



LGBTQ+ CULTURAL AWARENESS AND HUMILITY

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LEARNING OBJECTIVES

- Review current terminology and inclusive language relating to LGBTQIA2S+ identities and culture.
- Discuss how mental health, substance use, and other lived experiences intersect with LGBTQ+ identities
- Learn to utilize best practices for responding to situations that call for cultural humility regarding LGBTQ+ people.



TERMINOLOGY

LGBTQIA2S+

Sexual Orientation

L – Lesbian

G – Gay

B – Bisexual

P – Pansexual

A – Asexual/Aromantic

Q – Questioning

Q – Queer*

Het – Heterosexual

Gender Identity

T – Transgender

MTF (M2F), FTM (F2M)

afab/amab

Q – Questioning

Q – Queer

NB – non-binary

I – Intersex

Cis – Cisgender

afab/amab

It's Complicated...

Gender Fluid

Gender Queer

Agender/ Gender Neutral

2S – Two-Spirit



PRONOUNS





GENDERBREAD PERSON

EVERY human has these 4 traits:

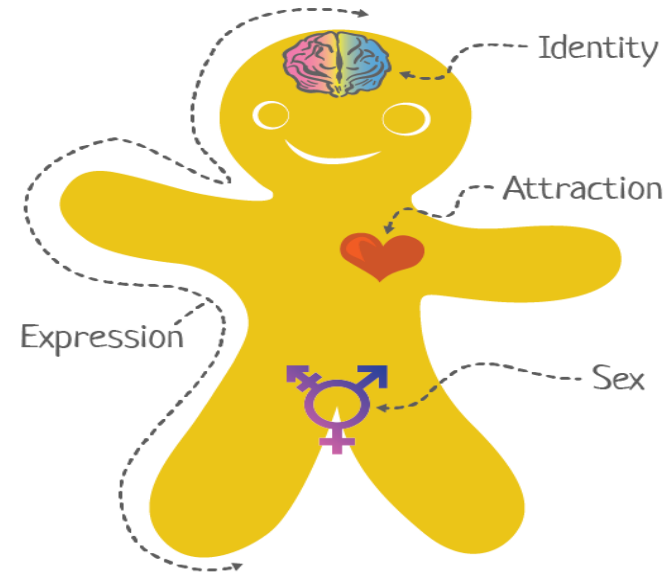
EXPRESSION – how you present yourself (hair, clothing, makeup, style, etc.)

IDENTITY – the gender your brain conceives itself: male, female, androgynous, etc. and may or may not align with birth gender assignation

ATTRACTION – Emotional, romantic, or sexual attraction.

SEX – physical and genetic characteristics

The Genderbread Person v4 by its pronounced [METROsexual.com](http://metrosexual.com)



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

 **Gender Identity**

⊖ → Woman-ness
⊖ → Man-ness

 **Gender Expression**

⊖ → Femininity
⊖ → Masculinity

 **Anatomical Sex**

⊖ → Female-ness
⊖ → Male-ness

Identity ≠ Expression ≠ Sex
Gender ≠ Sexual Orientation

Sex Assigned At Birth
□ Female □ Intersex □ Male

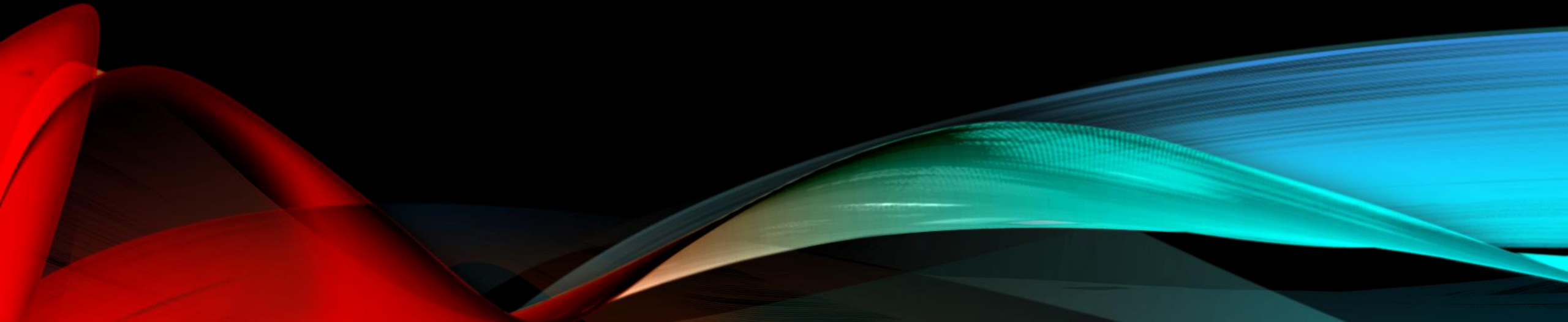
 **Sexually Attracted to...** and/or (a/o)

