



SUPPORTING LGBTQ+ STUDENTS IN ADVISING

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WHY THIS MATTERS

- 4 in 10 LGBTQ+ youth (42%) say the community in which they live is not accepting of LGBTQ+ people.
- LGBTQ+ youth are twice as likely as their peers to say they have been physically assaulted, kicked, or shoved.
- Roughly 3 in 4 (73%) of LGBTQ+ youth say they are more honest about themselves online than in the real world.
- 92% of LGBTQ+ youth say they hear negative messages about being LGBTQ+. The top sources are school, the Internet, and their peers.



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___ Gender

A. A person's physical, romantic, emotional, aesthetic, and/or other form of attraction to others. Can involve fantasy, behavior, and self-identification, or partner attraction. Includes same-sex orientation, male-female orientation, a bisexual orientation, or a pansexual orientation.

___ Sexual orientation

B. 1) 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. (2) Another term for sexual behavior or gratification.

___ Sex

C. 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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___ Cisgender

A. A term for someone who identifies as their sex assigned at birth.

___ Gender expression

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

___ Gender Identity

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

___ Transgender

D. An umbrella term for those individuals whose gender identity does not match with that assigned for their physical sex. Includes, among others, transsexuals, genderqueer people, and cross dressers. In its general sense, it refers to anyone whose behavior or identity falls outside of stereotypical expectations for their gender. Importantly, this term does not tell us anything about someone's sexual orientation.



THE ACRONYM

L

LESBIAN

G

GAY

B

BISEXUAL

T

TRANSGENDER

Q

QUEER

I

INTERSEX

A

A-SEXUAL

+

TWO-SPIRIT, PANSEXUAL
DEMISEXUAL...



FREQUENTLY ASKED QUESTIONS

- What does LGBTQIA+ stand for?
- How are sexual orientation and gender identity different?
- How and when does a person know that they are transgender?
- Should I ask someone what their correct gender pronoun is?
- What bathroom should a transgender person use?
- What is my responsibility for supporting transgender individuals?
- What are the correct ways to refer to transgender individuals?
- What does gender transition mean?
- What are some of the official records transgender people may change when they are transitioning?



FREQUENTLY ASKED QUESTIONS

- How can advisors prepare to help LGBTQ+ students?
- Questions that students in the LGBTQ+ populations are often faced with:
 - Should I disclose my identity? (resulting labels or discrimination, as well as a precursor to following issues)
 - What if my parents cut me off? (financial insecurity, leading to both food and housing insecurity)
 - Will I be allowed to stay in my residence hall if I “come out?” (housing insecurity, coupled with stressors in peer relationships)
 - How will I find medical care? (lack of medically necessary care, illness, etc.)



FREQUENTLY ASKED QUESTIONS

- How can advisors assist students with their identity formation and development?
 - Be mindful of students' development as a part of the larger community in which they're now living.
 - Concepts of privilege and oppression – and how these issues play out on campus (specifically gender and heterosexual privilege)
 - Identification of cultural norms that might suggest one way of doing or being as “correct” and another as “wrong.”
 - Reaching out to students who may be or feel victimized by incidents on campus – even if the students aren't directly involved.
 - Become familiar with resources on campus AND/ALSO other program that students might find beneficial as they continue to learn and grow.
 - For instance: <http://www.people.ku.edu/~jyounger/lgbtqprogs.html> (list of LGBTQ+ Programs/Programming)



APPLICATION OF TITLE IX

- Title IX states that:
 - No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.
- Back and forth
 - 2016 Dear Colleague Letter
 - February 2018
 - Department of Education: “Where students, including transgender students, are penalized or harassed for failing to conform to sex-based stereotypes, that is sex discrimination prohibited by Title IX. In the case of bathrooms, however, long-standing regulations provide that separating facilities on the basis of sex is not a form of discrimination prohibited by Title IX.”



UNIVERSITY POLICIES

- Washington State University
 - Bathrooms
 - Residence halls
 - Student health insurance
 - Name change processes
- University of Idaho
 - Bathrooms
 - Residence halls
 - Student health insurance
 - Name change processes



POLICIES BEFORE PROBLEMS

- WSU and UI have non-discrimination policies that cover gender identity/expression and sexual orientation
- Creating policies can mitigate needs later



HOW TO HELP

- Listen
- Support
- Amplify voices
- Intervene when necessary



QUESTIONS?