

Dr. Shaun Travers,
he/his/him

BEYOND THE
RAINBOW:
LGBTQIA+
COMMUNITIES
AND
CONTROVERSIES





WHAT WE WILL COVER...

- Reflections on your own knowledge and experiences
- Vocabulary and Pride Banners
- State Laws & the California Gender Recognition Act
- Names, Pronouns, Titles
- Implications for you and your work

REFLECTIONS



- LGBTQIA+ communities
- LGBTQIA+ controversies

PROGRESS BANNER

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



PROGRESS BANNER

- Lesbian
- G
- B
- T
- Q
- I
- A
- +



PROGRESS BANNER

- Lesbian
- Gay
- B
- T
- Q
- I
- A
- +



PROGRESS BANNER

- Lesbian
- Gay
- Bisexual, Fluid, Pan, Omni
- T
- Q
- I
- A
- +



PROGRESS BANNER

- Lesbian
- Gay
- Bisexual, Fluid, Pan, Omni
- Trans, Nonbinary,
- Q Gender queer, Gender non conforming, Trans women,
- I Trans men, Trans girls, Trans
- A boys, Transgender
- +



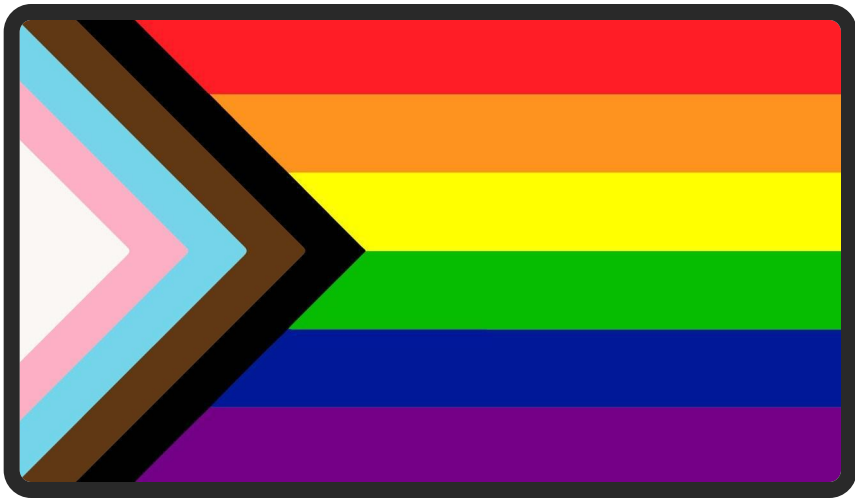
PROGRESS BANNER

- Lesbian
- Gay
- Bisexual, Fluid, Pan, Omni
- Trans, Nonbinary, etc
- Queer, Questioning
- I
- A
- +



PROGRESS BANNER

- Lesbian
- Gay
- Bisexual, Fluid, Pan, Omni
- Trans, Nonbinary, etc
- Queer, Questioning
- Intersex
- A
- +



PROGRESS BANNER

- Lesbian
- Gay
- Bisexual, Fluid, Pan, Omni
- Trans, Nonbinary, etc
- Queer, Questioning
- Intersex
- Agender, Aromantic,
- + Asexual



PROGRESS BANNER

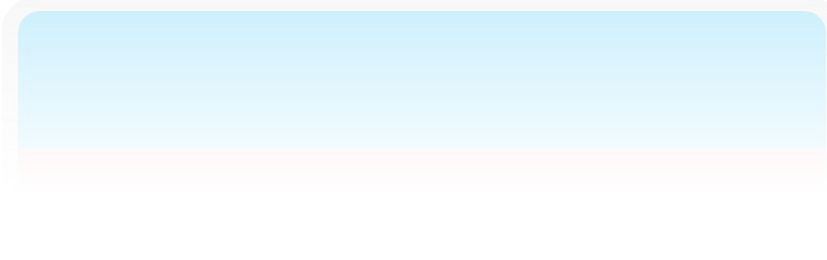
- Lesbian
- Gay
- Bisexual, Fluid, Pan, Omni
- Trans, Nonbinary, etc
- Queer, Questioning
- Intersex
- Agender, Aromantic, etc
- + HIV positive, Two-Spirit and other identities



