

LGBTQ+ Awareness

*We acknowledge the Traditional Owners of Country on
which we meet and recognise their continuing
connection to land, waters and culture.*

*We pay our respects to Elders past, present and
emerging.*



Content / Trigger Warning

This content may touch on your lived experience.

Please feel free to excuse yourself at anytime
(and one of us will check in with you).



Today

Tolerance? Acceptance? Inclusion?

The ABCs of LGBTQ+

What's next in my Allyship?



Tolerance? Acceptance? Inclusion?





Tolerance

is being in the group chat about the party

Acceptance

is actually being invited to the party

Inclusion

is being given a firework

Inclusion is....

A behaviour

Active

Equitable

Inclusion isn't....

A value judgement on beliefs

Passive

Preferential



Why LGBTQ+ Inclusion?

Intersectionality

“The interconnected nature of social categorizations such as race, class, sexual orientation and gender identity as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.”

We all have a **gender identity** & **sexual / romantic orientation**, but for some this remains hidden, or is a source of discrimination



Covering

The act of hiding an aspect of yourself to avoid perceived discrimination

Covering takes

Significant energy

Can impact mental health

Can lower workplace performance





Four Axes of Covering

Appearance – altering presentation

Affiliation – avoiding behaviours

Advocacy – not speaking up

Association – avoiding contact with others



The Covering Game

You cannot reveal

your sexual / romantic orientation

the gender of anyone you're talking about

You cannot lie

Some Data

2020 AWEI National Survey Data, n=33572



44% (13% are not out at all)

Are out to everyone at work

31%

Spend effort editing themselves

38%

Believe the challenges of being of diverse sexuality or gender in terms of career progression feel greater than being a woman





62%

Believe that a non-binary person
perceived to be feminine would face
the same challenges as diverse women
in the workplace



25%

Gender diverse or trans employees felt they could not freely use toilets of choice without opposition





Imagine the Baby Game

It's a Girl!

Close your eyes and let's imagine her life together

89%

Of people will fit these boxes,
but around **11%** (or **2.75 million** Australians) won't.

He was a boy, she was a girl...



Can I make it anymore heteronormative?



The Heteronormative Binary

Hetero – “opposite, other” aka straight

Normative – “the standard”

Binary – “two things”

Everything is default coded “straight and binary”

TV

Movies

Songs

Adverts



The Heteronormative Binary

Sex:

Male

Gender:

Boy/Man

Expression:

Masculine / Blue

Pronouns:

He/him

Attraction:

Women



Sex:

Female

Gender:

Girl/Woman

Expression:

Feminine / Pink

Pronouns:

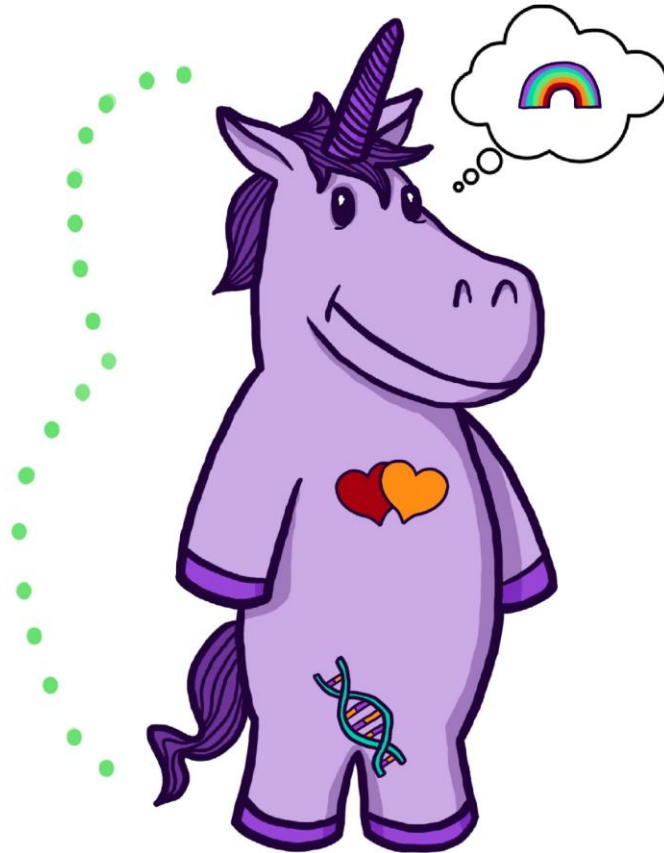
She/her

Attraction:

Men

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



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)

Sex Assigned

Sex & Gender are often used as interchangeable:

“It’s a girl”

“Female recruitment targets”

Sex typically refers to biology

Genetics (genotype, karyotype, phenotype)

Hormones

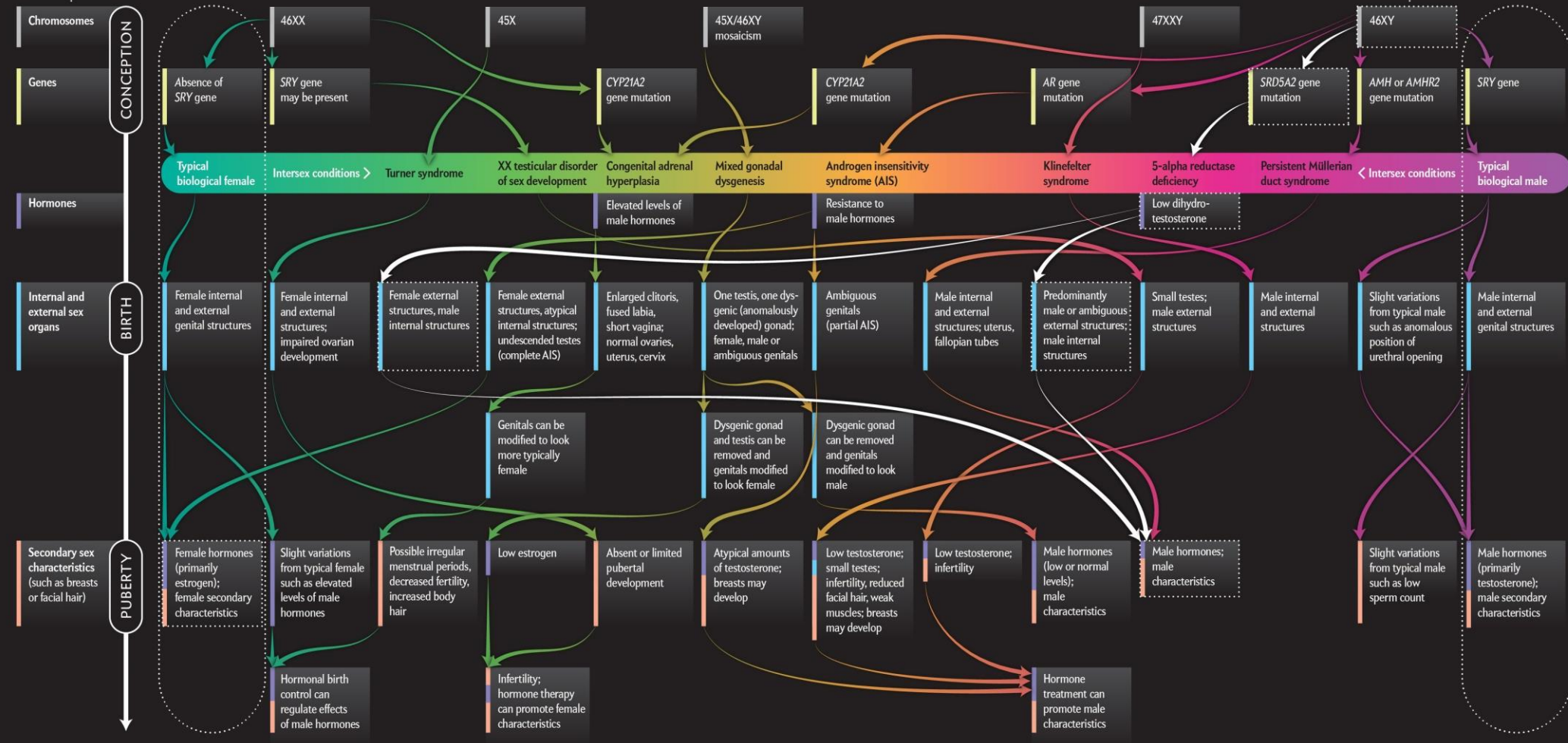
Primary and secondary sex characteristics

But sex is not that simple...



