirself
they	them	their	theirs	themself
thon	thon	thons	thons	thonself
ve	ver/vir	vis	vis	verself/virself
xie	xem	xyr/xer	xyrs/xers	xemself/xerself
ze	zir/zem	zix/zes	zirs/zes	zirself/zemself

<http://oneofakindikeme.com/>

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### Not comfortable sharing pronouns?

***That's ok!***

- Providing space and opportunity for people to share their pronouns does not mean that everyone feels comfortable, or needs to share their pronouns
- Some people may choose not to share their pronouns for a variety of reasons
- If someone has left pronouns off the nametag, or chosen not to share their pronouns, refer to the person by name

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What is an Ally?

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<h3>Heteronormativity</h3> <p>Used to describe the commonly held perspective that heterosexuality is the normal, preferred, and default sexuality of individuals within a society</p> <p>Paradigm: social expectations around gender align (and often conflate) with Western ideals of the heterosexual male and female</p> <p>Microsite: references the broad range of traditional sexual and gender identities and expressions within American society</p> <p style="text-align: center;">"Non-heteronormative" refers to individuals who do not adhere to these expectations</p>	<h3>Heterosexual Privilege</h3> <p>Unearned, often unconscious or taken for granted benefits afforded to heterosexuals in a heterosexist society based on their sexual orientation</p> <p>Marriage* Sexual &amp; Cultural Normalcy Cultural Validation Institutional Acceptance Personal Health</p>
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### Assessing your personal beliefs:

- Anti-LGBT bias is all around us— the anti-LGBT jokes, the exclusion of LGBT related-themes in curricula, anti-LGBT name-calling—Subtle or not, bias has the power to hurt and isolate people
- Your work as an ALLY includes recognizing and challenging your own anti-LGBT bias
- Recognizing your own biases is an important first step in becoming an ally
- The more aware we are of our own biases and their impact on our behavior, the easier it is to ensure that our personal beliefs don't undermine our efforts to support those who identify as LGBT

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As an Ally,  
what can you  
do?

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Lift others up by advocating  
Share growth opportunities with others  
Not view venting as a personal attack  
Recognize systematic inequalities and realize impact of microaggressions  
Believe underrepresented people's experiences, and  
Most importantly - listen, support, self-reflect & change.

Sue, D. W. (2010). *Microaggressions and marginality: manifestation, dynamics, and impact*. Hoboken, NY: Wiley.; Sue, D. W. (2010). Microaggressions: More than just race. *Psychology today*.

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**ROLE -** We act out of a genuine interest in challenging larger oppressive power structures

Call out inappropriate behavior, but call folks *in*  
Use inclusive language  
Recognize privilege & learn to use it to amplify underrepresented voices  
Learn from different voices to examine your biases

McIntosh, P. (1988). *White privilege and male privilege: A personal account of coming to see correspondences the through work with women studies*. Wellesley Centers for Women, Wellesley, MA.; Pease, S. (2010). *Undoing privilege: unearned advantage in a divided world*. NBN International.

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## RESPONSIBILITIES - we are not acting out of guilt, but rather out of responsibility

- We actively acknowledge our privilege and power and openly discuss them
  - We listen more and speak less
  - We do our work with integrity and direct
  - We do not expect to be educated by others
  - We build our capacity to receive criticism
- We embrace the emotions that come out of the process of Allyship
- Our needs are secondary to the people we seek to work with
  - We do not expect awards or special recognition

McIntosh, P. (1988). White privilege and male privilege: A personal account of coming to see correspondences the through work with women studies. Wellesley Centers for Women, Wellesley, MA; Pease, B. (2010). Undoing privilege: unearned advantage in a divided world. NBN International.

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## Benefits of being an Ally

- You can help make a difference in someone's life.
- You can develop healthy relationships with people from the gay community.
- With the addition of those new friends, you learn more about the world around you.
- You create an inclusive community where everyone can live, learn and play feeling safe and valued.
- You make visible an invisible population.
- You can support someone when her/his life seems difficult and isolating.

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## Risks of being an Ally

- Others may speculate about your own sexual orientation.
- You may become the subject of gossip or rumors.
- You may be criticized or ridiculed by others who do not agree with you or who view the issue as unimportant or unpopular.
- You may experience alienation from friends or colleagues.
- Your values, your morality, and your personal character may be questioned by people who believe homosexuality is wrong, sinful, against family values, etc.
- You may become the target of overt or subtle discrimination
- People who are LGBT may not accept you as an ally.
- Some may believe that you are really LGBT but are not ready to acknowledge it.
- Due to some past negative experiences with heterosexuals, people who are LGBT may not trust you and may question your motivation.

