

LGBTQ+

Allyship and You

Supplemental Booklet



DIVERSITY AND RESILIENCY
INSTITUTE OF EL PASO

Presented by the Diversity and
Resiliency Institute of El Paso-
a program of the
Borderland Rainbow Center

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INTRODUCTION

This booklet is designed to function as a tool for further reflection and discussion as you complete the LGBTQ+ Allyship and You, and continued reflection after you complete the training. You can choose to use this tool individually, or as a guide for group reflection and discussion. This booklet provides summaries of key information from the training modules, prompts for reflection and discussion, and space for journaling. It can also serve as an informal source of information and guidance in engaging in conversations with individuals who have not yet begun their journey toward LGBTQ+ allyship. Use this book in the way that best meets your needs and allows you to integrate the information and insight gained in the training into your life. The Works Cited provided at the end of this booklet provides sources used for this training, as well as links to the publicly available videos utilized for this training.

ARE YOU READY TO BECOME AN ALLY?

In society, we operate with a set of social norms and expectations. In many ways it feels

comfortable to go along with them. What you think about gender, sex, and sexual orientation, your perception of those words, and what you associate them with, is impacted by those social norms and expectations. But how were those norms and expectations created? And, by whom, and why? What happens when your very existence, who you are, is not within those norms and expectations? If you're willing to take an honest look, it's not difficult to see the impact. The training LGBTQ+ Allyship and You, along with this booklet, provides an opportunity to learn about the creation of ideals and beliefs surrounding sexual orientation, sex, and gender, the use of narratives to create and reinforce bias, the real and tangible impact of anti- LGBTQ+ discrimination and an opportunity to build knowledge and awareness to become a strong ally.



OVERVIEW OF TERMS

Language is dynamic, continually growing and changing. This is particularly true with the language we use to identify ourselves. We should strive to ensure that our language does not demean, exclude, or offend, by respectfully allowing others to self-identify and by mirroring those terms and identities.

This list of terms and definitions provides insight into terms and concepts which you will encounter as you complete the LGBTQ+ Allyship and You training, as well as several terms that are not explicitly discussed or highlighted in the training. This overview of terms can serve as a useful reference as you engage with others and as you continue and reinforce your own learning and path toward allyship. This overview is not exhaustive.

Please note that different regions within the country and around the world may have different terminology and social understandings of the LGBTQ+ community. Some terms and information highlighted may vary slightly depending on where you live. Please consider this information as LGBTQ+ basics, and a jumping off point for further learning.

AGENDER- A person who is without gender or who has a neutral gender identity.

ASEXUAL- A person who has no sexual orientation and/or has a lack of interest in sex. Intimate romantic/affectional relationships may be desired.

BIAS- The often-unconscious preference for one thing over another, especially an unfair one. It is a predisposition or a preconceived opinion that prevents a person from impartially evaluating facts.

BINARY- Classification into two distinct, opposite forms. As it relates to gender, binary refers to two categories of masculine and feminine (man/woman, boy/girl), whether by social system or cultural belief. As it relates to sex, binary refers to two categories of male and female.

BISEXUAL- A person who is sexually and/or romantically attracted to men and women.

CISGENDER- Someone who is comfortable with the gender they were assigned at birth. The state of not being transgender. “Cis” means “the same as”

CISSEXISM- The systems of advantages bestowed on people who are cisgender. It can also be the assumption that all people are, or should be, cisgender.

DISCRIMINATION- the unjust or prejudicial treatment of different categories of people or things, especially on the grounds of race, age, or sex.

FEMME- a person whose appearance and behavior are seen as traditionally feminine.

GAY- While most often associated with men, in its broadest meaning, this is a person who is sexually and/or romantically attracted to people of the same sex.

GENDER- A set of social, psychological, and emotional traits, often influenced by societal expectations, that classify an individual as feminine, masculine, androgynous, or other.

GENDER BINARY- the concept that everyone must be one of two genders: man or woman.

GENDER EXPANSIVE- A person whose gender expression and/or identity broadens or overflows our binary cultural and societal expectations for men and women. Some people prefer this term to “gender non-conforming.”

GENDER EXPRESSION- The outward manifestation of internal gender identity, shown through clothing, hairstyle, mannerisms, and other characteristics.

GENDER IDENTITY- The inner sense of being a man, a woman, both, or neither. Gender identity sometimes aligns with a person’s sex, but sometimes does not.

GENDER QUEER- a term used by some people who may or may not identify as transgender, but who identify their gender as somewhere on the continuum beyond the binary male/female gender system.

HETEROSEXUAL- a person who is sexually attracted to people of the opposite sex.

HETERONORMATIVITY- A term that describes the marginalization of non- heterosexual relationships and reinforces the binary system of viewing gender.

HETEROSEXISM- The systems of advantages bestowed on people who are heterosexual. It can also be the assumption that all people are, or should be, heterosexual and gender-conforming.

