

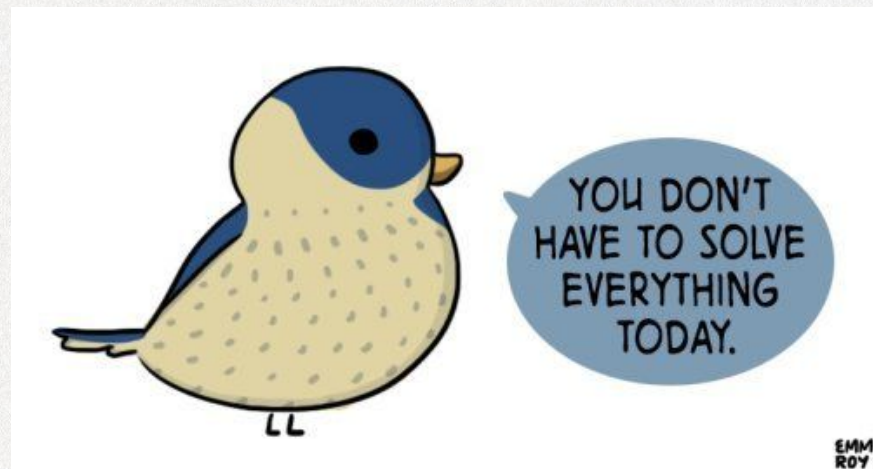
# *Exploring Intersecting Identities with Cultural Humility*



## *Plan of Action*

- Introductions & Group Agreements
- Language
- Meet the Gender Unicorn
- Circles of Sexuality
- Radical Inclusion
- Making Mistakes
- How does this come up at work?

***\*We will take a break about halfway through!***





# Objectives

*By the end of this workshop, participants will....*

- 1.** Be knowledgeable on gender and sexuality terms that are inclusive and affirming.
- 2.** Be prepared to create spaces that are affirming and inclusive of people across the gender and sexuality spectrum.



# *Who Am I?*



**Cheyelsea Federle**

She/her/hers

Educator with SHIP

MA in Gender Studies

MSW



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## *Who is SHIP?*



**We know Sexual Health Includes Pleasure.**

A nonprofit organization dedicated to providing culturally inclusive, medically accurate, and pleasure guided sexuality education, therapy, and professional training to adults.

**We provide the sex education you deserve.**



**@WeKnowSHIP**

# *Can We Agree?*

Muted unless speaking, please!

Language

No Right, No Wrong

Challenge the idea, not the person!

Brave Space

Ask questions

Be Curious and vulnerable!

Cameras on, please.

Name and pronouns on screen



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# What are your hopes and dreams for today's workshop?



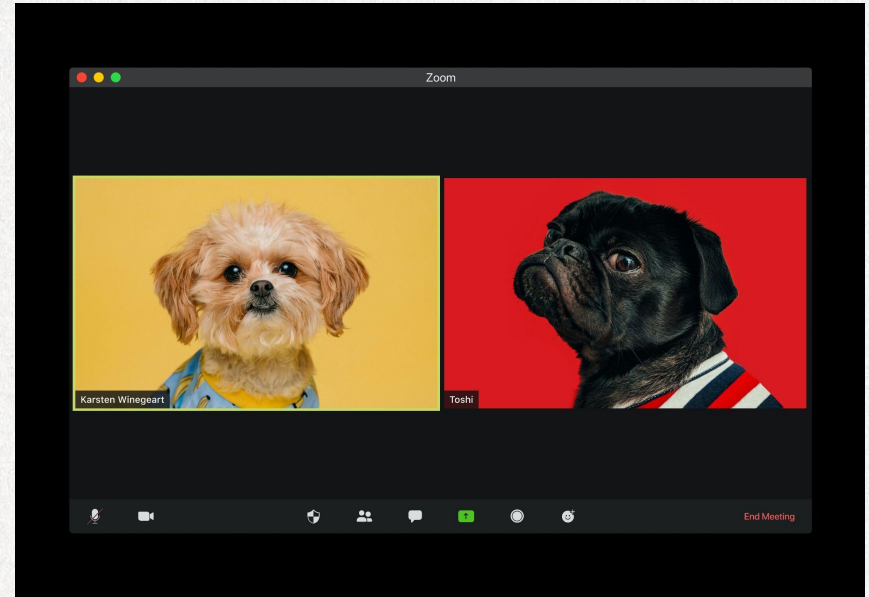
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# *Who are you?*