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## Four Basic Levels of Becoming an Ally

1. Awareness: Explore how you are different from and similar to gay, lesbian, bisexual, transgender, queer and questioning people. Gain this awareness through talking with LGBTQ people attending workshops and self-examination.
2. Knowledge/ Education: Begin to understand policies, laws and practices and how they affect LGBTQ people. Educate yourself on the many communities of LGBTQ people.
3. Skills: This is an area that is difficult for many people. You must learn to take your awareness and knowledge and communicate it to others. You can acquire these skills by attending workshops, role playing with friends or peers, and developing supportive connections.
4. Action: This is the most important and frightening step. Despite the fears, action is the only way to effect change in community as a whole.

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## Visibility as an Ally

- Attend events with LGBTQ themes (movies, speakers, etc.)
- Support LGBTQ groups through attending events, promoting the groups, encouraging involvement
- Confront homophobic/transphobic language
- Interrupt offensive jokes
- Celebrate LGBTQ cultural holidays: National Coming Out Day (Oct. 11th), Pride Week, Day of Silence, Transgender Day of Remembrance, Intersex Awareness Day, etc.

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## Make a Safe Space

**Dress Code**  
Fashion is just one of the many ways that people are allowed to express themselves. Advocate for equitable dress codes.

**Non-Gendered Communications**  
Using gender-inclusive language on all event promotions is another simple way to create an affirming environment that LGBTQ+ folks will thrive in.

**Gender-Neutral Bathrooms**  
Gender non-conforming folks often do not feel comfortable using the men's or women's bathrooms for fear of being bullied. Advocate for designated gender-neutral bathrooms so folks may use the bathroom without fear of discrimination.

**LGBTQ+ Inclusive Curricula**  
One way to create a supportive and welcoming environment is to give LGBTQ folks the opportunity to see themselves reflected in the lessons that are taught. Doing so encourages critical thinking and an authentic understanding of the world, where we value and respect the whole range of gender expression and gender identities, as well as the whole continuum of sexual orientation and attraction.

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### Websites

- <https://www.hrc.org/>
- <https://www.thetrevorproject.org/>
- <https://www.glsen.org/>
- <https://lambdalegal.org/>
- <https://www.thetaskforce.org/>
- <https://www.freedomforallamericans.org/>
- <https://www.campuspride.org/>
- <https://www.lgbtmap.org/talking-about-lgbt-issues-series>
- <https://gbtq.asee.org>
- <http://www.equaldex.com/>
- <http://glaad.org>
- <https://www.glbthotline.org/talkline.html>
- <http://transequality.org>
- [www.mentor.net](http://www.mentor.net)
- [www.outandequal.org](http://www.outandequal.org)

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## Ally Organizations

- American Civil Liberties Union (ACLU)
- National Association for the Advancement of Colored People (NAACP)
- National Organization for Women (NOW)
- Southern Poverty Law Center

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## Helpful Phone Numbers

- National Suicide Prevention Lifeline: 800.273.8255
- TransLifeLine : 877.565.8860
- TrevorLifeline: 866.488.7386
- LGBT National Hotline: 888.843.4564
- LGBT National Youth Hotline (ages 23 and under): 800.246.7743
- Pride Institute LGBTQ Dependency: 800.547.7433



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## Transgender Support and Resources

- Transgender Language Primer: <https://www.translanguageprimer.org/>
- <http://www.fbransalliance.com/trans101.html>
- FAQ on pronouns: <https://medium.com/trans-talk/faq-on-pronouns-trans-people-b501cb1f668f>
- The Gender Book (Infographics and illustrations for teaching): <http://www.thegenderbook.com/the-book/453374748>
- The Definitive Guide to Discussing Gender in the 21st Century: <http://tinyurl.com/discussinggender>
- 2015 US Nat'l Trans Survey: <http://www.ustransurvey.org/report>
- Transgender Center of Equality: <http://www.transequality.org/>
- Transgender Law Center: <http://www.transgenderlaw.org/>
- GLAAD: <https://www.glaad.org/transgender/resources>
- Lambda Legal: <https://www.lambdalegal.org/know-your-rights>
- The Trans Justice Funding Project: <https://www.facebook.com/TransJusticeFundingProject/>
- Trans Women of Color Collective: <https://www.twocc.us/>
- PFLAG: <https://www.pflag.org/>
- Trans Lifeline: <https://www.translifeline.org/>
- Trans Respect: <https://transrespect.org/en/research/>
- Trans Day of Remembrance: <https://tdor.info/>

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## Suggested Readings for Allies

49 Ways to Be an Ally (ASEE LGBTQ Advocacy VCP): <https://docs.asee.org/public/LGBTQ/Ally49Ways.pdf>

"So You Call Yourself an Ally: 10 Things All Allies Need to Know (Everyday Feminism): <https://everydayfeminism.com/2013/11/10-things-allies-need-to-know/>  
James, S. E., Herman, J. L., Rankin, S., Keisling, M., Mottet, L., & Anafi, M. (2016). The Report of the 2015 U.S. Transgender Survey. Washington, DC: National Center for Transgender Equality.

