



The webinar will start momentarily



AFS & LGBTQ+: What & Why

Diversity & Inclusion (D&I) Workgroup
LGBTQ+ Exchange Group

This is a Safe Space

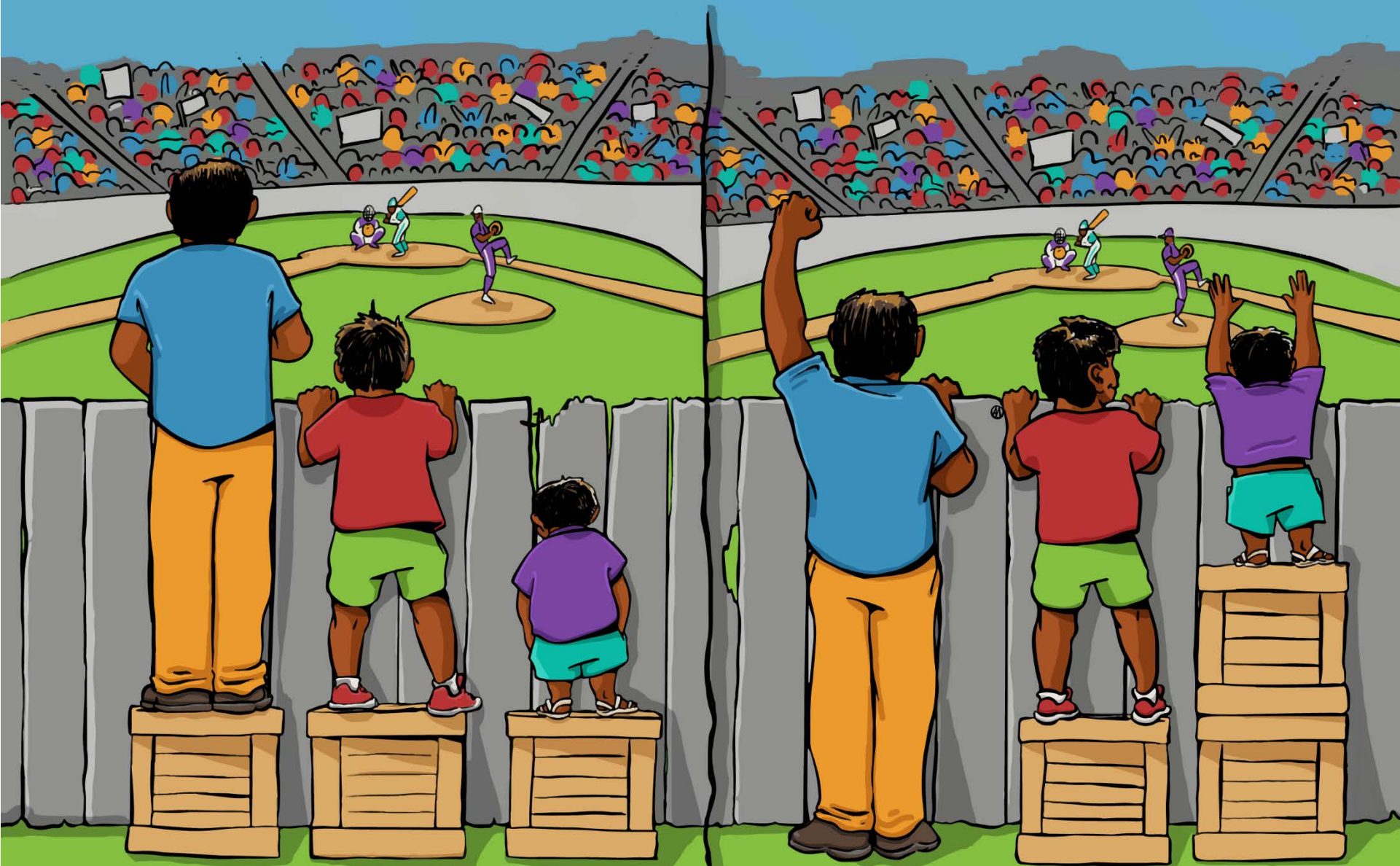
- We welcome questions
- Assume best intentions
- Avoid judgements
- Critique of ideas, not of people
- Check your assumptions
- Accept that everyone has their own opinion
- Disagree without being disagreeable
- Respect confidentiality



Why?