HOMOSEXUAL- An outdated clinical term used to describe someone who is gay or lesbian. Many people dislike the term since it was used to denote a mental illness.

HOMONEGATIVITY- negative attitudes toward homosexuality or homosexual people.

HOMOPHOBIA- Negative feelings, attitudes, actions, or behaviors against LGBTQ+ people or people perceived to be LGBTQ+. It may also be a fear of one's own same-sex attractions.

INTERSECTIONALITY- The complex and cumulative way that the effects of different aspects of identity (such as race, sexual orientation, gender, and social class) combine, overlap, and intersect.

INTERSEX- A person whose biological anatomy and/or genes vary from the expected male or female anatomy and/or genetics. People with intersex conditions should not be assumed to be transgender.

LESBIAN- A woman who is sexually and/or romantically attracted to other women.

MARGINALIZED- Relegated to an unimportant or powerless position within a society or group.

MASC- a person whose appearance and behavior are seen as traditionally masculine.

MISOGYNY- hatred of, aversion to, or prejudice against women. Or, something (such as speech or behavior) that reflects and fosters misogyny

NON-BINARY- A person who does not identify as a man or a woman. They might identify as both, neither, somewhere between, a different gender or no gender at all. They may prefer other terms for themselves, like: genderqueer, gender- expansive, gender fluid, two-spirit, agender, etc.

OPPRESSION- prolonged cruel or unjust treatment or control.

PATRIARCHY- a system of society or government in which men hold the power and women are largely excluded from it.

PANSEXUAL- A person who is sexually and/or romantically attracted to people regardless of their gender identity, gender expression or biological sex. This term goes beyond a gender binary.

PASSING- Being perceived by others as a particular identity/gender or cisgender regardless how the individual in question identifies, e.g. passing as straight, passing as a cis woman, passing as a youth. This term has become controversial as “passing” can imply that one is not genuinely what they are passing as.

PRIVILEGE- Unearned advantages or entitlements, used to one's own benefit or to the detriment of others.

QUEER- A simple label to explain orientations, gender identities and/or gender expressions that do not conform to societal expectations. Some people view this as a term of empowerment and others strongly dislike this term.

QUESTIONING- A person who is unsure about their orientation and/or gender identity.

SEX- The identification of the biological/physical gender most often categorized as male or female.

SEXISM- prejudice, stereotyping, or discrimination, typically against women, on the basis of sex. Or, behavior, conditions, or attitudes that foster stereotypes of social roles based on sex.

SEXUAL ORIENTATION- The part of our identity related to whom we are sexually attracted.

SOCIAL CONSTRUCT- An idea within a particular culture or society which exists solely because people agree to behave as if it exists or agree to follow certain conventional rules.

STEREOTYPES- A widely held but fixed and oversimplified image or idea of a particular type of person.

TRANSGENDER- In its broadest meaning, this umbrella term encompasses anyone whose self-identity, behavior or anatomy falls outside of societal gender norms and expectations.

TRANSPHOBIA- Negative feelings, attitudes, actions, or behaviors against transgender people or people perceived to be transgender. Driven by fear. It may also be a fear of one's own gender non-conformity.

TRANSITIONING- Refers to a variety of activities that some trans people may pursue to affirm their gender identity. This may include changes to their name, sex designation, dress, use of specific pronouns, as well as medically supportive treatments like hormone therapy, sex reassignment surgery, or other procedures. There is no checklist or average time for a transition process, and no universal goal or endpoint. Each person decides what meets their needs.

TRANSSEXUAL- A person whose bodily characteristics have been altered through surgery or hormone treatment to bring them into alignment with their gender identity. Not all transgender people are transsexual as not all transgender people undergo surgery or hormone treatment. Some people do not like this term and prefer to continue to utilize transgender even after surgery and/or hormone treatment.

TWO-SPIRIT- A Native American term for LGBTQ+ individuals with dual or multiple genders. It can mean having both a masculine and a feminine spirit. For some two-spirit describes a societal and spiritual role that certain people play within traditional societies (mediator, transcending accepted roles of men and women, keeper of certain ceremonies, fulfilling an established middle gender). It has different meanings in different communities.

Compiled with information from OutAlliance.org, The 519, PFLAG, and local informants. Definitions also utilized from Merriam Webster.

MODULE 1

Module 1 of LGBTQ+ Allyship and You explores and unpacks the relationship between historical events, institutional frameworks, and how those things come together to construct the social norms, stereotypes, and bias which inform our perception and behavior. This Module seeks to make the connection between history and narratives that are created over time, which they carry forward into our every-day lives, beliefs, perceptions, and interactions.

WHO IS THE LGBTQ+ COMMUNITY?

