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Overview

I. Categories of identity and the Genderbread Person

II. Less familiar identities under the LGBTQ+ umbrella

III. Strategies for talking to volunteers about supporting LGBTQ+ and questioning youth
Categories of Identity

Biological or physical sex
- The sex category to which one was assigned at birth (or before)
- Based on genitalia, hormones, chromosomes, etc.
- Social expectations of gender and sexuality begin here

Gender identity
- One’s internal sense of oneself as a gendered person
- Not determined by one’s physical body or biological sex
- Not just binary (man or woman) but includes identities under the transgender umbrella

Gender Expression
- The ways one expresses gender externally
- Includes dress, grooming, speech and movement, mannerisms, etc.
Categories of Identity

Sexual Identity
- Describes one’s identity based on the people one finds attractive sexually
- One doesn’t have to be sexually active or in relationships to develop a sense of sexual identity

Romantic Identity
- Describes one’s identity based on the people one finds attractive romantically
- One doesn’t have to have had romantic relationships to develop a sense of romantic identity
- May or may not correlate with one’s sexual identity
Helpful Terms for Understanding LGBTQ+ Identities

• Fluid
  A person for whom gender or sexual identity is not fixed, but rather changes through life

• Pansexual
  Attraction toward people of many gender identities, including those who identify as transgender, genderqueer, non-binary, gender non-conforming, gender fluid, etc.

OSU Pride Center—stop in when you’re in Corvallis and check out our space and resources!
Helpful Terms for Understanding LGBTQ+ Identities

• Intersex

An umbrella term used for a variety of conditions in which a person is born with anatomy, chromosomes, hormones, or a combination thereof that do not fit the typical definitions of female or male.

An intersex pride flag. Pride flags have been created by people to celebrate identities that have been denigrated.
Helpful Terms for Understanding LGBTQ+ Identities

• Transgender
  An umbrella term used to describe a person whose gender assigned at birth does not match their personal gender identity. People who identify as transgender may or may not live as the gender with which they identify and may or may not have had surgery or used hormones to physically change external gender characteristics.

• Genderqueer
  A person who does not subscribe to conventional gender distinctions but identifies with neither, both, or some combination of the genders of man and woman.

A campaign where people pledge to buddy with transgender people as they enter uncomfortable and dangerous gendered spaces.
Talking with Volunteers: Getting Started

• **Be honest** with yourself about your knowledge and comfort levels.

• **Establish purpose:**
  – To support youth as they learn, grown, and become the best possible versions of themselves they can.
  – Acknowledge potential vulnerability of LGBTQ+ and questioning youth.

• **Get a sense of others’ knowledge and comfort** levels and any personal, professional, and volunteer experiences related to LGBTQ+ people and identities.

OSU Pride Center and Student Sustainability Initiative students work on the center’s mushroom bed.
Talking with Volunteers: Starting a Conversation

- Position yourself as a co-learner.
- Develop a shared vocabulary.
- Draw on available resources.
- Seek answers to questions you can’t address.
- Prepare for ongoing learning.

An OSU Pride Center student staff member tables on the MU Quad.
Talking to Volunteers: Helpful Resources

- GLSEN’s Safe Space Kit: Guide to Being an Ally for LGBT Students
- Teaching Tolerance
- Genderbread Activity (via email)
- Helpful Terms for Understanding LGBTQ+ Identities (via email)
- Helpful Terms for Understanding Gender Identity (via email)