

Additional Resources for Teachers: Sex, Gender & Inclusive Communities

We believe that it is essential when facilitating on the topic of gender, identity, and sexuality, to do so sensitively and inclusively. We understand some educators may feel hesitant to facilitate conversations and lessons on these topics, yet the importance of doing so cannot be underestimated. With these additional resources, we hope to encourage teachers to feel very confident delving into these important topics. We have also included a section of resources specifically for individuals navigating these conversations within the context of Christianity, as we know this is a current debate in many communities in Manitoba.

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Rainbow Resource Centre

Serving Manitoba's gay, lesbian, bisexual, transgender and two spirit communities.

www.rainbowresourcecentre.org

It's Pronounced Metrosexual

A comedy show and online resource about snap judgments, identity, and oppression. It is a site where advocates of social justice can find helpful articles, fun graphics, and other resources designed to be shared in an effort to advance social equity. It is the source of the Genderbread Person and many other resources.

www.itspronouncedmetrosexual.com

United Nations Free and Equal Campaign

Free & equal is a united nations campaign for lesbian, gay, bisexual, and transgender equality.

www.unfe.org

Advocates for Youth

Advocates for Youth champions efforts that help young people make informed and responsible decisions about their reproductive and sexual health. Advocates believes it can best serve the field by boldly advocating for a more positive and realistic approach to adolescent sexual health. Includes the Heterosexual Questionnaire handout.

<http://www.advocatesforyouth.org/for-professionals/lesson-plans-professionals/223?task=view>

Carol Rossetti Cartoons

Carol Rosetti, a Brazilian designer and illustrator, created a series of cartoons showcasing women from all over the world of all varieties.

www.carolrosseetti.com.br/

2011 Canadian National Survey

This report discusses the results of a national survey of Canadian high school students undertaken in order to investigate what life at school is like for students with sexual or gender minority status.

<http://egale.ca/wp-content/uploads/2011/05/EgaleFinalReport-web.pdf>

The Williams Institute

A report on suicide attempts among transgender and gender non-conforming adults in the American context.

<http://williamsinstitute.law.ucla.edu/wp-content/uploads/AFSP-Williams-Suicide-Report-Final.pdf>

Government of Canada

A detailed description of how legal rights in Canada have considered sexual orientation.

<http://www.parl.gc.ca/content/lop/researchpublications/prb0413-e.htm>

Anti-Defamation League:

Other possible ally activities and materials.

<http://www.adl.org/assets/pdf/education-outreach/understanding-homophobia-heterosexism-ally.pdf>

Pride Education Network

Pride Education Network advocates for an inclusive, respectful environment for all students, staff and families, regardless of their actual or perceived sexual orientation and/or gender identity, within educational institutions, through the development of concrete supports, policies, resources and actions.

www.pridenet.ca

The Safe Zone Project

The Safe Zone Project is a free online resource for creating powerful, effective LGBTQ awareness and ally training workshops. It's also a bit more than that

www.thesafezoneproject.com

Transwhat?

Transwhat? A Guide Towards Allyship is an easy to understand website, explaining the basics of being trans, designed to assist individuals who are aiming to be supportive and welcoming to trans folks around them.

<http://www.transwhat.org/>

We are the Youth

We are the Youth is an ongoing photojournalism project that shares the stories of lesbian, gay, bisexual, transgender and queer youth in the United States.

<http://wearetheyouth.org/>

A guide to speaking and writing about transgender people

Caitlyn Jenner's coming-out sparked many conversations in 2015. This article helps people navigate the usage of different terminology and pronouns in order to be most inclusive and respectful.

<http://boingboing.net/2015/06/01/how-to-talk-about-caitlyn-jenn.html>

Definitions

Rainbow Resource Centre

Please remember that English is a fluid language in which definitions and connotations change over time, culture, political climate, and geography. The following serve as working definitions that provide an initial foundation of understanding.

