

I.M.A. Willo
LGBTQ+ Awareness
Training

Jamie Willo 2019 ©
Slide Pack (Half Day)



Overview



Who are You?

What is Gender, Sexuality, Transgender?

What are the Differences between LGBTQ+?

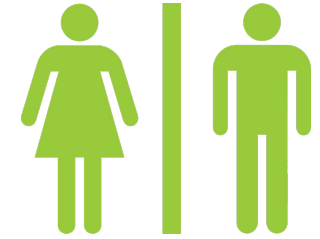
What has Gender & Sexuality got to do with you?

Assumptions, Beliefs & Expectations

How can we Help in our Professional Roles?

LGBTQ+ Mental Health Presentations

What Is Gender?

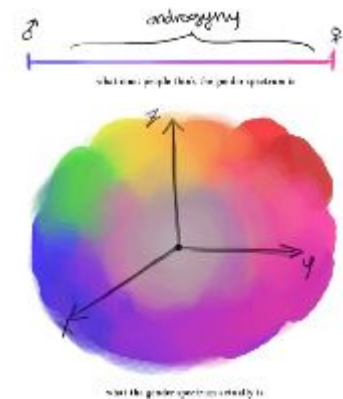
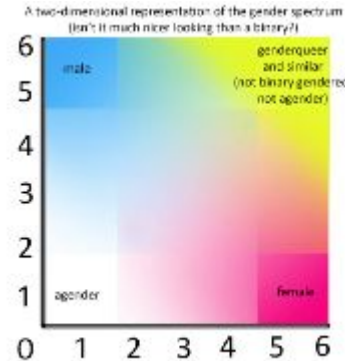
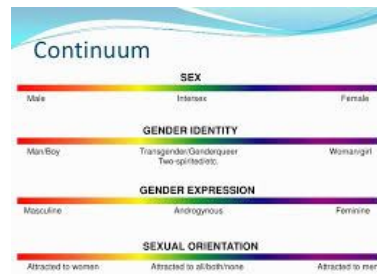


Understanding the Concept of gender identity:

Gender language structures our entire society

Our culture embeds us into a fixed binary system: male or female

Some say gender identity is on a continuum



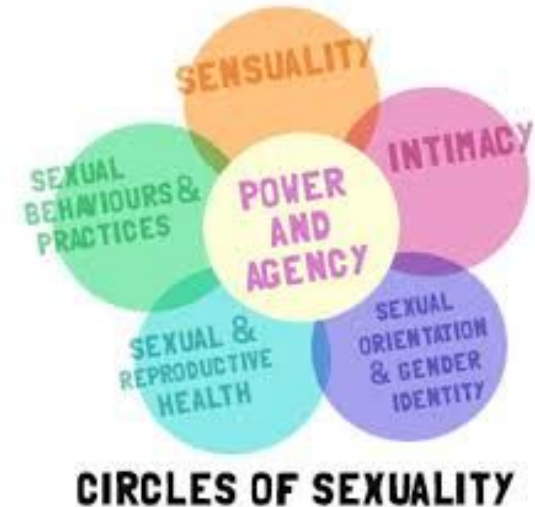
What is Sexuality?



Sexuality is about our **sexual feelings, thoughts, attractions and behaviours** towards other people.

We can find other people **physically, sexually or emotionally attractive**, and all those things are a part of our sexuality.

Sexuality is **diverse and personal**, and it is an important part of who we are.