- The AFS Mission
- AFS-USA's commitment to diversity, inclusion, and equity
- LGBTQ+ is an underrepresented community in youth exchange
- World Pride – Stonewall 50th Anniversary
- Not Political: Respect for people's humanity and identity





EQUALITY

EQUITY

Worksheet Answer Key



Basic LGBTQ+ Identity Terms Worksheet

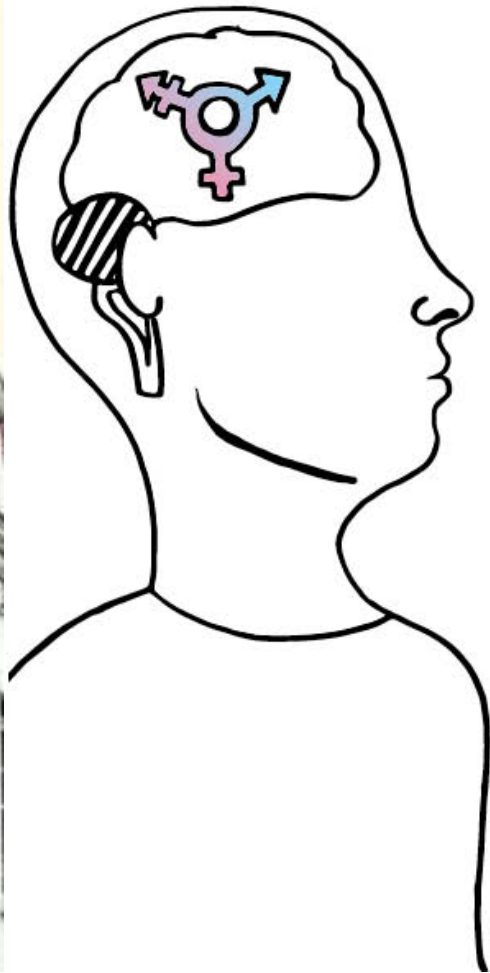
This matching sheet is a basic guide for LGBTQ+ identities and what each identity means. In no way is it comprehensive or definitive as identities and language constantly change. If you're ever unsure, always ask what someone's identity means to them.

- | | | |
|-----------------------|-----|---|
| 1. Gay | ___ | A. Traditionally referring to a gay man wearing clothing/makeup, etc. considered appropriate for someone of another gender, most often with the purpose of entertainment. This is not the same as being transgender, and it has been used as a derogatory word for trans women. |
| 2. Lesbian | ___ | B. A person who identifies as a gender other than "man" or "woman," or someone who identifies as neither, both, or some combination thereof. |
| 3. Bisexual | ___ | C. A person who is a member of the dominant or majority group who works to end oppression in their personal and professional life through support of, and as an advocate for, the people from historically oppressed groups. |
| 4. Queer | ___ | D. A term or period where an individual feels unsure (however privately or openly) of the orientation/identity that they have either asserted for themselves or have had applied to them. |
| 5. Questioning | ___ | E. Persons whose sex they were assigned at birth matches their gender identity; not transgender. |
| 6. Transgender | ___ | F. A woman who is physically, romantically, emotionally and/or spiritually attracted to other women. |
| 7. Intersex | ___ | G. An acronym sometimes used to identify transgender individuals who were assigned female at birth and are transitioning to male. |
| 8. Genderqueer | ___ | H. A person who is sexually and/or romantically attracted to more than one gender. |
| 9. Ally | ___ | I. In its broadest meaning, this term can encompass anyone whose self-identity, behavior, or anatomy falls outside of the societal norms or expectations of gender. However, it typically refers to people who move away from the gender they were assigned at birth and/or their biological sex. |
| 10. Cisgender | ___ | J. A word to describe a variety of conditions of a person who was born with a reproductive or sexual anatomy that doesn't fit the typical definitions of female or male. |
| 11. FTM | ___ | K. The adjective used to describe people whose physical, romantic, emotional and/or spiritual attractions are to people of the same sex— though in contemporary contexts, the term is more commonly used to describe men. |
| 12. Drag Queen | ___ | L. Traditionally an offensive term, it has been reclaimed by some LGBT people to describe themselves. Some value the term for its defiance and because it can be inclusive of the entire LGBT community. |
| 13. Asexual | ___ | M. An orientation that describes people who do not experience sexual attraction to others. It is not a choice. |

1. Gay: K
2. Lesbian: F
3. Bisexual: H
4. Queer: L
5. Questioning: D
6. Transgender: I
7. Intersex: J
8. Genderqueer: B
9. Ally: C
10. Cisgender: E
11. FTM: G
12. Drag Queen: A
13. Asexual: M