TRANSGENDER BANNER



- L
- G
- B
- Transgender,
- Q Trans women, Trans men,
Trans girls, Trans boys,
- I gender non conforming,
- A gender queer, gender fluid
- +



NONBINARY BANNER



- L
- G
- B
- Trans, Nonbinary, Enby
- Q
- I
- A
- +



CA GENDER RECOGNITION ACT

- Created nonbinary gender for all people of California. Three genders in California: **women, men, and nonbinary**
- Nonbinary will be listed on birth certificates, driver's licenses and state-issued ID cards – the marker will be an “X”



NONBINARY EXPLAINED

Gender identity and expression may be thought of in binary terms: Male and female, men and women, masculine and feminine: Concept - cisgender

Many transgender people fall on this binary. Trans women are women, trans men are men

- Some transgender people do not fall on this binary. They identify as nonbinary, agender, gender fluid, gender queer, gender non conforming, Two Spirit, etc.

Nonbinary people's gender identity and expression may not conform to societal norms of masculinity or femininity

Nonbinary people may use the pronouns "they/them" in the singular, or their name

Male



Female



Nonbinary



- Zoom screen, signature lines, name tags, introductions
 - A quick and easy way to communicate you have some level of knowledge around our trans, nonbinary, gender queer and gender non conforming community

Example:

Dr. Shaun Travers

Pronouns: He/His/Him

(links to <https://www.mypronouns.org>)

SHARING PRONOUNS



SHARING PRONOUNS

- Introductions
 - Hi, my name is Shaun and I use he, his and him pronouns
 - Avoid saying “masculine pronouns” or “feminine pronouns”
 - Avoid saying “I don’t care” unless it is well considered
 - Avoid saying “preferred” because they are not preferences
- If you are unsure what pronouns to use
 - “What pronouns would I use to be respectful?”
 - “I use she, her and hers pronouns. Are you comfortable sharing your pronouns with me?”
- If you make a mistake
 - Apologize, and do better next time
- Group introductions
 - “Please share your name and we invite you to share your pronouns as well” and lead the way

PRONOUNS

	Nominative (subject)	Oblique (object)	Possessive determiner	Possessive pronoun	Reflexive
He/His	<i>He</i> is laughing	I called <i>him</i>	<i>His</i> eyes gleam	That is <i>his</i>	<i>He</i> likes <i>himself</i>
She/Her	<i>She</i> is laughing	I called <i>her</i>	<i>Her</i> eyes gleam	That is <i>hers</i>	<i>She</i> likes <i>herself</i>
They/Them	<i>They</i> are laughing	I called <i>them</i>	<i>Their</i> eyes gleam	That is <i>theirs</i>	<i>They</i> like <i>themselves</i>
Ze/Hir	<i>Ze</i> is laughing	I called <i>hir</i>	<i>Hir</i> eyes gleam	That is <i>hirs</i>	<i>Ze</i> likes <i>hirself</i>
Per/Per	<i>Per</i> is laughing	I called <i>per</i>	<i>Per</i> eyes gleam	That is <i>pers</i>	<i>Per</i> likes <i>perself</i>
My Name	<i>Shaun</i> is laughing	I called <i>Shaun</i>	<i>Shaun's</i> eyes gleam	That is <i>Shaun's</i>	<i>Shaun</i> likes <i>Shaun</i>

http://nonbinary.org/wiki/English_neutral_pronouns

TITLES AND SALUTATIONS

Ms
 Mr
 Mx

* Your title **Please choose**
Mr
Mrs
Miss
Ms
Mx
Dr

* First name

* Last name

- **Gendered**

- Mr.
- Miss
- Ms.
- Mrs.

- **Inclusive**

- Mx.
 - Spelled *Mix*
 - Pronounced *mix*



IMPLICATIONS

With nonbinary people now legally recognized in California, and pronouns understood to be a part of gender identity & expression, what are your responsibilities to serve the community?

- **All systems** which store and use gender should be updated to include a nonbinary option
- **All reports** which indicate gender should include nonbinary people
- **Pronouns** a person uses should be respected so as to encourage a climate of fairness

What does this
mean for you and
your work?

DEEPER IMPLICATIONS AND USE



QUESTIONS AND DISCUSSION

