

LGBTQ+ **INCLUSIVITY** **TRAINING** **Facilitators' Handbook**

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Facilitator Notes

Who this workshop is for

This workshop is designed for a wide variety of people - some students may be LGBTQ+ themselves, some may know a lot about LGBTQ+ issues, others may not know another LGBTQ+ person or very much about the LGBTQ+ community. This workshop has three main purposes:

1. to as best as possible bring all incoming students up to the same level of knowledge about the LGBTQ+ community
2. to make LGBTQ+ students feel more at home and provide resources
3. to make clear what standards of behaviour are expected of students by the common room and wider student community.

We are aware that this workshop is unlikely to change the minds of homophobic and transphobic people, but we hope to provide adequate guidance about what should be the adequate way to behave, so that people do not act so out of a lack of information, and to establish the tone that your college/common room is an LGBTQ+-friendly space.

Format of the workshop

We intend this workshop to be delivered in colleges during Freshers' Week. Ideally, the workshop would be compulsory for all students, but we appreciate that it can be challenging to get colleges to agree to this.

We recommend speaking to your college Freshers' Reps to place the workshop in the Freshers' Week timetable and advertising it adequately to students. The format of the workshop (space, group size) is at the discretion of the reps depending on the resources available to you.

The workshop has been designed in a flexible way so that you should be able to run the workshop and maintain interaction both in large groups (e.g. a whole college cohort) or smaller groups. There is a corresponding presentation for this workshop here:

https://docs.google.com/presentation/d/1hNUtBpoJvKLSPovRIGQI2X_FyIKsX3tfbMvANQ9JRbl/edit?usp=sharing

For the interactive element of the scenarios, we recommend the use of a virtual app such as Vevox which allows students to contribute through their own devices, in order to encourage participation from students less comfortable speaking in front of a group and to prevent students needing to out themselves during the workshop. LGBTQ+ Campaign have prepared a session of Vevox which will be distributed to facilitators alongside this document.

How to use the facilitators' training document

As the facilitator, you are welcome to change elements of the training at your discretion. We particularly recommend tailoring the resources section to direct students to the appropriate support for your college/common room.

This document has been designed roughly as an example script for an LGBTQ+ awareness workshop, with some facilitator notes. Training is typically more effective if the facilitator does not directly read off a script and rephrases things in their own words or involves the audience more. Building a connection with the workshop attendees is a great way to increase engagement; you could start the workshop by sharing your name and your pronouns if comfortable, as well as your role in college and/or an 'icebreaker' about how they are finding Freshers' Week, your favourite pride flag etc. However, we absolutely appreciate that this is not comfortable or possible for everyone, so please use the resources in the best way that works for you.

If students have any questions that you feel unable to answer, please direct them to the Oxford SU LGBTQ+ Campaign, where they can contact us for further details (email us at lgbtq@oxfordsu.ox.ac.uk) or attend an open meeting.

Workshop accessibility

We recommend co-ordinating with the relevant JCR reps well in advance to ensure that the workshop is accessible to all students, particularly disabled students.

Ideally, the workshop should be held in a wheelchair accessible space with seating available to students and breaks included. We have provided a glossary in the Appendix which you can provide for attendees. We recommend provision of a few printouts of the accompanying slideshow. Please read the accessibility guidelines drawn up by DisCam and adapt your workshop accordingly:
<https://www.oxfordsu.org/resources/disabilities/Accessibility-Guidelines/>

Welfare

We take the welfare of both workshop facilitators and attendees very seriously. We are aware that LGBTQ+ reps may not have delivered training in a format like this before. We hold training prior to the delivery of these workshops, but if you miss these or need further support please contact the LGBTQ+ Campaign.

If you are delivering a workshop alone, we recommend asking at least one other person to be present at the workshop, preferably who has some welfare training. This could be a peer supporter or a supportive member of staff. This is to support the facilitator or any students during or after the workshop and to make the facilitators feel more safe. Please feel able to ask attendees to leave if you feel that an attendee is behaving or asking questions in bad faith (e.g. questioning the existence of LGBTQ+ people). If you are delivering the workshop multiple times, we suggest planning breaks for yourself between workshops or rotating with another facilitator if possible.

