

Identities: The Intersection of Gender, Sexuality, and Disability

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*Individually, we are one drop.
Together, we are an ocean.*

- Ryunosuke Satoro

Learning Outcomes

- Gain a base-level understanding of the differences among sex, sexuality, and gender
- Attain a solid foundation of appropriate language and terminology
- Understand some of the key similarities and differences among gender, sexuality, and disability
- Take home a number of ways in which we can support and advocate for our GLBTQ-identified students with disabilities, along with others who are non-disabled.

LGBTQOIA...LMNOP

- ◉ Lesbian
- ◉ Gay
- ◉ Bisexual
- ◉ Transgender
- ◉ Queer
- ◉ Questioning
- ◉ Intersexed
- ◉ Ally

**Sexual Identity
(Sexual Orientation)**

A romantic or sexual attraction to people of a certain gender

- ◉ Heterosexual
- ◉ Gay
- ◉ Lesbian
- ◉ Bisexual
- ◉ Asexual
- ◉ Pansexual
- ◉ Queer

**Language
Sexual Identity**

Inappropriate

- ◉ Self-avowed or Self-admitted
- ◉ Sexual Preference
- ◉ Of the other persuasion
- ◉ "Playing for the other team"
- ◉ Gay lifestyle

Appropriate

- ◉ Openly gay
- ◉ Sexual Orientation
- ◉ Sexual Identity
- ◉ Coming out

Sex	Gender
<ul style="list-style-type: none"> ◉ Sex refers to the medical assignment of male or female at birth based on biological differences; chromosomes, hormonal profiles, internal and external sex organs. 	<ul style="list-style-type: none"> ◉ Gender describes the characteristics that a society or culture delineates as masculine or feminine.
<small>http://www.med.monash.edu.au/gendermed/sexandgender.html; http://www.iamsocialjustice.com</small>	

Sex	
<u>Male</u>	<u>Female</u>
* External sex organs	* Internal sex organs
* XY chromosomes	* Development of prominent breasts
* Elevated levels of testosterone	* XX chromosomes
* Distinct Adam's apple	* Elevated levels of estrogen and progesterone

Intersexed
<ul style="list-style-type: none"> ◉ Formerly known as hermaphroditism ◉ Could be characterized by any of the following (this list is not exhaustive): <ul style="list-style-type: none"> • Ambiguous genitalia • Undescended testes which could turn out to be ovaries in boys • Delayed or absent puberty • Unexpected changes at puberty

Gender

MALE	FEMALE
<ul style="list-style-type: none">◉ Masculine• Dominant• Independent• Rational• Assertive• Analytical• Brave• Active• Insensitive	<ul style="list-style-type: none">◉ Feminine• Submissive• Dependent• Emotional• Receptive• Intuitive• Timid• Passive• Sensitive

Transgender

- ◉ Drag Performer
- ◉ Cross dresser/Transvestite
- ◉ Gender Variant/Gender Queer
- ◉ Transsexual

Appropriate Language
Transgender

- ◉ FTM = Female to Male
- ◉ MTF = Male to Female
- ◉ Transboy/guy/man
- ◉ Transgirl/woman
- ◉ Pronouns
 - They/Their
 - Ze
 - Hir

“We are seen, and see ourselves, as different, as outsiders—outside the mainstream, rejected by the disability community, excluded by the lesbian world. We have no community of our own.”

- Joanne Douchette,
Redefining Difference: Disabled Lesbians Resist
(1990)

LGBTQ and Disability Similarities

- ◉ Stigma/Discrimination/Inequality
- ◉ Oppression
- ◉ Being viewed as having something “wrong”
- ◉ Conforming to societal “norms”
- ◉ Fighting for civil rights
- ◉ Reclaiming identifying language
- ◉ Individuals claim identities to varying degrees

LGBTQ and Disability Differences

- ◉ Individuals with disabilities are protected from discrimination
- ◉ People with disabilities are often pitied by the non-disabled while many in the LGBTQ community are denigrated for their “choice”
- ◉ Collective and individual pride seems to be more solid for LGBTQ people

**Advocating for LGBTQ-identified/
Students with disabilities**

- ◉ Advocating for inclusive and supportive university policies for all people
- ◉ Facilitating discussions that integrate various identities
- ◉ Educating the university on Universal Design
- ◉ Supporting construction of single-use bathrooms

**Advocating for
LGBTQ-identified Students**

- ◉ Establishing gender-inclusive intra-office procedures
- ◉ Encouraging your department and division to adopt gender and sexual orientation non-discrimination policies
- ◉ Ensure counseling and health care staff on campus understand needs of LGBTQ students

**Advocating for
University-Wide Action**

- ◉ Support an inclusive non-discrimination policy and an anti-harassment policy
- ◉ Ensure that gender identity and expression are protected for all university community members to enjoy

Resources!!

- Reach Out USA- <http://www.reachoutusa.org/>
- Regard - <http://www.regard.org.uk/>
- Queer Disability: Queer and Disabled Community Discussion - <http://groups.yahoo.com/group/QueerDisability/>
- BENT: True Stories of Disabled Gay Men - <http://www.bentvoices.org/>
- Crip Commentary - <http://www.cripcommentary.com>
- Deaf Queer.org - <http://www.deafqueer.org>
- Passing Twice: A Proud Network of Queer Stutterers and Their Allies - <http://www.passingtwice.com/>
- Queers on Wheels - <http://www.queersonwheels.com/>
- Rainbow Alliance of the Deaf (RAD) - <http://www.rad.org/>
- Nothing to Hide: Gay People with Disabilities Come Out of the Closet - <http://www.neeto.ca/wordsthatwork/pages/gay.pdf>
- *The Sexual Politics of Disability*, by Tom Shakespeare, et al.
- *Exile and Pride*, by Eli Clare
- *Mean Little Deaf Queer*, by Terry Galloway