- Name
- Pronouns
- Organization/ Role
- Something people think you are that you aren't



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# *Language Matters!*

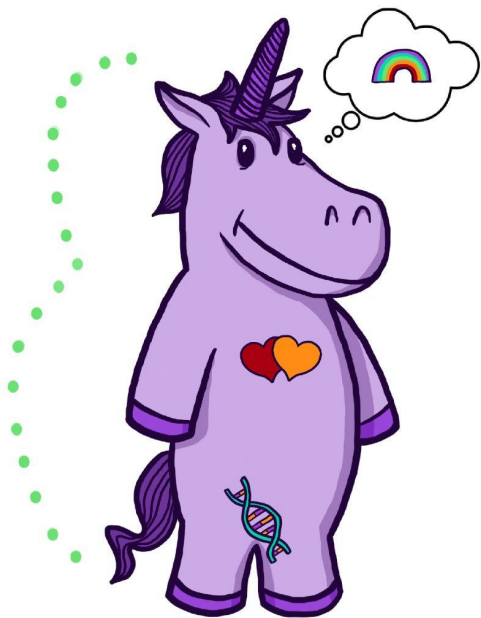
[https://quizlet.com/\\_bocrc3?x=1jqt&i=4h9lzf](https://quizlet.com/_bocrc3?x=1jqt&i=4h9lzf)




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# 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](http://www.transstudent.org/gender)

Design by Landyn Pan and Anna Moore



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# *Gender Affirmation*

*Every person's gender affirming journey is as unique as they are!*



## *Social*

Expression; including clothing, voice, community



## *Legal*

May include name and gender marker changes on official documents.



