

WELCOME!



SOGIE 101 TRAINING:

Sexual Orientation, Gender Identity and Expression



WE'LL GET STARTED SHORTLY.

HOUSEKEEPING REMINDERS

Participants will be muted during presentations.

To join the discussion, please select the Q&A icon from your toolbar. You can submit a question or comment at any time, and we will get to as many as possible during the Q&A portion of today's program.

Closed captioning and Spanish interpretation are available. To enable subtitles, select the "CC" icon from your toolbar. Spanish interpretation can be enabled by selecting the "Interpretation" icon.

This presentation is being recorded, and training materials will be made available.

AGENDA

- I. Welcome**
- II. SOGIE Presentation**
- III. Panel Discussion**
- IV. Break (5 minutes)**
- V. Q&A Discussion**
- VI. Adjourn**

SOGIE

SEXUAL ORIENTATION
GENDER IDENTITY
& EXPRESSION



Presentation Objectives

Sex Assigned at Birth

Sexual Orientation

Gender Identity

Gender Expression

Gender / Pronouns

Support Systems – Mental Health and Suicide Prevention

Q & A - Panel

COMMON ACRONYM

- L Lesbian
- G Gay
- B Bisexual
- T Transgender
- Q Queer
- + A-Z



Alphabet Soup

- L Lesbian
- G Gay
- B Bisexual
- T Transgender
- Q Queer
- Q Questioning
- I Intersex
- P Pansexual
- 2S Two-Spirit
- A Asexual
- A Ally
- + Many more

SOGIE

S Sexual

O Orientation

G Gender

I Identity &

E Expression

What is SOGIE

The SOGIE acronym was originally used by the United Nations (UNHRC) and was created to honor the fluidity of numerous and ever-expanding identities present in what is colloquially referred to as the LGBTQ+ community.

Biological Sex/Birth-Assigned Sex

At birth, people are assigned a biological sex— male, female (or intersex) —based on physical attributes such as reproductive anatomy.

Biological Sex

Sex refers to a person's anatomy, physical attributes such as external sex organs, sex chromosomes and internal reproductive structures.

For most people, the anatomical indicators of sex line up in a way that is typically understood as male or female.

However, intersex conditions also occur naturally in all species, including humans. *Intersex* refers to a variety of conditions in which an individual is born with reproductive or sexual anatomy that doesn't fit the typical understanding of female or male bodies.

A Binary System

The cultural idea that there are only two distinct and very different genders: female and male.

A significant barrier to creating fully inclusive schools is the presumption that sex, gender and sexual orientation fit neatly into a binary model.

Non-binary Variations



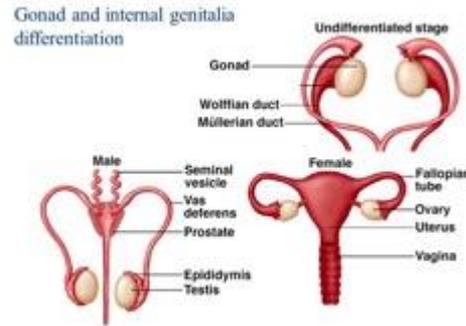
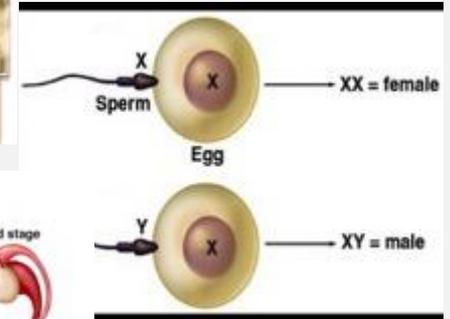
In the past three decades, more than 25 genes have been identified that were once believed to be associated solely with male or female biology, but in fact exhibit more complex, non-binary variations. With the advent of new scientific knowledge, it is increasingly evident that biological sex does not fit a binary model. Intersex conditions are increasingly being recognized as naturally occurring variations of human physiology.

Assigning Sex

whether the external genitalia are comprised of a vulva or a penis

whether chromosomes are XX or XY

whether gonads differentiate into ovaries or testes



AFAB, DFAB,

AFAB	Assigned Female At Birth
FAAB	Female Assigned AT Birth
DFAB	Designated Female At Birth
AMAB	Assigned Male At Birth
MAAB	Male Assigned AT Birth
DMAB	Designated Male At Birth

Gender-Normalizing Surgery

Momentum is growing to end what was once a standard practice of “gender-normalizing surgery” performed on intersex infants with ambiguous genitalia.