Dealing with disruptive behaviour

If someone is being disruptive you can remind them that:

- They are free to leave
- People are here for the presentation, which is on a schedule, so you need to make sure you get through the content first
- If they have any further questions, they can come and talk to you after the presentation (if you feel comfortable suggesting this)
- If things get out of hand, send someone to get help from the Porter's Lodge

Introducing the workshop

When introducing the workshop, we recommend signposting welfare measures and making the expectations of the workshop clear. This may include (but is not restricted to):

- Signposting bathroom and water access
- Designating a separate welfare space outside the room where people can take a moment or talk to the additional peer supporter/staff member, and make clear to students that they can leave the main room at any time
- Highlighting any other accessibility measures such as breaks or handouts
- Introducing the purpose of the workshop (see the 'Who this workshop is for' section above). Make clear that this is a space to learn and whilst questions are appreciated, you as the facilitator may need to ask attendees to leave if they behave in bad faith, both for your own welfare and to allow the workshop to continue.
- Emphasising that this is also not a space designed to 'out' anyone; we hope that the virtual interactive element allows attendees who feel less comfortable contributing in a group can interact, but neither the facilitator or attendees should feel any pressure to disclose their gender or sexuality.

If you have any feedback or questions about the training, please email LGBTQ+ Campaign at lgbtq@oxfordsu.ox.ac.uk

Introduction to the LGBTQ+ Community

- *This section outlines different groups within the LGBTQ+ community. Before going through these, make it clear that all of these terms are flexible; respect the terms that people choose to use for themselves. For example, if someone calls themselves bisexual but you think the pansexual label fits them better, that's not your choice to make*
- *Emphasise that this is not a complete list of identities, just an overview of common terms*
- *If you wish, you can ask the attendees for their own definitions, and then provide them with the following definitions. However, be sensitive to the fact that students will likely not have known each other for long; LGBTQ+ students may not wish to out themselves by being the only one to contribute answers*
- *We recommend providing students with access to the glossary for later reference, especially if you prefer to skim over this section*

Gay & Lesbian

- Gay: someone primarily or exclusively attracted to the same gender. Can be used for non-women attracted to non-women, or as another word for lesbian.
- Lesbian: women or non-binary people exclusively attracted to women or non-binary people.
 - Lesbian originally and is still sometimes used to mean something more like what the word sapphic means now, i.e. including bisexual women
 - "Sapphic" describes a woman attracted to other women
- "Gay" can also be used as an umbrella term for other LGBTQ people

Bisexual & Pansexual

- Bisexuality: attraction to multiple genders, although also sometimes defined as attraction to men, women and possibly others, or attracted to people of the same and different genders
 - Does not necessarily mean equal levels of attraction
- Pansexuality: attraction regardless of gender

Some people may consider themselves both bisexual and pansexual

Transgender & Non-binary

- Transgender (trans for short) refers to someone whose gender does not align with the sex they were assigned at birth.
- If there's questions, can go into more detail:
 - Gender is a complex social construction but it is largely culturally determined and is assumed from the sex assigned at birth. It is often expressed in terms of masculinity and femininity. Sex is assigned to a person at birth on the basis of primary sex characteristics (genitalia) and reproductive functions.
 - Gender identity is a person's innate sense of their own gender, which may or may not correspond to the sex assigned at birth.
 - Gender expression is how a person chooses to outwardly express their gender, within the context of societal expectations of gender. A person who doesn't conform to these societal expectations might not, however, identify as trans.
- Trans people may be of any sexuality (straight, gay, bi, ace etc.) - the two are different
- Non-binary: someone who does not identify solely as a man or a woman
 - Non-binary people may or may not identify as transgender
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Queer

- Originally and still sometimes used as a slur but now an umbrella term for the whole LGBT+ community. It was reclaimed in the late 80s by the queer community but some LGBT+ people still view the word as offensive.
- If someone asks you not to call them queer, respect that wish.
- Some people use it as a term to describe their gender and/or sexuality without being more specific
- Others use it as a way of rejecting the perceived norms of the LGBT community (racism, sizeism, ableism etc.)

Intersex

- Intersex: someone who has sex characteristics (hormone levels, genitals, etc.) that don't fit into the 'standard' male-female binary
- They may have the biological attributes of both sexes or their biological attributes don't fit within societal assumptions of what constitutes male

or female.