LGBTQ+



The Difference Between

GENDER

and

SEXUAL ORIENTATION





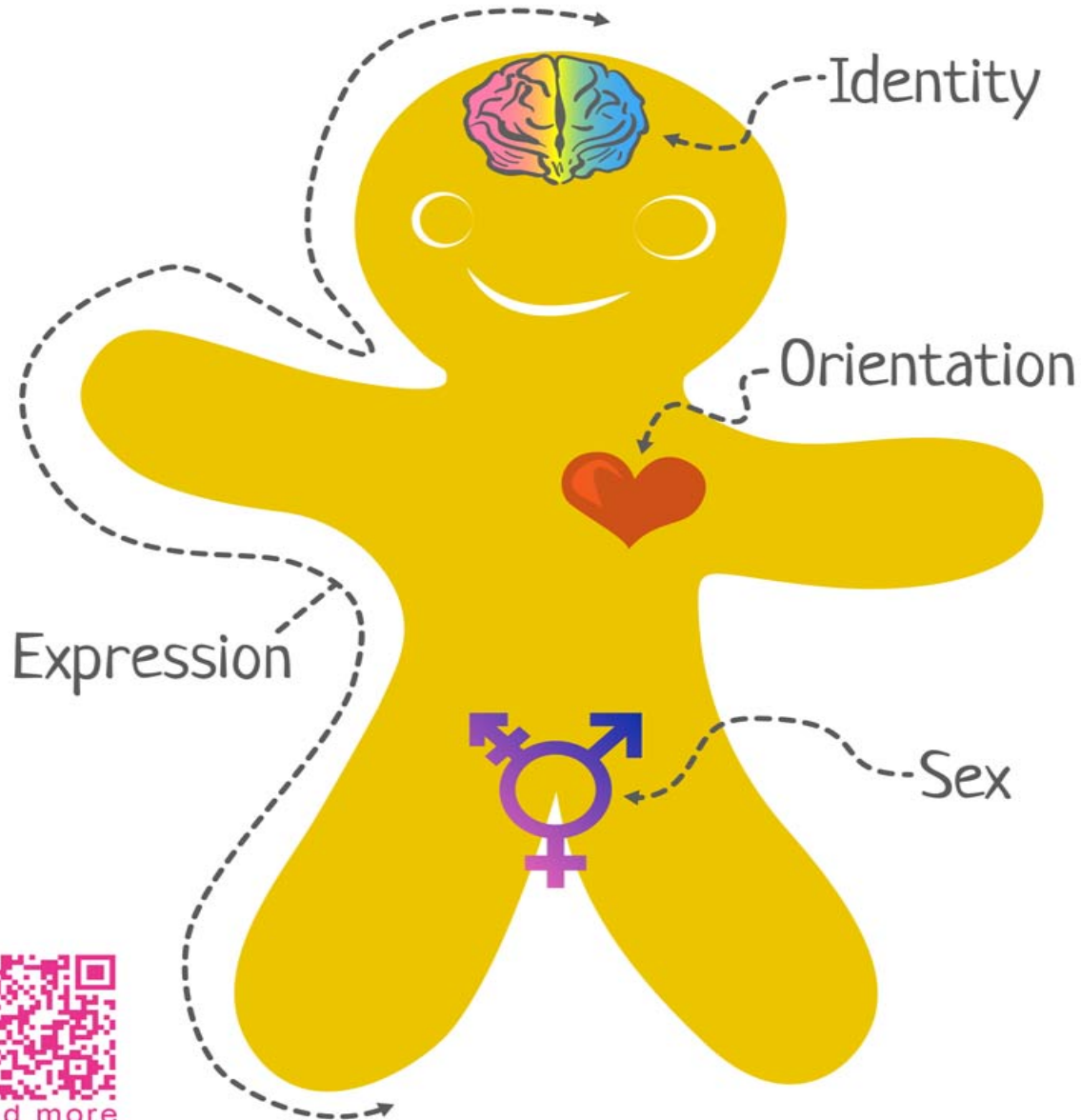
LGBTQ+

- **Transgender:** An umbrella term for people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth. Being transgender does not imply any specific sexual orientation. Do not use the terms Crossdresser or Transvestite
- **Queer:** an umbrella term to describe individuals who don't identify as straight and/or cisgender. **2 noun** : a slur used to refer to someone who isn't straight and/or cisgender. Due to its historical use as a derogatory term, and how it is still used as a slur many communities, it is not embraced or used by all LGBTQ people.
- **Cisgender:** a gender description for when someone's sex assigned at birth and gender identity correspond in the expected way (e.g., someone who was assigned male at birth, and identifies as a man). A simple way to think about it is if a person is not transgender, they are cisgender.
- **Nonbinary:** people don't neatly fit into the categories of "man" or "woman," or "male" or "female." For example, some people have a gender that blends elements of being a man or a woman, or a gender that is different than either male or female. Some people don't identify with any gender. Some people's gender changes over time.



