



Queer & Trans 101

Doza, they.them.elle, Graduate Assistant for Education Initiatives
Julie Corral Phun, they.them, Education Coordinator

University of California, Santa Barbara

Agenda

- ▶ Land Acknowledgement
- ▶ Introductions
- ▶ Learning Outcomes
- ▶ Agreements
- ▶ Intersectionality Framework
- ▶ Queer & Trans Vocab
- ▶ Pronouns
- ▶ UCSB LGBTQIA+ Community
- ▶ Brainstorming
- ▶ Q&A & Feedback

Land Acknowledgement

Before we commence we wish to acknowledge the traditional custodians of this place and all land upon which the University and we as individuals are located. We pay our respects to the Chumash Elders past, present and future for they hold the memories, the traditions, and the culture of these areas, which have become a place of learning for people from all over the world.

[Native Lands Website](#)



AIICRC
EDUCATIONAL OPPORTUNITY
PROGRAM

Introductions

- ▶ Name
- ▶ Pronouns
 - ▷ they.them.theirs
 - ▷ she.her.hers
 - ▷ He.him.his
 - ▷ Ze.hir.hirs
- ▶ Position and function



Agreements

- ▶ You will **not know everything** there is to know about LGBTQIA+ identities and experiences when you leave this room.
- ▶ No one is an expert and our education and efforts are **ongoing**.
- ▶ What is **said here, stays here****. What is learned here, leaves here
- ▶ **Individuals are experts** in their own identities, experiences, and marginalization
 - ▶ We ask you to view this material through the **lens of your specific position** on campus and **pose specific questions** as they come up for you. We will share this material after to allow you to consider how this will show up in your work.
- ▶ When sharing stories from your personal life...
 - ▶ Only share information about others that they have told you is **okay to share**
 - ▶ Refer to them by their **current name and pronouns** only
- ▶ We seek to create an environment where LGBTQ students and colleagues can be **most successful** in their endeavors at UCSB by **reducing barriers** and challenges they might face on campus.

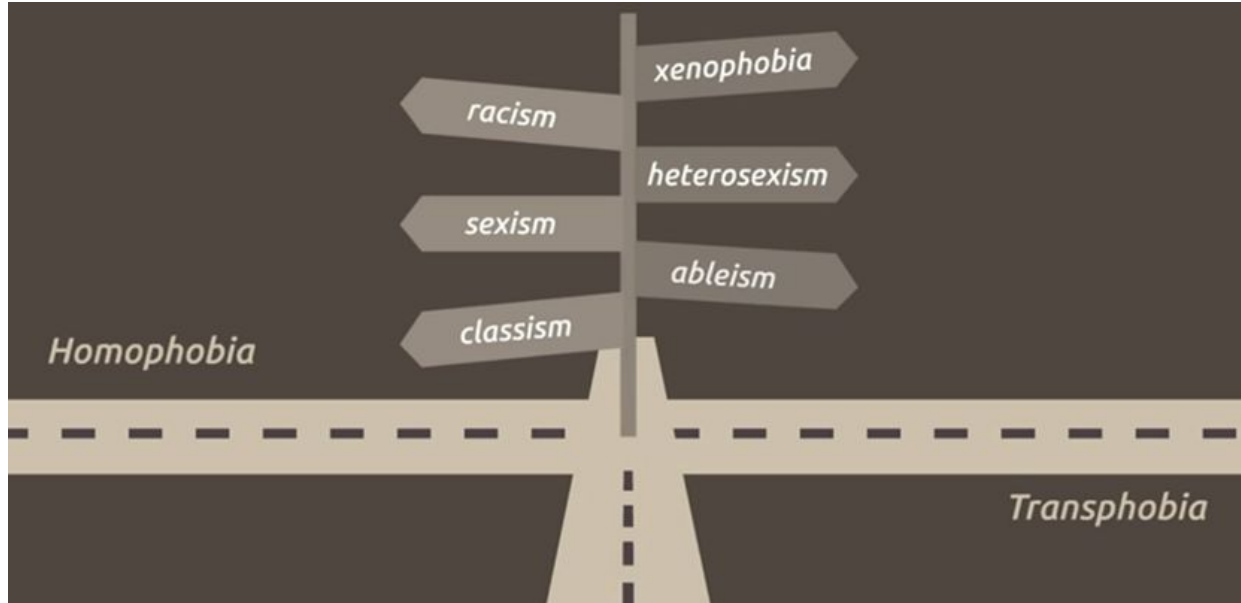
** Please keep in mind that as employees of the University of California, we are obligated to report any disclosed instances of Title IX/Clery Act crimes.

