

**WELCOME!**  
**WE'LL BEGIN SHORTLY**



**In the meantime, please drop  
the following in the chat:**

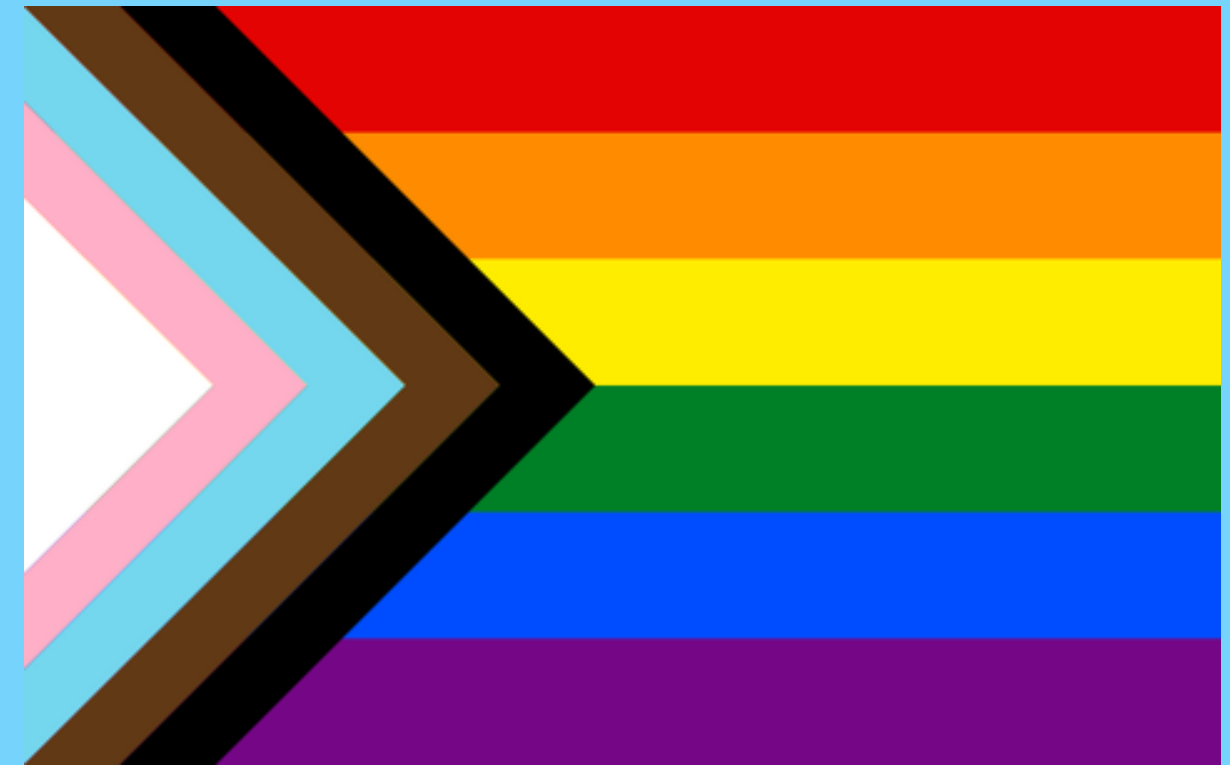
