



Fresno EOC
LGBTQ+
Resource
Center

Beyond the Binary

Building
Workplace Awareness for
LGBTQ+ Staff and Students



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LGBTQ+
Resource
Center

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Program Manager



Jen

Meet me!



"Do you realize how many events and choices that had to occur since the birth of the universe, leading to the making of you just exactly the way you are?"

-Mrs Which from A Wrinkle
in Time



Participation Guidelines

- Mutual Respect Comes First
- Here to share information, not change beliefs.
- Questions are welcome
- What's learned here, leaves here: Turn Education into Action!

The Gender Binary: Where We Started

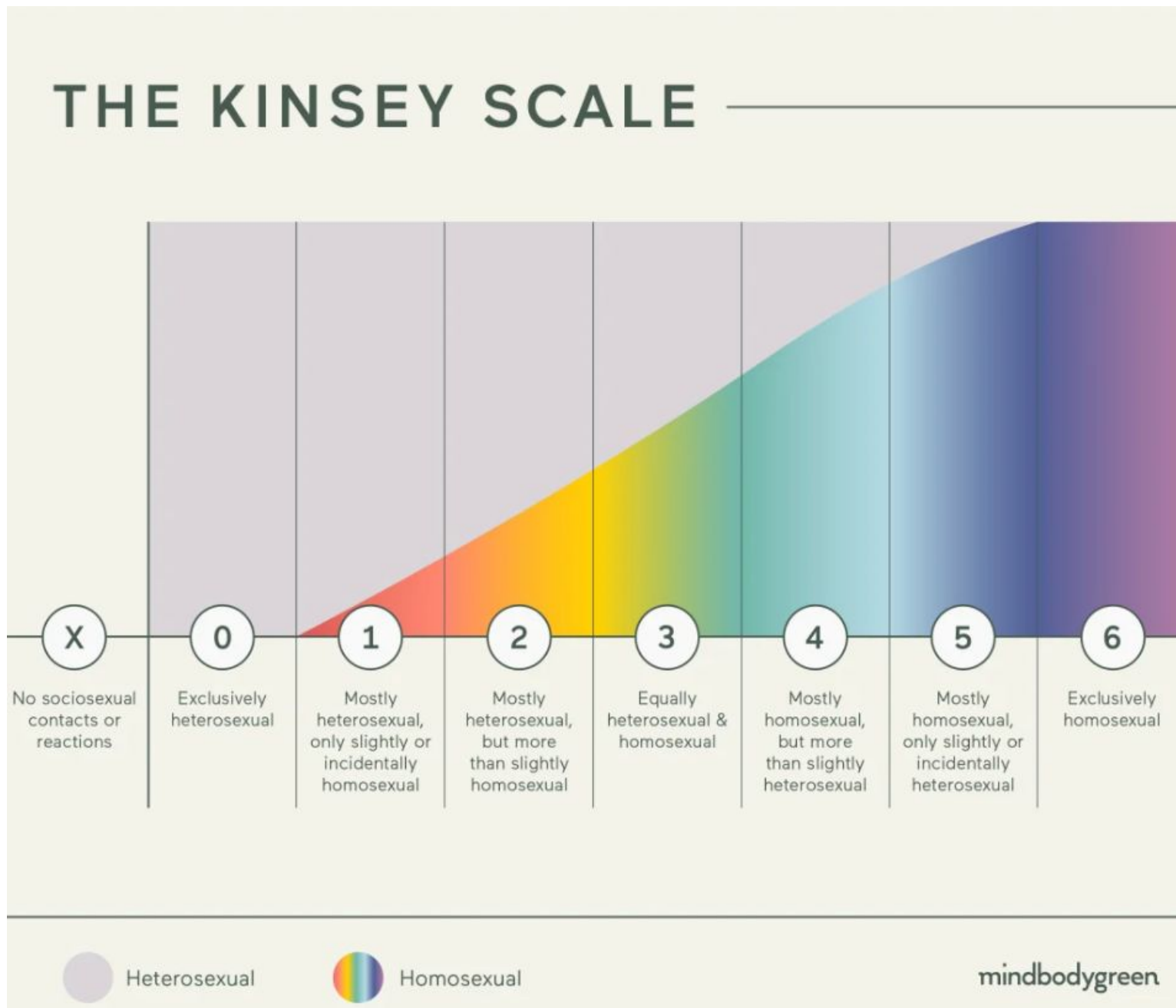
- Sex and Gender are the same
- Defined people by their outer genitals at birth
- Enforced gender expectations and roles based on culture, religion, class.

