Supporting LGBTQ+ Students in the Classroom & Community

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LGBTQ+ Western
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A Gaypril Event
Agenda

- Introductions
- Guidelines
- LGBTQ+ Western Mission
- LGBTQ+ Western Staff & Services
- Introductory Terminology
- Student Profiles
- Common Student Challenges
- LGBTQ+ Inclusion and Accessibility Practices
- Q&A
- Gaypril Events
Introductions

• Please share your:
  • Names
  • Pronouns
  • Position & Department
  • What you are hoping to learn today
Guidelines

• This session will be recorded and put on the LGBTQ+ Western website
• The Q&A at the end will not be recorded. Questions during the presentation will be included
• Do not assume each other’s level of knowledge or experience, we all start our learning somewhere
• Please mute your microphone when not speaking. Cameras on are encouraged but not required
• Please try to be attentive during this session, including engaging with your peers
• We are not here to debate the rights of LGBTQ+ people
• This is only an introductory training, there will be more to learn
LGBTQ+ Western Mission

LGBTQ+ Western works to advance the holistic thriving of diverse LGBTQ+ students, faculty and staff at Western Washington University by collaboratively engaging the university community with transformational knowledge, resources, advocacy and celebration.
LGBTQ+ Western Staff

We have four student staff positions currently at LGBTQ+ Western. All of them support the department through office hours, event planning and hosting, and peer support. Each role has 2+ students in it as co-coordinators.

Each role has a specific focus:

• Black LGBTQ+ Thriving Collective Co-Coordinators: Anijah & Navouny
• Community Development Co-Coordinators: Mars & Paola
• Education & Advocacy Co-Coordinators: Gee, Darby, Flynn
• Drag Show Co-Coordinators: Sol & Ash
• Professional Staff: JoeHahn
• ADEI Unit Program Manager: Search underway
LGBTQ+ Western Services

- LGBTQ+ Director’s office: Viking Union 746
- Student Staff Office and Clothing Closet: VU 723 A&B
- LGBTQ+ Lounge: VU 722
- Student Staff Services:
  - Clothing closet for gender affirming clothing. Accepts donations. Accessible during office hours
  - Peer-to-peer support: coming out, transitioning, relationships, community connections
  - Queer Guild Club Council support
- Director Services:
  - Member of Gender Affirming Care Team
  - Member of Bias Response Team
  - LGBTQ+ Advisory Group
  - Guest lectures
  - Consulting
  - Professional level support for students
Introductory Terminology

- Language is constantly evolving and individuals have different terms they use. Some terms shared today may become outdated in the future.
- Many terms have been reclaimed from slurs or other derogatory words, which means some people may still find them offensive and not personally associate with them.
- Focus more on honoring the language individuals choose for themselves and less on the correct use of a term.
- Check your own resistance to terms and where that may be coming from.
Introductory Terminology

- **Sexuality:** The attraction someone has toward others usually based on their own and their partner’s gender identity and sexual attraction (sometimes called sexual orientation, less used now)

- **Romantic identity:** The attraction someone has towards others focused on romantic attraction. This may be different from sexual attraction
  - All sexualities and romantic identities can include attraction to trans and nonbinary people

- **Gender Identity:** Someone’s sense of their gender

- **Gender expression:** How someone shows their gender through clothing, accessories, make up, hairstyle, and demeanor
Introductory Terminology

- **Pansexual**: A person who is attracted to others regardless of their gender identity
- **Ace**: A person without the following suffix identity or with limited identity
  - Asexual: Someone who does not experience sexual attraction (or limited)
  - Agender: Someone who does not experience gender identity or beyond the typical gender expectations
  - Aromantic: Someone who does not experience romantic attraction
  - Demi: Someone who experiences the above identities only when a deep emotional connection with another person or circumstance is present
- **Intersex**: Someone whose sex characteristics are outside of the typical experiences. Can include differences in chromosomes, reproductive organs, etc. About as common as people who have red hair
Introductory Terminology