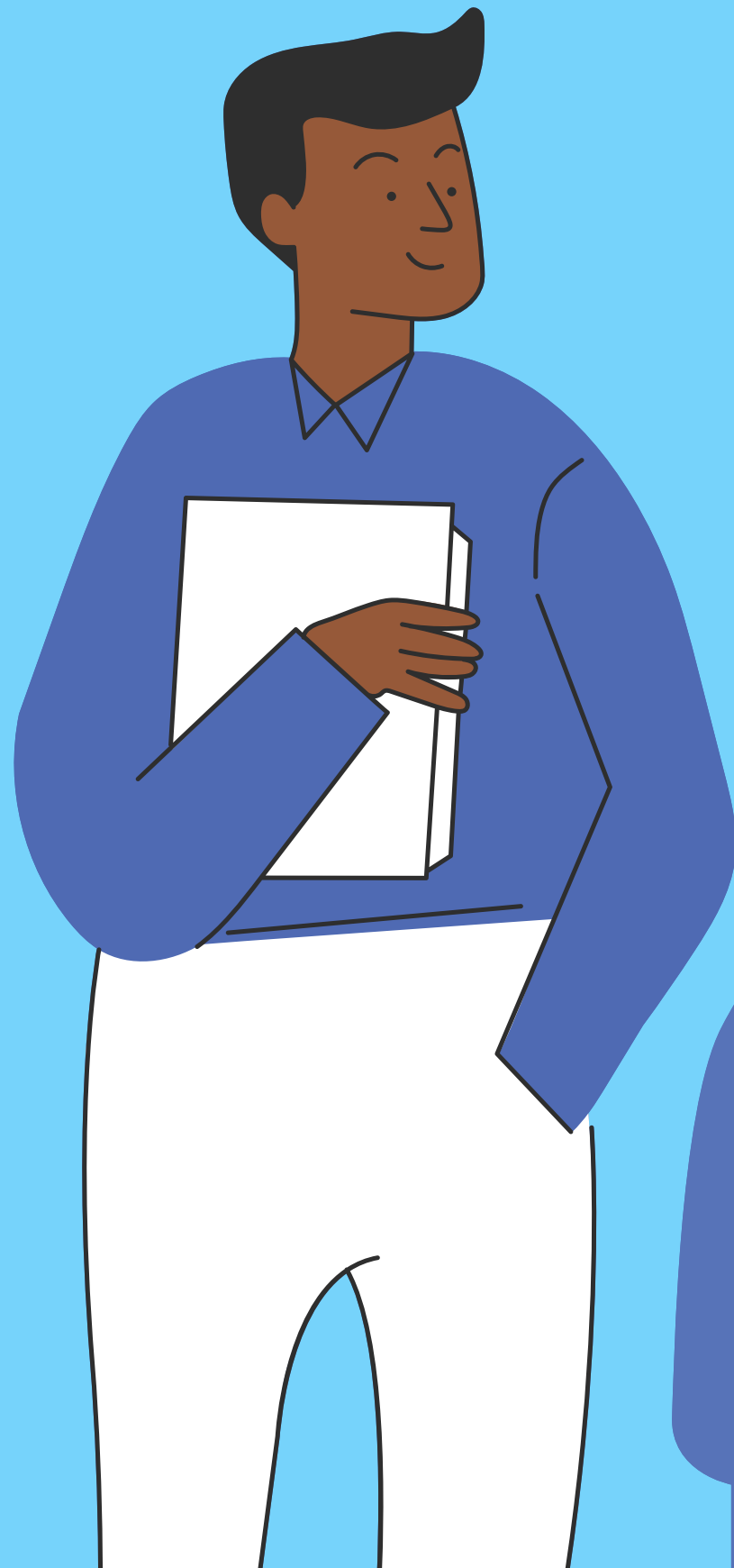
1. Name
2. Pronouns (if willing to share)
3. What college you're joining us from
4. What brought you here today