- Intersex babies taboo – operated on without parental consent or input to this day.



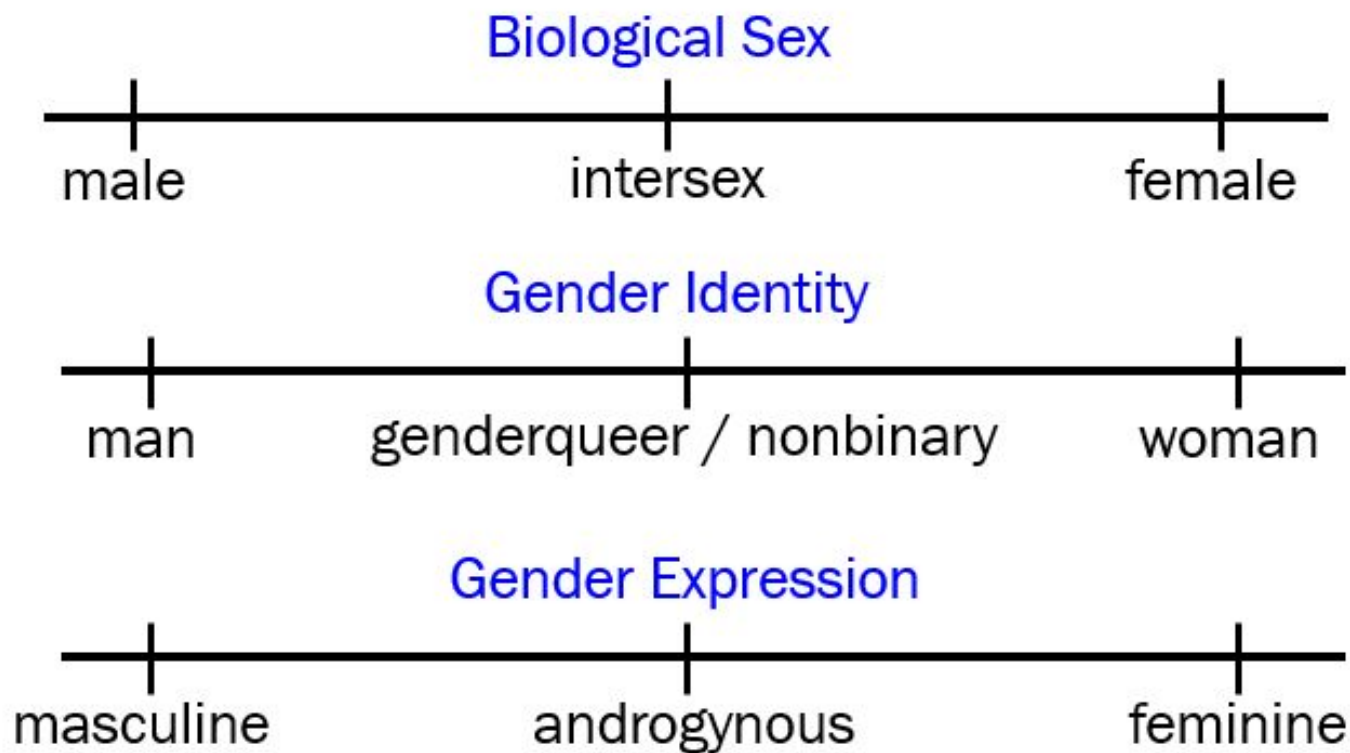
Moving Forward: The Gender and Sex Spectrum

Starting with The Kinsey Scale in 1948, which measured the spectrum of Sexual Orientation



Moving Forward: The Gender and Sex Spectrum

More inclusive understanding of sex, gender identity, and expression



Where it's going: Gender and Sex Color Wheel

- Gender and Sex can vary and interact wildly in each individual
- Gender Expression and Sex Characteristics are not static or put neatly into boxes: they blend and flow into each other.



