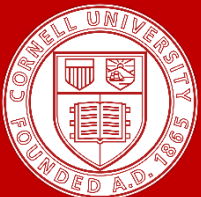


# LGBTQ Inclusion

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



Cornell University Department of Inclusion and Workforce Diversity  
150 Day Hall, Ithaca, NY 14853 • (607) 255-5740 • [aes445@cornell.edu](mailto:aes445@cornell.edu)

# Agenda

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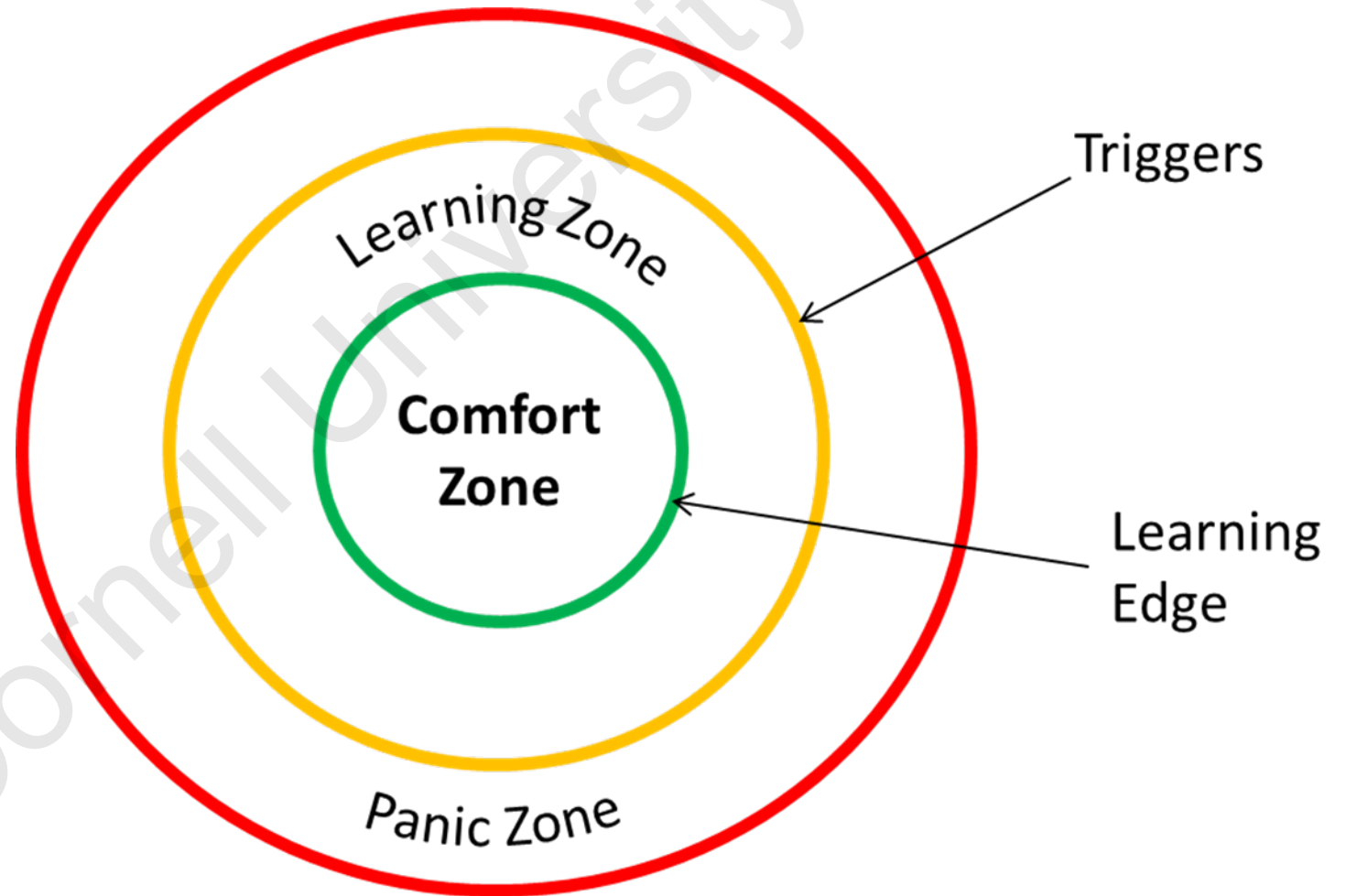
- Ground Rules/Expectations
- Safe Space vs. Brave Space
- First Impressions Activity
- Terminology Overview
- Gender Unicorn
- **Allyship**
- Assessing Your Starting Point
- Resources and Q&A