The terminology provided at the beginning of this booklet provides a general overview of most of the sexes, identities, and orientations which are part of the LGBTQ+ community. The term Queer is often used as an umbrella term to encompass the entire LGBTQ+ community. Some people feel that the label Queer suits them best, others find the word offensive, as it has been used as a slur against the LGBTQ+ community.

- 
- **Lesbian**
 - **Gay**
 - **Bisexual**
 - **Transgender**
 - **Queer/Questioning**
 - **+**

It is important that while we understand this terminology, we also understand its limitations and we are willing to adapt. The LGBTQ+ community is not a monolith, and there is diversity and a range of use with terminology. Catchall labels can be convenient and may be embraced by many in the LGBTQ+ community, but we must be careful not to erase or minimize the diversity and intersectionality within these labels we use.

Sex, Gender, and Sexual Orientation are all represented within the LGBTQ+ acronym. Sex is centered around biology. Gender is social, and

orientation is related to who a person is sexually attracted to.

All of this exists on a spectrum. Some people identify strongly as either a man or woman, others identify as somewhere in between. While some people carry one gender identity and one sexual orientation with them through their life, others may change and evolve as they learn and experience new things.

A person coming out later in life or changing one's gender or sexual orientation label throughout life does not invalidate their identity. Coming out at any time and/or realizing you don't fit the gender you were assigned at birth requires a great deal of self-awareness and courage. To be so honest with yourself that you are willing to breakthrough all of our social norms that tell us who we are allowed to be requires strength.

A BRIEF HISTORY

Homosexuality, bisexuality, and gender nonconformity have always existed.

This section of Model 1 features episodes of the PBS series *Origins of Everything*. These videos provide quick and simple breakdowns of some of the social and legal frameworks that have influenced our social views concerning the LGBTQ+ community. Think about it, society at large has been conditioned to associate the LGBTQ+ community with social unrest and unlawfulness.

This section also features videos discussing historical events which outline our history of discrimination and abuse against the LGBTQ+ community. As you watch these videos, begin to contemplate the following question: Who has the right to tell you your existence is invalid?

Please understand that the history and experiences shared in this training are only a small part of this history. As you move to the next segment, reflect on this question: Do you think these historical events, rules, and laws still impact our society today? What are your thoughts after viewing these videos?

REFLECTION/DISCUSSION PROMPTS

1. After reviewing the terminology and learning information about who the LGBTQ+ community is, it is not uncommon for people to feel overwhelmed, confused, or even self-conscious. **What is your reaction? Does the information feel intimidating? Do you feel nervous about getting something wrong or making a mistake?**
2. The historical events discussed in the Module 1 videos demonstrate a long and deliberate history of discrimination. **What impact do you think that history has today? Was there any historical information that was new to you? If so, how does it make you feel to be learning about it for the first time now?**

Use this space to take notes of discussion or write down your own thoughts and observations:

EXPLORING THE LINK BETWEEN SEXISM, MISOGYNY, AND ANTI-LGBTQ+ NARRATIVES

Gender is as we know it, is a social construct. A social construct is an idea within a particular culture or society which exists solely because people agree to behave as if it exists or agree to follow certain conventional rules. It is an idea that has been created and accepted by the people in a society. Constructing the idea of differences, rules, and expectations concerning gender and sex, paved the way for severe discrimination and abuse against those who did not conform. We are taught there are two options: male and female, and that body parts define male and female. We are also taught that boys/men behave and look a certain way, and that girls/women behave and look a certain way. The reality is that a person's sex, the biology of their body, can be different than their gender.

- Sex is biology- and remember from the Overview of Terms, sex isn't just male and female. Intersex people exist, and their sex is equally valid.
- Gender is social.

When we talk about stereotypes and bias related to anti-LGBTQ+ narratives, they are deeply rooted in these rigid beliefs about sex and gender, which inform our patriarchal culture.

It's important to note two things that are a common trend in gender stereotypes and bias:

- The use of the feminine as an insult to men (you throw like a girl, being laughed at for having a "feminine" sounding voice, etc.)
- The oppressive nature of female stereotypes (submissive, weak, emotional, etc.)

Dominant values in patriarchal culture are directly related to misogyny and sexism.

NARRATIVES, STEREOTYPES, AND BIAS

This section of Module 1 examines some common myths and stereotypes regarding the LGBTQ+ community and how they shape into narratives and bias.