The ABC's of LGBTQ+



L

Lesbian: Women attracted to women (includes trans women)

G

Gay: Men attracted to men (includes trans men)

B

Bisexual: Attracted to both binary genders, or more (includes trans people)

T

Transgender or Trans: a person who does not identify with the gender they were assigned at birth, and goes through social, legal, medical and/or surgical means to correct it.

Q

Queer (Umbrella term) Queer is an umbrella term for sexual and gender minorities who are not heterosexual or are not cisgender **and/or** Questioning (not sure yet)

+

Can include: Intersex, Pansexual, Asexual, Gender Fluid, Nonbinary, Demisexual, Greysexual, Two Spirit....*

□ **This is by no means an exhaustive list! Check out the Trans Language Primer for more definitions*

- **Sex** (hint hint...not the activity)

Physical: Hormonal, Chromosomal, Genital

- **Gender**

Assigned with our sex at birth : how society, culture, and community perceive, interact with, and try to shape our gender. Includes gender roles and expectations.

- **Gender Identity**

How we understand and perceive ourselves.

- **Gender Expression**

How we attempt to relay our gender to others: Clothes, hair, mannerisms, activities, etc.

- **Sexual Orientation**

Whom we are sexually attracted to

But what about Cisgender?

cis·gen·der

/sis'jendər/

adjective

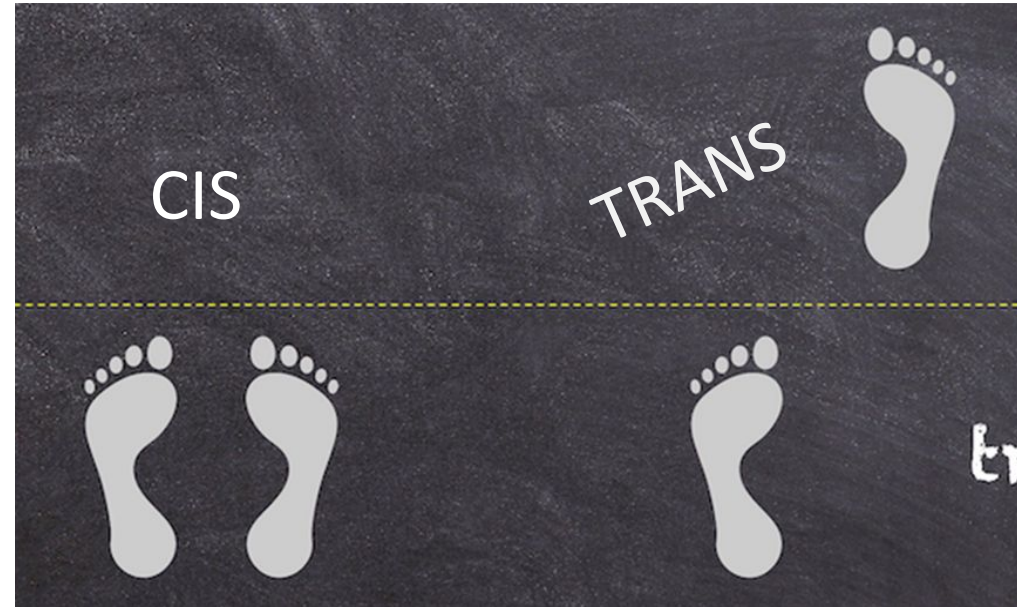
denoting or relating to a person whose sense of personal identity and gender corresponds with their birth sex