FACTORS THAT DETERMINE SEX

5-alpha reductase deficiency is an intersex condition that can follow multiple pathways throughout development. Affected individuals have a chromosomal makeup of 46XY, like a typical biological male, but a genetic mutation causes a deficiency of the hormone dihydrotestosterone. Patients' external anatomy can vary, so an individual might be assigned to either sex at birth, but at puberty a surge of testosterone promotes male characteristics. As a result, patients who are raised as girls often end up identifying as male.





Romantic / Sexual Orientation





Sexual Orientation

Lesbian

Gay

Bisexual / Pansexual

Asexual

Straight / Heterosexual



Lesbian

A woman, woman-aligned or feminine-aligned person who is attracted to women, woman-aligned or feminine-aligned people.



Gay

The attraction towards or desire for the same gender (or similar genders to one's own).

While the term gay can apply to men, women, and non-binary people, it is sometimes used to only refer to gay men



Bisexual / Pansexual

Someone who is attracted to two or more genders (**bi**) or all genders (**pan**), with or without preferences.



Asexual

Someone who does not experience sexual attraction to any gender.

Allosexual – Grey – Asexual spectrum





Romantic / Emotional Orientation

Homoromantic

Biromantic / Panromantic

Heteroromantic

Romantic – Grey - Aromantic



Queer

A broad group of non-normative identities – sexual, gender, politic, academia, relationships, art etc

Used by as a synonym for LGBT but also a separate identity

Can be problematic for some – reclaimed slur.

Some More
Data



On the reporting of high or very high psychological distress

43%

of gay
people

50%

of lesbian
people

67%

of bisexual
people

Compared to 10% of the general population



45%

of the general population aged 16 and over report having a mental health disorder in their lifetime...

...for LGBTQ people

73%

LGBTQ people are **2.5 times** more likely to have been diagnosed or treated for a mental health condition in the last 12 months



Gender Identity & Expression





Gender Identity & Expression

Gender is a social construct comprising of masculine, feminine or other characteristics

Gender Identity is the internal, deep sense of your gender

Gender Expression is the external way you express your gender

Question: What is a woman?



