Support for LGBTQ Students in International Education

NAFSA Region XI 2013
Agenda

🔸 Who’s Here?
🔸 Navigating the Conversation
🔸 Framing the Situation
🔸 Comparing LGBTQ Policies and Attitudes
🔸 Knowing your Campus – Making the Informed Referral
🔸 Resources
🔸 Case Studies
Introductions

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Navigating the Conversation

LGBTQ Terminology
Heterosexual Privilege

“Privilege is like an invisible package of unearned assets that one can count on cashing in each day but about which one was meant to remain oblivious. These privileges are conferred not because they have been earned, but merely on the basis of one’s majority status.”

(Adapted from Peggy McIntosh’s definition of White Privilege, 1988)
Common Language

✦ Lesbian
✦ Gay
✦ Bisexual
✦ Transgender/Trans
✦ Queer/Questioning
✦ Other variations
✦ Pop Quiz
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.
Framing the Situation

Understanding LGBT issues around the world
More liberal? Less Accepting?

Not just a one dimensional comparison
Comparing LGBT Policies and Attitudes

- Defining the terms
- Personal vs. global perspective
- Coming of age
- Conforming to Western stereotypes
Knowing Your Campus
Informed Referral

✧ Do not assume.
✧ Not all LGBTQ resources are “equal”.
✧ Privacy concerns.
✧ Does not represent all members of one group.
✧ Aware of institutional environment.
✧ Be clear on what you are trying to achieve or what you and/or the student are looking for with the referral.

Ohio State University H.E.R.O. Program Handbook, Transgender Nation and to the NGLTF Policy Institute
Supporting LGBTQ Students

- Respect privacy and confidentiality
- Have something “gay” related in your office
- Use inclusive language in conversation and in your office materials
International LGBTIQ Students Returning Home

- Safety concerns
- “Out” status
- Cultural concerns
- Student’s goals/future plans/concerns
- Family concerns
- Legal concerns
- Utilize time in the U.S. to explore part of their lives that they have concealed or repressed for years.

International Lesbian, Gay, Bisexual, Trans and Intersex Association – ilga.org
Resources

- Campus Groups and Offices
- Colleagues
- NAFSA Rainbow SIG
- Local community groups
- Local and National organizations
Becoming an Advocate

❖ Continue learning
❖ Lead and participate in discussions on campus
❖ Collaborate and support programming events
❖ Reach out to colleagues and see what’s happening on other campuses
❖ Be aware of local, national, and international current events
Case Study

❖ Review the Case Study at your table

❖ Discuss Case Study at table

❖ How would you mediate the presented situation?

❖ Be prepared to share group discussion
Thank you!

Feel free to take any of the print materials.

Please complete the evaluations!
**GENDER & SEXUALITY TERMINOLOGY QUIZ**

**INSTRUCTIONS:** Work in a pair to write the term from the word bank that matches the description provided.

<table>
<thead>
<tr>
<th>WORD BANK</th>
<th></th>
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</thead>
<tbody>
<tr>
<td>Ally</td>
<td>Sexual Orientation</td>
</tr>
<tr>
<td>Lesbian</td>
<td>Queer</td>
</tr>
<tr>
<td>Trans</td>
<td>Sex</td>
</tr>
<tr>
<td>Homophobia</td>
<td>Coming Out</td>
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<tr>
<td>Gay</td>
<td>Bisexual</td>
</tr>
<tr>
<td>Gender</td>
<td>Sexual Preference</td>
</tr>
</tbody>
</table>

A medical term designating a certain physical combination of gonads, chromosomes, genitalia, secondary sex characteristics, and hormonal balances; usually subdivided into "male" and "female"

____________________

The fear and hatred of or discomfort with people who love and are sexually attracted to members of the same sex

____________________

Men (or women) who are emotionally, romantically, sexually, relationally and affectionately attracted to members of the same sex.

____________________

An umbrella term describing a broad range of people who experience and/or express their gender differently from what most people expect. It is an umbrella term that includes people who are transsexual, cross-dressers, intersex, or otherwise gender non-conforming

____________________

The process in which a person first acknowledges, accepts and appreciates his or her sexual orientation or gender identity and begins to share that with others.

____________________

A woman who is emotionally, romantically, sexually, relationally and affectionately attracted to women.

____________________

What a person likes or prefers to do sexually; a conscious recognition or choice not to be confused with sexual orientation

____________________

Originally a derogatory slur, it has recently been reclaimed by some to be an inclusive word for all of those within the sexual minority community. Because of the original derogatory nature of the word, it is not necessarily accepted by all.

____________________

A person who supports and honors sexual diversity, acts accordingly to challenge homophobic and heterosexist remarks and behaviors, and is willing to explore and understand these forms of bias within their self.

____________________

An enduring emotional, romantic, sexual and relational attraction to another person; may be a same-sex orientation, opposite-sex orientation or bisexual orientation

____________________

One who is emotionally, romantically, sexually, relationally, and affectionately attracted to members of both the same and opposite sex

____________________

A socially constructed system of classification that ascribes qualities and concepts of masculinity and femininity to people. Characteristics of this can change over time and vary between cultures.
The Genderbread Person

by www.ItsPronouncedMetrosexual.com

Identity

Woman
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Gender Expression

Feminine
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Masculine

Biological Sex

Female
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Male

Sexual Orientation

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

Homosexual
Suggested Websites for Further Information:

**NAFSA Resources**
The NAFSA Rainbow SIG [http://overseas.iu.edu/lesbigay/index.html]
Rainbow SIG Advising Resources: [http://overseas.iu.edu/lesbigay/sig.htm]
Rainbow SIG Web Links [http://overseas.iu.edu/lesbigay/sig.htm]
Rainbow SIG Organizations: [http://overseas.iu.edu/lesbigay/sig.htm]
Rainbow Newsletter - SIGnals: [http://overseas.iu.edu/lesbigay/sig.htm]

**General Resources**
Campus Pride: [http://www.campuspride.org/]
Campus Pride - CampPride: [www.campuspride.org/CampPride]
International Lesbian, Gay, Bisexual, Trans and Intersex Association: [http://ilga.org/]
NASPA GLBT Knowledge Community: [http://www.naspa.org/kc/glbt/]
Safe Zone Training: [http://www.gayalliance.org/safezonet.html]
The Trevor Project Books and Films: [http://www.thetrevorproject.org/pages/books-film/]


“A Comprehensive List of LGBTQ+ Term Definitions” [http://itspronouncedmetrosexual.com/2013/01/a-comprehensive-list-of-lgbtq-term-definitions/]

**Education Abroad Resources**
The Department of State: [http://studentsabroad.state.gov/smarttravel/forlgbttravelers.php]
Rainbow Scholarship: [http://www.fundforeducationabroad.org/applicants/scholarships/]

**International Student and Scholar Resources**
Immigration Equality: [http://immigrationequality.org/]
U.S. Department of State Same Sex Spouse FAQ: [http://travel.state.gov/visa/frvi/frvi_6036.html]
National Center for Lesbian Rights – After DOMA: [http://www.nclrights.org/legal-help-resources/resource/after-doma/]
LGBT Asylum Support Task Force (Worcester, MA) - [http://www.lgbtasylum.org/home.htm]

**Questions for Reflection**

- What changes can you make (in your personal and/or professional life) to be more inclusive of LGBTQ people and more mindful of issues faced by the LGBTQ community?
- What specific actions can you take to expand upon what you learned today?
- How will you explain to others why supporting LGBTQ students is important to you?