In 2013, the United Nations condemned the use of this unnecessary surgery on infants, putting it in the same category as involuntary sterilization, unethical experimentation or reparative therapy when enforced or administered without the free and informed consent of the person receiving the surgery.

Chromosomal Variations

Klinefelter syndrome (KS) also known as 47,XXY or XXY, is the set of symptoms that result from an extra X chromosome in males.

Turner syndrome (TS), also known as 45,X or 45,X0, is a condition in which a female is partly or completely missing an X chromosome.

Biological Sex Spectrum



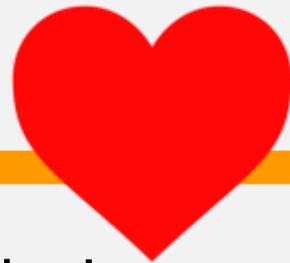
Male

Intersex

Female

- Klinefelter
- Turner
- Congenital Adrenal Hyperplasia (CAH)
- Androgen Insensitivity Syndrome (AIS)
- +

Sexual/Romantic Orientation



Sexual/Romantic orientation is about our physical, emotional and/or romantic attraction to others.

In multiple studies, LGBT youth reported being aware of their sexual orientation during elementary school but waited to disclose their orientation to others until middle or high school.

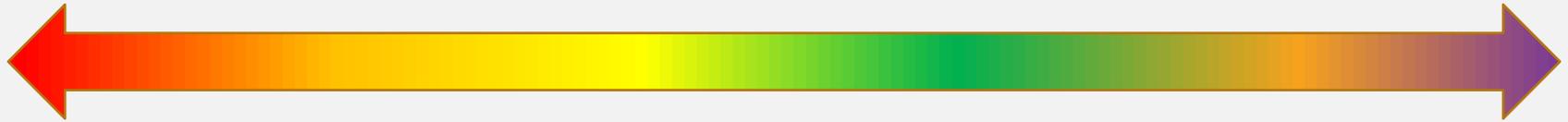
Common Sexual Orientations

Heterosexual
Homosexual
Bisexual
Queer
Pansexual
Asexual
Demi-sexual
Polysexual

Omnisexual
Gynosexual
Androsexual
Graysexual
Autosexual
Sapiosexual

Students might identify as bisexual, pansexual, queer, asexual or use a host of other words that reflect their capacity to be attracted to more than one sex or gender or not to feel sexual attraction at all.

Sexual Orientation Spectrum



Attracted to
Females

Attracted to
All/Both/None

Attracted to
Males

Gender Identity



Gender identity is an individual's deeply held sense of being male, female, neither or another gender. This is separate from biological sex.

When is Gender Identity Realized?

Some children become aware at a very young age that their gender identity does not align with their physical sex characteristics.

Other transgender and gender fluid people recognize their gender identity during adolescence or adulthood.

Cisgender

Individuals whose biological sex and gender identity “match” rarely think about the alignment of biology and identity because they have the privilege of being considered normal by society.

Third Genders

Calabai and Waria of SE Asia, (Indonesia)

Two-Spirit Native Americans

Hijra of South Asia (India)