- Intersex people may identify as male, female, non-binary or trans.

Asexual & Aromantic

- **Asexual (ace):** no sexual attraction to anyone, regardless of gender
- Asexual people may have a high, low or no sex drive, and may be sex favourable (wanting sex but without sexual attraction), sex neutral (no strong feelings about sex), or sex repulsed (actively don't want sex)
- Romantic orientation is distinct from sexual orientation, and asexual people may be homoromantic, heteroromantic, biromantic, aromantic etc.
- **Aromantic (aro):** no romantic attraction to anyone, regardless of gender
- Aromantic people may be asexual or may have another sexuality
- Both exist on a spectrum

Current LGBTQ+ issues

This section is designed to illustrate to attendees why there is a need for this workshop in the first place. Discrimination against the LGBTQ+ community persists. At Oxford, nationally and internationally LGBTQ+ people face a number of significant issues.

- *Ask students to suggest some ideas on their devices for relevant current LGBTQ+ issues. If any correspond to the issues mentioned here, use that as a starting point to discuss the issue; otherwise point out relevant additional issues brought up in submissions.*
- *You may wish to reduce the quantity of information in this section if you are limited for time. Consider printing a worksheet for attendees to reference after the workshop or to read about a particular topic in closer detail.*

Content warning: queerphobia, transphobia, conversion therapy, rape, harassment, depression, suicide, mention of abuse

LGBTQ+ students at university and at Oxford

- **Students face negative comments from staff and students:** more than a third of trans students (36 percent) and seven per cent of non-trans LGBT students faced negative comments or conduct from university staff in the last year because they are LGBT. (Stonewall LGBT in Britain University Report, 2018)
 - **Three in five trans students** (60 percent) and more than one in five non-trans LGBT students (22 percent) have been **the target of negative comments or conduct from other students**. (Stonewall, 2018)
 - **LGBT disabled students** are particularly likely to have been the target of such remarks from other students; almost half of LGBT disabled students (47 percent) have experienced this. (Stonewall, 2018)

- **At Oxford, trans students are particularly vulnerable.** Nearly two thirds of trans students (65%) believe that the university has had a negative impact on their mental health and more than half (58%) have been prevented from doing academic work due to emotional distress directly attributable to being trans. 98% of trans students experienced mental health issues.
- **Transphobia at Oxford from staff and students:** Nearly two thirds (63%) of trans students said they had experienced transphobia or discrimination at the University, with 82% of respondents saying that one of the perpetrators had been fellow students, 29% coming from academic staff and 26% from other staff. (SU LGBTQ+ Campaign Trans Report, 2018)

Highlight that this is not meant to scare attendees - if you are trans, there is a community and support here for you. What it does show is that all students, including those attending the workshop, have the opportunity to contribute to a better environment for trans students.

Harassment

LGBTQ+ people are often the target of harassment, both physical and verbal. In the UK, 64% of LGBT people have experienced anti LGBT violence or abuse (Galop's Hate Crime Report 2021). **Trans people (especially trans women) often experience a greater degree of harassment and violence;** almost half (48 per cent) of trans people don't feel comfortable using public toilets through fear of discrimination or harassment. (Stonewall LGBT in Britain Trans Report, 2017)

Internationally, 70 countries still criminalise same sex relationships (often a legacy of colonial-era laws; see below for more information) whilst between 1 October 2020 and 30 September 2021, the Trans Murder Monitoring Project registered 375 reports of trans and gender-diverse people killed worldwide. Trans migrants and sex workers are particularly vulnerable; violence against these groups is often a combination of transphobia *together* with racism, xenophobia and misogyny.

Homelessness

LGBTQ+ people are particularly vulnerable to homelessness. 24% of homeless young people identify as LGBT (the albert kennedy trust, August 2022); a quarter of trans people have experienced homelessness, rising to more than a third for disabled trans people and trans BPOC (Trans Actual Trans Lives Survey 2021, Stonewall Trans Report 2018).

Health

- Members of the LGBTQ+ community are, of course, affected by national and international issues with healthcare provision.
- **Monkeypox:** there has recently been an increase in monkeypox cases in the UK. Monkeypox is not a 'gay disease' or an STI; gay and bisexual men are more at risk given the fewer choices for sexual partners they have - not because of any stereotype of promiscuity. If you are at risk, get vaccinated.