Example:

Hi everyone, my name is Jona. I use he/they pronouns. I'm from Mission College. I came today because I want to learn how to build a more inclusive team environment.

# CREATING A SAFE SPACE FOR OUR LGBTQIA COMMUNITY

by Jona Salamanca (he/they)



# **BY ATTENDING THIS SESSION, I HOPE YOU WILL BE ABLE TO:**

- Define 2-3 identities or terms commonly known in the LGBTQIA community
- Articulate the difference between sex, gender identity, and gender expression
- Describe at least 2 helpful tips or skills for being a better ally

**LESBIAN**

**GAY**

**BI**

**TRANS**

**QUEER/QUESTIONING**

**INTERSEX**

**ASEXUAL**

Common identities and terms

**LGBTQIA**



## LESBIAN

- someone that identifies as a woman who is sexually and/or romantically attracted to other people who identify as women

## GAY

- can refer to people of any gender identity but is most commonly used to refer to someone of male identity who is sexually and/or romantically attracted to other people who identify as men

## BI

- can refer to someone who is sexually and/or romantically attraction towards people of the same gender as well as people of other genders

## TRANS

- someone whose gender identity is different to the gender they were assigned at birth based on their biological sex

## QUEER

- it's nebulous word that can't be defined. It was a slur that was reclaimed by activist in the 1980s/90s and academia through "Queer Theory" which is critical of the binary and exams how society's enforcement of binary gender roles impacts everyone