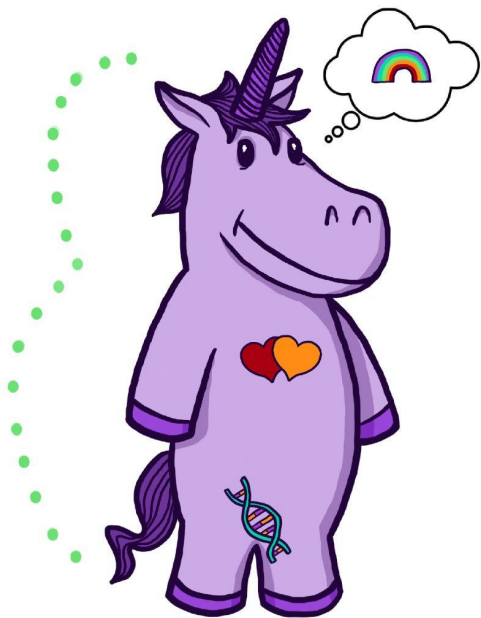
## *Medical*


May include hormone therapy, surgery, or none of these



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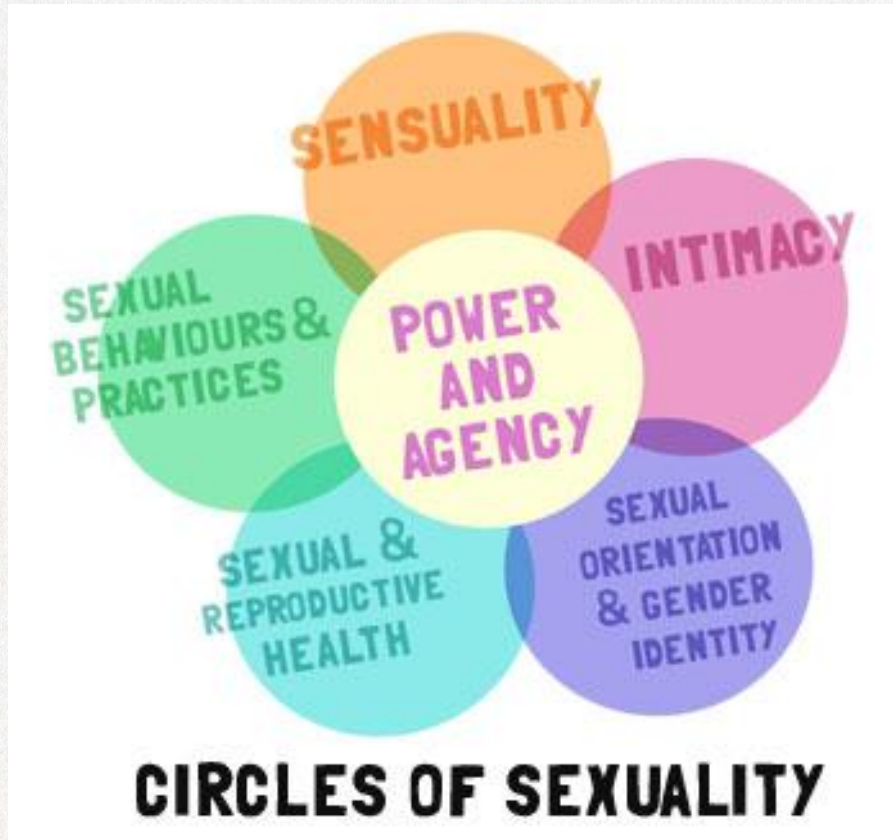
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Sensuality - anything that engages our senses

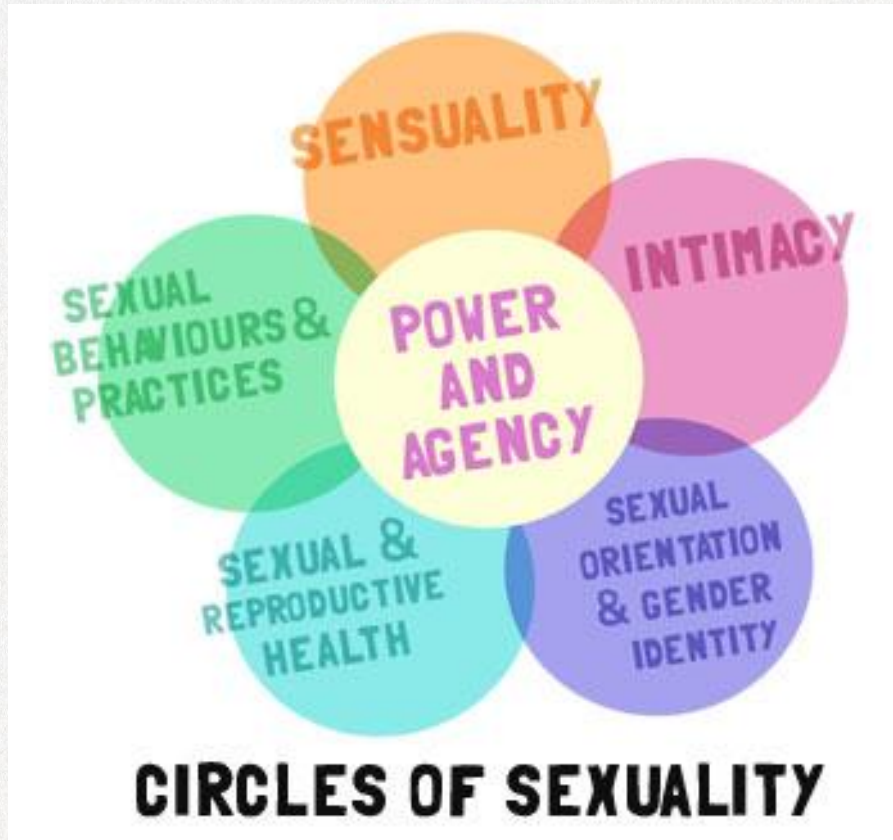
Intimacy - emotional closeness

Sexual Orientation & Gender Identity - who we are and who we are attracted to

Sexual and Reproductive Health - desire and ability to reproduce, access to repro health.