Some common myths and stereotypes are:

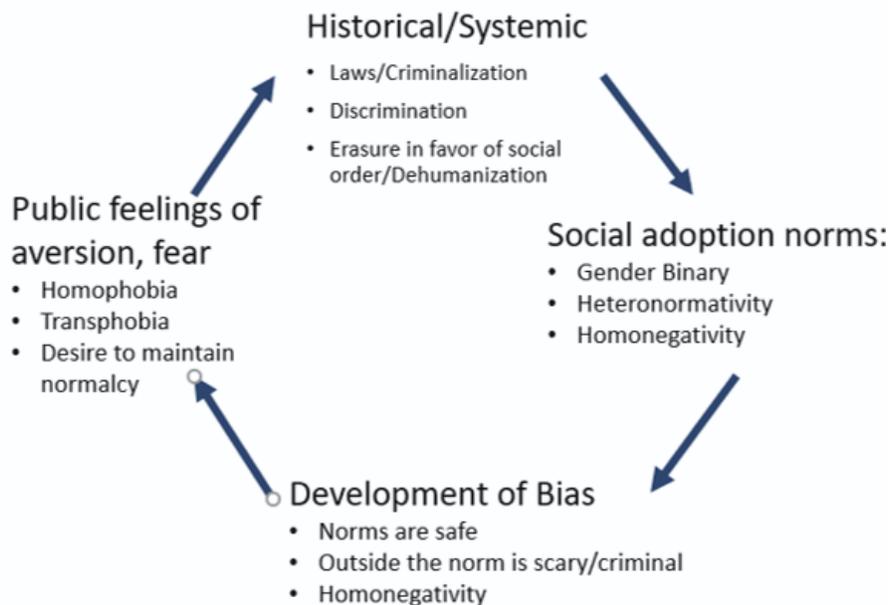
- It's just a phase
- A person who identifies as any sexual orientation other than heterosexual just hasn't met "the right one" yet
- LGBTQ+ people have a history of sexual abuse
- Being Gay or Lesbian is linked to pedophilia
- LGBTQ+ people are not religious
- Gay, Lesbian, Bisexual, Pansexual people are promiscuous
- All Gay men are feminine
- All Lesbians are masculine
- People in the LGBTQ+ community abuse drugs/alcohol

Societally we have been conditioned to believe these myths and stereotypes. They are presented to us via messaging in media and from individuals and institutions in positions of power, including parents and caregivers. Our intake of these messages, including messages surrounding gender

norms and expectations, is often subconscious, and the result is bias.

Bias is formed through narratives we take in from authority, media, established stereotypes, established social norms, and more. This means that bias is centered around what is considered normal or acceptable. If a person does not conform to social norms, they are automatically viewed as problematic. In the videos "The Origins of Sodomy Laws" and "The Origins of Gender", we saw that heteronormativity and the gender binary were codified into law and reinforced, often with violence, by law enforcement. At the root of sodomy laws and rigid gender rules is the drive to preserve patriarchal culture.

To exist outside those carefully constructed rules is to upset the social order. Upsetting the social order is often perceived as threatening, as the outcome is unknown and it shifts the balance of power. Because laws were created tying homosexuality and gender nonconformity to criminal behavior and the LGBTQ+ community was further pushed to the margins, strong social narratives were created tying the LGBTQ+ community to immorality, deviance, and social disruption, which are feared. These fear-based biases then manifest as discrimination, hatred, and violence, and the justification and acceptance of that discrimination, hatred, and violence.



NARRATIVES, DEHUMANIZATION, AND THE AIDS EPIDEMIC

We've now discussed how history and legal frameworks worked to create narratives surrounding the LGBTQ+ community that still persist today. We still see discrimination and violence. The use of propaganda to drive a narrative of fear has played, and continues to play, a key role in maintaining anti-LGBTQ+ narratives, legislation, and social conflicts. The following videos will demonstrate the impact of this as it relates to the AIDS epidemic.

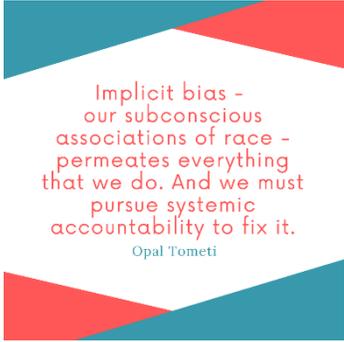
The AIDS epidemic was ignored for years as it was viewed as only impacting the Gay community, and then those who used intravenous drugs. With both the Gay community and those who used intravenous drugs, society at large viewed AIDS as a consequence of their "lifestyle", assigning

MODULE 2

Identity, personal bias, privilege, and intersectionality. These are concepts that are not easy to talk about, and often bring up strong feelings. Module 2 unpacks them, allows you to reflect on how they impact you, and gives you the tools to start making changes.

IDENTIFYING YOUR BIAS

In Module 1, you were exposed to stereotypes, narratives, propaganda, and bias and how it is created. Now it is time to unpack how those narratives and bias impact you, your beliefs, and the way you view and interact with the world. Implicit bias is the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases encompass both favorable and unfavorable assessments and are activated involuntarily and without an individual's awareness or intentional control. In this section you accessed the Harvard University Implicit Association Tests. Please note, these tests are intended as a tool for reflection. Results that indicate no bias do not necessarily mean you are not influenced by bias, nor do results indicating bias mean you are actively discriminatory toward others. These tests are a tool for self-discovery, awareness, and reflection.