Trans health

- **Transition-related healthcare is particularly difficult to access.** Trans people can wait years for access to services, often without any other support during this time. The NHS has a legal obligation to ensure that 92 percent of patients referred to NHS services by GPs are offered a first appointment within 18 weeks , but 90% of people trying to access transition-related care on the NHS said there had been delays. (Trans Actual Trans Lives Survey, 2021)
 - 10% of trans people attempt to kill themselves each year before they receive medical care. [1]
 - Fat trans people are even more likely to be denied medical care due to variable judgements by doctors or surgeons based on their BMI. The inconsistency of these requirements among medical professionals contradicts the idea that it is a constructive indicator of health risk during medical transition. [2]
 - What is the average length of time trans people are currently made to wait for a first appointment on the NHS? 5 years [3]

Intersex health

- **Intersex people are often forced to undergo surgery to ‘correct’ their intersex traits** - a process that continues to this day, whilst access to transition-related healthcare is very restricted for trans people and prominent public figures insist falsely that transgender children are being ‘forced’ into surgery.
- Such medical procedures were often kept secret from individuals. An Androgen Insensitivity Syndrome Support Group (AISSG) representative told BBC Radio 4 in May 2017 that the practice of routinely withholding the truth from patients didn't stop until 2012.
- Holly Greenbury, who co-founded Intersex UK told BBC Radio 4 in 2017 that some families were still feeling forced to make decisions over surgery in the UK, before children were of an age at which they could make an informed decisions and consent themselves. [4]

Lesbian issues

- **Hypersexualisation:** Lesbians, and to a lesser extent other members of the LGBTQ+ community, often face hypersexualisation from cisgender, heterosexual men due to most lesbian pornography being made specifically for these men and a ‘patriarchal claim’ that some men feel over women and others assigned female at birth, regardless of their gender identity. This can lead to sexual violence in the form of conversion therapy due to the belief that these victims just need the ‘right man’. (Galop, Sexual Violence Survey 2022)
- Lesbians who do not align with the outdated gender norms associated with being a lesbian, that is being a cis woman who is attracted to cis women, are at risk of an **increased risk of discrimination by transphobes** called ‘terfs’ (trans exclusionary radical feminists) who feel that their definition of lesbian is the only valid one. Therefore it is important for all lesbians and allies to engage in communities which are not exclusionary and support all people who identify with the label ‘lesbian’
- Due to the more common narrative of abuse with a male perpetrator and female victim, there is a **significant barrier to disclosure for lesbians and queer victims in general**. This is due to the misconception

that women and gender non-conforming people are incapable of committing violence.

- However there are charities, such as the LGBT+ abuse charity Galop, providing resources and working to combat these issues.

Ace and aro issues

- Asexual people often **have their orientation rejected or disbelieved** and are sometimes subjected to conversion practices and even “corrective” rape
 - 44% of asexual people have been subjected to attempts or suggestions for how to "fix" or "cure" them. - [Ace Community Survey 2019 Report](#)
- **Normative attitudes** towards sexual attraction often result in asexual people, especially in older generations, feeling broken or like there is something wrong with them
 - On average, ace people have the joint lowest life satisfaction of any sexual orientation in the UK
- For alloromantic (i.e. non-aromantic) asexual people, it can sometimes be **difficult finding a partner** who is willing to listen to and understand your personal boundaries
- Aromantic people are particularly affected by **amatonormativity**, the idea that everyone wants or should want a monogamous romantic relationship, and that such a relationship is or should be more important than other kinds of caring relationships like friends and family (or anything else in their life such as work or hobbies)
 - As a result, by not seeking an exclusive romantic relationship, aromantic people can be seen as less mature, stable, trustworthy or settled
 - This prejudice is commonplace, with preferential treatment routinely afforded to romantic or married couples in taxes, healthcare, and housing (e.g. tax benefits, hospital visitation rights, ability to share health insurance (U.S.), discrimination in housing markets, and the disproportionately higher costs of living alone.)

Emphasise to students that the overall purpose of this section is to demonstrate the necessity of this workshop to those who believe LGBTQ+ people are fully equal, as well as highlighting significant contemporary issues within the LGBTQ+ community that are constructive for us all to engage with.