- Natal Sex:** Also known as anatomical sex, the natal sex of an individual is based on several factors including chromosomal sex, gonadal sex, hormonal sex, internal accessory reproductive structures, and external sex organs. Typically one who has a proportion of these factors is assigned as biologically male, female or intersex.
- Intersex:** Intersex is a general term used for a variety of conditions in which a person is born with a reproductive or sexual anatomy that does not seem to fit the typical definitions of female or male. For example, a person might be born appearing to be female on the outside, but having mostly male-typical anatomy on the inside. Or a person may be born with genitals that seem to be in-between the usual male and female types—for example, a “girl” may be born with a noticeably large clitoris, or lacking a vaginal opening, or a “boy” may be born with a notably small penis, or with a scrotum that is divided so that it has formed more like labia. Or a person may be born with mosaic genetics, so that some of “her” cells have XX chromosomes and some of them have XY. Adapted from: Intersex Society of North America. www.isna.org (2006).
- Although not entirely accurate, the word “hermaphrodite” has previously been associated with the term Intersex.
- Sexual Orientation:** Sexual orientation is a person’s emotional, physical, and/or sexual attraction to other individuals. Categories of sexual orientation include homosexuals—gay, lesbian—attracted to members of the same sex; bisexuals, attracted to some members of more than one sex; and heterosexuals, attracted to members of another sex. Adapted from Gay, Lesbian, and Straight Education Network. “Talking the Talk.” www.glsen.org (2003).
- Sexual orientation is also how someone may choose to identify; a person’s sexual orientation may change over time.
- Sexual Behaviour:** Sexual behaviour, in humans, is the act of expressing affection, spiritual transcendence, the release of tension, the experiencing and enjoyment of pleasure, for physical exercise, the purposes of reproduction or a combination of any or all of these things. Adapted from Wikipedia, <http://en.wikipedia.org/> (2005).
- A person’s sexual orientation may not reflect their sexual behaviour.
- Lesbian:** Female-identified people that have emotional, physical and/or sexual attractions to other female-identified people. The term lesbian is derived from the name of the Greek island of Lesbos. Adapted from: Trans-Academics. “LGBTTSQI Terminology.” www.trans-academics.org/lgbttsqiterminology.pdf (2006).

- Gay:** Male-identified individuals that have emotional, physical and/or sexual attractions to other male-identified individuals. “Homosexual” is a clinical term once used to refer to gay individuals. Adapted from Trans-Academics. “LGBTTSQI Terminology.” <http://www.trans-academics.org/lgbttsqiterminology.pdf> (2006).
- The term is also used to describe the “gay community” – a community that is defined by LGBTT* folks. This can refer to people within the community, an actual physical area (most often in larger urban cities, such as Montreal) or designated businesses, places and areas, or a combination of any of the above. Adapted from: Rainbow Resource Centre’s Identifying Allies, A Safe Space Project (2003).
- Bisexual:** An individual who is emotionally, physically, and/or sexually attracted to males/men and females/women. Adapted from Trans-Academics. “LGBTTSQI Terminology.” www.trans-academics.org/lgbttsqiterminology.pdf (2006).
- A bisexual person may not be equally attracted to both sexes, however, and the degree of attraction may vary over time. Adapted from: Human Rights Campaign. “Coming Out as Bi.” www.hrc.org (2006).
- Queer:** Queer was once used as a homophobic slur meaning: ‘strange,’ ‘unusual,’ ‘out of alignment,’ ‘something suspicious or not quite right,’ ‘a person with mild insanity’ or ‘someone who exhibits socially inappropriate behavior.’ Recently, the word queer has been reclaimed as an inclusive, unifying, sociopolitical umbrella term for people who are gay, lesbian, bisexual, transgender, transsexual, intersexual, genderqueer and/or those whose sexual identity or activities place them outside the mainstream. Adapted from: <http://en.wikipedia.org/>
- Fluid/Pansexual:** A sexual orientation characterized by a potential emotional attraction, romantic love and/or sexual desire for anybody, including people who do not fit into the gender binary of male/female implied by bisexual attraction. Pansexuality is sometimes described as the capacity to love a person romantically irrespective of gender. Some pansexuals also assert that gender and sex are meaningless to them. May also be known as ‘fluidity’ and ‘omnisexuality.’ Adapted from: <http://en.wikipedia.org/>
- Questioning:** Refers to people who are uncertain about their sexual orientation and/or gender identity. They are often seeking information and support during this stage of their identity development. Adapted from Gay, Lesbian, and Straight Education Network. “Talking the Talk.”, <http://www.glsen.org>
- Coming Out:** Coming out is a process of embracing and disclosing one’s sexual orientation and/or gender identity. This process generally occurs on three levels: personal (with oneself), private (family and friends), and public (at work or in the community at large). Adapted from Human Rights Campaign. “Coming Out: A Journey.” www.hrc.org (2006).
- Homophobia:** The fear, hatred, or aversion towards individuals who identify or are perceived as being lesbian, gay, bisexual, transgender, two-spirit, or queer.
- Heterosexism:** A bias that is exhibited by individuals, communities and the larger society. Often subtle, but nonetheless pervasive, heterosexism is the method whereby cultural institutions and individuals expect all members to live their lives and operate in a certain way (heterosexually) or assume that everyone is heterosexual. Heterosexism is also the belief in the superiority of heterosexuality. Those that do not live or subscribe to this “norm” are viewed as deviant, radicals and threats to the very