REFLECTION/DISCUSSION PROMPTS

1. Was there anything about your Implicit Association Tests results that surprised you?
2. What feelings came up for you while completing the tests?
3. Are there areas of implicit bias you hold that you believe are justified? If so, why do you believe they are justified?

Use this space to take notes of discussion or write down your thoughts and observations:

NARRATIVES AND BIAS CAUSE ABUSE

There are many ways that our anti-LGBTQ+ narratives and bias transform into discrimination and abuse. This section discusses some of those ways, including examining health and mental health care.

As you view the content in this section of Module 2, there is a very important point to keep in mind. LGBTQ+ people aren't the cause of this discrimination and abuse. The fact that they are LGBTQ+ isn't the problem. The problem is that our society's reaction to difference, to someone being outside the norm, is abusive and violent. The problem is that as a society it has historically been viewed as more acceptable to actively discriminate and dehumanize a person who does not conform to our rigid social norms, than it is for two men to have a loving partnership and raise children together, or a person born with male genitalia to identify and express themselves as a woman. While there is no doubt these paradigms are shifting, heteronormativity, homophobia, and transphobia still persist.

Discrimination against LGBTQ+ people is found everywhere: housing, medical care, mental health care, employment, education, and more. That discrimination is supported by a long history of legal frameworks, narratives, and fear, as we discussed in Module 1.

REFLECTION/DISCUSSION PROMPTS

- 1. What narratives surrounding the LGBTQ+ community do you feel have impacted you the most?**
- 2. Do you think you have witnessed LGBTQ+ discrimination? Have you perpetrated it?**
- 3. Has your understanding of what discrimination looks like changed? Are you aware of more ways discrimination can manifest?**

Use this space to take notes of discussion or write down your thoughts and observations:

LIVED EXPERIENCES

Normalizing the LGBTQ+ community is an important step in ending discrimination and stereotypes/stigma. This section of Module 2 highlights videos where LGBTQ+ individuals share their personal experiences of identity, discrimination, and life. This section is an opportunity for you to reflect on your own identity, to assess the bias and beliefs you hold, and to truly listen as people share their experiences.

REFLECTION/DISCUSSION PROMPTS

- 1. Reflect on how you felt when starting this training compared to now. **Do you feel any differently about the LGBTQ+ community?**
- 2. **Are there any stereotypes you believed that have now been broken?**
- 3. **How comfortable do you feel now vs. when you began the training?**
- 4. **Which of the videos featured in this section impacted you the most? Why?**

Use this space to take notes of discussion or write down your thoughts and observations:

PRIVILEGE, OPPRESSION AND INTERSECTIONALITY

This section of Module 2 discusses the concepts of intersectionality, privilege, and oppression, and provides an opportunity to reflect on your own identity. To understand the impact of the systems around us and how we can influence them, we need to understand these concepts. Privilege can be a very difficult thing to discuss, as most people have experienced hardship at some point in their lives. However, having privilege doesn't mean you've never struggled. It means that there is a social label you carry and/or that people assign to you that places you in a normative or preferred category, for example heterosexual or gender conforming, and therefore your existence and value is automatically validated. You do not experience deficits in access and opportunity because of your heterosexuality or gender conformity. You are seen as the norm and are therefore validated and viewed favorably.

You may have privilege in one area and experience oppression in another. For example, you may be white, but you may also be Transgender. Or you may be a person of color but you may also be able-bodied. A big role in becoming an ally is knowing yourself, your identity, your social labels that hold oppression, and your labels that hold privilege, and how those things impact our life experience.

10 Examples of Heteronormative and Cisgender Privilege:

1. The validity of your relationship isn't likely to be challenged.
2. You can talk openly about your relationship, vacations, and family planning you and your lover/partner are doing.
3. Raising, adopting, and teaching children without people believing that you will molest them or force them into your sexuality.
4. Being granted immediate access to your loved one in case of accident or emergency.
5. You can use public restrooms without fear of verbal abuse, physical intimidation, or arrest.
6. If you end up in the emergency room, you do not have to worry that your gender will keep you from receiving appropriate treatment or that all of your medical issues will be seen as a result of your gender.
7. You can assume that everyone you encounter will understand your identity and will not think you're confused, misled, or hell-bound when you reveal it to them.
8. You can tick a box on a form without someone disagreeing and telling you not to lie.
9. Expressing affection with your partner in public without fear or anxiety
10. You don't feel it is necessary to hide who you are in certain settings to ensure your safety.

REFLECTION/DISCUSSION PROMPTS

1. **Are you able to identify the aspects of your identity for which society gives you privilege? What about aspects of your identity for which society oppresses you?**
2. **Which video focusing on intersectionality had the most impact on you? Why?**

Use this space to take notes of discussion or write down your thoughts and observations:

MODULE 3

Becoming an ally is a big step, and it is not a one-time decision. Being an ally means making decisions every day about whether you will stand up, or stay silent.