Sources

[1] Bailey, L., J. Ellis, S., & McNeil, J. (2014). Suicide risk in the UK trans population and the role of gender transition in decreasing suicidal ideation and suicide attempt. *Mental Health Review Journal*, 19(4), 209–220. doi:10.1108/mhrj-05-2014-0015

Bauer, G. R., Scheim, A. I., Pyne, J., Travers, R., & Hammond, R. (2015). Intervenable factors associated with suicide risk in transgender persons: a respondent driven sampling study in Ontario, Canada. *BMC Public Health*, 15(1). doi:10.1186/s12889-015-1867-2

Dhejne, C., Van Vlerken, R., Heylens, G., & Arcelus, J. (2016). Mental health and gender dysphoria: A review of the literature. *International Review of Psychiatry*, 28(1), 44–57. doi:10.3109/09540261.2015.1115753

[2] <https://www.pinknews.co.uk/2021/11/19/fat-trans-medical-fatphobia/>

[3] <https://gic.nhs.uk/appointments/waiting-times>, accessed August 2022

[4] <https://www.bbc.co.uk/news/health-39979186>

Intersectionality

This section is designed to illustrate to attendees what intersectionality is and why it is relevant when discussing the LGBTQ+ community.

Discrimination against the LGBTQ+ community is not the only form of discrimination that members of the community face. It is important to recognise their struggles that come out of their multifaceted identities. It is also important to recognise how LGBTQ+ discrimination can be based on other forms of discrimination. In addition, being queer does not mean you cannot discriminate against others.

→ *Ask students if they can define intersectionality* and to give specific examples. If any correspond to the issues mentioned here, use that as a starting point to discuss the issue; otherwise point out relevant additional issues brought up in submissions.*

** According to the Oxford dictionary the definition of intersectionality is “The interconnected nature of social categorizations such as race, class, and gender, regarded as creating overlapping and interdependent systems of discrimination or disadvantage”. The term was coined in 1989 by Professor Kimberlé Crenshaw to describe how race, class, gender, and other individual characteristics overlap and “intersect” with one another.*

→ *You may wish to reduce the quantity of information in this section if you are limited for time. Consider printing a worksheet for attendees to reference after the workshop or to read about a particular topic in closer detail.*

Content warning: queerphobia, transphobia, racism, misogyny, ableism

Race and Queerness

- LGBTQ+ people of colour face discrimination both because of their gender and/or sexuality and their race.

- According to the Stonewall LGBT in Britain - Home and Communities Report (May 2020), half of Black, Asian and minority ethnic (BAME) LGBT people (51 per cent) said they've faced discrimination or poor treatment from the wider LGBT community. The situation is particularly acute for Black LGBT people: three in five (61 per cent) have experienced discrimination from other LGBT people.
- Racism is still prevalent in the gay male community, for example on apps like Grindr there are people with the following phrase on their profile: "no fats, no femmes, no POC".
- As Black and Asian women are often particularly subject to sexual objectification so, when they are asexual, they can suffer particularly negative reactions when they are open about not being interested in sex
- Black people have been historically hyper-masculinised and this continues in queer settings with non-black queer people making racist assumptions about Black queer people's sexual behaviours: e.g. that they will always be a top or dominant.

Scenario 1

Negar is a queer woman who wears a hijab. One day you see her being harassed at an LGBTQ+ event. You hear somebody telling her that her presence is making others around her feel uncomfortable, and she is accused of jeopardising the queer-friendly atmosphere upheld at the event. It is clear that the person harassing her attributes this to her being Muslim.

What issues or discussion points does this bring up? How would you respond to the person telling Negar this? Ask attendees for their input.

Possible points for discussion are:

- How do we dispel the notion that certain religious or ethnic identities should preclude one from being queer?
- How do we create spaces where those belonging to ethnic and religious minorities are not made to feel targeted?
- Is our very understanding of queerness itself, predicated on a Eurocentric narrative of what it should mean to be LGBTQ+? If it is, how can we go about re-evaluating this in our personal relationship with it?

