

LGBTQQIA: Reading Between the Letters

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Road Map

- Discuss the Members of the LGBTQQIA Community
- Discuss the *ACA Code of Ethics*
- Discuss Multicultural Competencies
- Discuss Career Concerns of the LGBTQQIA Community
- Questions?

The Gender Unicorn created by TSER

Gender Identity
 Female/Woman/Girl
 Male/Man/Boy
 Other Gender(s)

Gender Expression
 Feminine
 Masculine
 Other

Sex Assigned at Birth
 Female
 Male
 Other/Intersex

Physically Attracted to
 Women
 Men
 Other Gender(s)

Emotionally Attracted to
 Women
 Men
 Other Gender(s)

To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore

Terms

- Cisgender
- Transgender
- Heteronormativity
- Heterosexism
- Homonegativity
- Homophobia

What they are

- **Heteronormativity**—the belief that people fall into distinct and complementary genders (man and woman) with natural roles in life. It asserts that heterosexuality is the only sexual orientation or only norm, and states that sexual and marital relations are most (or only) fitting between people of opposite sexes.
- **Heterosexism**—a system of attitudes, bias, and discrimination in favor of opposite-sex sexuality and relationships. It can include the presumption that other people are heterosexual or that opposite-sex attractions and relationships are the only norm and therefore superior.
- **Homonegativity**—negative attitude towards homosexuality or persons who are not heterosexual
- **Homophobia**—the dislike of or prejudice against persons in the LGBTQ community.

The “Community”

- L
- G
- B
- T
- Q
- Q
- I
- A

Microaggressions

- The everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.
 - Microassault—an explicit derogation and it can be verbal or nonverbal; e.g., name-calling, avoidant behavior, and purposeful discriminatory actions
 - Microinsult—communications that convey rudeness and insensitivity and demean a person's racial heritage or identity. They are subtle snubs unknown to the perpetrator and have a hidden insulting message to the recipient.
 - Microinvalidation—often committed unconsciously, they are comments or actions that exclude, nullify, or negate a person's experiences, thoughts, or feelings based on a person's membership in a marginalized group.

Terminology Do's and Don'ts

Do's	Don'ts
Gender Identity	• Sexual Preference/Lifestyle/Lifestyle Choice
Gender Expression How do you self-identify?	• When did you decide...? • Are you a He or a She?
What are your preferred pronouns? Use the name with which your client self-identifies	• "His name is Jacob, but he prefers to be called Julie."
Trans* or Transgender, Cisgender, non-binary, etc	• Transgendered, Transsexual, Transvestite
Gender Confirmation, Gender Affirmation Surgery	• Sex Reassignment, Sex Change Surgery
Intersex (only client-led)	• Hermaphrodite

Helpful Terms to Know

- Preferred Gender Pronouns (PGP)
- Misgender – to refer to someone by the wrong pronouns
- Dead Name – the name a trans individual was assigned at birth and with which the individual no longer self-identifies
- Family of choice – chosen family members who may not be biologically related
- Dysphoria – experience of strong discomfort or disgust with one's sexual anatomy
- "T" – refers to testosterone

Intersectionality

- Race/ethnicity and sexuality/gender expression
- Validate each intersection
- Equally value each intersection

ACA Code of Ethics

- A.1.a.—Primary Responsibility
- A.1.d.—Support Network Involvement
- A.2.c.—Developmental and Cultural Sensitivity
- A.4.a.—Avoiding Harm
- A.4.b.—Personal Values
- A.7.b.—Confidentiality and Advocacy
- C.2.f.—Continuing Education
- C.5.—Nondiscrimination

Strategies for Professionals

- Avoid taking a position of authority; let your client/student tell you how they self-identify
- Never assume. Avoid assumptions about any particular person, culture, or identity status—Person-centered approach is always best.
- Build your network of resources for consultation – human, literature, web-based, etc.
- Affirm the client's/student's identity.

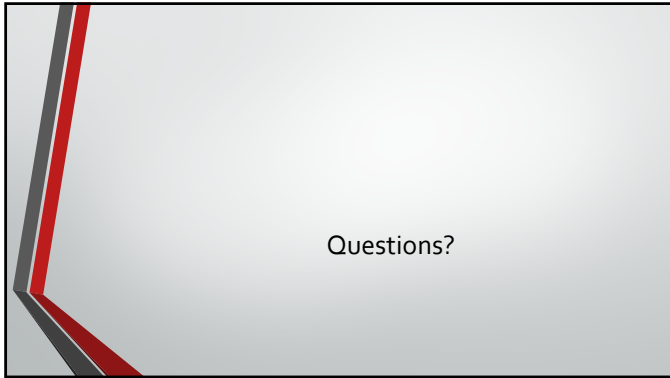
Values Implications: ACA Code of Ethics (2014)