Module 3 of LGBTQ+ Allyship and You discussed how to be an ally, tone policing, emotional labor, how to have difficult conversations, and how your decisions to become an anti-racist ally can impact your outlook on the world and your relationships.

**ALLY IS NOT A NOUN.
IT'S A VERB.**

LET'S TALK ALLYSHIP

A person of one social identity group who stands up in support of members of another group, typically a member of a dominant group standing beside member(s) of a group being discriminated against or treated unjustly. Being an ally means you use your privilege to advance social change, but you do it in a way that centers and uplifts the group directly impacted. It is not about you. An ally is someone who advocates for, and alongside, marginalized groups. Being an ally does NOT mean you are "giving a voice to the voiceless". Everyone has a voice. An ally's role is to help clear away the rest of the noise so that voice can be heard. Being an ally means you listen, and it means you engage in conversations and do your own homework, not relying on those who are directly impacted by discrimination to "teach you". Being an ally means being prepared to be called out, taking the feedback and processing it without shutting down. A true ally does not believe they are done learning about privilege and oppression but accepts that it is a lifelong commitment. Becoming an ally means you are moving from perpetuating abuse, into a healthy, supportive relationship, one not focused on you maintaining power over another.

A note on Emotional Labor:

The term emotional labor was first used in 1983, when American sociologist Arlie Hochschild wrote about it in her book, *The Managed Heart*. At the time, Arlie described emotional labor as having to "induce or suppress feeling in order to sustain the outward demeanor or presentation that produces the proper state of mind in others". In other words, it means keeping tight control over your emotions so that you do not cause discomfort to another. And in allyship, the LGBTQ+ community has historically carried that burden when trying to explain or have dialogue with those outside the LGBTQ+ community and in advocating for their rights. Allyship means that you aren't depending on the LGBTQ+ community to do the work, engage in the emotional labor for you. You must be willing to do that yourself.

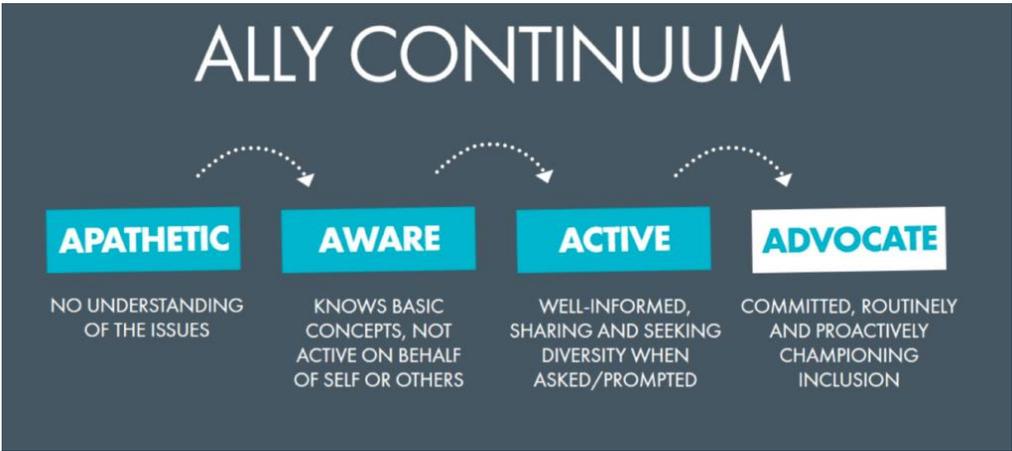
Genuine Allyship vs. Performative Allyship

Allyship:

- Is a process
- Requires commitment
- Requires personal investment
- Requires education
- May not always feel good
- Requires listening

Performative Allyship:

- Is rooted in convenience
- All about optics
- Ego driven
- Lacks real knowledge
- Lacks real investment
- Lacks real commitment



REFLECTION/DISCUSSION PROMPTS

1. Do you think you already demonstrate allyship? Where are you on the Ally Continuum?
2. What are your thoughts on performative allyship? Do you think you have engaged in performative allyship?
3. What do you think you can do to improve your allyship?

Use this space to take notes of discussion or write down your thoughts and observations:

BREAK STEREOTYPES AND THE GENDER BINARY

Just as white people must step up and fight racism, heterosexual and cisgender people must step up and fight discrimination, hate, and violence against the LGBTQ+ community. One seemingly small thing we can do that can have a big impact is stepping out of the comfort of norms to break stereotypes and break the gender binary.