Intersectionality as Framework

Coined by Black feminist scholar, Dr. Kimberlé Crenshaw



Intersectionality as a Framework



Black and Latinx Trans Women

- ▶ In 2020, the HRC recorded 44 deaths of transgender and gender non-conforming people in 2020. 2021 is on track to possibly surpass 2020 as the deadliest year since recording started in 2013.
- ▶ These reminders serve to recognize the severity and disproportionate impact for those who live at the intersections of **racism** and **transphobia**.
- ▶ However, Black and Latinx trans life is much more than these statistics. Black and Latinx trans women are **executive producers** (Janet Mock), **organizers** (Bamby Salcedo), and **mothers/dancers** (Leiomy Maldonado).
- ▶ As a center we also have a designated position, the **QTBIPOC Empowerment Coordinator (Anusikha Halder | she/they)**, that hosts weekly empowerment hours for folks to be in community.

Black Lives Matter

Support the Movement

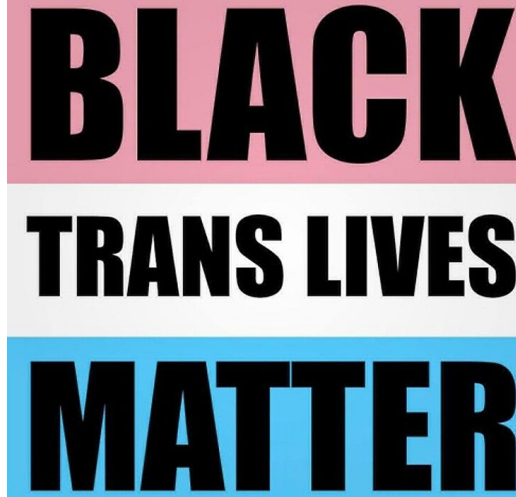
- ▶ [Black Lives Matter Santa Barbara](#)
- ▶ [Black Lives Matter Toolkits](#)

Support our LGBTQIA+ Black Students

- ▶ [Statement from Black Quare](#)
- ▶ [Black LGBTQIA+ Resource Page](#)
- ▶ [Statement from BSU](#)

Our Intersectional Approach

- ▶ On June 15, 2020, the Supreme Court ruled that the Civil Rights Act of 1964 protects LGBTQIA+ people from discrimination
 - ▶ This is a victory because of every single Black person who fought tirelessly for the Civil Rights Act of 1964 to be passed.
 - ▶ This is a demonstration on how **we will all be liberated ONLY when Black Lives Matter.**



BLACK
TRANS LIVES
MATTER

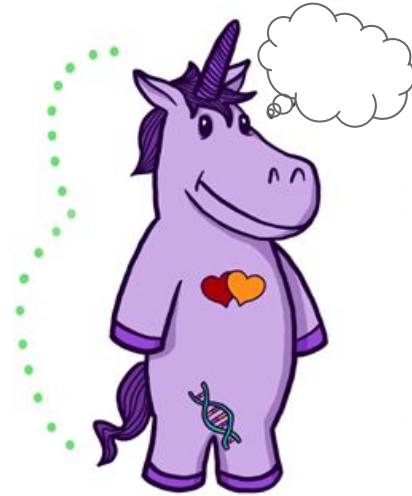
Queer & Trans Terminology

[Full list of terms](#)

Identity Terms

- ▶ Sexuality and gender are **spectrums** of orientation, attraction, and identity
- ▶ Sex itself is a type of spectrum, hormones, anatomy, and the body are much less binary than we often assume.
- ▶ Gender and sexual identities may change over time and are fluid but **ALWAYS** valid
- ▶ Self-identification and classification fosters community and counteracts feelings of confusion, otherness, and shame
- ▶ **Always mirror the language that someone uses for themselves**