fabric of a community or society. Adapted from: Rainbow Resource Centre's Identifying Allies: A Safe Space Project (2003).

Heterocentrism: An (often subconscious) assumption that everyone is heterosexual, and the attitudes associated with that assumption. In queer theory, the term heterocentrism is closely related to heteronormativity. Adapted from: <http://en.wikipedia.org/>

Oppression: "Oppression is the systematic, institutionalized, and socially condoned (elite sanctioned) mistreatment of a group in society by another group or by people acting as agents of the society as a whole." DeAnza College. Political Science. www.deanza.edu/faculty/yuen/poli1/handouts/oppression.htm (2006).

"Oppression occurs when a person is blocked from opportunities to self-development or is excluded from full participation in society or is assigned a second class citizenship, not because of individual talent, merit or failure, but because of her or his membership in a particular group, category of people." Mullaly, B. (2001), "Confronting the politics of despair: toward the reconstruction of progressive social work in a global economy and post-modern age." *Social Work Education*, Vol. 20, No. 3. (303-320).

Two-Spirit: A term in English used to describe the ancient teachings of First Nations people who embodied two spirits (male and female). Two-Spirit people were "looked upon as a third gender in many cases and in almost all cultures they were honoured and revered. [Two-Spirit] people were often the visionaries, the healers and medicine people." Colonization reinforced homophobia amongst many tribes and tarnished the honour of what it meant to be Two-Spirit. Today, the term Two-Spirit is being reclaimed as Sacred; it also encompasses individuals who identify as lesbian, gay, bisexual and transgender. Adapted from: Two-Spirits Flyer, www.2spirits.com. (2006).

Gender: Gender is "the established psychological, social and representational differences between men and women," states Alexandra Howson in *The Body in Society: An Introduction*. (Cambridge and Oxford: Polity Press, 2004).

This socially constructed and culturally influenced notion refers to the components of masculinity and femininity that is based on a person's sex assigned at birth. Gender may be seen as a fluid idea in which it shifts and changes rather than being something rigid.

Gender Identity: How a person feels and identifies in regards to their gender. This could include, but is not limited to: man, male, masculine, woman, female, feminine, transgender, gender neutral, pan-gender, genderqueer, two-spirit, third gender and all, none or a combination of these.