Our systems and the rules and norms which govern those systems, while they may feel comfortable for many of us, continue to harm a lot of people. Doing your part to separate yourself from stereotypes not reinforcing them, addressing your bias, is crucial. It is a matter of shifting your perspective and realizing that you may not understand someone's identity or sexual orientation, but that doesn't mean they don't deserve your respect and to have their dignity as a fellow living being. Ultimately, it's not for you to understand and agree with, but it is for you to respect and believe just as you expect others to believe you when you tell them who you are.

Using pronouns regularly in both a casual and professional setting can help do several things in breaking those harmful effects of the gender binary and stereotypes.

1. Using pronouns normalizes them for you and for heterosexual and cisgender people
2. Using pronouns takes the pressure off of a gender non-conforming or transgender person to out themselves
3. Using pronouns gets rid of assumption based on appearance, voice, dress, etc. (all of those stereotypes and binary norms we use to label someone's gender)
4. Using the pronouns a person identifies for themselves is incredibly affirming and empowering, and truly takes little to no effort from you.

Gender Pronouns

Please note that these are not the only pronouns. There are an infinite number of pronouns as new ones emerge in our language. Always ask someone for their pronouns.

Subjective	Objective	Possessive	Reflexive	Example
She	Her	Hers	Herself	She is speaking. I listened to her. The backpack is hers.
He	Him	His	Himself	He is speaking. I listened to him. The backpack is his.
They	Them	Theirs	Themselves	They are speaking. I listened to them. The backpack is theirs.
Ze	Hir/Zir	Hirs/Zirs	Hirself/ Zirself	Ze is speaking. I listened to hir. The backpack is zirs.

Design by Landyn Pan

transstudent.tumblr.com
facebook.com/transstudent
twitter.com/transstudent

For more information,
go to transstudent.org/graphics

Trans Student Educational Resources

You can also work to change your use of gendered language. This is a little more challenging, but it does get easier over time. For example, instead of using "guys" to address groups of people, try using "ya'll", "folks", "everyone", or "you all". Instead of immediately calling a person "Sir" or "Ma'am", ask them how they would like to be addressed. The same can be done with Mr., Mrs, Miss, etc.

These things do take practice because they feel so normal. But just remember, we learned them. And because we learned them, that means we have the capability to learn something else. This is part of allyship.

REFLECTION/DISCUSSION PROMPTS

1. **Do you believe you have a responsibility to find ways to break the gender binary in your every-day life? Why or why not?**
2. **Do you feel burdened by the thought of modifying the words you use, shifting away from gendered language?**
3. **In watching the videos focused on stereotypes and enforcing the gender binary, what thoughts did you have? What were your impressions of the people featured? How did you feel while listening to/watching them?**

Use this space to take notes of discussion or write down your thoughts and observations:

HOW TO ENGAGE

Engaging in this work means moving into allyship, and becoming an ally means that you will begin to encounter new situations, new people, and difficult conversations. You can do this work, but you are going to have to get comfortable with being uncomfortable.

The video, *Effective Allyship: A Transgender Take on Intersectionality*, found in this section provides powerful insights to help you in building your allyship.

- Understand your intentions
- Acknowledge disproportionate realities exist
- Use judgement as a tool, not a weapon
- Our shame causes us to react in defensiveness
- Sharpen your listening skills
- Examine your attitude

"We are of a collective pallet, and none of us will taste liberation until we all do."

The two videos in this section focusing on LGBTQ+ youth highlight why it is important for young people to be informed about LGBTQ+ identities, but also the importance of support. As was discussed in module 2, there are a significant number of LGBTQ+ youth that experience abuse and increased stress and hardship. This abuse, stress, and hardship does not occur because the individual is LGBTQ+. Being LGBTQ+ doesn't by default bring struggle and unhappiness. It is the narratives and social structures around us that create those conditions through invalidation of identity, fear, and discrimination. We do have power to change those narratives, and one path to doing so is normalizing the LGBTQ+ community from a young age. Remember, young people identifying as LGBTQ+ is not a phase and normalizing the LGBTQ+ community is not indoctrination.

A common argument in the discussion of normalizing LGBTQ+ identities for children is that doing so is forcing the LGBTQ+ community on children, encouraging them to be gay or trans, or indoctrinating them. It likely feels that way to some because it is going against the norms and social structures that we have in fact been indoctrinated with. The reality though, is that by normalizing LGBTQ+ identities for young people we are reducing the likelihood that they will carry forward the system of discrimination. We are also increasing the likelihood that any young people who are LGBTQ+ will be safe and encounter less obstacles in their ability to thrive.

Reflection/Discussion Prompts:

1. Think about some common arguments you hear against the normalization of the LGBTQ+ community. **What are some ways you can counter those arguments?**
2. **Do you think that being an LGBTQ+ ally could change some of your relationships?**
3. This final section of the training provided several resources for continued learning PDFs to offer some guidance. **Do you think you will utilize these resources? How might you utilize them?**

Use this space to take notes of discussion or write down your thoughts and observations:

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FEATURED/LINKED VIDEOS

What Does Queer Really Mean?

