

# Welcome!

Today we will be discussing  
**2SLGBTQIA+ WORDS and PHRASES**





## **LGBTQIA+ WORKSHOP #1 – “Words Matter”**

*Wednesday, January 18, 2023 5:30-6:30 pm @ Flynn Elementary School Library*

What is *heteronormativity*? What does it mean to be *gender fluid*? What are the most appropriate word choices when talking about LGBTQ+ topics? One of the key challenges in understanding LGBTQIA+ is deciphering changes in word choice and language over time. In this participatory workshop, participants will examine words, phrases, terminology and definitions to educate ourselves on the most current word usage and to discuss how to use inclusive language.

## Points to keep in mind when discussing LGBTQ+ Inclusive Initiatives and Topics:

- We are talking about students and families and we are talking about respect.
- Communication between educators and families is essential.
- Schools are places for informed and open discussions.
- This is a safe space and a brave space.
- No hate speech of any kind will be tolerated in this space.
- Please no video taping. Photos okay with permission.

# Task Force Statement of LGBTQ+ Advocacy



We at the Burlington School District (BSD) stand committed to transforming BSD into a national model for holistic wellness for LGBTQ+ people, youth, and adults. We stand in solidarity with LGBTQ+ students, staff, and community members and believe that schools can truly be safe only when every student is assured access to an education without fear. We stand behind our BSD staff who pursue a safe and supportive environment for *all* students. We also stand behind our educators who teach an inclusive curriculum that features LGBTQ+ people, history, and events and raises awareness to counter discrimination, stereotypes, bias and harassment.

# Let's Build Community!

**Check in Question:** Share your name, pronouns, affiliation with BSD and... what is one thing you already know about LGBTQ+ history such as important people or events?



# Resources for learning more about LGBTQ+ History:

## TEACHING RESOURCES

- [LGBTQ History Timeline Lesson | GLSEN](#)
- <https://www.glsen.org/activity/unheard-voices-stories-and-lessons-grades-6-12>
- <https://www.facinghistory.org/resource-library/lgbtq-history-and-why-it-matters>

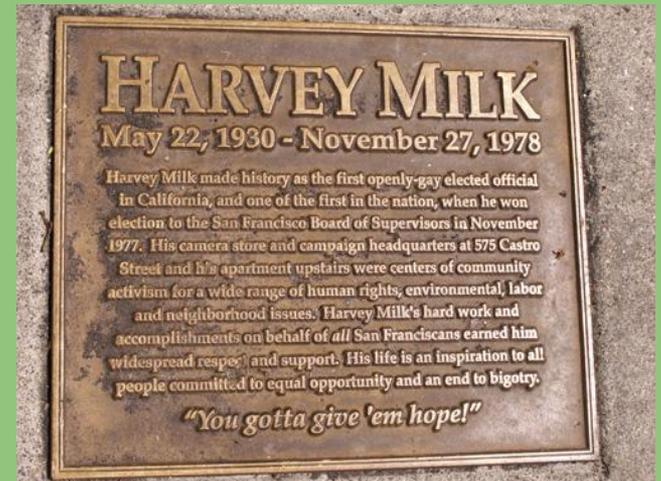
## READING RESOURCES

- [Don't Overlook LGBTQ History in High School](#)
- [Gay Rights - Movement, Marriage & Flag - HISTORY](#)
- ["These People Are Frightened to Death" | National Archives](#)
- [Breaking through the binary: Gender explained using continuums - ♡ It's Pronounced Metrosexual](#)

## VIEWING AND LISTENING RESOURCES:

- [Frank Kameny | Making Gay History](#)
- [How the Stonewall Riots Sparked a Movement | History](#)
- [The New Black: Documentary Film Explores Divisions in African-American Community Over LGBT Rights](#)
- [The new frontier of LGBTQ civil rights, explained](#)

Vermont was the first state to introduce civil unions on **July 1, 2000**, and the first state to introduce same-sex marriage by enacting a statute without being required to do so by a court decision.

