



Welcome!

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Housekeeping...

Group Agreements

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Respectful agreements that keep this space safe for all participants.

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1. Expressing feelings, questions, and concerns is accepted and encouraged
 - Respect differences of opinion, belief, and values
 - Oops & Ouch

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5. Confidentiality
6. Anything else??

Messages & Values

We'll start off examining messages we've heard about the LGBTQ community. We've all heard messages both positive and negative that impact how we interact with LGBTQ individuals whether we realize it or not.

Messages and Values

Values...we all have them!

Our personal, cultural, and religious values can be strongly held and have an impact on our relationships and our work.

They challenge us!

All of us – whether or not we hold positive or negative beliefs about homosexuality, sexual orientation, gender identity, and related issues – face challenges when we communicate and work with others because of our diverse beliefs.

We must find balance!

We can develop strategies for balancing personal values and beliefs that may be in conflict with professional responsibilities.

We have an obligation!

Professional codes of ethics and organizational policies require us to find this balance.

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We may have different points of view regarding LGBTQ issues but we can probably all agree that all youth deserve to be safe and free from abuse. We'll use the universal value that every human being should be safe throughout this workshop.

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anyway?

What is the difference between gender and sexuality anyway?

Sexuality, Gender Identity, & Expression – The Basics

1. Gender identity is how you think about YOUR gender in YOUR head.
 2. Gender expression is how you demonstrate your gender, based on traditional gender roles, through how you act, dress, behave, and interact.
 3. Sex assigned at birth is the package you are born in including sexual organs, hormones, and chromosomes.
 4. Sexual orientation is who you are physically, spiritually, and emotionally attracted to.
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- Who in the room has pronouns? EVERYONE!!
- What are pronouns? How you refer to people when not using their name.
- Typical pronouns: She/Her/Hers He/Him/His
- Gender neutral pronouns: They/them/theirs
- Getting used to pronouns can sometimes be hard. Use a person's name until you get used to it.

Steps to Becoming a Better Ally!

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3. Step Three: Come Out as an Ally

To make real and lasting culture change, straight allies are going to have to find ways to actively demonstrate support.

Thank you!!!

Please take a few moments to fill out the questionnaire that has been passed out. This helps us know what we do well and how we can better serve you in the future. Please leave your completed questionnaire with AJ by the door.

Have a GREAT DAY!