⊖ → Women a/o Feminine a/o Female People
⊖ → Men a/o Masculine a/o Male People

 **Romantically Attracted to...**

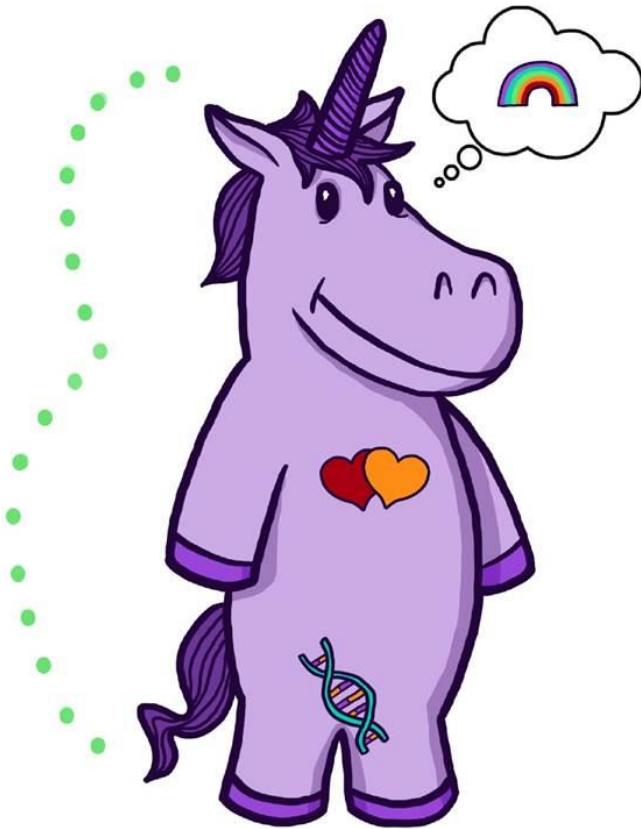
⊖ → Women a/o Feminine a/o Female People
⊖ → Men a/o Masculine a/o Male People

**THESE HAVE
NOTHING
TO DO WITH
EACH OTHER!**



The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore

The image features a solid black background. At the top, there is a decorative, wavy horizontal band with a color gradient. From left to right, the colors transition from a warm orange-red to a bright yellow, then through a green, and finally into a light blue or cyan at the far right edge. The text is centered horizontally in the middle of the black area.

WHEN IN DOUBT, JUST ASK!!