## INTERSEX

- term that a person may use when they have both male and female sex genitalia (or outside the binary)

## ASEXUAL

- someone who does not usually feel sexual attraction or sexual urge towards other people

# GENDER IDENTITY, GENDER EXPRESSION, SEX AND ATTRACTION



**Gender Identity:** *How I identify.*

One's internal sense of being male, female, neither of these, both, or another gender(s). For transgender people, their own internal sense of gender identity and their sex assigned at birth are not the same.



**Gender Expression/Presentation:** *How I look and express myself.*

The physical manifestation of one's gender identity through clothing, hairstyle, voice, body shape, etc. Most transgender people seek to make their gender expression (how they look) match their gender identity (who they are), rather than their sex assigned at birth.



**Sex Assigned at Birth:** *The sex classification that I was assigned at birth.*

The assignment and classification of people as male, female, intersex, or another sex based on a combination of anatomy, hormones, and chromosomes. This is usually decided at birth or in utero, and is usually based on genitalia.



**Sexually Attracted To:** *Whom I am sexually attracted to.*

The group of people or genders to which a person can become sexually attracted to, if at all.



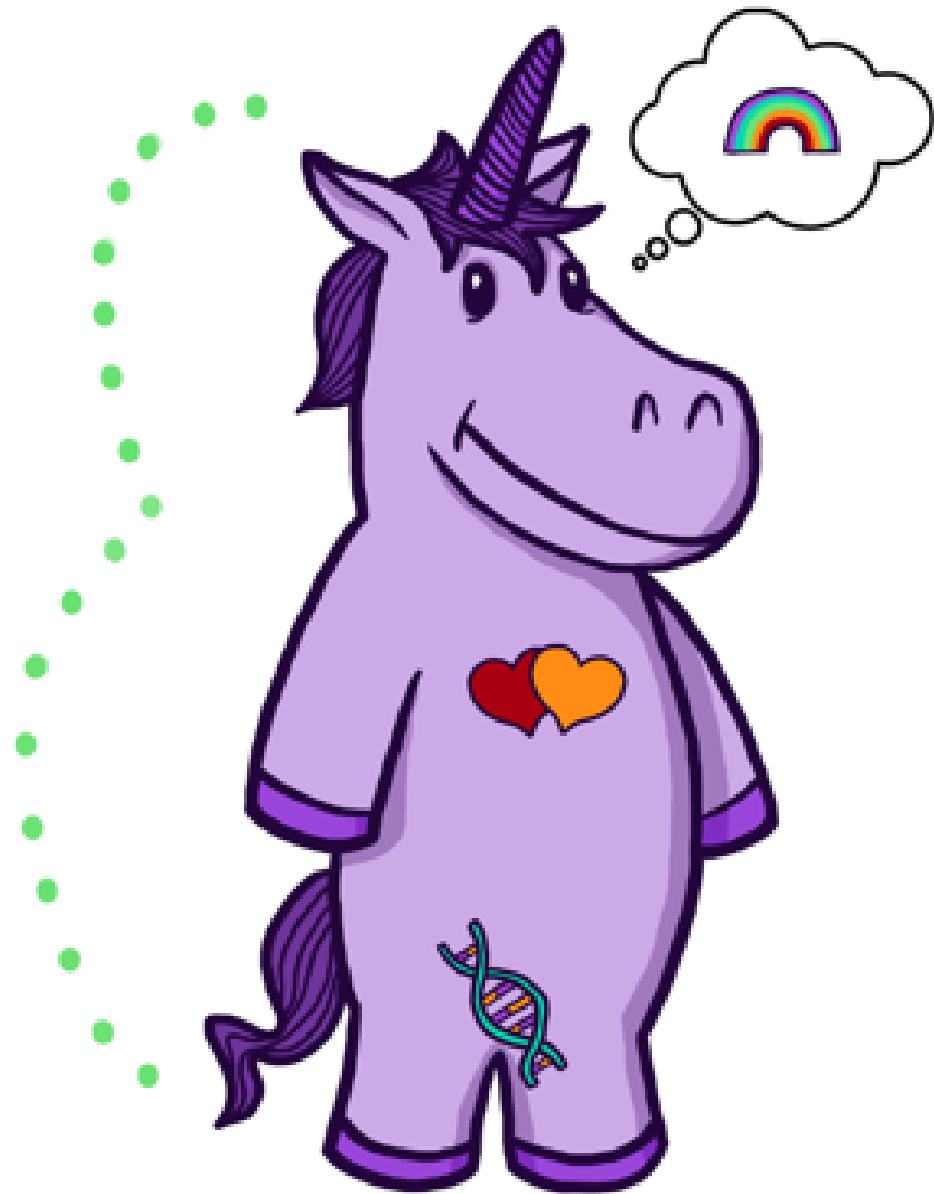
**Romantically/Emotionally Attracted To:** *Whom I am romantically/emotionally attracted to.*