Differences - Gender, Sex & Sexual Orientation

Gender

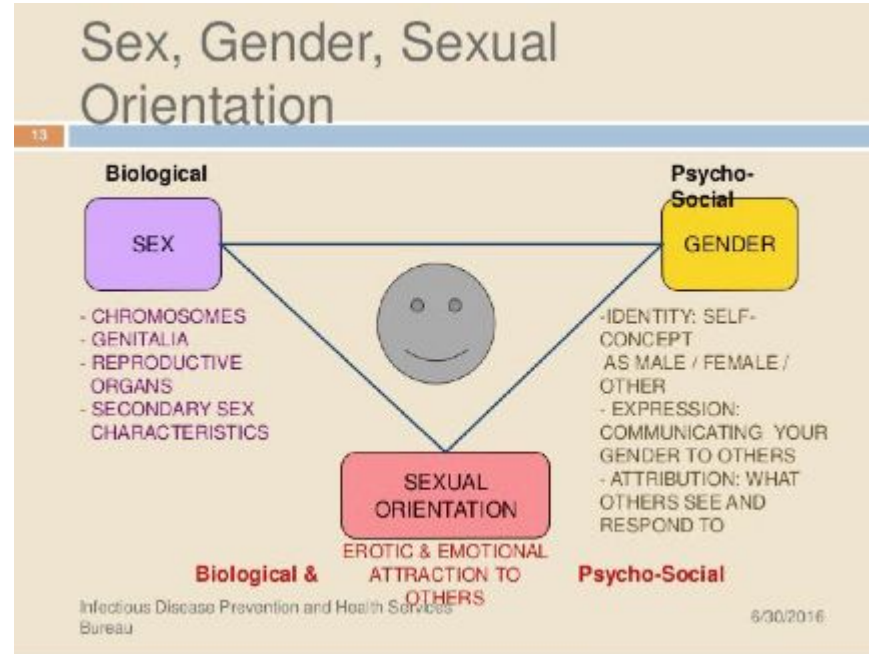
- Self Identity ...
- Expression ...
- Attribution ...

Sex (biological)

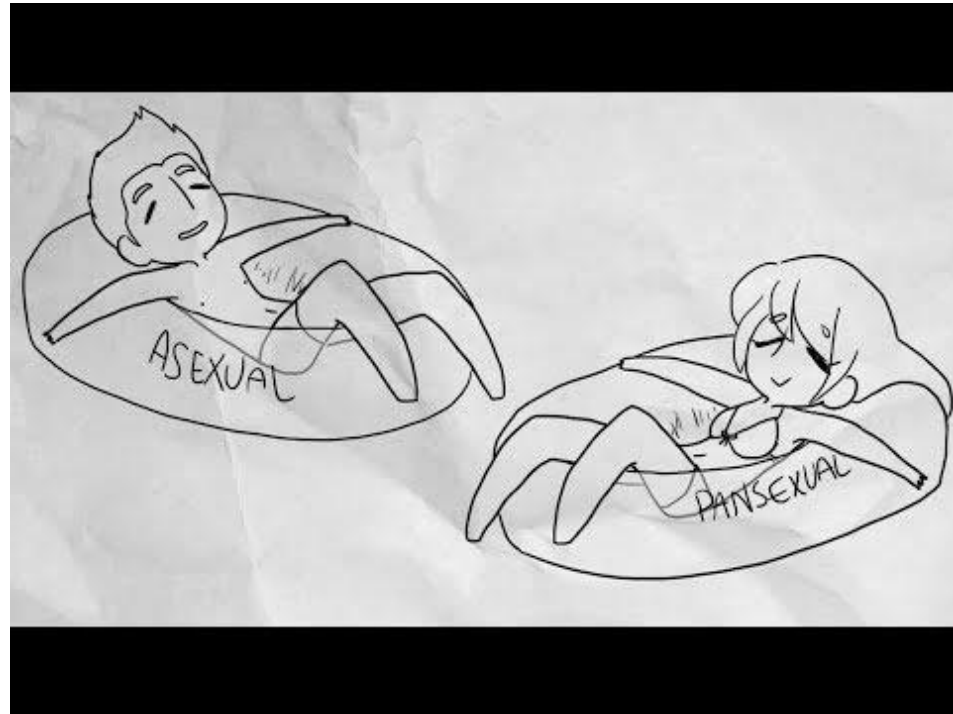
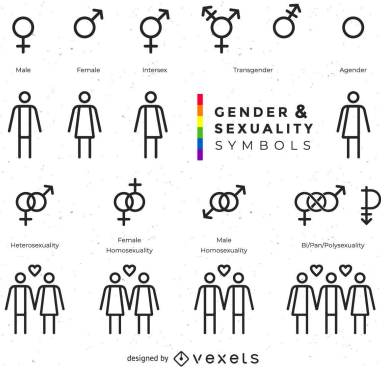
- Genitalia ...
- Reproductive organs ...
- Secondary sex characteristics ...