Or

The opposite of a transgender person

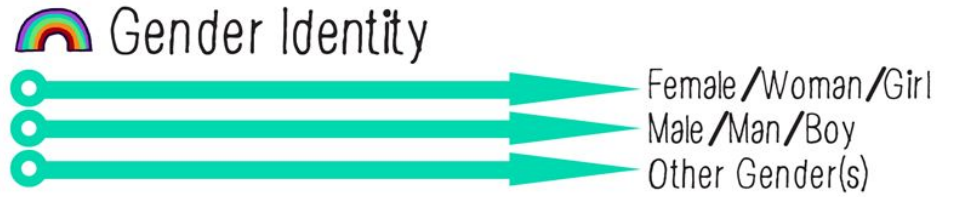
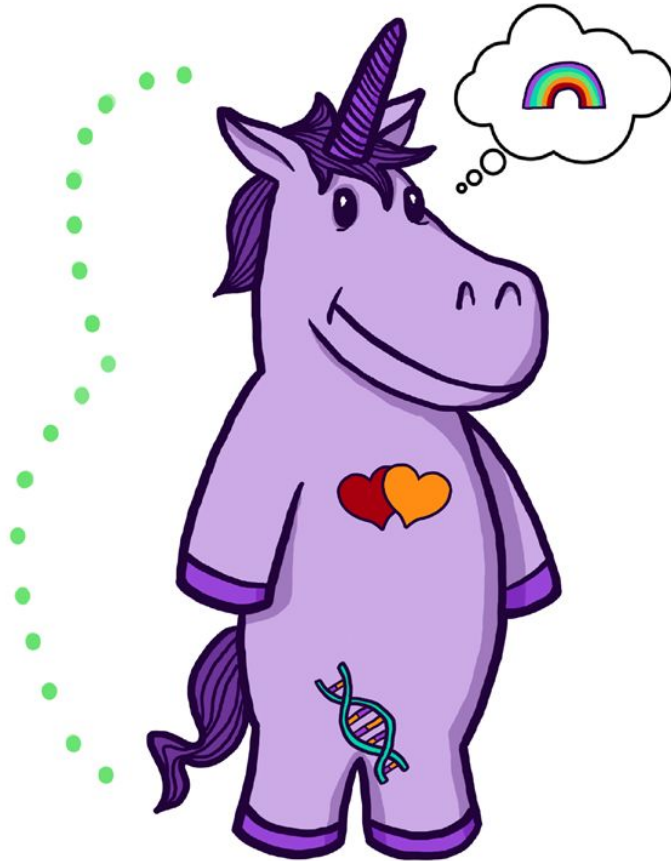
And

Is not a slur



The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



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

Design by Landyn Pan and Anna Moore



Pronouns

What are they?

- a word that can function by itself as a noun phrase and that refers either to the participants in the discourse (e.g., *I, you*) or to someone or something mentioned elsewhere in the discourse (e.g., *she, it, this*).

Pronoun Types

Personal Pronouns: I, me, you, he, him, she...

Demonstrative Pronouns: this, that, these, those

Possessive Pronouns: mine, yours, his...

Interrogative Pronouns: who, what, which...

Reflexive Pronouns: myself, yourself, himself...

Reciprocal Pronouns: each other, one another

Indefinite Pronouns: another, much, nobody, few, such...

Relative Pronouns: who, whom, which...

Pronouns Chart

Subject	Object	Possessive	Possessive Pronoun	Reflexive
He	Him	His	His	Himself
"He studied"	"I called him"	"His pencil"	"That is his"	"He trusts himself"
She	Her	Her	Hers	Herself
"She studied"	"I called her"	"Her pencil"	"That is hers"	"She trusts herself"
They	Them	Their	Theirs	Themselves
"They studied"	"I called them"	"Their pencil"	"That is theirs"	"They trust themselves"
Ze (or Zie)	Hir	Hir	Hirs	Hirself
"Ze studied" (<i>"zee"</i>)	"I called hir" (<i>"heer"</i>)	"Hir pencil"	"That is hirs"	"Ze trusts hirself"