<https://www.youtube.com/watch?v=58od0RIBljY>

Bisexual People Tell Their Stories at Stonewall

<https://www.youtube.com/watch?v=-3oz9sITFeg>

An Introduction to Transgender People

<https://www.youtube.com/watch?v=YSuJ70OMo3I>

What Does Intersex Mean? InQueery. them.

https://www.youtube.com/watch?v=n_5I2fwWGco

What Does “Two-Spirit” Mean? InQueery. Them.

<https://www.youtube.com/watch?v=A4lBibGzUnE>

How to Treat an Asexual According to an Asexual

<https://www.youtube.com/watch?v=UrSnACJYwHQ>

The Homophobic Origins of U.S. Law. Origins of Everything.

<https://www.youtube.com/watch?v=GQ3oXdhyjYs>

The Origin of Gender. Origins of Everything.

<https://www.youtube.com/watch?v=5e12ZojkYrU>

A Trans History: Time Marches Forward and So Do We

<https://www.youtube.com/watch?v=N-lhWEVByZo&t=119s>

Coming Out- The LGBT Cultural Revolution Before Stonewall- Documentary. PROUDVISION.

<https://www.youtube.com/watch?v=-JlabqIh6RU>

How Florida Legally Terrorized Gay Students. Vox.

<https://www.youtube.com/watch?v=IbTBehjdlc0&t=2s>

Chapter 1 | Stonewall Uprising. American Experience. PBS

<https://www.youtube.com/watch?v=cCqcvqkWQhc>

AIDS: From Ryan White to Today's Silent Epidemic. Retro Report on PBS.

<https://www.youtube.com/watch?v=z6AnrIva1HI>

Reagan Administration's Chilling Response to the AIDS Crisis | Vanity Fair

<https://www.youtube.com/watch?v=yAzDn7tE1IU>

Once Denied, LGBTQ Couple Finds Joy in Foster Parenting | Human Rights Campaign

<https://www.youtube.com/watch?v=fIJPSRRrsm4>

LGBTQ Discrimination In Housing: Love Isn't Enough | Zillow

<https://www.youtube.com/watch?v=Q4BmlnioGlg>

Aging as LGBT: Two Stories | Movement Advancement Project

<https://www.youtube.com/watch?v=lkPJxQorieo>

US: Repeal Anti-Gay No Promo Homo Laws | Human Rights Watch

<https://www.youtube.com/watch?v=RG0pGI8CRjY>

Our Families: LGBT / Two Spirit Native American Stories. Basic Rights Oregon

<https://www.youtube.com/watch?v=geFgT-X7Ajc>

Gay Muslims Confront Intersectional Challenges. Associated Press.

<https://www.youtube.com/watch?v=hbQ5NtWnJ10>

LGBTQ Asylum Seekers Persecuted at Home and in U.S. Custody. PBS Newshour.

<https://www.youtube.com/watch?v=ZKU70IAJbEU>

Interview Series: Intersectionality. Diversity and Resiliency Institute of El Paso.

https://youtu.be/VSlYiv_FtD0

What Is A True Ally? Seventeen.

<https://www.youtube.com/watch?v=gtALM4fOy0E>

#GotYourBack: Students tell GLAAD what makes a good LGBT ally. GLAAD.

<https://www.youtube.com/watch?v=6i5fFwCr4M4>

What Does It Mean to Be an LGBTQ+ Ally? VICE TV.

<https://www.youtube.com/watch?v=4PJ80p19M64>

Who Sounds Gay? Op-Docs. The New York Times.

<https://www.youtube.com/watch?v=Lkm0rmigGOw>

Acting Gay- Gay Men. One Word. Cut.

<https://www.youtube.com/watch?v=a4jfiqily0A>

Pronouns- Trans. One Word. Cut.

<https://www.youtube.com/watch?v=Nn1TC7VEpf4>

Passing- Trans. One Word. Cut.

https://www.youtube.com/watch?v=kNXX_CzfNvg

Flying Solo: A Transgender Widow Fights Discrimination

<https://www.youtube.com/watch?v=qdiD78cZALY>

Trans Migrant Solidarity Rally. KTSM 9 News.

<https://www.youtube.com/watch?v=F4rs6gOm4JA>

Effective Allyship: A Transgender Take on Intersectionality | Ashlee Marie Preston | TEDxPasadena

<https://www.youtube.com/watch?v=3EcuDfDjUd8>

5 Tips For Parents of LGBT Kids | Queer 101 | The Advocate

https://www.youtube.com/watch?v=b8Ev2QG0W9M&list=PL2vkyjxGErDeqdf6GOfliHskP_BwP_WHAY&index=4

Is My Child Too Young To Learn About Being Gay? | Tim Ramsey | TEDxOxford

<https://www.youtube.com/watch?v=yCIBp3YOleM>