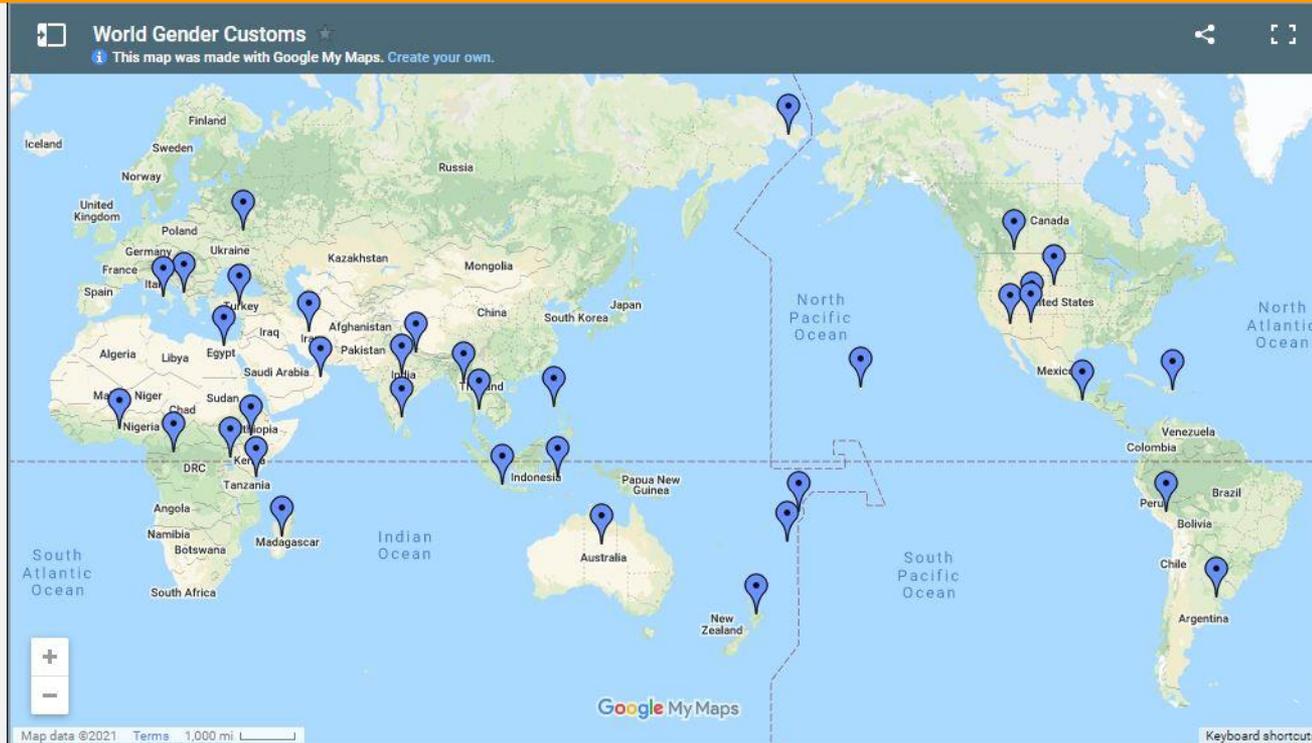
Fa'afafine of Pacific Islander communities (Samoa)

Kathoey of Thailand

Omeggid of Panama

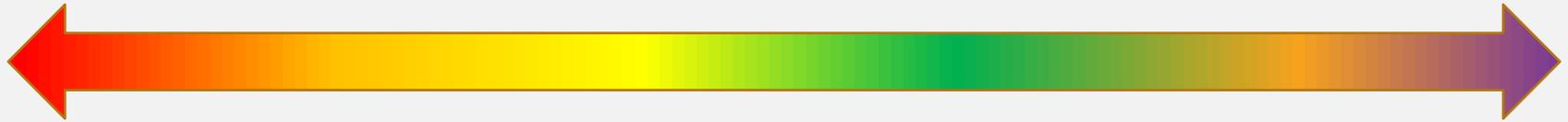
7 Countries: Australia, Bangladesh, Germany, India, Nepal, New Zealand and Pakistan legally recognize a third gender ----- plus California's third gender marker – non-binary

Map of Gender Diverse Cultures



https://www.pbs.org/independentlens/content/two-spirits_map-html/

Gender Identity Spectrum



Man/Boy

Transgender
GNC
Non-Binary
Genderqueer
2-Spirit
+

Woman/Girl

Gender Spectrum

The idea that gender is not binary, but rather a spectrum with infinite possibilities for how a person may express and/or identify their gender.

Gender identities on FB – 2/24/56/58/64/72

Gender Expression

The ways in which people express themselves to others through clothing, hairstyle, physical attributes and ways of speaking, moving, and behaving. What is deemed appropriate gender expression for a particular gender is largely dependent on the specific cultural and historical context.

Gender Expressions

Masculine

Feminine

Butch, Tomboy, Gender Non-Conforming

Femme, Gender Non-Conforming

Androgynous, Gender Non-Conforming

Gender Expression Spectrum



Masculine

Androgynous
Non-Conforming

Feminine

A Binary System

The cultural idea that there are only two distinct and very different genders: female and male.