Gender Identities

Cisgender

Gender identity aligns with sex assigned at birth

Man, Woman

Transgender

Gender identity does not align with sex assigned at birth

Can be binary - Man, Woman - or non-binary

Non-binary

Gender identity between or completely outside the binary

Technically under the trans umbrella, also used as a separate identity

The Assumptions Game



35%

of transgender people aged 18 and over
have attempted suicide in their lifetime

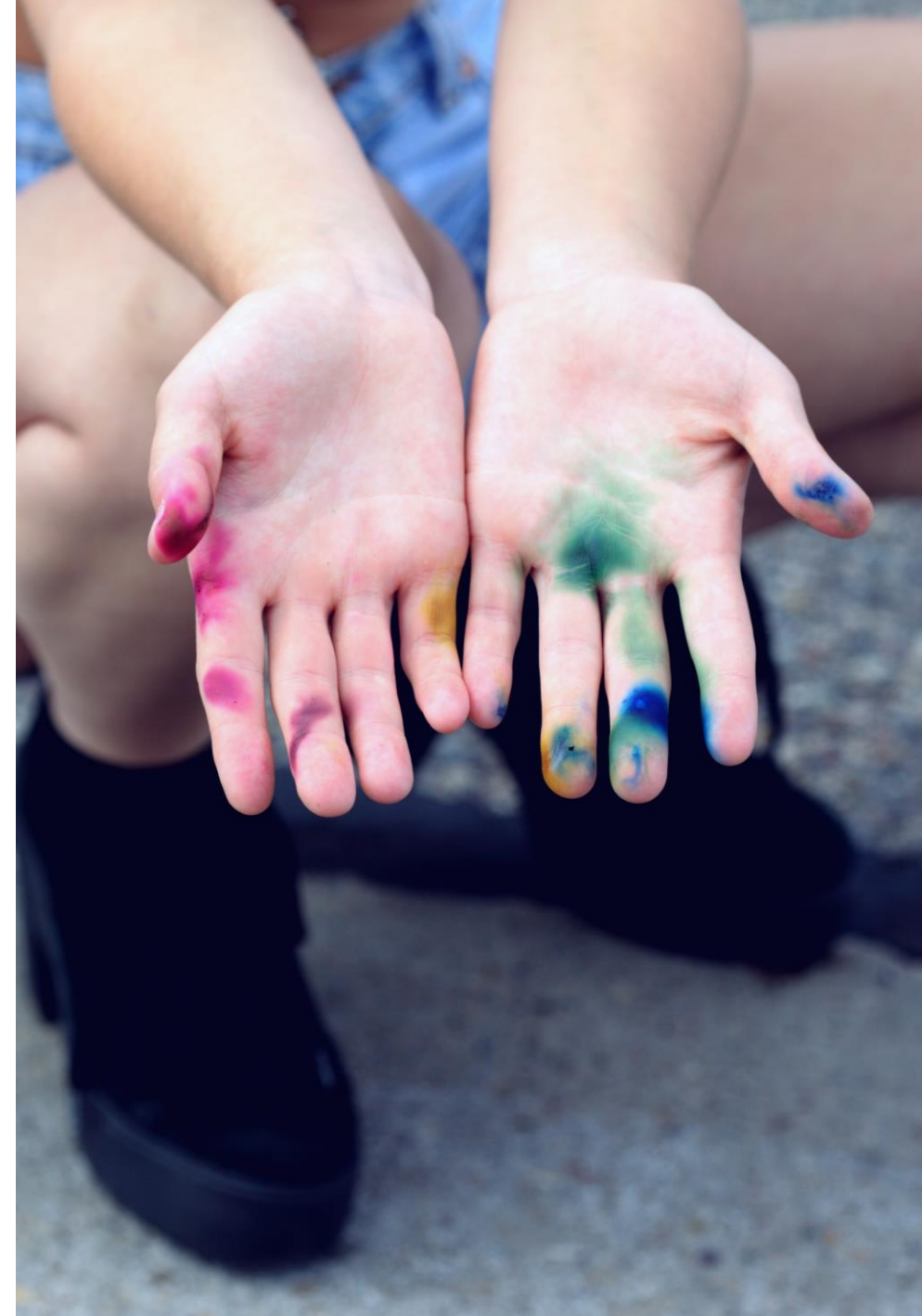
57%

of transgender and gender diverse people
aged 18 and over have been diagnosed with
depression in their lifetime

53%

of transgender and gender diverse people aged
16 and over have experienced sexual violence or
coercion

compared with 13.3% of the general population



Affirmation

Social

Public/Private Social Changes

Changing Name
Appearance
Pronouns

Legal

Legal Recognition

Formal Name Change
Birth Certificate
Passport
Tax
Medicare

Medical

Medical Affirmation

Psychological
Pharmaceutical
Surgical

Pronouns

Pronouns refer to a person – she/he/they

Do not necessarily align with gender expression or identity

Anyone can use whatever pronouns work for them including multiple (e.g. she/they)

Pronouns are public, identity is private

Don't assume identity based on pronouns

Offering your pronouns helps to remove default assumptions based on presentation cues





Pronouns – Why Important?

Not using, or ignoring a person's pronoun is invalidating, alienating and devaluing

Using the correct pronouns shows acknowledgement & acceptance, and demonstrates an inclusive environment

“Misgendering ... is an act of violence”
Laverne Cox



Pronouns – Actions

Add pronouns to email signatures, LinkedIn profile, business cards etc

Offer when introducing yourself

“Hi, I’m Jo and my pronouns are she/they”

Slips happen, just correct and move on

“...he, sorry, they...”

Practice!

The background of the image is a vibrant, multi-colored crumpled paper texture. The colors transition horizontally from red on the left, through orange, yellow, green, blue, and finally purple on the right. The crumpling creates a complex, organic pattern of ridges and valleys across the entire surface.