Sexual Orientation

- Emotional attraction ...
- Erotic attraction to others ...



Gender and Sexual Identity Animation



Difference: Gender Identity, Expression & Role



Gender Identity

- Psychological identification of oneself, typically binary.
- Sometimes inconsistent with sex appearance, or may identify as non-binary, gender fluid, non-gender etc

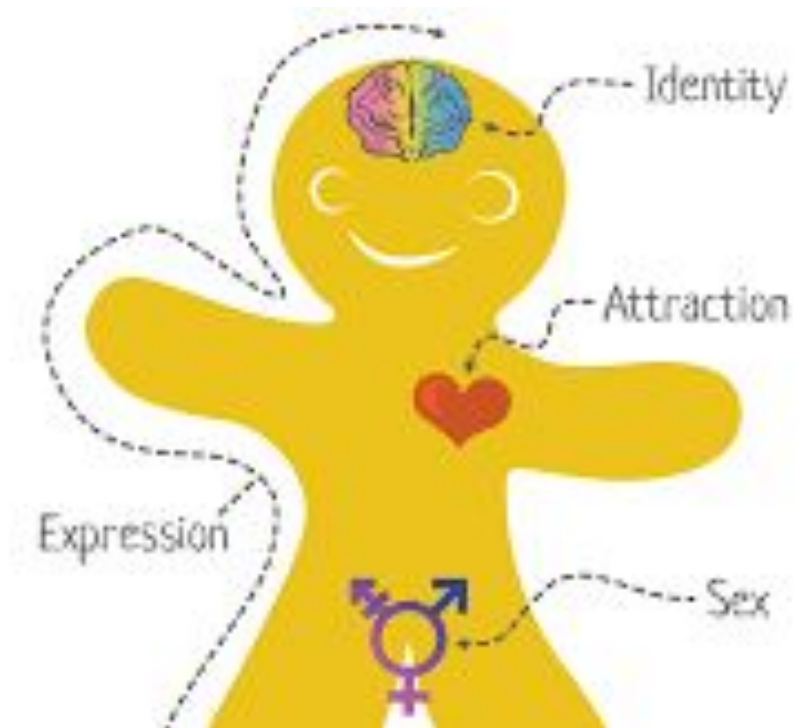
Gender Expression

- How we externalise our gender.
- How we demonstrate/ communicate our gender to others

Gender Role

- The social role
- Traits commonly associated with masculinity & femininity.
- Presumption of conformity with society's 'rules' (appropriate for man/woman/boy/girl), especially in terms of appearance.

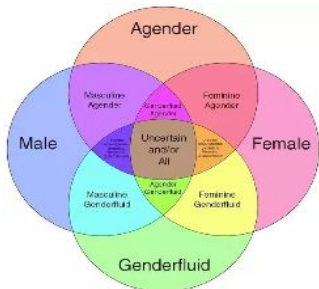
Gender Identity, Gender Expression, Sexual Orientation & Biological Sex



What is Transgender/ Non Binary?



A person identifies as transgender when their gender expression does not fit with society's gender binary expectations. Also known as Gender Variance.