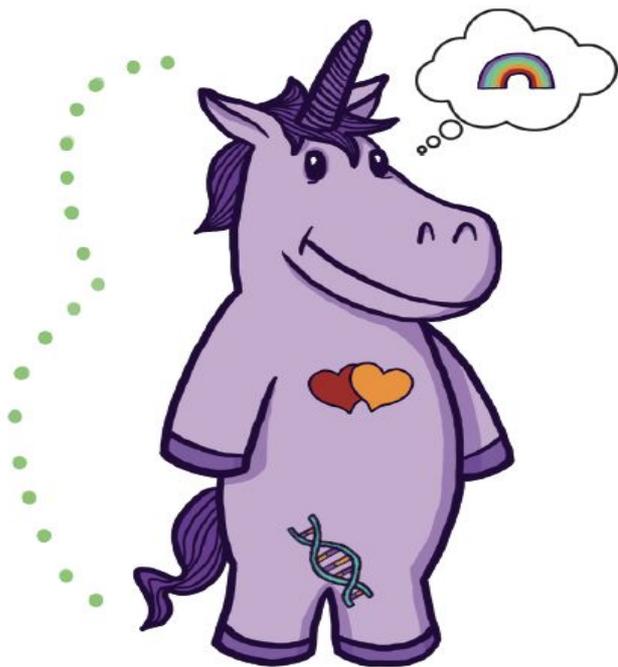




2SLGBTQIA+

# 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)

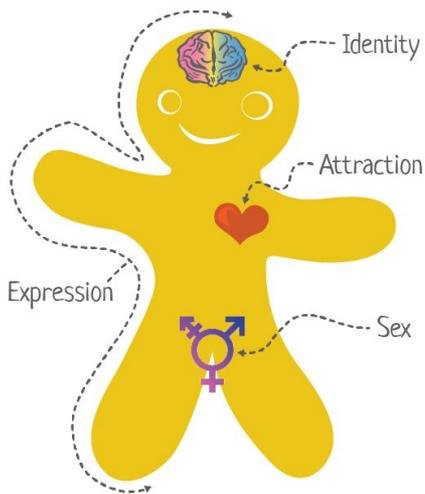
 Emotionally Attracted to

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

# The Genderbread Person v4 by its pronounced METROsexual.com



⊖ means a lack of what's on the right side

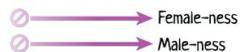
 Gender Identity



 Gender Expression



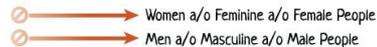
 Anatomical Sex



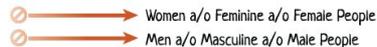
Identity ≠ Expression ≠ Sex  
Gender ≠ Sexual Orientation

Sex Assigned At Birth  
 Female  Intersex  Male

 Sexually Attracted to... and/or (a/o)



 Romantically Attracted to...



# Terms and Definitions

This glossary is provided in order to clarify the intended meaning of terms that appear throughout this report and its supporting references. Due to the expansive, culturally specific, highly politicized, and deeply personal nature of sexuality and gender identity, no singular definition can completely and exclusively encompass any of the communities to which we refer. In understanding matters of sexuality and gender identity, it's best practice to remain open to a variety of meanings individuals may assign to the identities they hold. Source: [BSD LGBTQ+ Task Force Report](#)

## **LGBTQ+**

Used as an umbrella term. An acronym for “lesbian, gay, bisexual, transgender and queer” with a “+” sign to recognize the infinitely diverse spectrum of sexual orientation and gender identity as experienced by members of the community. This acronym may appear in a multitude of variations beyond the one used by the task force in this report.

## **Gender**

One core aspect of a person's internally held sense of identity. Gender/gender identity can fall along lines of masculinity, femininity, and/or androgyny; outside that framework; or be absent altogether.

## **Gender Expression**

Aspects of a person's presentation that convey messages about their gender. This can include visual signals like clothing or personal grooming, linguistic signals like pronouns or vocal pitch, and kinesthetic signals like gait or mannerisms, and these aspects can be conscious or unconscious.

## **Transgender**

Does not identify exclusively with the gender associated with the sex assigned at birth. Not to be conflated with sexuality: transgender people may identify as heterosexual or they may be gay, bisexual, or any other sexuality.

## **Cisgender**

Identifies with the gender associated with the sex assigned at birth. (example: a person who is assigned male at birth, and identifies exclusively as a boy or a man.)

## **Gender Nonconforming**

Person whose behavior or appearance does not conform to prevailing cultural and social expectations about what is appropriate to their actual or perceived gender.

## **Gender-Segregated Spaces**

Situations or physical spaces where people are required to separate based on gender. Historically, they have been limited to male (boys) and female (girls).

## **Gender-Affirming/Gender-Liberated**

An environment of acceptance that promotes the agency of individuals to define and express their gender. Free from rigid, constraining gendered expectations of behavior and expression

## **GSA**

Gender and Sexuality Alliance. A student group with the purpose of creating a welcoming environment for LGBTQ+ students and allies.

## **Sexuality**

Patterns of attractionality (sexual, romantic, or otherwise) that constitute a personal identity and sense of belonging to a group. Heterosexual, gay, asexual and bisexual are a few examples of sexuality, which exists as a broad spectrum.

## **Intersex**

A spectrum of natural variations in a person's anatomy that differentiate the person's body from binary, or "dyadic", understandings of sex. This can include physiological variations in primary and secondary sex characteristics, and other aspects of anatomy such as hormonal response or chromosomal makeup.

*Note: Some intersex individuals identify as LGBTQ+ and some do not.*

## **Cissexism**

A biased belief system positioning cisgender (see above) experiences as normal and expected, and all other forms and expressions of gender as "other," pathological, and devalued.

## **Heterosexism**

A biased belief system positioning heterosexuality as normal and expected, and all other forms and expressions of sexuality as "other," pathological, and devalued.

## **Homophobia**

Systems and structures that marginalize non-heterosexual people, relationships, culture and community. Can also refer to personal or cultural attitudes of hatred, disgust, discomfort or dislike towards people or communities based on those peoples' nonconformity to heterosexual norms.

## **Transphobia**

Systems and structures that marginalize transgender, gender-nonconforming, or non-cisgender people, relationships, culture and community. Can also refer to personal or cultural attitudes of hatred, disgust, discomfort or dislike towards people or communities based on those peoples' nonconformity to cisgender norms.

# Heteronormativity

- the social assumption that all people are heterosexual and cisgender
- sets expectations for gender roles, identity and sexuality
- leads to social problems such as patriarchy, homophobia and transphobia.
- heteronormative expectations come at a very early age with the influence of traditional gender roles

Closing:

[I Heart the Singular They](#)

# Closing

Round: What is one take away from this workshop?

Round: What is one action step that you will apply to your own lives?

[EXIT TICKET](#)