The Genderbread Person

by www.ItsPronouncedMetrosexual.com



Gender Identity

Woman

Genderqueer

Man

Gender identity is how you, in your head, think about yourself. It's the chemistry that composes you (e.g., hormonal levels) and how you interpret what that means.



Gender Expression

Feminine

Androgynous

Masculine

Gender expression is how you demonstrate your gender (based on traditional gender roles) through the ways you act, dress, behave, and interact.



Biological Sex

Female

Intersex

Male

Biological sex refers to the objectively measurable organs, hormones, and chromosomes. Female = vagina, ovaries, XX chromosomes; male = penis, testes, XY chromosomes; intersex = a combination of the two.



Sexual Orientation

Heterosexual

Bisexual

Homosexual

Sexual orientation is who you are physically, spiritually, and emotionally attracted to, based on their sex/gender in relation to your own.

Best Practices

- Create a Gender-Neutral Restroom at events
- Have a space on nametags for people to share the option of preferred pronouns
- Be mindful that someone may not see themselves as a representative/spokesperson for a whole community
- Don't make assumptions
- Let people come out when they are ready
- **Ask about their Partner:** Once someone is out, have the same conversations and ask the same questions you'd ask a straight or cisgender person about their personal life.
- But...don't be too "nosy"
- **Tell Me About Your Other Gay Friends:** "We might not want to be set up, but we don't mind knowing you have other gay friends or family members. If you come out as an ally, as soon as humanly possible, we love that. We feel understood, safe, seen. A for effort!" *

* 11 Simple Ways You (Yes, You!) Can Make Your Workplace More LGBTQ Inclusive

Best Practices

- Don't only talk about someone's sexuality or gender
- Educate Yourself
- Make an effort with Pronouns
- Be an Ally – Stick up for People
- Show you care about the LGBTQ community
- **Don't be afraid to make mistakes:**
 - “You might make some good faith mistakes along the way—that's OK!” *
 - “Ask, clarify, apologize, if necessary, but keep making the effort to be a place where LGBTQ employees and their friends, families, and allies want to work [and volunteer].”*

* 11 Simple Ways You (Yes, You!) Can Make Your Workplace More LGBTQ Inclusive

Email Signatures

Justin DeAndrade
Manager, Customer Experience
(preferred pronouns: he, him, his)

JP Bowditch
Senior Marketing Communications Specialist
(preferred pronouns: they, them, their)

Mary Jo Brock
Senior Director of Organizational and
Volunteer Development
AFS-USA

Ms. Candace O'Malley
Organizational Development Specialist
(preferred pronouns: she, her, hers)

Alex Activity

- Draw two columns saying YES or NO
- Imagine that you are the age of 16 again, remember:
 - Your room and what it looked like
 - Where you went to school and who were your best friends
 - Your interests, and which books, movies and music you loved listening to
- Imagine that they are in a happy relationship for three months with a person called Alex
- Everyone with a first name starting with A-M is with someone from the opposite sex
- Everyone with a first name starting with N-Z is with someone from the same sex

Alex Activity Questions

1. Could you invite your partner home?
2. Could your partner be included in any family gatherings like birthdays, weddings, New Year's Eve parties?
3. Could you hold hands with Alex in the school hallway?
4. Can you be confident that you won't get put-down or physically hurt by others because of the relationship you are in?
5. Do love scenes on TV and the movies commonly show relationships like yours?
6. What about the words in music – do they talk about your relationship?
7. Do you have teachers, coaches or parents' friends that you know are the same sexual orientation as you?

Alex Activity Debrief

Are you surprised by the outcome, and why?



Who to Contact

- HR@afsusa.org
- LGBTQexchange@afsusa.org
- D&I Group: Candace, Shameeka, or Melvin
 - comalley@afsusa.org
 - sleacock@afsusa.org
 - mharmon@afsusa.org

Q&A