'What does it mean to be transgender?'
https://youtu.be/CiGEsgp_97s

'Transgender Terms: Breaking Down Definitions, Dos and Don'ts'



Gender Identity Terminology

Gender variant

Gender non-conforming

Transgender/Cis gender

Gender queer

Polygender

Bigender

Neutrois

LGBTQ/LGBTU/LGBTO LGBTI

(QQUIOAAA2SP)

Gender fluid

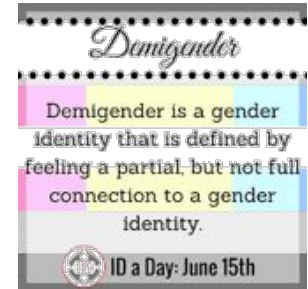
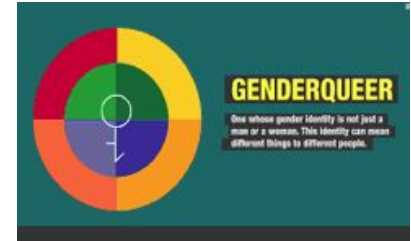
Gender questioning

Biological or anatomical sex

Gender stereotype

Coming out

Demigender



Gender Identity Terminology continued...

Transman

Transwoman

Genderless

F2M / M2F

Gender diverse/Cross gender

Drag queen / king

Binary transgender

Non-binary

Transition

Transphobia

Intersex

Binary gender system

Transsexual

Coming out

Androgyny



Drag Queens/Drag Kings

- Drag queens are men who wear women clothing and perform as women in order to entertain at bars, clubs, parties, etc.
- Drag kings are women who wear mens clothing and perform as men in order to entertain at bars, clubs, parties, etc.



TRANSSEXUAL
THE MEDICAL TERM FOR A PERSON WHO HAS CHANGED THE PHYSICAL ATTRIBUTES OF THEIR SEX TO BE CONSISTENT WITH THE GENDER THEY IDENTIFY WITH

ANDROGYNE
Androgyne individuals have a gender identity and/or gender expression that can be a blend of both or neither of the binary genders. They may describe this in terms of being between female and male, between man and woman, between masculine and feminine or simply 'in between.' They can also identify as neither feminine or masculine, or neither female and male

INTERSEX
Describes a condition in which a person is born with a sex that doesn't fit the typical definitions of female or male due to genetic, hormonal or anatomical differences.

Genderfluid
Genderfluid is an identity that falls under the multigender, nonbinary, and transgender umbrellas. Genderfluid individuals have different gender identities at different times.

ID a Day: June 16th


Gender Identity Terminology continued...

- Other
- Pangender
- Agender
- Two Spirit
- Transvestite
- Gender dysphoria

Pangender: Someone who is all genders. This, by literal definition, includes culturally specific genders and is problematic and probably appropriate.

Agender

Agender people do not feel that they align with any gender, or feel a distinct lack of gender.

 ID a Day: June 15th

TRANSVESTITE

A CROSS-DRESSER, USUALLY A PERSON WHO DRAWS PLEASURE FROM DRESSING IN CLOTHES OF THE OPPOSITE SEX



GENDER DYSPHORIA:

According to NHS, gender dysphoria "is a condition where a person experiences discomfort or distress because there's a mismatch between their biological sex and gender identity. It's sometimes known as gender identity disorder (GID), gender incongruence or transgenderism."

NON-BINARY

Not subscribing to the gender definitions of 'male' or 'female'. It's a catch-all category for gender identities that are not either masculine or feminine.

There are currently over 70 recognised gender options in the UK.

Two-Spirit:

This is a term that originated in indigenous North American cultures and has since spread a little further. It is used to describe people that contain both male and female 'spirits' but is also used for people with non-binary genders.

Sexual Identity Terms

Pansexual

Attracted to anyone

Lesbian

Women attracted to women

Pride

A protest/celebratory event

Asexual

Without sexual feelings towards anyone

Gynsexual

Anyone only feel sexual towards women

Gay

Men attracted to men

Straight

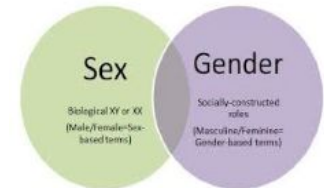
Women & men attracted to opposite sex

Bisexual

Women/men attracted to women & men

Homophobia/
Discrimination

Prejudice attitudes & violence directed towards homosexuals



What Has Gender & Sexuality Got To Do With You?