Family Acceptance Project™. (2009). Family rejection as a predictor of negative health outcomes in white and Latino lesbian, gay, and bisexual young adults. *Pediatrics*, 123(1), 346-52.

Adams, G.R. & Marshall, S. (1996). A developmental social psychology of identity: Understanding the person-in-context. *Journal of adolescence*, 19, 429-42. 10.1006/jado.1996.0041.

Killerman, S. A Guide to Gender (2nd Edition): The Social Justice Advocate's Handbook. Austin, TX: Impetus Books, 2017.

It's Pronounced Metrossexual. Articles and graphics on gender, sexuality, and social justice. <http://itpronouncedmetrossexual.com>

Martin, C.L., & Ruble, D.N. Patterns of Gender Development. *Annual Review of Psychology*, 61, 353-381, 2010.

Cheryan, Sapna, and Bodenhausen, Galen V. When positive stereotypes threaten intellectual performance: The psychological hazards of "model minority" status. *American Psychological Society*, 2000.

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Sterling, A. *Sexing the body: gender politics and the construction of sexuality*. New York, NY: Books, 2000.

Tannen, D. *Gender and discourse*. New York: Oxford University Press, 1994.

Scobey-Hall, J. (2014). Third gender: a short history. <https://foreignpolicy.com/2014/06/30/third-gender-a-short-history/>

Adams, K.E., Wright, L., Lucey, W., Lohr, B.A. Is homophobia associated with homosexual arousal? *Journal of Abnormal Psychology*, Vol. 105(3), Aug 1996, 440-445. <http://dx.doi.org/10.1037/0021-843X.105.3.440>

N. Teich, *Transgender 101: A Simple Guide to a Complex Issue* (New York: Columbia University Press, 2012) at 5.

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Dismantling the Gender Binary System. Serendip Studio's One World. Bryn Mawr College, 18 Dec. 2009. Web. 02 June 2016.

Chrisler, Donald R.; McCreary, Joan C. (2010). *Handbook of Gender Research in Psychology*, Volume 2. Springer. p. 366.

Chakraborti, Neil; Garland, Jon (2009). *Hate Crime: Impact, Causes and Responses*. SAGE Publications, Ltd. p. 77.

Movement Advancement Project. *Equality Maps: State Non-Discrimination Laws*. <https://www.lgbtmap.org/equality-maps/non-discrimination-laws> (02/12/2020)

The Trevor Project. (2019). *National Survey on LGBTQ Mental Health*. New York, New York: The Trevor Project. <https://www.thetrevorproject.org/02/12/2020>

Cass, V. (1979). Homosexual identity formation: A theoretical model. *Journal of Homosexuality*, 4(3): 219-235.

Evans, N. J. (2010). *Sexual Identity Development. Student development in college: theory, research, and practice* (2nd ed.), San Francisco: Jossey-Bass.

Lesko, J. (dir). (2011). *Anyone can be an Ally: Speaking Up for an LGBT Inclusive Workplace*. SunShower Productions.

Sanlo, R. L. (Ed) (1998) *Working with Lesbian, Gay, and Bisexual College Students: A Guide for Administrators and Faculty*. Westport, CT: Greenwood Publishing Company.

Sanlo, R. L. (2005). Lesbian, gay, and bisexual college students: Risk, resiliency, and retention. *Journal of College Student Retention*, 6(1), 97-110.

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Schuh, J. H., & Upcraft, M. L. (2001). *Assessment practices in student affairs: An applications manual*. San Francisco: Jossey-Bass.

Now That You Know. Betty Fairchild & Robert Leighton. New York, NY: Harcourt Brace and Jovanovich, 1989.

Beyond Acceptance. Carolyn Welch Griffin, Marina J. Wirth & Arthur G. Wirth. New York, NY: St. Martin's Press, 1997.

Gender queer: "those who identify their gender outside of traditional gender categories and may not identify as either trans men or trans women. Some gender queer individuals pursue medical transition options and some do not." Pyne, supra note 34, at 9.

2-Spirited People of the 1st Nations, *Our Relatives Said: A Wise Practices Guide* (2008) online: 2-Spirited People of the 1st Nations, [www.2spirits.com](http://www.2spirits.com)

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## Questions?

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