Allies

“An individual from an underinvested community cannot easily cast away the weight of their identity (or identities) shaped through oppression on a whim. They carry that weight every single day, for better or for worse.

An ally understands that this is a weight that they, too, must be willing to carry and never put down.”

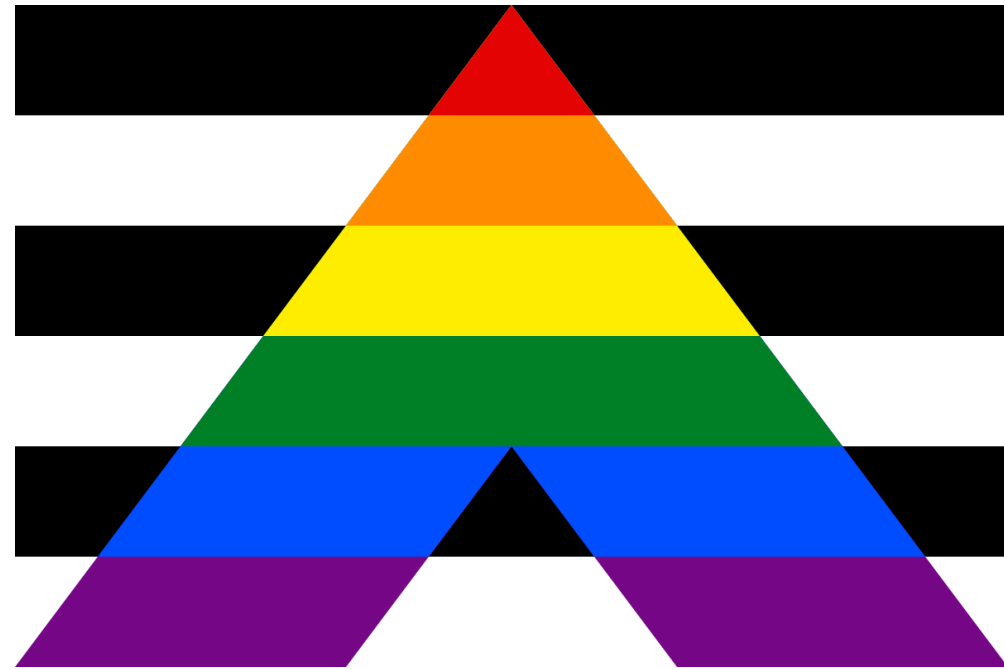
-Amélie Lamont - guidetoallyship.com



Allies

An ally: someone who is not a member of a community but understands and actively supports that community

Also used within a community:
A gay man who is a trans ally



Being an Ally

Do...

Listen

..your homework

Check your own biases and beliefs

Use your privilege to amplify other's voices

Listen

Don't...

Expect to be educated.

Assume

Take credit – it's not about you.



Summary

Inclusion – fireworks for all!

The ABCs of LGBTQ+

Allyship – what's your plan?



References

LGBTQA Wiki: https://lgbta.wikia.org/wiki/LGBTQA_Wiki

The Gender Unicorn: <https://transstudent.org/gender/>

Beyond XX and XY: <https://www.scientificamerican.com/article/beyond-xx-and-xy-the-extraordinary-complexity-of-sex-determination/>

AWEI 202 Survey Data: <https://www.pid-awei.com.au/2020practicepoints/>

LGBTIQ+ Health Australia Stats: <https://www.lgbtiqhealth.org.au/statistics/>

Guide to Allyship: <https://guidetoallyship.com>



Other Resources - YouTube

Just a few of my favourite YouTubers.

Philosophy Tube <https://www.youtube.com/user/thephilosophytube>

[Queer ✨ | Philosophy Tube – YouTube](#)

[Witchcraft, Gender, & Marxism | Philosophy Tube – YouTube](#)

[Identity: A Trans Coming Out Story | Philosophy Tube ★ - YouTube](#)

Jessica Kellgren-Fozard' <https://www.youtube.com/user/MissJessicaKH>

Contrapoints <https://www.youtube.com/c/ContraPoints>

If you have any others, please let me know and I'll add them here.