- Professional counselors may not deny counseling services to a member of a protected class due to counselor values
- Referrals are to be due to counselor skill-based competency, not counselor values
- To avoid abandonment, referral is a last resort
- The counselor's ethical obligations to an individual starts at first contact or assignment, not at the first session



Career Concerns

- Be abreast of local, state, and federal legislation.
- Have resources for work-places that treat sexuality, gender identity, and gender expression as protected classes.
- Have resources for work-places that provide benefits for same-sex/same-gender couples.
- Provide space for transgender individuals to process their career concerns if they are having surgery.
- Research the climate of a particular work-place with regard to sexuality, gender identity, and gender expression.
- Allow space for members of the LGBTQIA community to process their career concerns without judgment.
- Work with same-sex/same-gender couples with regard to life insurance beneficiaries, having a living will/living trust, advanced directives, healthcare power-of-attorney, and other provisions in the event that one partner dies or becomes incapacitated.





Terminology Activity

Sex

_____ a person who is born with a vagina, XX chromosomes, and female internal reproductive organs, who also identifies as female/feminine.

_____ a person who is born with a penis, XY chromosomes, and male internal reproductive organs, who also identifies as male/masculine.

_____ a person who is born with physical or genetic characteristics what cannot be explicitly defined with a binary sex. Can include variations in hormones, chromosomes, genitalia, gonads, internal sex organs, etc. Being intersex does not define one's gender Identity, although some do identify specifically as intersex. *Use of this term should only be initiated by the individual who identifies with it.

Gender

_____ a person who identifies with the gender assigned to them at birth.

_____ a person who identifies with a gender other than the one assigned to them at birth.

_____ a short hand meaning transgender. It can be followed by an asterisk (*) or not, both ways are inclusive of all non-binary persons.

_____ an umbrella term covering all non-binary gender identities; also an identity of its own

_____ someone who does not conform to traditional gender norms

_____ having a gender identity that changes or is flexible.

_____ describes a gender presentation or expression that is ambiguous, neutral, or mixed.

_____ someone who has no gender at all

_____ someone who is two genders or non-genders, either at the same time, or switches between

_____ having a gender identity between male and female

_____ someone who is all genders and non-genders, either at the same time, or switches between them

_____ a gender identity where one experiences multiple genders or combinations of genders, simultaneously or at different times

_____ a person who identifies slightly or partially as male or with male identities

- _____ a person who identifies slightly or partially as female or with female identities
- _____ recognizes the breadth and depth of identity for lesbian/queer womyn who tilt toward the masculine side of the gender scale and includes a wide range of identities such as butch, stud, aggressive/AG, dom, macha, tomboi, trans-masculine
- _____ an umbrella term that includes gender identities that lean towards female
- _____ identifies as male, assigned female at birth
- _____ identifies as female, assigned male at birth
- _____ a term traditionally used by Native American and First Nation communities to describe someone with both male and female spirit
- _____ an umbrella term for gender identities (or lack of a gender identity) that are not explicitly male or explicitly female.

Sexual /Affectional Attraction

- _____ a term used to describe a woman who is attracted to women
- _____ a term used to describe a man who is attracted to men, but often used and embraced by women to describe their same-sex relationships as well
- _____ a person who experiences sexual, romantic, physical, and/or spiritual attraction to people of their own gender as well as another gender
- _____ someone who is not sexually attracted to people; may or may not experience affectional attraction toward others
- _____ someone who experiences sexual attraction, romantic love, or emotional attraction toward people of any sex or gender identity; attraction is not determined by gender.
- _____ someone attracted to masculinity
- _____ someone attracted to femininity
- _____ experiences sexual attraction only after forming a strong emotional connection
- _____ the umbrella term for non-heteronormative identities. It is a reclaimed slur. Do not take initiative in using this term.
- _____ when one is unsure of where one fits on the queer spectrum, or considering that one might fit on the queer spectrum.

Agender
Androgynous
Androsexual
Asexual
Bigender
Bisexual
Cisgender
Demiboy
Demigirl
Demisexual
Female
Feminine-of-center (FOC)
FTM
Gay
Gender non-conforming (GNC)
Genderfluid
Genderqueer
Gynesexual
Intergender
Intersex
Lesbian
Male
Masculine-of-center (MOC)
MTF
Non-binary
Omnisexual/Pansexual
Pangender
Polygender
Queer
Questioning
Trans*
Transgender
Two-Spirit