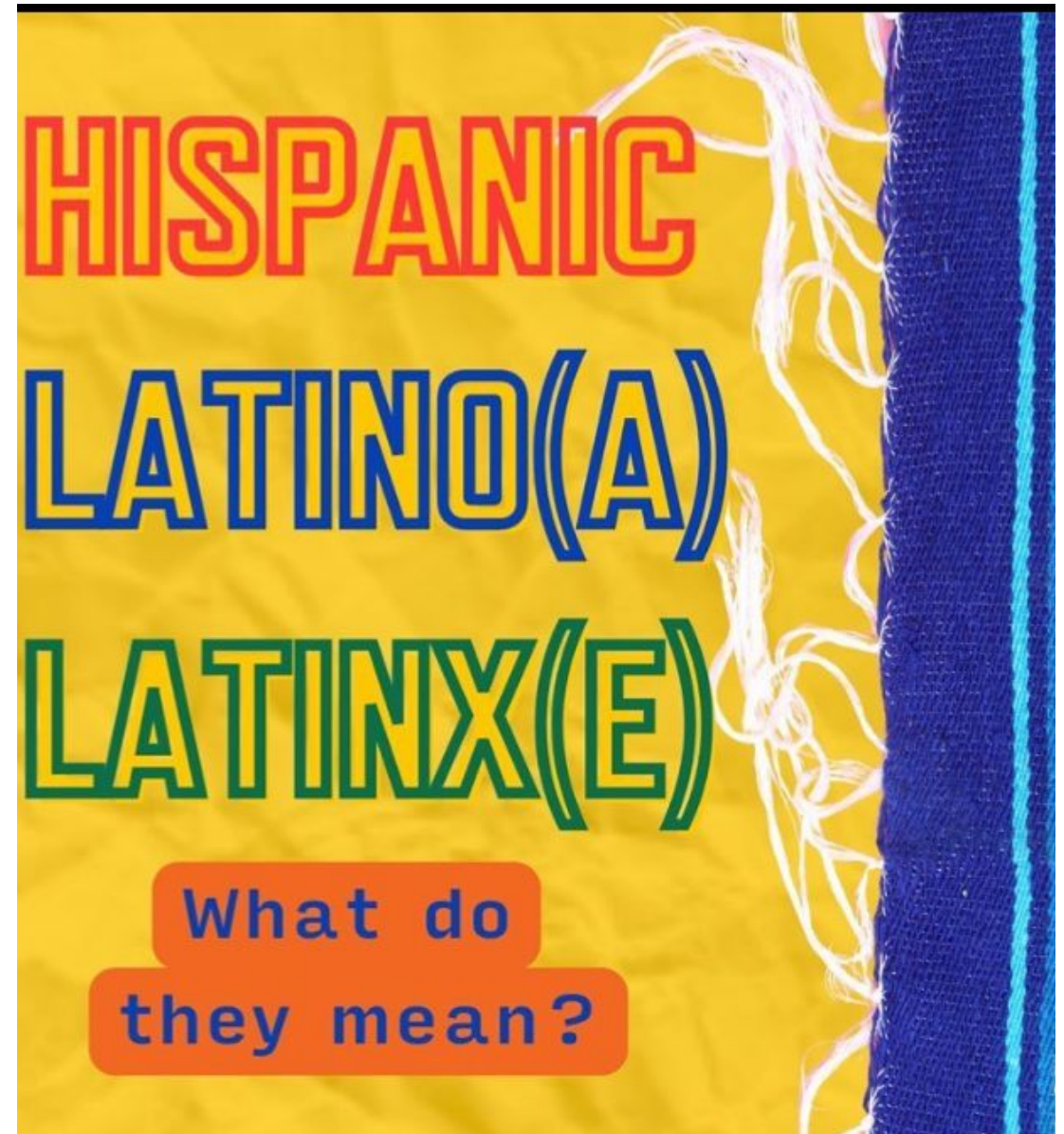
Hispanic, Latino(a), Latinx(e)*

HISPANIC: Refers to Spanish speakers, and excludes people of Latin decent.