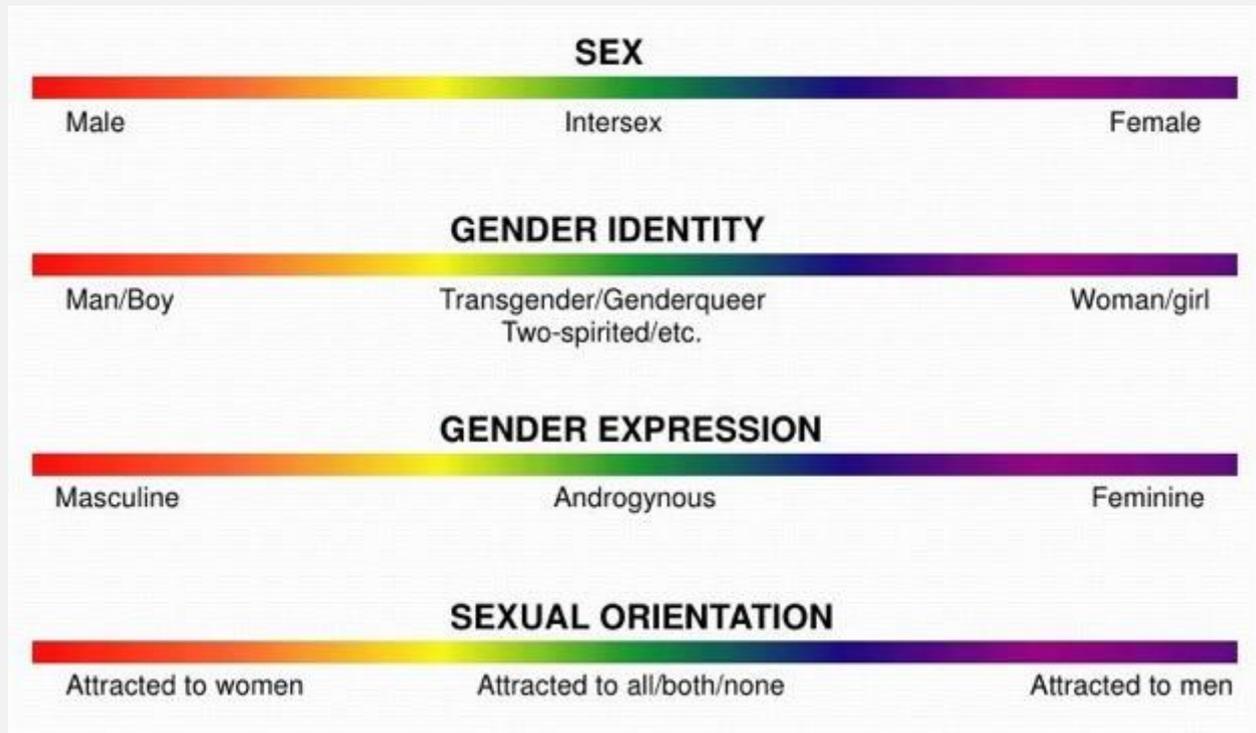
A significant barrier to creating fully inclusive services is the presumption that sex, gender, sexual orientation, and gender expression fit neatly into a binary model.

Reinforcing The Binary

Our society has a history of reinforcing binary perceptions of sex and gender.

- M/F Role Models
- Toys
- Restrooms
- Behavior
- Extracurricular Activities
- Sports
- Dress Code
- Careers

Spectrum Revisited



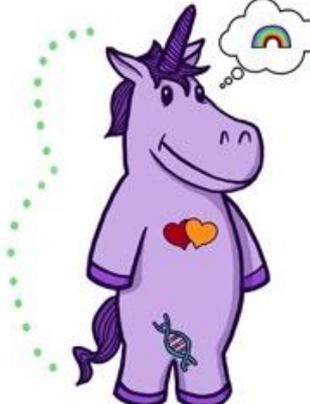
SOGIE vs LGBTQ

Its usefulness lies in its inclusiveness: The term “LGBTQ” is specific to lesbian, gay, bisexual, transgender and queer people, but SOGIE refers to characteristics common to all human beings because everyone has a sexual orientation and a gender identity. Everyone also expresses their gender, not just lesbian, gay, bisexual and transgender people.

Gender Identity Pictorials

The Gender Unicorn

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



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)

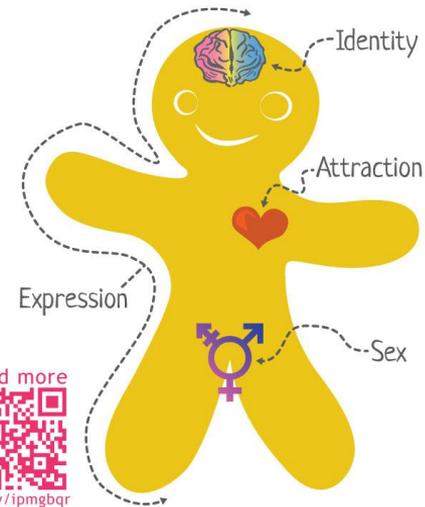
Emotionally Attracted to
 Women
 Men
 Other Gender(s)

