

ALLY TRAINING

Matthew Jeffries

Updated January 2018

**GIESORC**  
Gender Identity, Expression, and Sexual Orientation Resource Center

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LEARNING OBJECTIVES

Participants will be able to:

- Differentiate between sexual orientation, sex, gender, gender expression, and gender identity.
- Describe issues LGBT individuals experience in higher education and in society.
- Recognize heterosexual and cisgender privilege in higher education and in society.
- Define terms that are most salient in the LGBT community.
- Discuss how to be a better ally to the LGBT community.

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OVERVIEW

- Foundations
- Language
- Privilege
- Queer in Context
- Questions

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## FOUNDATIONS FOR THE TRAINING

- Ask any and all questions: this is a forgiving space
- Ally Trainings are intended to be the prelude to continuing practice, not a one and done experience
- What are you hoping to gain from this experience?
- What are you hoping to learn?

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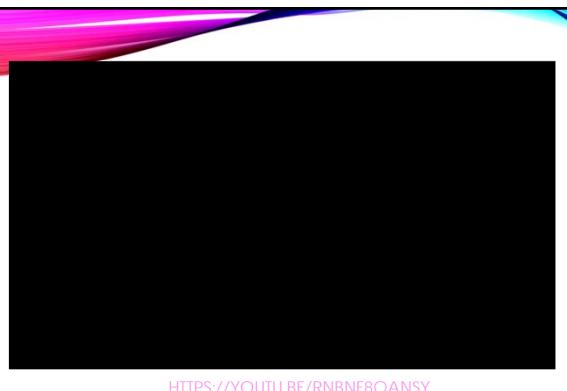
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[HTTPS://YOUTU.BE/RNBNF8QANSY](https://youtu.be/rnbnf8qansy)

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## LANGUAGE

- **Sex**
- A biological term dividing a species into male or female, usually on the basis of chromosomes (XX = female; XY = male). Hormone levels, secondary sex characteristics, and internal and external genitalia may also be considered criteria.
- **Gender**
- A sociological construct (usually taught as a binary) defining the collection of characteristics that are culturally associated with maleness or femaleness; masculine and feminine constitute this.

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## LANGUAGE

- **Gender Identity**

- One's internal sense of being a man, woman, neither of these, both, or other gender(s).

- **Gender Expression**

- External manifestation of one's gender identity, usually expressed through clothing, haircut, voice, or body characteristics.

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## LANGUAGE

- **Cisgender**

- A term for someone who identifies with the sex they were assigned at birth.

- **Transgender**

- An umbrella term for those individuals whose gender identity does not match with that assigned for their physical sex. Importantly, this term does not tell us anything about someone's sexual orientation.

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## LANGUAGE

- **Transsexual**

- A term used to describe a person who identifies psychologically as a gender/sex other than the one to which they were assigned at birth. This individual may use hormones and/or surgery to help their physical body match their inner sense of gender/sex.

- **Crossdresser**

- A term used to describe an individual, regardless of sexual orientation, who chooses to dress in the "opposite" gender clothing.

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## LANGUAGE

- **Sexual Orientation**

• A person's physical, romantic, emotional, aesthetic, and/or other form of attraction to others.

- **Queer**

• 1) An umbrella term sometimes used by LGBTQA people to refer to the entire LGBTQA community.

• 2) An term that some people use to push back against the idea of labels and categories.

• 3) An in-group term that can be empowering for some but offensive to others.

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## SEX, GENDER, AND SEXUAL ORIENTATION

### The Gender Unicorn

Design by  
**TSER**



To learn more, go to:  
[www.transgender.org/gender](http://www.transgender.org/gender)  
Design by Leelah Lazcano




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## LANGUAGE

- **Bisexual**

• Someone who is attracted to both men and women. A person who experiences sexual, romantic, physical, and/or spiritual attraction to people of their own gender as well as another gender.

- **Pansexual**

• A person who experiences sexual, romantic, physical, and/or spiritual attraction for members of all gender identities/expressions or biological sex.

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## LANGUAGE

- **Intersex**
- A general term used for a variety of conditions in which a person is born with a reproductive or sexual anatomy that doesn't seem to fit the typical definitions of female or male.
- **Asexual**
- Someone who does not experience sexual attraction. There is considerable diversity in this community: each individual experiences things like relationships, attraction, and arousal somewhat differently.
- **Ally**
- A term used to describe someone who acknowledges and appreciates differences in people and groups. This is someone who is a safe and open person to talk to and someone who is willing to stand up for the rights and well-being of others.

