The background of the slide is a collage of various international postage stamps. The stamps are in different colors, including red, yellow, and green, and feature various designs, text, and numbers. Some visible text includes "PAR AVION", "POSTAGE", "MADRID", and "100.00". The stamps are arranged in a dense, overlapping pattern.

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



Mary Louton

Director of International Student Services and Academic Advisor
New England Conservatory
mary.louton@necmusic.edu

Sara Sanford

Assistant Director International Student Services
Brown University
sara_sanford@brown.edu

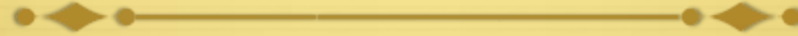
Joseph Bolognese

International Student Specialist
Yale University
joe.bolognese@yale.edu

John Crisafulli

Education Abroad Advisor
Babson College
jcrisafulli@babson.edu

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)

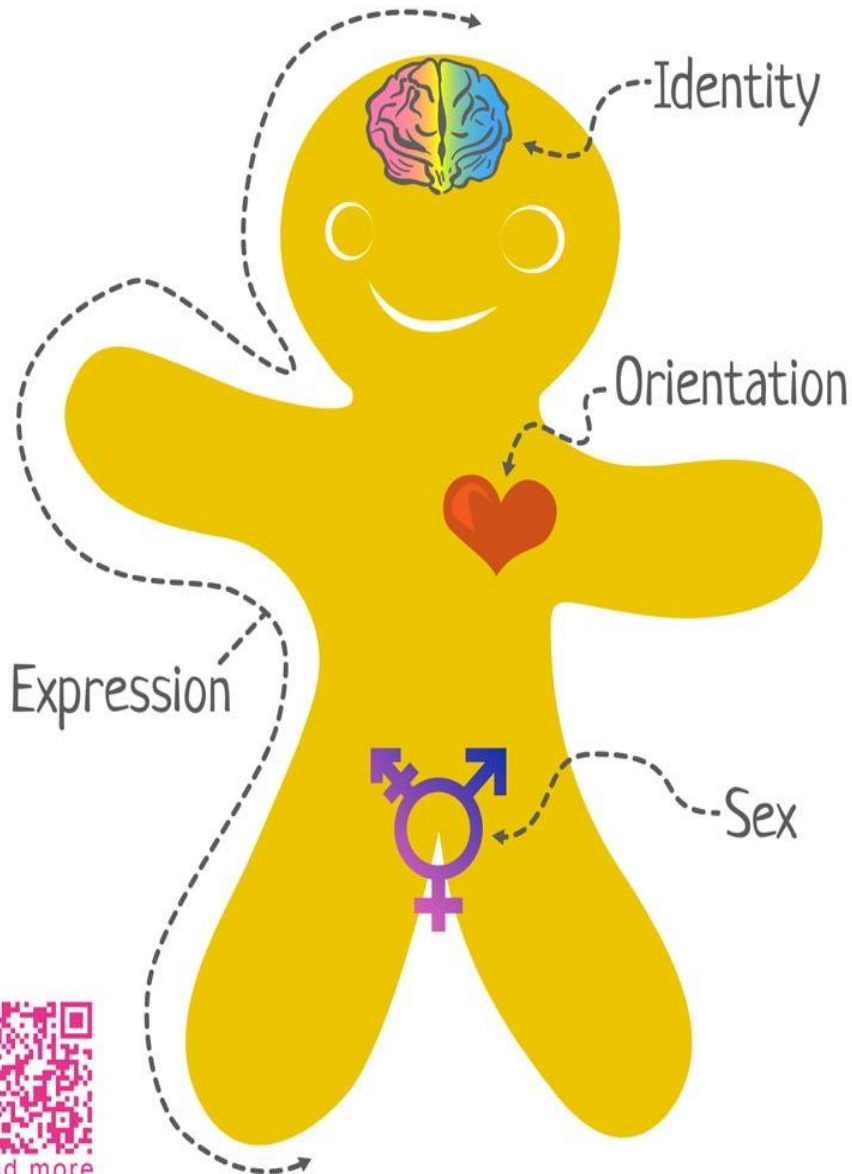
Common Language



- ✦ **Lesbian**
- ✦ **Gay**
- ✦ **Bisexual**
- ✦ **Transgender/Trans**
- ✦ **Queer/Questioning**
- ✦ **Other variations**
- ✦ **Pop Quiz**

The Genderbread Person

by www.ItsPronouncedMetrosexual.com



read more

Gender Identity



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



Gender expression is how you demonstrate your gender (based on traditional gender roles) through the ways you act, dress, behave, and interact.

Biological Sex



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



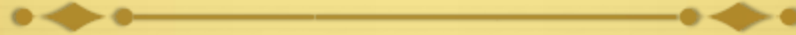
Sexual orientation is who you are physically, spiritually, and emotionally attracted to, based on their sex/gender in relation to your own.