• **Monogamy**: Someone who is in a relationship with only one person at a time

• **Polygamy/polyamory**: Someone who has more than one romantic partner. The grouping of this varies but can include all people dating each other, people have partners who do not date the other, or other combinations. A group in a poly relationship is often called a polycule
  • Many polyamorous people follow ethical standards to maintain healthy relationships

• **Same gender-loving**: A term often used by Black and brown communities to describe LGB+ identities outside of the typical white lexicon

• **Two-spirit**: A term used by many Native American tribes to describe a person who has both masculine and feminine spirit. Does not necessarily replace other LGBTQ+ language and each tribe and individual may have other terms in addition or replacement of two-spirit

There are many other LGBTQ+ terms. Please share in the chat what else you’d like to know and if we have time, we will define them here or in future trainings and materials.
Student Profiles

• You will now see three student profiles, each in a different stage of their college journey
• We will review all three together, and then break out into breakout rooms to discuss an individual student per room
• As you see the information, think of what challenges the students may face, what resources you could provide them or refer them to, and what assumptions you may be making when seeing limited information about them
• If you have participated in this activity before, focus more on listening to others
Student Profiles

**Student A:**
- New first-year student
- 4.0 high school GPA
- Came out as bisexual to mom in middle school, came out later to friends and family
- Living out of state for the first time
- Joined a few LGBTQ+ organizations on campus
- Wants to be a Resident Assistant
- Struggled with depression during coming out process

**Student B:**
- Senior
- Co-hosted the annual drag show
- Openly queer and mentors fellow students
- Is recognized as a queer leader campus-wide and in the community
- Is a queer person of color struggling to date at a predominately white institution
- Been so involved they haven’t focused on academics, almost failed a class last quarter
- Is trying to figure out what to do after graduation

**Student C:**
- Graduate student
- Has fulfilling job at the university
- Strong relationship with family
- Sees therapist once a month
- Recently broke up with boyfriend
- Exploring and questioning gender identity
- Strong academically but hasn’t had energy for reading and assignments lately
- Wants to be involved with queer organizations but doesn’t have much time

1. What challenges might these students be facing overall? Relating to LGBTQ+ identities?
2. What do they have in common? What is different between them?
3. What resources could you provide them or refer them to?
3. What assumptions did you make about the students? What assumptions might others make about them?
Common LGBTQ+ Challenges

• Coming Out
• Transitioning
• Visibility
• Deadnaming and Misgendering
  • Deadname: To use someone’s previous name
  • Misgendering: To use the wrong pronouns
• Housing
• Food insecurity
• Disability
• Harassment
• Family and Community
LGBTQ+ Inclusion and Accessibility Practices

• Syllabus statement
• Signage in office
• Pronoun sharing
• LGBTQ+ representation
• Intentional questions
• Humility
• Check ins: Large group and 1:1
• Learning more
• Showing up
Gaypril

Supporting LGBTQ+ Students in the Classroom and Community.
Gaypril Lunch & Learn & LGBTQ+ Lounge Opening
WWU 31st Annual Drag Show
Queer & Trans People of Color (QTOC) Kickback

LGBTQ+ Roommate Mixer
LGBTQ+ Faculty, Staff, and Student Mixer
Undocuqueer Lunch & Learn
LGBTQ+ Intergenerational Panel
WWU Queer Con 2023!

To see our full list of events and for up-to-date information visit: lgbtq.wwu.edu/gaypril

AA/EO. Gaypril events are intended for all participants, including those with apparent or non-apparent disabilities. For disability accommodation(s) (such as ASL interpretation, etc.) or event questions please contact Joe Hahn at lgbtq@wwu.edu or 360-650-7583. Advanced notice is appreciated and sometimes necessary to arrange for some accessibility needs.

To provide further accessibility for our disabled community members, we encourage all participants to mask at the Gaypril events.
Thank you for coming!

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