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## OUT OF DATE/OFFENSIVE LANGUAGE

- "Homosexual"
- "Sexual Preference"
- "(Gay/Transgender/Lesbian) Lifestyle"
- "Gay Agenda" / "Special Rights"
- "Admitted Homosexual"
- "Tranny"
- "Hermaphrodite"

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## PRONOUNS

Subject	Object	Possessive	Possessive Pronoun	Reflexive
He	Him	His	His	Himself
She	Her	Her	Hers	Herself
They	Them	Their	Theirs	Themself
Ze/Zie	Hir	Hir	Hirs	Hirself

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## COMING OUT

- For LGBTQ+ many individuals, this process is continuous
- Coming out, but also letting in
- Good and bad ways to handle coming out




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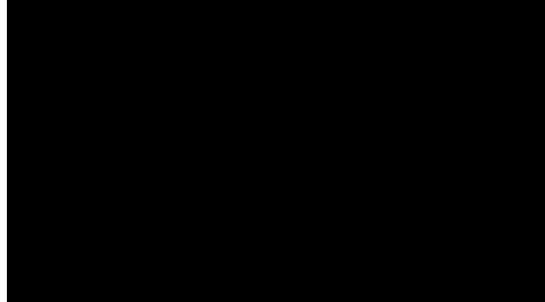
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[HTTPS://YOUTU.BE/G2G0PEAILO](https://youtu.be/G2G0PEAILO)

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## COMING OUT ACTIVITY

- I've never heard you talk about anything like this before. You must just want some attention.
- I always knew you were gay, the only one who didn't know was you
- I may not understand what you are going through or what you mean when you say this, but I care about you no matter how you identify
- This is really unexpected, are you sure you are really LGBT? Maybe you are just going through a phase. Everyone in college experiments.
- Well if you haven't ever been with someone of the same sex, how do you know you are really LGBTQ?
- I imagine that this can be kind of a scary or difficult thing to talk about, thank you so much for trusting me.
- How did it feel to tell me this?
- You should have told me sooner. I can't believe you have been keeping this a secret.
- How can I support you in your coming out process?
- How do you want me to handle this information?
- Have you talked to your friends and family about this? I just want to know what kind of support system you have.
- Aren't you worried about getting AIDS?
- So, it sounds like you should really talk to a therapist about these feelings.
- My relative is gay, so I know exactly what you are going through.

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## PRIVILEGE

(noun): an unearned right or advantage based on a social identity

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## HETEROSEXUAL PRIVILEGE

- I can, if I wish, arrange to be in class with people of my sexuality most of the time.
- My sexual orientation is honestly portrayed in the media.
- I don't have to hide my sexuality in certain situations for personal safety.
- I need not fear financial and emotional truncation from my family simply due to my sexuality.
- I can turn on the television or open to the front page of the paper and see people of my sexuality widely represented.

*Adapted from Carleton College*

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## WHAT DOES THIS LOOK LIKE ON CAMPUS?

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## CISGENDER PRIVILEGE

- Use public restrooms without fear of verbal abuse, physical intimidation, or arrest.
- Use public facilities such as gym locker rooms and store changing rooms without stares, fear, or anxiety.
- Strangers don't assume they can ask you what your genitals look like and how you have sex.
- You are less likely to face resistance when asking to be recognized by your chosen name.

*Adopted from Everyday Feminism*

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## WHAT DOES THIS LOOK LIKE ON CAMPUS?

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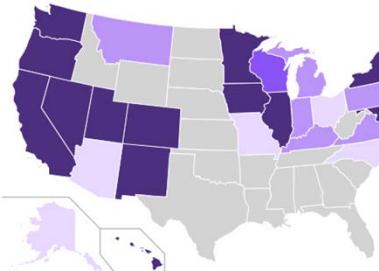
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## EMPLOYMENT BEING QUEER IN CONTEXT



Updated April 26, 2017

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**EDUCATION** BEING QUEER IN CONTEXT

Updated April 25, 2017

The map shows state-by-state progress on LGBT equality. States shaded in brown include California, Nevada, Colorado, Illinois, New York, Connecticut, Rhode Island, Massachusetts, Vermont, New Hampshire, Maine, and Hawaii. States shaded in orange include Minnesota, Iowa, Wisconsin, Michigan, Indiana, Ohio, West Virginia, Kentucky, Tennessee, Mississippi, Louisiana, and Alaska. The remaining states are shown in grey.