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

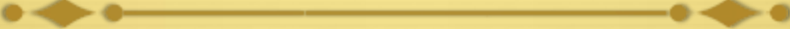
- ✦ Do not assume.
- ✦ Not all LGBTQ resources are “equal”.
- ✦ Privacy concerns.
- ✦ Does not represent all members of one group.
- ✦ Aware of institutional environment.
- ✦ Be clear on what you are trying to achieve or what you and/or the student are looking for with the referral.

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.

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.*

WORD BANK	
Ally	Sexual Orientation
Lesbian	Queer
Trans	Sex
Homophobia	Coming Out
Gay	Bisexual
Gender	Sexual Preference

_____ 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.

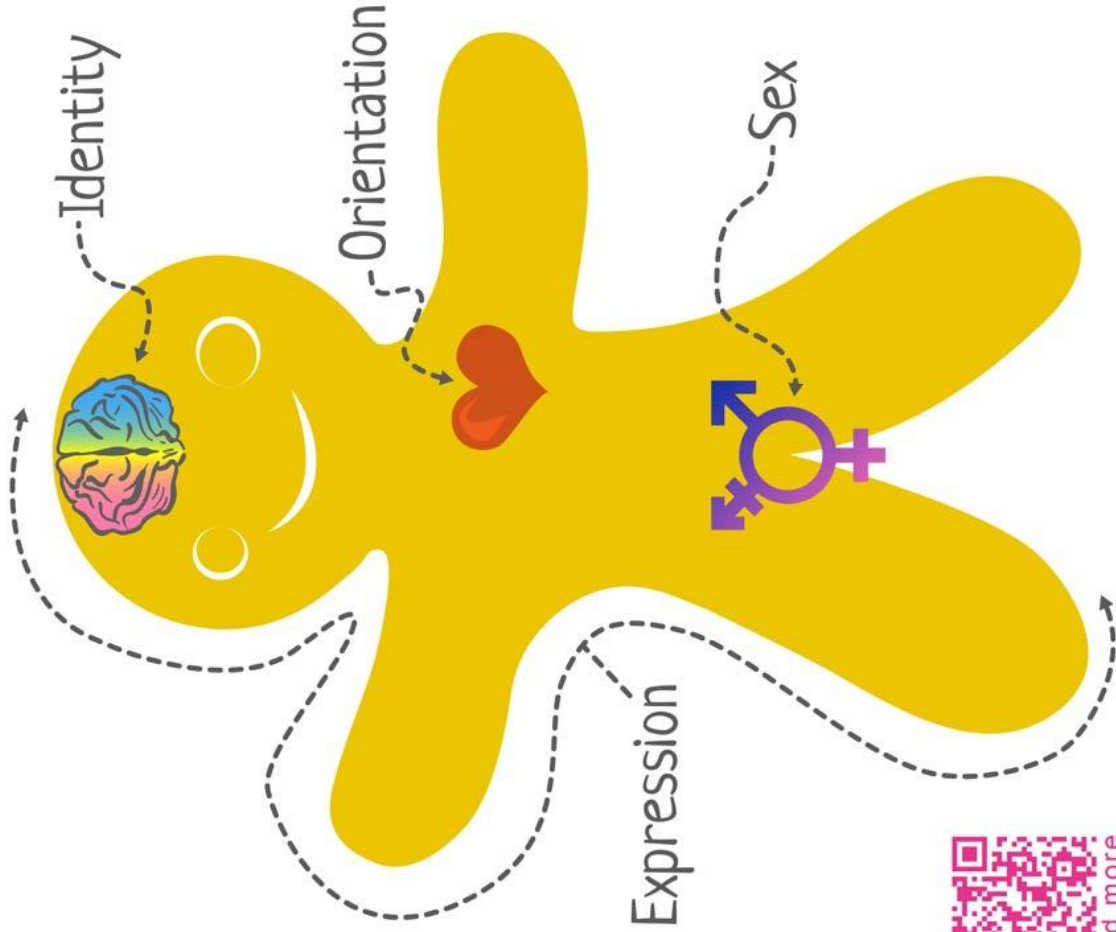
_____ An enduring emotional, romantic, sexual and relational attraction to another person; may be a same-sex orientation, opposite-sex orientation or bisexual orientation

_____ 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



Gender Identity

Woman

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

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

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

Homosexual

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



read more

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/>

Consortium of Higher Education LGBT Resource Professionals: <http://www.lgbtcampus.org/>

Safe Zone Training: <http://www.gayalliance.org/safezonet.html>

The Trevor Project Books and Films: <http://www.thetrevorproject.org/pages/books-film/>

“30+ Examples of Heterosexual Privilege in the US” <http://itspronouncedmetrosexual.com/2012/01/29-examples-of-heterosexual-privilege/>

“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.lgbt asylum.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?