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# Safe Space vs. Brave Space

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- 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

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- 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

# Pronouns- What are they?

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*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](https://diversity.cornell.edu).*

They/Them/Their

Sie/Hir/Hirs

Zie/Zir/Zirs

Hirself/Zirself

# LGBTQ

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**L**esbian: a woman who is attracted to other women

**G**ay: a man who is attracted to other men

**B**isexual: a person sexually attracted to men and women

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

**Q**ueer/Questioning: umbrella term for members of the LGBTQ+ community

# LGBTQIA and LGBTQ+

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

**A**sexual: 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

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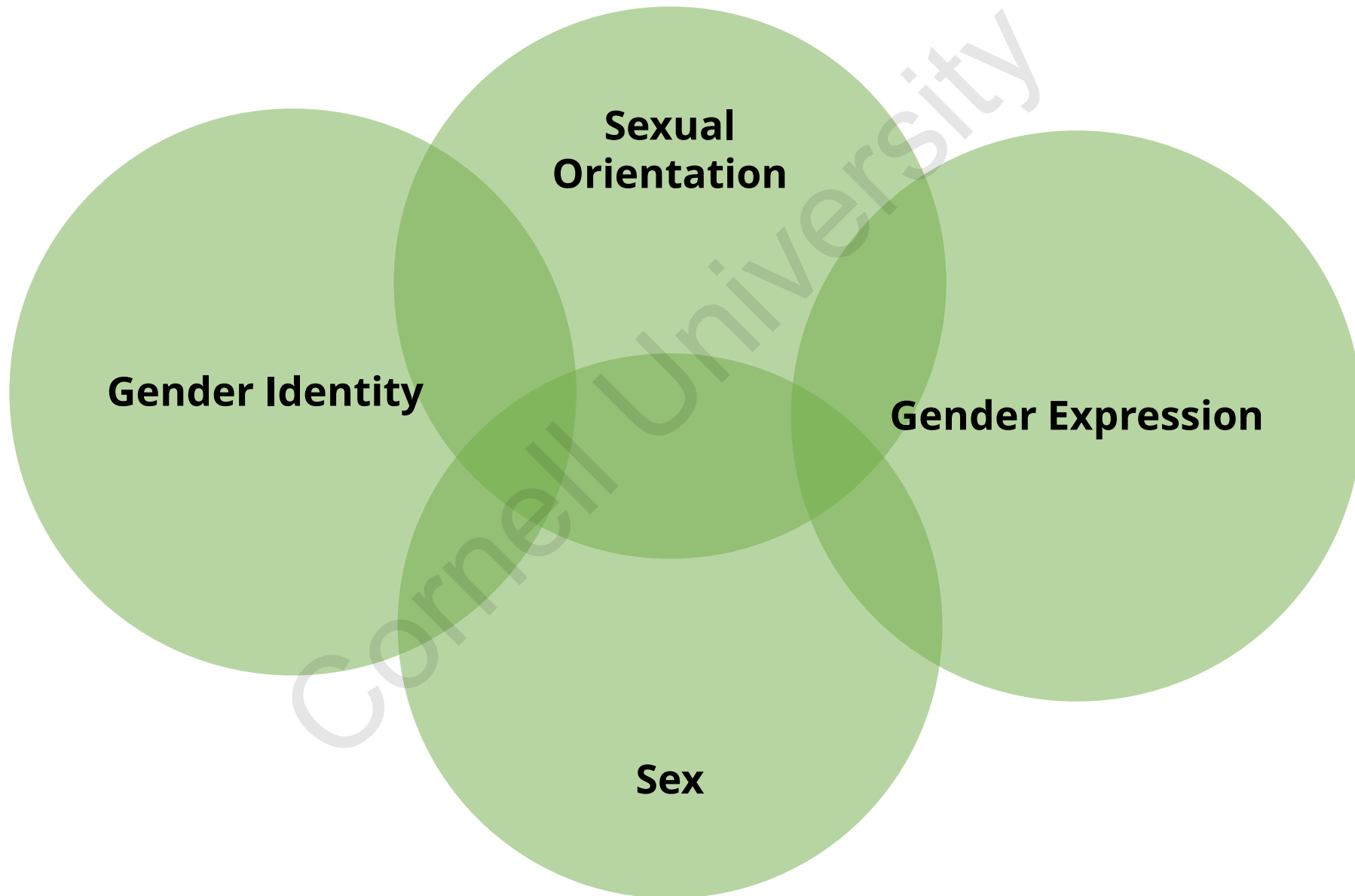
***Take about 2-4 minutes to complete the form***