Gender Unicorn



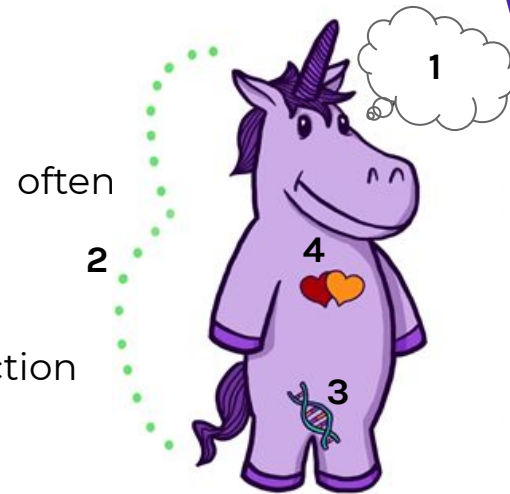
1. **Gender identity**
2. **Gender expression**
3. **Sex Assigned at Birth**
4. **Sexual orientation**

- A. refers to patterns of attraction
- B. is the felt and internal sense of gender. What our gender is.
- C. is the assignment and classification of people as male, female, or intersex, often based *only* on physical anatomy at birth.
- D. is how a person outwardly expresses their gender or lack thereof. Can be through voice, hair, clothing, etc.

The Gender Unicorn. <http://www.transstudent.org/gender/>

Gender Unicorn

1. **Gender Identity** is the felt and internal sense of gender. What our gender is.
2. **Gender Expression** is how a person outwardly expresses their gender or lack thereof. Expression can be through voice, hair, clothing, etc.
3. **Sex Assigned at Birth** is the assignment and of people as male, female, or intersex, on physical anatomy at birth.
4. **Sexual Orientation** refers to patterns of attraction



A Few More Definitions

Gender Binary is a term meaning involving only two things in this case “women & men”

Nonbinary people have a gender other than man or woman

Trans people were assigned a gender at birth but have moved away from that gender

Cisgender people were assigned a sex and gender at birth and still identify as that same gender



Trans
Flag

Last Few Definitions

Outing - Revealing a person's sexual or gender identity, HIV status, Immigration status without the person's expressed consent or permission

Misgendering - Referring to someone (especially a trans person) using a word, (especially a pronoun or form of address), that does not correctly reflect their gender

Deadnaming - The act of referring/calling a trans person by their pre-transition name

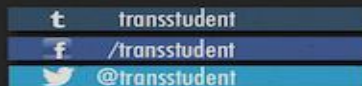
- ▶ **How does this come up in your work?**
 - ▶ 2 min stretch break!

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.

Norm	Objective	Possessive Pronoun	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



For more information,
go to transstudent.org/graphics

TSER
Trans Student Educational Resources

How Do I Ask About Pronouns?

- ▶ It is important to ask what pronouns people use to foster an environment of respect where everyone has the opportunity to indicate how they want to be referred to in the third person

Individual Interaction

- ▶ The best way to ask about pronouns in an individual interaction is to introduce yourself and share yours first.
 - ▶ *“My name is _____ and my pronouns are _____. What is your name and what pronouns do use?”*

Group Setting

- ▶ Starting off introductions in a meeting with pronouns is a great way to allow people to indicate how they want to be referred to in the third person.
 - ▶ *“Let’s go around and say our name, pronouns, and major.”*

Pronoun Expectations

If you make a mistake:

- ▶ Apologize, correct yourself, and move on
 - ▷ *“I was talking to her, sorry I mean they. I was talking to them and we are having lunch tomorrow”*
- ▶ Do not make it about yourself

If someone else makes a mistake:

- ▶ Correct them, and move on
 - ▷ *Just as a reminder, _____ uses they/them pronouns*

If someone else corrects you:

- ▶ Correct yourself, thank them, and move on
 - ▷ *Yes, thank you. They are working until 5pm*

What if I don't know or can't ask?

- ▶ Use they.them.theirs until you can ask
- ▶ Use their name over and over again
- ▶ Notice what pronouns people are using that know that person better and use those until you can ask.
- ▶ *Using they.them for someone who you know does not use they.them is also misgendering!*

Pronouns Review

- ▶ Pronouns take place of names
- ▶ When we ask about someone's pronouns, we are not asking for their gender.
- ▶ People can use multiple pronouns, all pronouns, or none at all!
 - If people use multiple pronouns, switch between them
- ▶ Avoid saying "I use feminine/masculine pronouns"
 - Anyone can use any pronouns
- ▶ Introduce your pronouns even when you are not asked to.
- ▶ Cisgender Privilege & Pronouns
- ▶ Navigating misgendering
- ▶ For a refresher on pronouns, visit the RCSGD [Pronouns Page](#).