Gender Expression: Gender expression is everything we do that communicates our sex/gender to others: clothing, hair styles, mannerisms, way of speaking, roles we take in interactions, etc. This communication may be purposeful or accidental. It could also be called social gender because it relates to interactions between people. Trappings of one gender or the other may be forced on us as children or by dress codes at school or work. Gender expression is a continuum, with feminine at one end and masculine at the other. In between are gender expressions that are androgynous (neither masculine nor feminine) and those that combine elements of the two (sometimes called gender bending). Gender expression can vary for an individual from day to day or in different situations, but most people can identify a range on the scale where they feel the most comfortable. Some people are comfortable with a wider range of gender expression than others.

Gender Queer: An individual who does not prescribe to any one particular gender or sexual orientation.

Gender Variance: Gender variance is a term that refers to those expressions of gender (masculinity and femininity) that do not conform to the dominant gender norms of Western culture.

The term is used by scholars of psychology and psychiatry, anthropology, and gender studies, as well as advocacy groups of gender variant people themselves. It is deliberately broad, encompassing such specific terms as transsexual, butch, queen, sissy, travesti, hijra or tomboy. Terms with similar meanings to "gender variance" include "gender nonconformity" and "gender atypical". The term transgender may be synonymous, but often has a narrower meaning and somewhat different connotations, including a non-identification with the gender assigned at birth, and an association with a social movement that emerged from North America in the late 20th century, which questions the validity of binary gender norms and pursues the political advancement of transgendered people. "Transgender" is also sometimes used to contrast with, rather than encompass, the term "transsexual". Adapted from: <http://en.wikipedia.org/>

Transgender: Transgender is an umbrella term that represents many individuals who defy the "laws" of the gender binary (female and male) system. This could include drag kings and queens, genderqueers, androgynous folks, intersex folks, two-spirit individuals, cross-dressers, transvestites, transmen (FTM, F2M, FtM – transitioning from female to male), transwomen (MTF, M2F, MtF – transitioning from male to female), transsexuals, and gender non-conformists. A transgender individual's sexual orientation varies and is not dependent on gender identity. Adapted from: Trans-Academics. "LGBTTSQI Terminology." www.trans-academics.org. For further information, please read our [Trans] Gender Definitions or Transition Definitions fact sheets.

Cisgender: Cisgender, is a neologism meaning "not transgender," that is, a gender identity or performance in a gender role that society considers to match or be appropriate for one's sex. The prefix cis- means "on this side of" or "not across". Cisgender originated as a way to shift the focus off of a marginalized group, by defining not only the minority group but also the majority. This is based upon the hypothesis that categorizing everyone will illustrate a difference between equal alternatives, whereas singling out the minority group implies some deviance, immorality, or defect on the part of the labeled group. Some Transgender people hope that the use of the word cisgender will increase mainstream acceptance and eventually remove the taboos. Prior to 1995, there was no standard word used to describe non-Transgender people without the use of negative prefixes while still avoiding terms like "normal", "real", "born" or "genetic" (women or men). Adapted from: <http://t-vox.org/>

Invisibly Trans, Stealth (Merged): **Being invisibly trans**, in regard to gender identity, refers to a person's ability to be regarded as a member of the sex or gender with which they identify, or with which they physically present. Typically, being invisibly trans involves a mixture of physical gender cues (for example, hair style or clothing) as well as certain behavioral attributes that tend to be culturally associated with a particular gender. Irrespective of a person's presentation, many trans people assert that confidence is far more important than the physical aspects of appearance. Being invisibly trans comes with more privilege and safety than those who are visibly trans.

The term **stealth** is used to refer to a person who is regarded as their desired gender at all times, and who has broken contact with people who knew their gender history. Thus, everybody around them is unaware that they were not always of the gender presented, and they are effectively invisible within the population of their current gender. In order to *live in stealth* an individual has to be extremely passable. Adapted from: <http://en.wikipedia.org/>