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

Design by Landyn Pan and Anna Moore

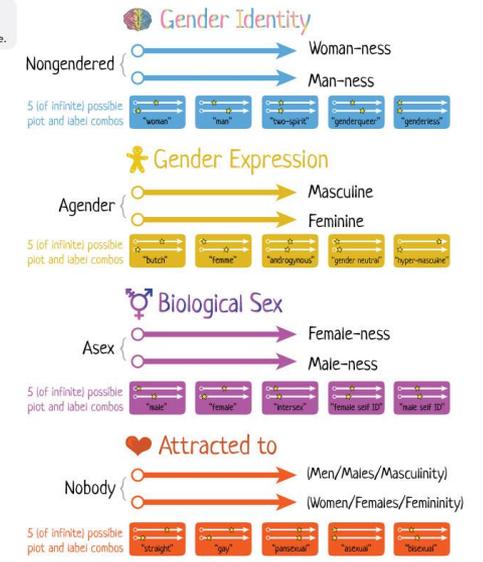
The Genderbread Person v2.0 by its pronounced METROsexual.com

Gender is one of those things everyone thinks they understand, but most people don't. Like *Inception*. Gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for understanding. It's okay if you're hungry for more.



read more

bit.ly/ipmgbqr



Pronouns

She/Her/Hers

He/Him/His

They/Them/Theirs

Zie/Zir/Zirs

* This is not a complete list – these are the most common

Common Misconceptions

Sexuality and Gender are NOT the same

Gender Identity isn't based on sexual attraction

Sexual attraction may/may-not change as a result of
HRT or surgery

Not all transgender individuals choose HRT and/or
surgery to confirm their gender

Transgender people are not drag queens/kings

Use Inclusive Language

Be Intentional with Language Usage

Check Your Assumptions About Gender & Sexuality

Use Appropriate Pronouns

Legal Names and Documents Pose a Challenge – Be Careful

Challenges

Social Determinants of Health

Social Emotional Stressors

Toxic Stress & Trauma

Mental Health Disparities

Strength Building

Embrace Nonconformity

Build Resilience

Build Compassion & Empathy

Understand Perspectives & Experiences

Advocate for Safety & Mental Health

Experience Shared Identities

National LGBTQ Youth Survey 2020

42% of LGBTQ respondents seriously considered attempting suicide in the past twelve months, with more than half of transgender and nonbinary youth having seriously considered suicide.

48% of LGBTQ youth report they wanted psychological or emotional counseling from a mental health professional but were unable to receive it in the past 12 months.

<https://www.thetrevorproject.org/survey-2020/>

How to be Supportive

If you don't know, or aren't sure:

Listen, then ask

It is best to ask someone how you can help

Do not assume sex/gender/orientation/pronouns based on presentation

If you make a mistake apologize, correct yourself, and move on

Effort is everything

Things to Remember

Everyone is different. Something that is preferable for one person may not be comfortable for another

Be respectful of those who are not like you

Seek permission before you ask questions!
Some may not want to discuss

Today's Panel

- Claire Buckley (Moderator)
- Tamal Wright
- Kim Maurer
- Allison Murphy
- Mollie Murbach
- Pastor Casey Martinez-Tinnin

Questions?

Select the Q&A icon on your toolbar to join the conversation!

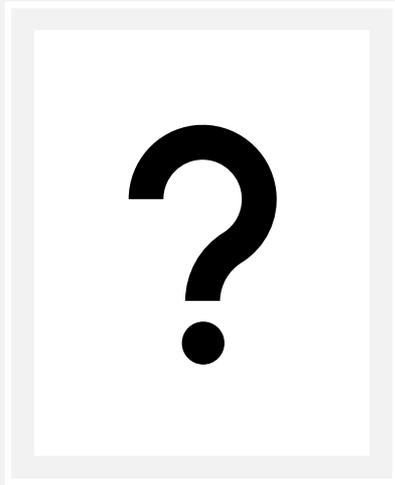
We'll get to as many questions as possible. If we're unable to get to your question, we may follow-up with you after the session.



Break

We'll be back in 5 minutes!

Additional Questions?



Email Claire Buckley

claire2buckley@gmail.com

Thank You!

Please review the Learning Objectives and Goals in the chat, and use the link or QR code to complete our **Training Evaluation and Demographics Survey**:

www.surveymonkey.com/r/CFYNKJP



Visit Placer Learns and www.placerccw.org to view training materials and upcoming trainings!