LGBTQ Inclusion

Co-Investigator and Hearing/Appeal Panel Training
January 14, 2020
Agenda

• Ground Rules/Expectations
• Safe Space vs. Brave Space
• First Impressions Activity
• Terminology Overview
• Gender Unicorn
• **Allyship**
• Assessing Your Starting Point
• Resources and Q&A
Safe Space vs. Brave Space

• Not all spaces are safe for every individual
• “Safe” suggests not taking risk; contrary to purpose of this seminar
• You should feel brave to ask difficult questions and be vulnerable
Expectations

- Non-judgmental learning environment
- Use first-person experience (i.e. “I feel...”, etc.)
- There’s not a “one size fits all” solution
- **Vegas Rule**: What’s said here, stays here. What’s learned here, leaves here.
- Honor everyone’s pronouns, names, and lived experiences
- Respect the learning process
Some people don’t feel like traditional gender pronouns (she/her, he/him) fit their gender identities. Transgender, genderqueer, and other gender-nonconforming people may choose different pronouns for themselves. Asking and correctly using someone’s pronouns is one of the most basic ways to show your respect for their gender identity.

For more information, visit diversity.cornell.edu.
**Lesbian:** a woman who is attracted to other women

**Gay:** a man who is attracted to other men

**Bisexual:** a person sexually attracted to men and women

**Transgender:** a person whose biological sex does not match the person's gender identity

**Queer/Questioning:** umbrella term for members of the LGBTQ+ community
**LGBTQIA and LGBTQ+**

**Intersex:** a person whose biology differs from one of the two expected patterns

**Asexual:** a person who is not sexually attracted to any one particular gender

**+:** All encompassing of the many other identities that exists within the community
First Impressions Activity

*Take about 2-4 minutes to complete the form*
Spheres of Identity

Sexual Orientation

Gender Identity

Gender Expression

Sex
<table>
<thead>
<tr>
<th><strong>Terminology</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Sex</strong></td>
</tr>
<tr>
<td>Refers to anatomy and biology (male/female/intersex)</td>
</tr>
<tr>
<td><strong>Gender Identity</strong></td>
</tr>
<tr>
<td>The gender role that a person claims for themself- which may or may not align with their sex assigned at birth (cisgender/trans)</td>
</tr>
<tr>
<td><strong>Gender Expression</strong></td>
</tr>
<tr>
<td>How a person behaves, appears or presents themselves with regard to societal expectations of gender (feminine/androgynous/masculine)</td>
</tr>
<tr>
<td><strong>Sexual Orientation</strong></td>
</tr>
<tr>
<td>An enduring emotional, romantic, sexual, and relational attraction to another person; may be same-sex orientation, opposite-sex orientation, or bisexual orientation</td>
</tr>
</tbody>
</table>
Spectrums of Identity

Sex
- Female
- Intersex
- Male

Gender Identity
- Cisgender Woman
- Trans Woman
- Non-Binary
- Gender Fluid
- Gender Non-Conforming
- Agender
- Cisgender Man
- Trans Man

Gender Expression
- Feminine
- Androgynous
- Masculine

Sexual Orientation
- Men
- Asexual/Multiple Genders
- Woman
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Sex

- Female
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Gender

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Identity

- Masculine
- Feminine
- Androgynous

Expression

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- Men
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Cornell University
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Identity Terminology- Things to Consider

• Terminology isn’t meant to be prescriptive

• Not every community member will identify with terminology, or the definition, that may fit their perceived gender or sexual identity

• Allow individuals to self-identify and respect their use of identities and pronouns

• Terminology provided is just an overview, individuals may identify outside of this list

• Terminology will be used to help keep all attendees on the same page during today’s training
A person who confronts heterosexism, sexism, homophobia, transphobia, and heterosexual privilege, in themselves and others out of self-interest and a concern for the well-being of LGBTQ people.
Allyship: What can you do?

• Validate people’s gender expression/identity in the use of names and gender pronouns
• Incorporate your gender pronouns in your email signature
• Do not assume someone’s gender or sexual identity
• Understand that not all LGBTQ identities are the same
• Acknowledge and honor gender presentation and sexual orientation
• Have gender inclusive bathrooms. If not, at least know the nearest location of these bathrooms.
• Instead of “Men and Women Welcome” try “All Genders Welcome”
• Plan or assist LGBTQ events and/or LGBTQ-inclusive policies
  • Forms, applications, etc.
• Understand university policies regarding gender identity and gender expression
• Know your resources

Understand that allyship is a process, not an end goal
Assessing Your Starting Point

Thinking about your particular department or unit, reflect on the following:

1. If I witnessed a colleague being inappropriate to an LGBTQ individual, I would ______________.

2. If a colleague made an inappropriate comment or joke about LGBTQ people in my presence, I would ________________.

3. What would it mean for our department/unit to become more inclusive and open to LGBTQ individuals?
Cornell Resources

• Be familiar with the Trans Inclusion at Cornell webpage
• Review the newly created “Trans Inclusion Recommended Practices” webpage
• Review Cornell’s official non-discrimination policy, which includes the protection of "sex, sexual orientation, gender identity and expression."
• Review the map of all gender restrooms on the Ithaca campus

For students...
• Visit the LGBT Resource Center and Cornell Health websites for more information
Contact Me

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