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# Spheres of Identity

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# Terminology

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**Sex** Refers to anatomy and biology (male/female/intersex)

**Gender Identity** The gender role that a person claims for themselves- which may or may not align with their sex assigned at birth (cisgender/trans)

**Gender Expression** How a person behaves, appears or presents themselves with regard to societal expectations of gender (feminine/androgynous/masculine)

**Sexual Orientation** An enduring emotional, romantic, sexual, and relational attraction to another person; may be same-sex orientation, opposite-sex orientation, or bisexual orientation

# Spectrums of Identity

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Sex



Gender Identity



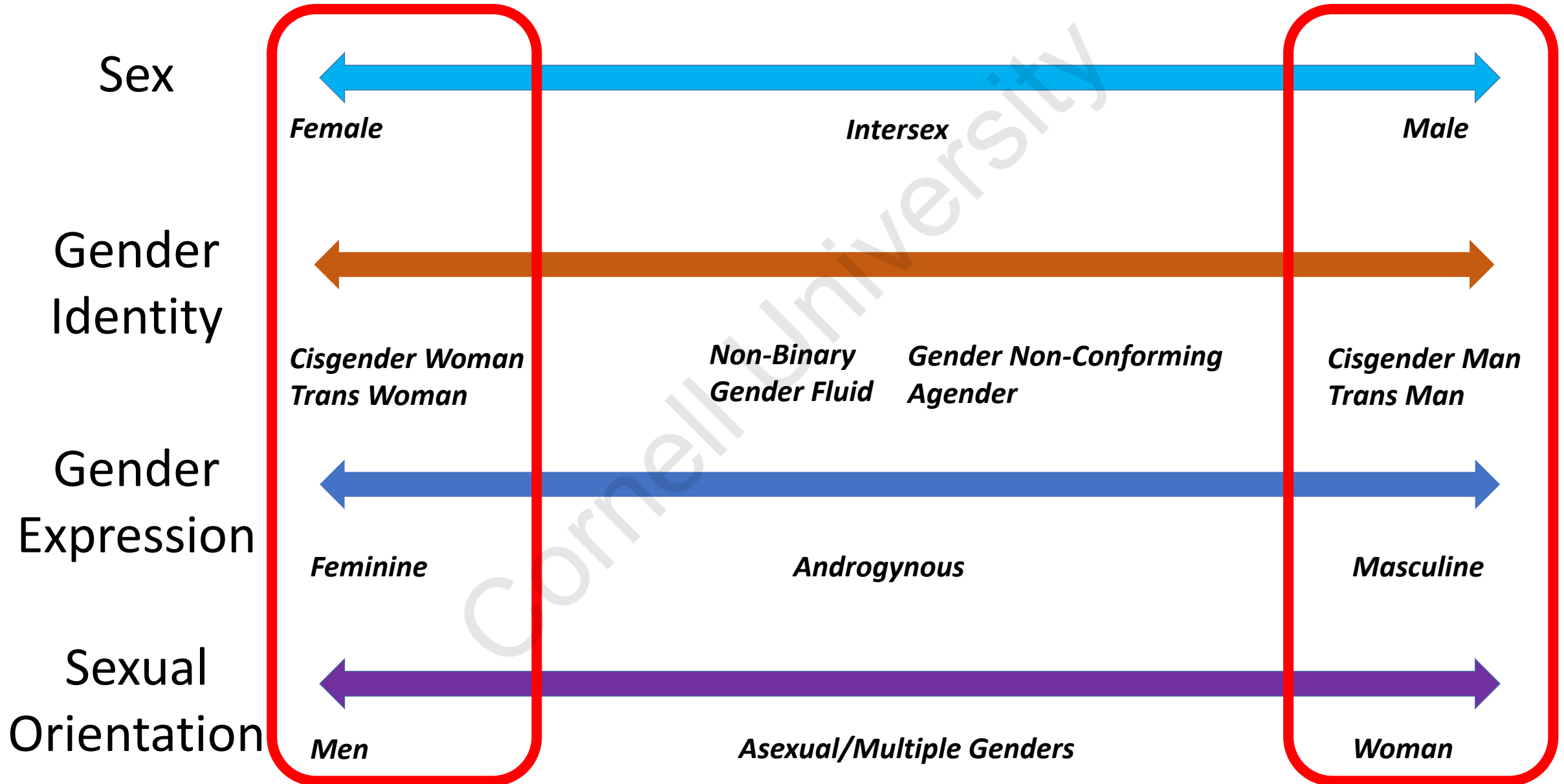
Gender Expression



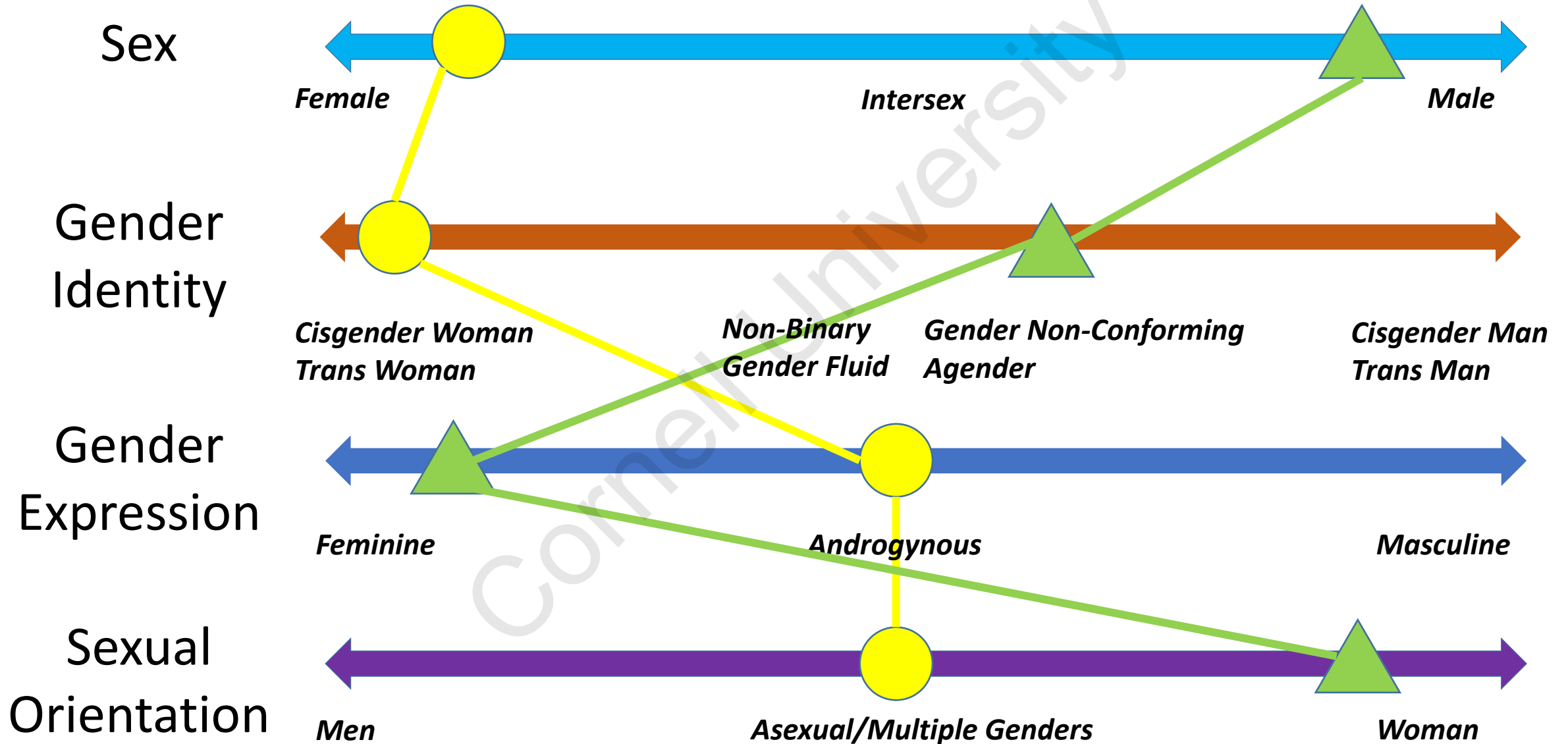
Sexual Orientation



# Spectrums of Identity



# Spectrums of Identity



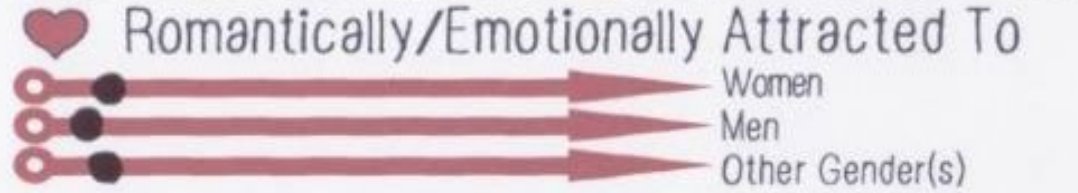
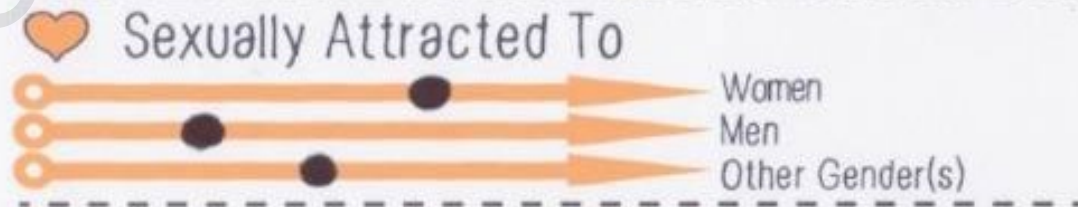
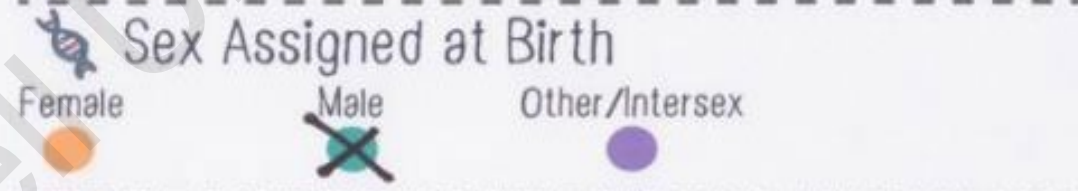
# Identity Terminology- Things to Consider

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- 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

# The Gender Unicorn

Graphic by:  
**TSER**  
Trans Student Equality Resources



To learn more go to:  
[www.transstudent.org/gender](http://www.transstudent.org/gender)

Design by Landyn Pan

# Allyship

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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?

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- 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

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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

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- 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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150 Day Hall

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**Division of Human Resources**

[hr.cornell.edu](https://hr.cornell.edu)