Individual gender identity/sexuality

Own experiences, community & environments

Own sense of gender identity

Gender expression/role

Stereotypes/expectations

Own belief system

Cultural trends & social movements

It is important to understand gender identity/sexuality in our work

Confidence to work with LGBT+ individuals/ families

Avoid unnecessary mistakes

Build confidence & trust in LGBT+ individuals

Provide effective, informed interventions (see person as a whole)

Significant rise in gender identity referrals

Training in recognised as needed

Statistics/ Data collection

Assumptions, beliefs and expectations:



Imagine you identify differently:

- To how you are perceived by others
 - To how you are presented by others
 - To how you are introduced to others
 - To what information is known about you
 - To expectations of how others want you to be
- All make assumptions
 - Inability to tackle assumptions, expectations or beliefs?
 - Our beliefs and tolerance influenced by our conditioning
 - Do we check with the person how they identify... no matter what?
 - What obstacles may present themselves when meeting an LGBT+ individual?
 - Parents may assume differently about young person's gender identity?
 - Elephant in the room?

Prejudice & Stereotypes



- Our identities constantly evolve
- We all tussle with our changes in identity. It is a difficult journey
- People will head back to where they get their strength and power from
- Dominating narratives will shape a lot
- Wide held stereotypes surface
- Hard to fight prejudice & difficult to overcome
- Not always personal
- Part of our identity is to put people into boxes

Kai, 'My Trans Story'



Kai, 9 A Transgender Child
<https://youtu.be/P3CawEET40k>
(3.27)



Kai, 10: Transgender Kid Hopes for Hormone Blockers
<https://youtu.be/pHM7wsaorvQ> (6.26)



Kai, 12: On Hormone Blockers
<https://youtu.be/Ww5FXRI9UEw>
(3.29)

How Can We Help in Our Professional Role?



- Facilitate Exploration
- Be supportive
- Use preferred name and pronouns
- If in doubt, ask the LGBTQ+ person
- Validate the LGBTQ+ person
- Respect the LGBTQ+ person
- Advocate for the LGBTQ+ person
- Be sensitive and thoughtful
- Put yourself in the LGBTQ+ individuals shoes
- Resist colluding with others who do not acknowledge an LGBTQ+ persons identity
- Equip yourself to be confident to work with LGBTQ+ people
- See the LGBTQ+ person as a whole
- Facilitate emotional awareness, regulation & awareness
- Empower the individual
- Build resilience in LGBTQ+ people
- Validate individual expressions of sexuality & gender
- Validate unique strengths of LGBTQ+ people
- Validate grief
- Foster supportive relationships
- Work with other agencies
- Work with families
- Liaise with schools (social transition)
- Follow trust protocols and expectations
- Consider ethics and equality issues
- Follow GIDS expectations
- MDT working
- Keep up to date with legislation & guidelines
- Disseminate knowledge & learning
- Report LGBTQ+ hate crimes
- Refer to the National GIDS in a timely manner
- Remember your experience and reflections from this training

LGBTQ+ Mental Health Presentations



GIRES 'Caring for non binary people' (2.47)
<https://youtu.be/zP9tAZIT7UA>

- Autism
- Anxiety
- Depression
- Self harm
- Suicidal/ ideation
- Substance misuse
- Alcohol misuse
- Low mood
- Grief/ Mourning/ Loss
- PTSD
- Risk / Crisis
- Trauma
- Hopeless
- Isolative



Mind: Anxiety and being homeless
<https://youtu.be/lqjSvG6rvag> (4.22)

Family Support/ Dynamics



Stonewall - My Teen is Gay - short video (3.51)
https://youtu.be/ID_hXwyAqag

- Parental unresolved mental health difficulties
- Abuse, neglect
- Multiple losses
- Overclose
- Separation anxiety
- Absent parent
- Child is family scapegoat
- Parents wanted other sex
- Parents lost a baby previously
- Marital disharmony



Human Rights Campaign: Debunking the Myths
<https://youtu.be/gfrxSqWxKpE> (2.35)

Further Information



Further reading/helpful websites

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