Latino(a): Refers to people from a geographic region colonized by Spain, with “O” signifying the masculine and “A” signifying the feminine. Excludes Non-binary identities.

LATINX: Introduced by non-Spanish speakers as a gender neutral term to use instead of Latino/Latina. The “X” is silent, and is still preferred in some circles in written form.

Latine: Newest term to include folks outside of the gender binary. Honors Spanish pronunciation making term more natural and inclusive.



*Information provided by Youth Leadership Institute

Why Is Getting Pronouns Right So Important?

Using the Correct Pronouns is Suicide Prevention.

Via The Trevor Project's National Survey on LGBTQ Youth Mental Health 2022:

- 45% of LGBTQ youth seriously considered attempting suicide in the past year, including *1 in 5 transgender and nonbinary youth attempted suicide.*
- Transgender and nonbinary youth who reported having high social support *attempted suicide at less than half the rate* of those who felt low or moderate social support.



Why is Getting Pronouns Right So Important?

Showing respect to our staff and client means

- Respecting a person's autonomy: the individual's right to self-identify
- Showing kindness to another person who is trusting you to help and work with them.



LGBTQ+ Statistics





In California:

- 5.3% (1,615,000) of CA adults Identify as LGBTQ+
- CA highest number of transgender adults in US (218,000)
- LGBTQ+ people are 2x more likely to experience homelessness, transgender folks 6x
- 30% of transgender people experience homelessness sometime in their life
- Transgender Californians 3x more likely to be unemployed
- 1 in 5 LGBTQ+ Americans have experienced discrimination in housing or workplace





(Lack of) Housing In Fresno County:

- 67% of LGBTQ2+ Identified as renters
 - 36% found getting access to affordable housing was a barrier to maintaining stable housing.
 - 24% were denied housing on the basis of their sexual orientation and/or gender identity.
- Of the total population surveyed, 24.8% reported experiencing homelessness within the past two years.
 - 60% stayed at a shelter or sought shelter services in Fresno.
 - 52% reported being denied shelter or homeless services; 40% attributed shelter denial to their sexual orientation and/or gender identity.
 - 47% reported harassment, discrimination,



From "Nowhere to Go: Housing Assessment for LGBTQ2+ people living in Fresno County"



Harassment and Discrimination on the Job

- 26% of transgender CA reported being fired, denied promotion, or not hired because of gender identity or expression (2015)
- LGBTQ+ BIPOC report 2x the rate of discrimination related to sexual orientation than white LGBTQ+ for jobs
- More than half of LGBTQ+ women experienced sexual harassment during their careers
- 51.7% of bisexual identified respondents reported having experienced employment discrimination



CA Protections Against Workplace Harassment and Discrimination

It is **ILLEGAL** to be harassed by:

- Supervisors
- Coworkers
- Third Parties (i.e. Customers)

Employers **CANNOT**:

- Ask about gender on a job application or at work
- Make gender identity a condition of hiring
- Ask **ANY** questions about medical history



What Can Harassment Look Like?

- Inappropriate comments, questions, jokes
- Inappropriate writing, literature
- Inappropriate touching or Actions/Gestures
- Assault
- Misgendering/use of incorrect name, pronouns



Transgender and Non-Binary Workers' Rights

- The right to disclose when they are ready, and to who.
- They are allowed to use chosen name and pronouns **even when it hasn't been legally changed.**
 - Staff and coworkers cannot JUST use name as a way to bypass using pronouns (unless affirmed by individual).
- The right to use a restroom or locker room that corresponds to the employee's gender identity, **regardless of the employee's assigned sex at birth.**
 - ALL single stall restrooms MUST be labeled an ALL GENDER or GENDER INCLUSIVE bathrooms in CA
 - If using multi-stalled restrooms, Staff MUST be allowed to use the restroom of their choice.
- Allow gender-affirming clothing in Dress Code



An aerial photograph of a city, showing buildings and streets, with a semi-transparent blue overlay on the left side. The text is centered on a white rectangular background.