Sexual Behaviors and Practices - What we do to express our sexuality.





## *For Example:*

Sensuality - Smelling your partners hair.

Intimacy - Saying “I love you”, telling your partner about your date

Sexual Orientation & Gender Identity - Asexual, Demi Sexual

Sexual and Reproductive Health - STD/STI Testing

Sexual Behaviors and Practices - Kink/ BDSM





# *Intersectionality*

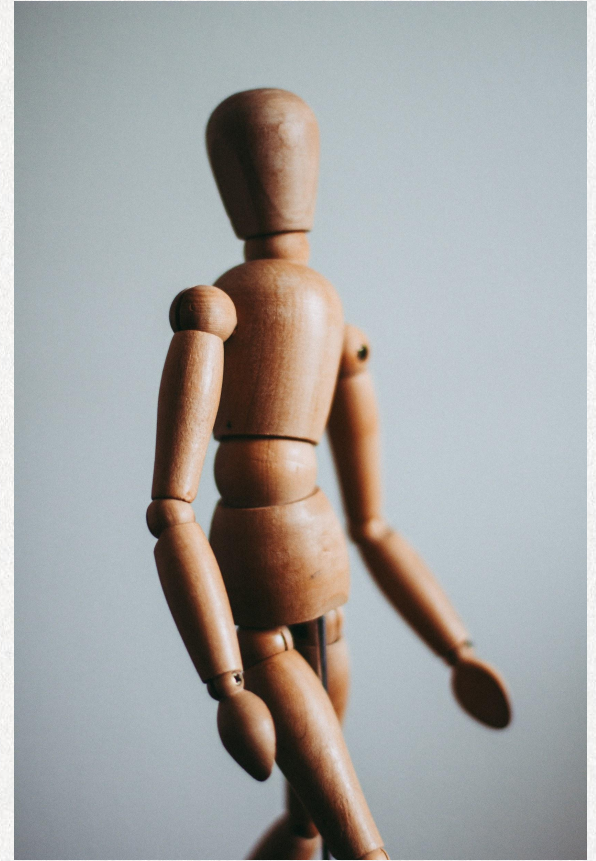
*“Many of our social justice problems, like racism and sexism are often overlapping, creating multiple levels of social injustice”*

- *Kimberlé Williams Crenshaw ,  
coined the term in 1989*



# *Radical Inclusion*

- Work to be aware of assumptions...
- Gender Neutral Language!
- Mirroring Language





# What if I Say The Wrong Thing?



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## The Transgender Microaggressions Reporative Response Model

"I Committed a Trans Microaggression! Now What? **Apply CPR!**"

**Transgender Microaggression:** Social exchanges in which someone intentionally or unintentionally communicates a negative, derogatory, often stereotypical cultural belief that belittles, dehumanizes, and **alienates** transgender and nonbinary people.

Speech bubbles: "I never would have known you were trans!?", "So when are you going to really transition?", "Have you had the surgery?", "Are you a man or a woman?"