- Point out the close history of British colonisers introducing sodomy and buggery laws against LGBTQ+ people.
 - More than half of the countries in which it is illegal to be homosexual had these laws imposed while they were British colonies.
 - British Colonisers saw indigenous cultures as sexually corrupt and that homosexuality formed part of this corruption. Colonisers believed that sodomy laws would cure indigenous peoples and would also defend colonisers against “moral contagion.”
 - Caribbean colonies inherited the British buggery act 1533 which is still in place in the majority of Caribbean nations today, and section 377 of the Indian Penal Code 1860 was implemented by British colonial rule and was only repealed in 2018.

Gender and Queerness

- Gender and queerness are not separate, and gender can greatly shape the experiences of queer people.
- Gay men also often struggle to come out and accept their identity because of **toxic masculinity** and the associated femininity of being gay. Feminism is important for gay men as breaking down the gender expectations and having equal rights between all genders allows men to express themselves in anyway they like without the expectations of toxic masculinity.
- The phrase ‘**gold star lesbian/gay**’ is still one prevalent in the community, referring to a lesbian/gay man who has not had sex with a man/woman respectively. However this is most often used to justify transphobia and biphobia/panphobia. It is also very invalidating to lesbians/gay men who have struggled with compulsory heterosexuality, the theory that heterosexuality is the norm and is enforced on people.
- Men can find it harder to come out as asexual because of the perception of sexuality as a key aspect of masculinity, to the extent that a lack of sexual interest is sometimes made fun of.
- **Trans women and transfeminine people, especially sex workers, are particularly vulnerable to transphobic violence.** According to the Trans Murder Monitoring Project, 96% of trans people killed between October 2020 and 2021 were trans women or transfeminine people, and more than half of those whose occupation was known were sex workers.

Disability and Queerness

- Members of the LGBTQ+ community are at higher risk of mental illness and suicide, in particular trans people. Queer men are also particularly at risk of suicide as given the influence of toxic masculinity, they are less likely to discuss their emotions.
- Autistic people are more likely to be asexual and vice versa, which can mutually exacerbate stereotypes like being seen as cold, unfeeling, or childish

Highlight that intersectional issues within the LGBTQ+ community are not limited to those discussed, and that the identities and issues mentioned can also intersect with each other.

Practical advice and allyship

This section is designed to illustrate to attendees what allyship is and how to be allies to the LGBTQ+ community. In the fight for equality and against discrimination, it is not only on the LGBTQ+ community to advocate for themselves but also for non-LGBTQ+ people to help and advocate for the LGBTQ+ community as well.

- *Ask students to suggest some ideas on what allyship is and what we as ordinary people can do to help the LGBTQ+ community in their daily lives. If any correspond to the points mentioned here, use that as a starting point to discuss the point; otherwise point out relevant additional points brought up in submissions.*
- *Consider printing a worksheet for attendees to reference after the workshop or to read about a particular topic in closer detail.*
- *We have focused this section around practical ways to support students of specific identities, but much of the advice will overlap.*

Introduction: calling out

- *Make clear to students that respect is the overall priority; we will all make mistakes so it is important to correct others and to respond appropriately when you are called out*
- *If it is safe to do so, it is important to call people out if they say something offensive, for example telling someone their behaviour is not OK. Or you could also:*
 - *Change the subject*
 - *Refuse to laugh along*
 - *Support those who speak up*
 - *Speak to people after the situation*

- We will all make mistakes; when you are called out for something, someone can respond by:
 - **Recognise** harm done and **apologise** sincerely
 - (e.g. ‘sorry that I have hurt you; even if that wasn’t my intention I know that doesn’t change the impact’, rather than ‘sorry that you feel I have hurt you’)
 - Do not take this as a personal attack
 - **Reflect** on the source of your behaviour: do not take this as a personal attack. Are your actions based on social conditioning? If you need to do further research, don’t demand your marginalised friends for statistics or information - research yourself or approach a representative such as a committee member of LGBTQ+ Campaign.
 - **Change** your behaviour: the best way to show you are an ally is to change your behaviour for the better.
- Members of a marginalised community do not have a responsibility to act calm if they have been hurt. The tone does not change a valid criticism of behaviour.

Scenario 2

Aditya is non-binary and uses they/them pronouns. While you are speaking about them to your friend Ryan, Ryan points out that you have just misgendered Aditya accidentally.