UCSB LGBTQIA+ Community

UCSB Queer & Trans Students

According to the 2014 UCSB Campus Climate Survey:

- ▶ Roughly 0.9% identified as “transgender” (75 out of 8,193 participants)
- ▶ Roughly 12.1% identified as something other than heterosexual (977 out of 8,193)
- ▶ “Trans” participants were least comfortable with the overall campus climate than “women” and “men”
- ▶ LGB respondents were slightly less comfortable with the overall climate and in their departments than were heterosexual respondents
- ▶ Higher percentages of “trans” and LGB respondents experienced exclusionary conduct
- ▶ 42% of LGB and roughly 89% of “trans” respondents indicated that this conduct was based on sexual orientation/gender identity.

RCSGD Purpose

- ▶ The center works with students, faculty, and staff to ensure that LGBTQIA+ identities, experiences, and concerns are represented and addressed at UCSB
- ▶ Aims to create a vibrant, welcoming, and engaging social and study space
- ▶ Visit our website to learn about our RCSGD confidential resource as well as campus partners including CARE.

UCSB LGBTQIA+ Challenges

- ▶ Access to QT-affirming health services
- ▶ COVID-19 Pandemic
- ▶ Deadnaming
- ▶ Financial/Food/Housing (In)security
- ▶ Finding community
- ▶ Identity Exploration & Coming Out Support
- ▶ Isla Vista
- ▶ Lack of all gender restrooms
- ▶ Lack of representation
- ▶ Lack of queer & trans knowledge
- ▶ Microaggressions
- ▶ Misgendering
- ▶ Negative classroom interactions
- ▶ Transmisogyny
- ▶ Transitioning during the school year and/or in the workplace
- ▶ Zoom & Remote Learning
- ▶ **Others?**

Supporting LGBTQIA+ Students and Colleagues

- ▶ Refer to previous slides
 - ▷ misgendering, deadnaming, outing, etc.
- ▶ Supportive classroom, workplace, and social event climate
 - ▷ Can LGBTQIA+ people bring their full selves?
 - ▷ Can LGBTQIA+ people talk about their significant others, partners, families, etc.?
- ▶ Listen, Take the lead from peers, Offer to share information on their behalf if requested, Help hold others accountable
- ▶ Let them know about the RCSGD!
- ▶ Watch for implicit bias and problematic language (binary thinking, cisnormative assumptions, etc.)
- ▶ Others?

Trans-affirming Action Items

- ▶ Honor the names and pronouns people use and go by, even when they change
- ▶ Use gender inclusive language
 - ▷ Avoid “*hey guys*” and say “*hey folks*”
- ▶ Provide RCGSD information and share our events!
 - ▷ We support staff and faculty too!
- ▶ Know, advocate, and point out where the closest all gender restroom is
- ▶ Implement pronouns on:
 - ▷ Name tags
 - ▷ Name plate & door
 - ▷ Business cards
 - ▷ Email signatures
- ▶ Add rainbow and trans colors or flags in your work spaces
- ▶ Others?

Ways to Get Involved

- ▶ Collaborate on an event or initiative in your department
- ▶ Join our [mentorship program](#) as a mentee during Fall quarter
- ▶ Join the Trans Task Force (currently on hold)
 - ▷ Outreach & Communication
 - ▷ Name & Pronoun in University Systems
 - ▷ Curriculum
 - ▷ All Gender Restrooms
 - ▷ Housing
 - ▷ Health Equity Initiative
 - ▷ **Student Engagement**
- ▶ Join our Out List (renews every Fall)



Additional Resources

- ▶ Learn more about [pronouns](#)
- ▶ [Stock Photos Beyond the Binary](#)
- ▶ [RCSGD Coming Out Guide](#)
- ▶ [Supporting LGBTQIA+ Students in the Classroom](#) for Teaching Assistants
- ▶ LGBTQIA+ Santa Barbara [Community Resources](#)
- ▶ LGBTQIA+ National [Crisis Lines](#)

Questions?

[Feedback Form](#)



**Queer
Trans
Identities &
Experiences
Seminars**

References

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