C	P	R
<b>Calm Yourself</b> Take a <b>deep breath</b> . Collect your thoughts. <b>Resist</b> defending yourself. Remember this feels scarier than it is.	<b>Practice Humility</b> Elevate the harm you caused over your own comfort. Take responsibility for your actions. Focus on the impact of your words or actions, not your intent.	<b>Repair</b> Center the relationship, <b>not your feelings or reputation</b> . Ask what you can do. Accept that repairing the relationship might <b>take time</b> - you are just starting the process now.
<b>Responses that do more harm</b> <ul style="list-style-type: none"> <li>"You're just being sensitive."</li> <li>"I didn't mean it like that, so you shouldn't be offended."</li> <li>"I was just kidding, it's not a big deal."</li> </ul>		

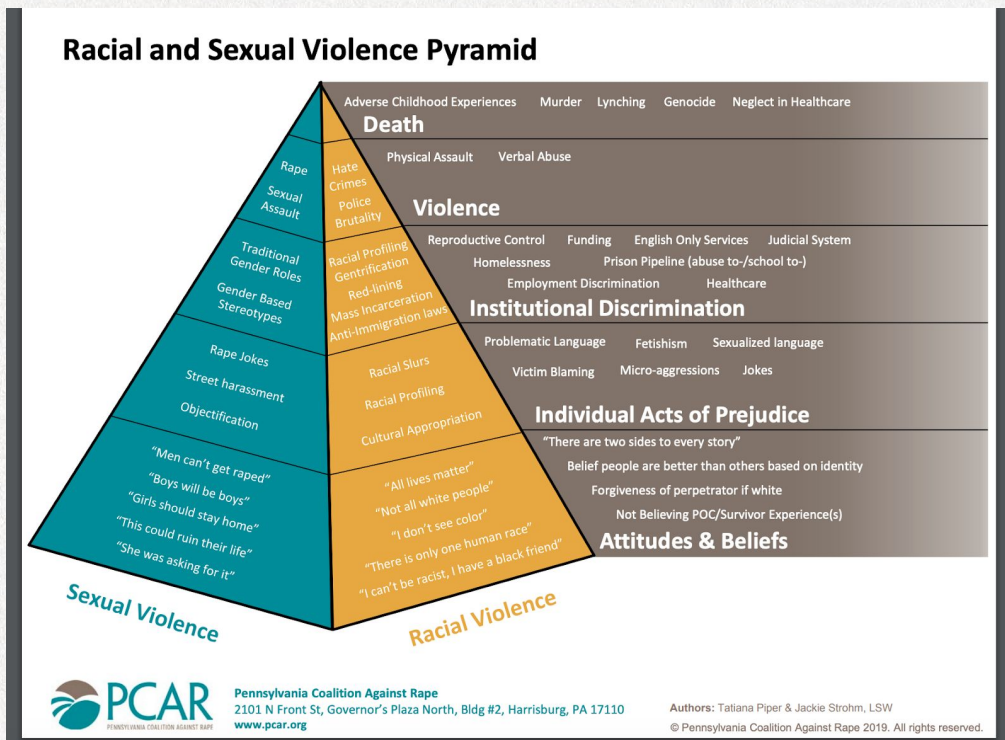
CPR model developed by Kira Manser, Jaymie Campbell, & Shannon Criniti. Infographic designed by Lexx Brown-James. Copyright 2020. Permission to use granted to AccessMatters. Contact: [training@accessmatters.org](mailto:training@accessmatters.org)

# So, Why is This Important?

In 2021, 57 trans and gender non-conforming people were killed. (HRC)

45% of LGBTQ youth seriously considered attempting suicide in the past year, including more than half of transgender and nonbinary youth. (Trevor Project)

1 in 5 women will experience rape in their lifetime. Most of these at the hands of men (NCADV)





# *How do these issues come up in your work?*

- Environmental cues
- Marketing
- Front desk
- Paperwork
- Client conversations
- Water cooler conversations



# *Thank You!*

**YOU DESERVE  
QUEER-INCLUSIVE,  
CONSENT-BASED,  
PLEASURE-GUIDED,  
SOCIALLY CONSCIOUS  
SEX EDUCATION.**

**We can help.**

LEARN MORE AT WEKNOWSHIP.ORG

## Questions?

<https://docs.google.com/forms/d/1LwgO5KhL76OlliwVn4zxCFU20tJoJA7z335C6VJ9FBI/edit>



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