Action Tips For Your Organization



One on One

- ✓ **Never make assumptions**
- ✓ Ask co-workers and clients to share their names and pronouns during initial introductions and respect them
- ✓ Share your own gender pronouns
- ✓ Add pronouns to email signatures
- ✓ Add pronouns to ID badges and business cards
- ✓ Be an advocate against discrimination and harassment: **SPEAK UP.**

Review Departmental Forms

- Review all departmental and HR forms and ask:
 - Why do you need gender marker information?
 - Do you allow more than “M/F” information?
 - Can someone provide a non-legal name with their legal name?
 - When asking demographic questions give all options listed



Service Request (Example Form)

- Place for “preferred” name
- Multiple options for Pronouns, Gender, Sexual Orientation along with the option to fill in their own.

Name you go by (preferred name):

First

Legal name:

First Last

Pronouns:

They/them

They/he

They/her

He/him

She/her

Other

Gender:

Non-binary

Gender-fluid

Transgender Man

Transgender Woman

Cisgender Woman

Cisgender Man

Unsure/Questioning

Other



Review Policies

- Gender Identity & Gender Expression in Nondiscrimination Statement
- Gender Inclusive Facilities
- HR: Name & Gender Policy
- Gender Identity on program Applications & in Client Information Systems
- Gender Inclusive Employee Health Benefits & Records



DEI Statement

Values:

- ☐ **Working together to accelerate change**
- ☐ **Centering our work in equity and inclusion**
- ☐ **Trustworthiness and transparency**
- ☐ **The community's voice and direction**
- ☐ **Empathy, compassion and the human connection.**

- “[W]e have never lost sight of our goal: an America in which every citizen shares all the opportunities of his society, in which every man has a chance to advance his welfare. What does poverty mean to those who endure it? It means a daily struggle to secure the necessities for ever a meager existence. It means that the abundance, the comforts, the opportunities they see all around them are beyond their grasp...Our fight against poverty will be an investment in the most valuable of our resources—the skills and strength of our people.”

– President Lyndon B. Johnson, War on Poverty

- These words by President Lyndon B. Johnson are the foundation of our organization.

As a community action agency, we are committed to

having leadership, staff and programs reflect the

language, race, culture gender, sexuality, identity, ability

and belief of the communities we serve. We are

committed to creating adaptable programs and systems

that respond to the specific needs and values of each of

these communities We believe that equity is a measure of our impact, and

Resources

- **The Trans Language Primer:** <https://www.translanguageprimer.org>
- **Practice your Pronouns:** <https://www.mypronouns.org/how>
- **Know Your Rights Workshop: LGBTQ+ Workers Right with CRLA and Legal Aide at Work.**
<https://www.facebook.com/FresnoEOC.LGBTQ/videos/491027558724327>
- **World Professional Association of Transgender Health:** <https://www.wpath.org>
- **CRLA INC (LGBT+ Program):** LGBTQ@CRLA.ORG
 - (510) 267-0762
- **LEGAL AID at Work:**
 - LEGALAIDATWORK.ORG/CLINICS-AND-HELPLINES
 - (415) 864-8848
- **Youth Leadership Institute: Hispanic/Latino(a)/Latine(x): What do they mean?**
- <https://www.instagram.com/p/CjqjOZCLSFA/>
- **The Trevor Project 2022 National Survey on LGBTQ Youth Mental Health:** <https://www.thetrevorproject.org/research/>
- **Trans Student Educational Resources, 2015. “The Gender Unicorn.” :** <http://www.transstudent.org/gender>
- **The Word “Cisgender” Has Scientific Roots:** <https://www.mcgill.ca/oss/article/history-general-science/word-cisgender-has-scientific-roots>
- **Nowhere to Go: Housing Assessment for LGBTQ2+ People Living in Fresno County, 2021:** https://drive.google.com/file/d/105KfAg1g4lvqZanZVDVzCa91_fJcC5u9/view

CONTACT US

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Email: lgbtq@fresnoeoc.org

Facebook: @FresnoEOC.LGBTQ

Instagram: @fresnoeoc.lgbtq