How should you respond to Ryan and the situation? Ask attendees for their input. Possible points for discussion are:

- How does it feel to be called out?
- How should we react to being called out?
- The importance of emphasising impact rather than intention.
- What should you do if you don’t know someone’s pronouns (Use they/them pronouns until you find out)

Queer spaces

Especially in Oxford, be aware that there will be LGBTQ+ people at LGBTQ+ venues such as Plush, Glamorous and the Jolly Farmer.

These spaces are a chance for LGBTQ+ to feel safe and included, and often are one of the few chances to be part of a larger community. At the minimum, please do not be surprised by the presence of LGBTQ+ people here.

Gay & Lesbian

- This may seem obvious, but don't use slurs even if you think it's just a "joke" or "banter"
- Don't play into stereotypes - don't assume someone is gay just because they are feminine.
- Don't assign gender roles to same-sex relationships - the bottom isn't the woman and the top isn't the man. Versatile people exist too.

Bi & Pan

Don't play into stereotypes such as bisexuals being indecisive, greedy or promiscuous, or needing to 'pick a side'.

Trans & Non-Binary

Advice for cis people:

Pronouns:

- Don't assume the pronouns someone uses.
- If someone tells you their pronouns, use them! Use they/them for people who have asked to have they/them for themselves. If someone has asked to be referred to by she/her pronouns then don't use they/them.
- Some people use more than one set of pronouns (e.g. he/they). In these cases you can use either. You can also play it by ear or switch them up (e.g. using one in one conversation and then switch to the other for another conversation).
- Pronoun circles:
 - Sharing pronouns is helpful but make sure you are not only doing pronoun circles when there is a visibly queer person present.
 - Make sure you allow people the chance not to share their pronouns - they might not be out yet, or they may not consider it a safe environment.

- Don't just ask people who seem visibly trans for pronouns - this singles out trans people.
- As a cis ally, putting your pronouns in your email signature or social media bio can be an easy way to show you're supportive.
- Make sure you use the correct pronouns everywhere, not just in front of the person relevant.
- **If you slip up on pronouns:**
 - If you notice immediately then correct yourself "she - sorry they".
 - One word of apology is enough - don't make a big deal over it.
 - Don't try and provide a reason as to why you slipped up - everyone makes mistakes and providing a reason just brings more attention to it.
 - If you're called out then apologise.
 - If you realise that you messed up more than a few sentences ago, ignore it and just try not to make the same mistake again

Inclusive language:

- "Trans" is an adjective - "a trans person" not "a transgender"
- Avoid using gendered language - where relevant, say "pregnant people" not "pregnant women", "period products" not "feminine products", and "people at risk of prostate cancer" not "men".
 - This is not 'erasing women' as some claim but accurately describing a group of people.

Generally respectful behaviour

- Take the ideas of inclusive language into the real world - for example, if you're organising an event look for a location with gender neutral toilets.
- Commenting on anyone's appearance is inappropriate, but if they're trans it can be especially damaging - telling a trans woman she looks like a man is very hurtful for instance.
- Similarly, avoid asking personal questions - it's invasive and uncomfortable to ask someone what genitals they have for instance.
- Avoid outing people - if you know someone's dead name (ie the name they used prior to transition) don't share this.

Speaking about trans people

- Be respectful - use the correct names and pronouns.
- Avoid passing on misinformation - 12 year olds are not getting sex reassignment surgery.
- Don't treat trans people as a fun debate - it's not fun for a trans person to be aware that their right to exist in public life is under debate.
 - This extends to "discussions" about changing rooms, womens sports, "would you date a trans person?". These can very easily become extremely uncomfortable and perpetuate damaging ideas.
- Be an ally - correct other people's misinformation and stick up for trans lives.
- Avoid sharing too much transphobia - even in a "look at this bad stuff" way - it is damaging.
 - Instead share petitions, protests and gofundmes
- If you're organising events with external speakers, do a bit of research first - avoid inviting transphobes.
- Ask yourself, is this debate arising organically in response to a real problem, or is it just an excuse to try to exclude trans people from society and legitimise harassment?
 - If it is, avoid engaging with it, or redirect the conversation towards real problems faced by trans people: discrimination, violence, and dying on year-long waiting lists.

Advice for trans people: Look after yourself - you don't have to spend all your time on the front line.

Scenario 4

Your friend Nasreen, a trans woman, comes to stay with you for a few days during the Easter vacation. After you have introduced her to some friends from home, one of them asks her, "so have you had the operation yet?"