The group of people or genders to which a person can become romantically, emotionally, or spiritually attracted to, if at all.





# The Gender Unicorn

Graphic by:  
**TSER**  
Trans Student Educational Resources



## Gender Identity

-  Female/Woman/Girl
-  Male/Man/Boy
-  Other Gender(s)

## Gender Expression

-  Feminine
-  Masculine
-  Other

## Sex Assigned at Birth

-  Female
-  Male
-  Other/Intersex

## Physically Attracted to

-  Women
-  Men
-  Other Gender(s)

## Emotionally Attracted to

-  Women
-  Men
-  Other Gender(s)

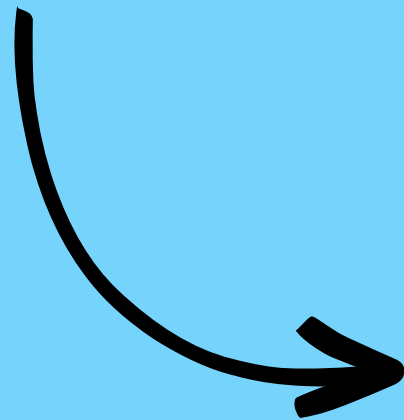
To learn more, go to:  
[www.transstudent.org/gender](http://www.transstudent.org/gender)

Design by Landyn Pan and Anna Moore

# ASEXUAL

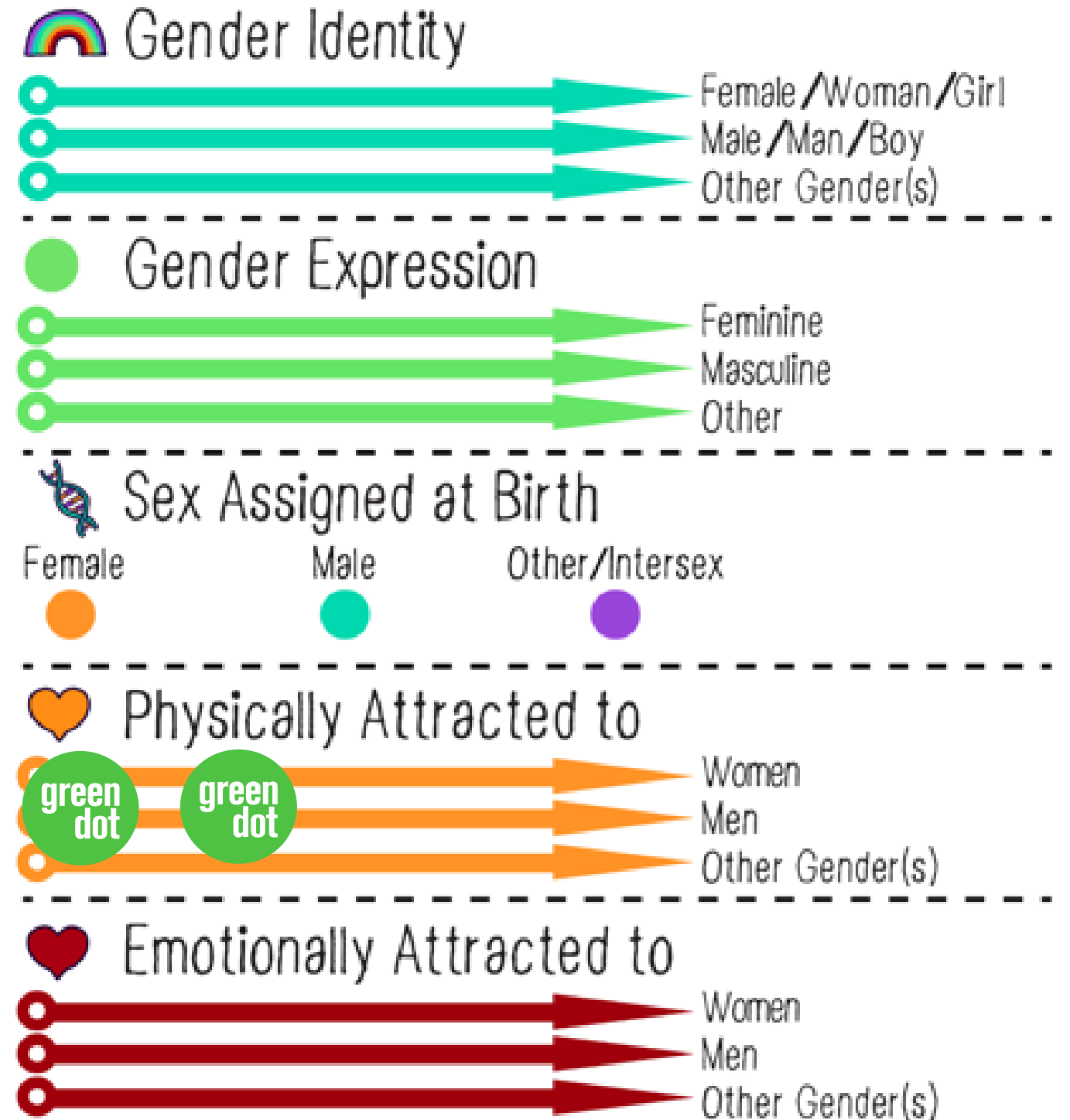
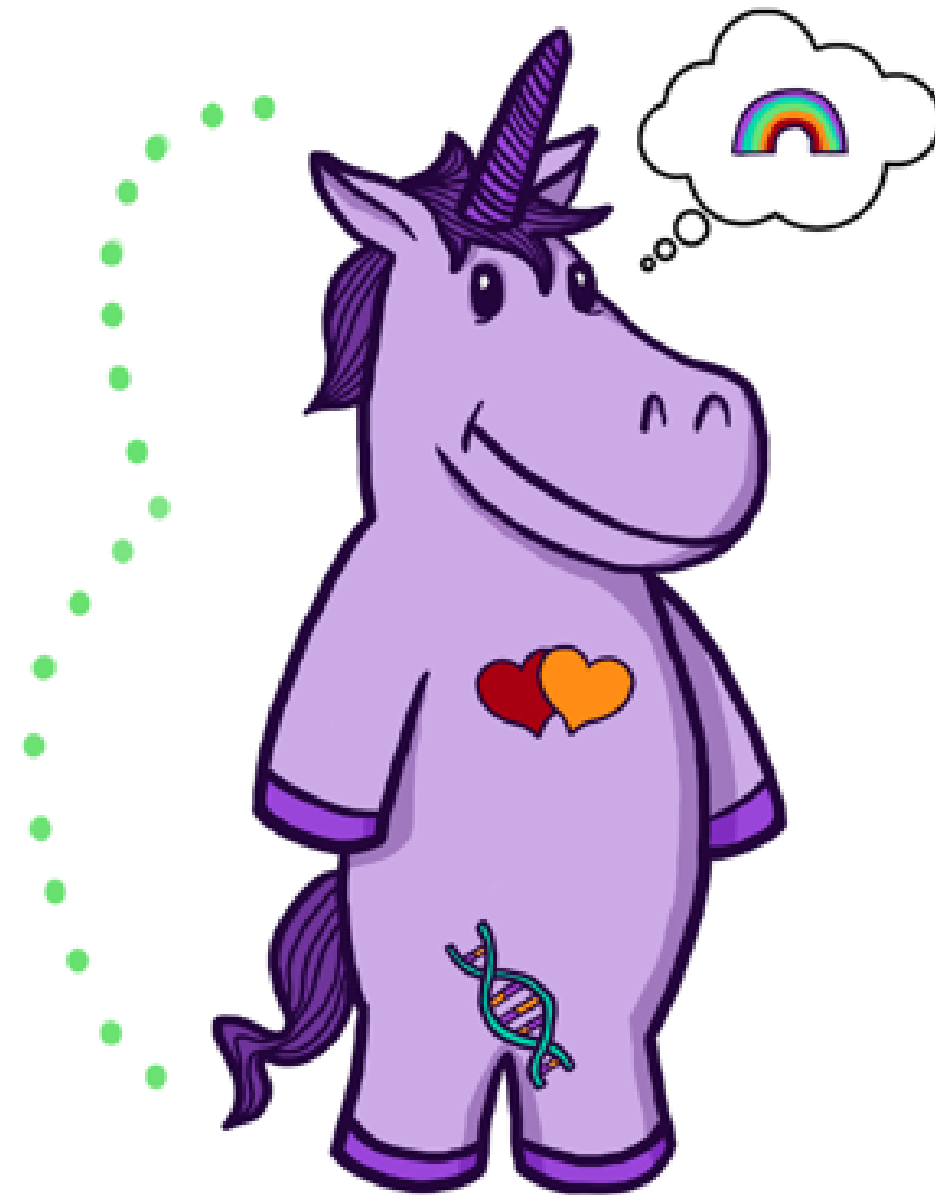
- someone who does not usually feel sexual attraction or sexual urge towards other people