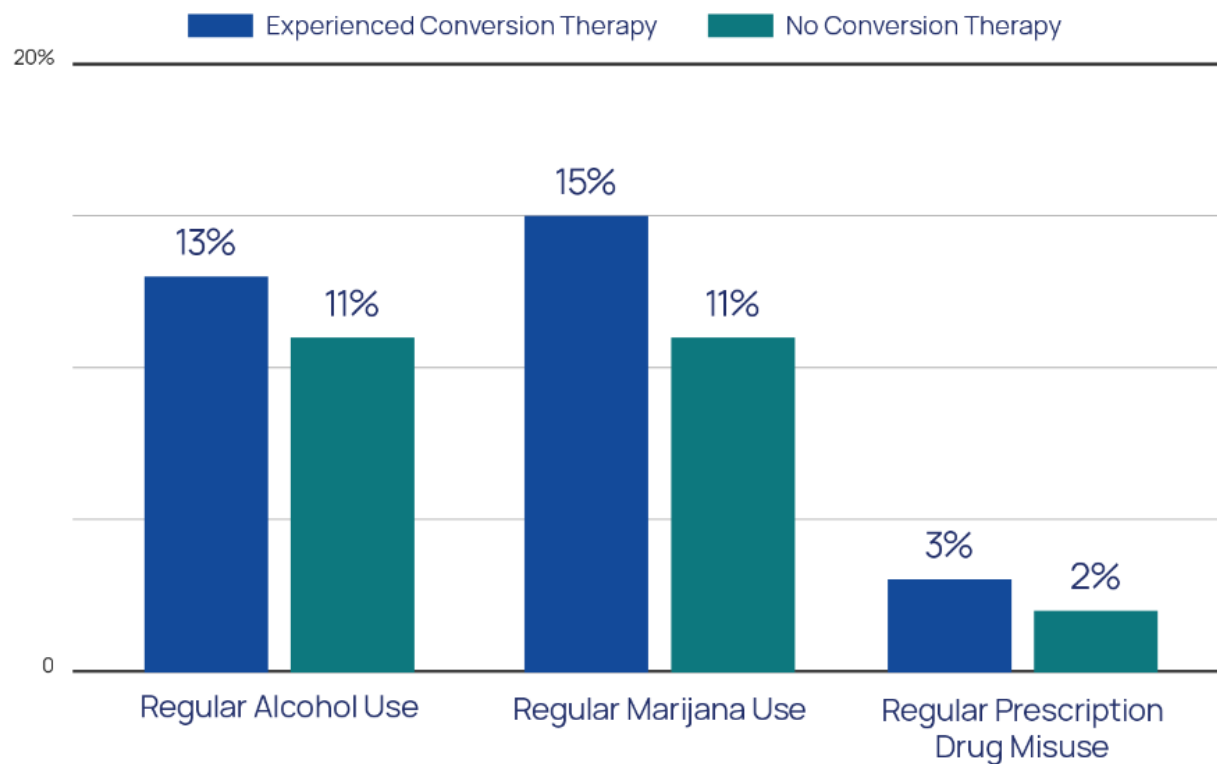


INTERSECTIONALITY

A way to examine and understand the ways in which each person's multiple identities interact and inform their lived experience

SUBSTANCE USE IN THE LGBTQ+ COMMUNITY

Rates of Substance Use by Experiences of Conversion Therapy



HOMELESSNESS IN THE LGBTQ+ COMMUNITY

- **How many US adults have experienced homelessness in the past 12 months?**
 - 1% of cisgender straight adults
 - 3% of cisgender and genderqueer sexual minority (LGB+) adults
 - 6% of Black cisgender/genderqueer LGB+ adults
 - 8% of transgender adults (across sexualities)