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CURRENT ISSUES

- Trans\* women of color being murdered
- Trans\* healthcare
- Employment
- Housing
- Military

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[https://youtu.be/\\_dg86g-QIM0](https://youtu.be/_dg86g-QIM0)

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## 6 TIPS FOR BEING AN ALLY

- #1: Understand your privilege
- #2: Listen and do your homework
- #3: Speak with the community
- #4: You will make all the mistakes! Just apologize when it happens
- #5: Allies are active
- #6: Allyship is intersectional

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## WHAT IF IT WERE TRUE?

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## QUESTIONS?

- Any questions? Comments? Concerns?
- Follow-ups can be directed to [matthew.jeffries@wsu.edu](mailto:matthew.jeffries@wsu.edu) or 509-335-8841
- GIESORC is located in CUB 401. Our regular hours are 8 a.m. to 9 p.m. Monday through Thursday; Friday from 8a.m. to 5p.m.!



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<b>A. Sex</b>	1) An umbrella term sometimes used by LGBTQA people to refer to the entire LGBTQA community. 2) A term that some people use to push back against the idea of labels and categories. 3) An in-group term that can be empowering for some but offensive to others.
<b>B. Gender</b>	A biological term dividing a species into male or female, usually on the basis of chromosomes (XX = female, XY = male). Hormone levels, secondary sex characteristics, and internal and external genitalia may also be considered criteria.
<b>C. Gender Identity</b>	A general term used for a variety of conditions in which a person is born with a reproductive or sexual anatomy that doesn't seem to fit the typical definitions of female or male.
<b>D. Gender Expression</b>	A person who experiences sexual, romantic, physical, and/or spiritual attraction for members of all gender identities /expressions or biological sex.
<b>E. Cisgender</b>	A term used to describe a person who identifies psychologically as a gender/sex other than the one to which they were assigned at birth. This individual may use hormones and/or surgery to help their physical body match their inner sense of gender/sex.
<b>F. Transgender</b>	A sociological construct (usually taught as a binary) defining the collection of characteristics that are culturally associated with maleness or femaleness; masculine and feminine constitute this.
<b>G. Transsexual</b>	A person's physical, romantic, emotional, aesthetic, and/or other form of attraction to others.
<b>H. Crossdresser</b>	A term for someone who identifies with the sex they were assigned at birth.
<b>I. Sexual Orientation</b>	A term used to describe an individual, regardless of sexual orientation, who chooses to dress in the "opposite" gender clothing.
<b>J. Queer</b>	A term used to describe someone who acknowledges and appreciates differences in people and groups. This is someone who is a safe and open person to talk to and someone who is willing to stand up for the rights and well-being of others.
<b>K. Bisexual</b>	An umbrella term for those individuals whose gender identity does not match with that assigned for their physical sex. Importantly, this term does not tell us anything about someone's sexual orientation.
<b>L. Pansexual</b>	One's internal sense of being a man, woman, neither of these, both, or other gender(s).
<b>M. Intersex</b>	External manifestation of one's gender identity, usually expressed through clothing, haircut, voice, or body characteristics.
<b>N. Asexual</b>	Someone who does not experience sexual attraction. There is considerable diversity in this community; each individual experiences things like relationships, attraction, and arousal somewhat differently.
<b>O. Ally</b>	Someone who is attracted to both men and women. A person who experiences sexual, romantic, physical, and/or spiritual attraction to people of their own gender as well as another gender.

## **Coming Out Activity**

Discuss each of these statements/questions and whether or not these would be appropriate responses to someone who has just come out to you.

1. I've never heard you talk about anything like this before. You must just want some attention.
  2. I always knew you were gay, the only one who didn't know was you
  3. I may not understand what you are going through or what you mean when you say this, but I care about you no matter how you identify
  4. This is really unexpected, are you sure you are really LGBT? Maybe you are just going through a phase. Everyone in college experiments.
  5. Well if you haven't ever been with someone of the same sex, how do you know you are really LGBTQ?
  6. I imagine that this can be kind of a scary or difficult thing to talk about, thank you so much for trusting me.
  7. How did it feel to tell me this?
  8. You should have told me sooner. I can't believe you have been keeping this a secret.
  9. How can I support you in your coming out process?
  10. How do you want me to handle this information?
  11. Have you talked to your friends and family about this? I just want to know what kind of support system you have.
  12. Aren't you worried about getting AIDS?
  13. So, it sounds like you should really talk to a therapist about these feelings.
  14. My relative is gay, so I know exactly what you are going through.
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## **Pronoun Activity**

1. \_\_\_\_\_ laughed at Pat's joke.
2. They tried to convince \_\_\_\_\_ that unicorns were real.
3. \_\_\_\_\_ least favorite soda is Mountain Dew.
4. The cookie is \_\_\_\_\_.
5. \_\_\_\_\_ think(s) highly of \_\_\_\_\_.