might fit somewhere at or inbetween "green dot"



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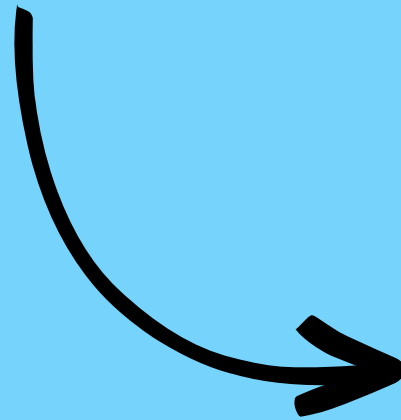
Design by Landyn Pan and Anna Moore



# BI

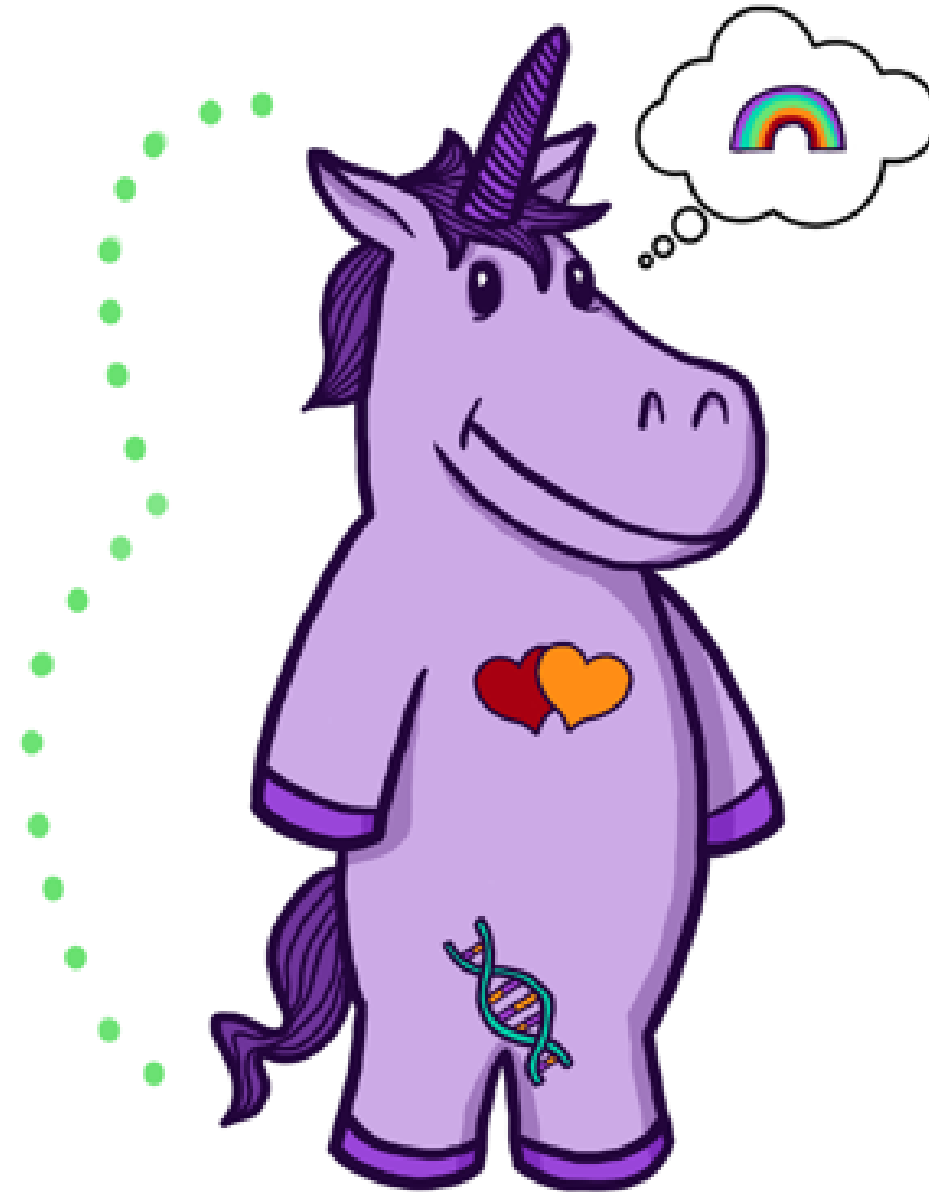
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# WHAT DOES THIS MEAN AT WORK ?

## **Scenario 1:**

Sam is a new hire on the team. Sam hasn't shared their pronouns with you yet, but to you they present "traditionally" feminine. You decide to refer to Sam as "she" to another colleague in the lunch room one day and Sam overhears you mis-gender them. Later, you realize Sam uses they/them/their pronouns because they included them in their email signature.

## **Scenario 1:**

Sam is a new hire on the team. Sam hasn't shared their pronouns with you yet, but to you they present "traditionally" feminine. You decide to refer to Sam as "she" to another colleague in the lunch room one day and Sam overhears you mis-gender them. Later, you realize Sam used they/them/their pronouns because they included them in their email signature.

- What's happened in this scenario?
- What's the impact on Sam?
- How might you go about being a better ally in this case?

# WHAT DOES THIS MEAN AT WORK ?

## **Scenario 2:**

Raunak is an employee from another department you've run into a few times. You've noticed that Raunak uses the term "partner" to refer to his significant other so you just assumed he was gay and asked him about his "coming out as gay" story at the holiday party.

## Scenario 2:

Raunak is an employee from another department you've run into a few times. You've noticed that Raunak uses the term "partner" to refer to his significant other so you just assumed he was gay and asked him about his "coming out as gay" story at the holiday party.

- What's happened in this scenario?
- What's the impact on Raunak?
- How might you go about being a better ally in this case?



**WHAT ONE THING  
YOU'RE TAKING AWAY  
FROM TODAY'S  
SESSION?**





# Thank You

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