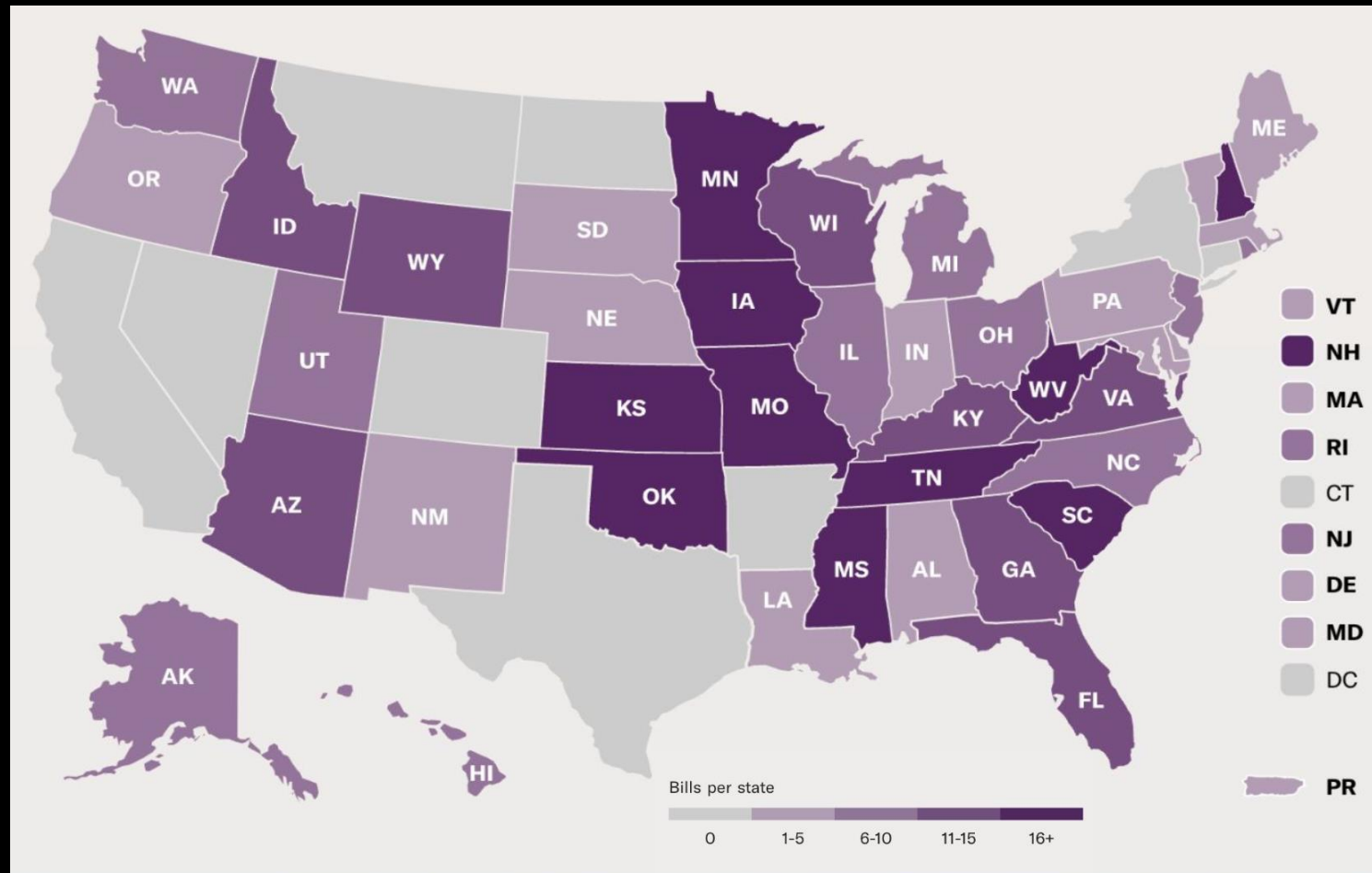
MENTAL HEALTH AND THE LGBTQ+ COMMUNITY

- Over 55% of LGBTQ+ youth screen positive for depression
 - Almost 64% screen positive for anxiety
 - Nearly half report wanting therapy but cannot attend
- 41% of gender expansive youth (trans, nb, gender fluid, agender) never have their chosen name used at home
 - Over 70% of them screen positive for anxiety, compared to those whose families always use their correct name (61.9%)

LGBTQ+ VICTIMS OF CRIME

- Gay and lesbian adults are more than 2 times more likely to be the victim of a violent crime than straight adults
- Transgender adults are 2.5 times more likely to be the victim of a violent crime than cisgender adults
- Gay and lesbian adults are more than **twice** as likely to be victims of domestic violence than straight adults, while bisexual adults are **eight** times as likely
- About 1 in 10 victimizations of an LGBTQ+ person are hate crimes
- More than half of gender expansive youth report being victimized at school and a majority of LGBTQ+ youth do not feel safe in school settings

ANTI-LGBTQ+ BILLS BY STATE



BEST PRACTICES





IN GENERAL...

- Avoid assumptions about a person's experiences based on their identity
- Normalize asking for a person's name and pronouns and share your own
- Use consistent (and inclusive!) language across all encounters
- Be open about gender segregated bathrooms, holding cells, etc.
 - Ask where someone will feel **safest**

DOCUMENTATION

- ALWAYS ask how someone would like their demographic information to be documented
 - Be honest about limitations of data collection and demographic options

- EXAMPLE:

At about 1040hrs on 1 September 2024, I met with Ms. Vanessa Kahn at 61 Southside Drive regarding a vehicle theft. Ms. Kahn said she parked her car by a parking meter outside Southside Shopping Center and went to return a faulty flashlight she had purchased the previous day. She said that when she returned to the lot at about 1000 hours, she discovered her car was missing.




MAKING MISTAKES

- EXAMPLE 1: You are talking about someone who goes by “he/him” pronouns. “She is a great student. I’m sorry, I meant to say he is a great student. He’s been reading all of the assignments very thoroughly and it’s been a pleasure to work with him.”
- EXAMPLE 2: You are talking in a meeting to someone who goes by “they/them” pronouns. “His idea for that project is going to work very well. Let’s try that.” Later, after the meeting, you realize that you used the incorrect pronouns for that person
 - How would you respond to these mistakes?



IN CONCLUSION

- We are all still learning
 - Continue to educate yourself and seek out opportunities to become more informed
 - If you don't know, just ask!



"Cultural humility requires a constant process of self-reflection and willingness to learn from others in a way that fosters honest, respectful, and trustworthy interpersonal interactions."

KA Yeager and S Bauer-Wu



**THANK
YOU!**

QUESTIONS?

REFERENCES

- [Genderbread Person](#)
- [Gender Unicorn](#)
- [Trevor Project 2021 Report on Substance Use and Suicide Risk Among LGBTQ Youth](#)
- [Mapping Attacks on LGBTQ Rights in U.S. State Legislatures in 2024](#)
- [Bureau of Justice Report: Violent Victimization by Sexual Orientation and Gender Identity, 2017–2020](#)
- [Human Rights Campaign Foundation 2023 Youth Report for Parents and Caregivers \(2023\)](#)
- [UCLA Law School Williams Institute Report on Homelessness Among LGBT Adults in the US \(May 2020\)](#)
- [Pronouns.org](#)