What issues or discussion points does this bring up? How would you respond to her friends? Ask attendees for their input. Possible points for discussion are:

- Avoiding intrusive questions.
- Reducing trans identities to genitalia.

- Assuming a single trans narrative - not every trans person wants or will get a particular operation
- Transphobia/transmisogyny - discrimination particularly towards trans women and transfem people
- How should you react in this situation? (eg importance of making sure Nasreen is ok, asking her privately how/whether she'd like the transphobia to be dealt with – calling it out on the spot may make her more uncomfortable or upset – being sensitive to the context)

Ace & Aro

- Don't say it's a "shame" or a "waste" that someone you think is attractive is asexual; this is not a compliment.
- Asexual people can have sex for lots of reasons, such as enjoying the intimacy, physical pleasure, or wanting to please their partner(s) – what's important is that they feel free to say no without fear of negative repercussions.
- Don't assume all single people are unhappy with their status and looking not to be single.
- Don't look down on non-romantic partnerships, whether friendships, or consensual non-romantic sexual partnerships – for example, not shutting out your friends when you get in a relationship.
- Being aware of amatonormativity doesn't mean you can't still choose to prioritise a monogamous romantic relationship in your life, it just means that you ask yourself what you want, and don't assume others want the same.

Scenario 5

You are speaking to a friend from your college, Ben, when he brings up Ella, who identifies as asexual. He says "That's not really an 'identity', she just needs to meet the right guy."

What issues or discussion points does this bring up? How would you respond to Ben? Ask attendees for their input. Possible points for discussion are:

- Heteronormative assumptions

- Assuming a single trans narrative - not every trans person wants or will get a particular operation
- Transphobia/transmisogyny - discrimination particularly towards trans women and transfem people
- How should you react in this situation? (eg importance of making sure Nasreen is ok, asking her privately how/whether she'd like the transphobia to be dealt with – calling it out on the spot may make her more uncomfortable or upset – being sensitive to the context)

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- Don't look down on non-romantic partnerships, whether friendships, or consensual non-romantic sexual partnerships – for example, not shutting out your friends when you get in a relationship.
- Being aware of amatonormativity doesn't mean you can't still choose to prioritise a monogamous romantic relationship in your life, it just means that you ask yourself what you want, and don't assume others want the same.

Scenario 5

You are speaking to a friend from your college, Ben, when he brings up Ella, who identifies as asexual. He says "That's not really an 'identity', she just needs to meet the right guy."

What issues or discussion points does this bring up? How would you respond to Ben? Ask attendees for their input. Possible points for discussion are:

- Heteronormative assumptions

- Affirmative power of labels
- Erasure of asexual/aromantic people
- Compulsory sexuality
- Just because he doesn't know about something or doesn't experience it doesn't mean it doesn't exist

Resources

We have listed some information and resources relevant to incoming students. We recommend adding resources relevant to your college, for example, which reps students should contact or how students can access a gender expression fund if your college has one.

Groups:

- OULGBTQ+ Society: www.oulgbtq.org
 - Events: www.oulgbtq.org/socials-and-events.html
 - Reps for women, bi, ace, trans, non-binary, faith, RaEM (racial and ethnic minorities), class, disability
- SU LGBTQ+ Campaign: <https://www.oxfordsu.org/campaigns/lgbtq/>
- The Qpoc project Oxford: <https://www.facebook.com/qpocprojectox>

Venues:

- Jolly Farmers, Paradise Street (pub)
- Plush, Frewin Court (club)
- Glamorous, St Clements (bar/club)

College:

- College reps (usually there is an LGBTQ+ rep, sometimes also a trans rep)

Health:

- Prepster (sexual health for gay men): <https://prepster.info/>
- Terrence Higgins Trust
- MindOut, an LGBTQ+ mental health organisation

Urgent support:

- OULGBTQ+ society urgent support <http://www.oulgbtq.org/urgent-support.html>
- Switchboard LGBT+ helpline, open 10am-10pm every day: 0300 330 0630 <https://switchboard.lgbt/>

LGBTQ+ people of colour:

- Qpoc project Oxford
- OULGBTQ+ Soc RaEM reps
- LGBTQ+ Campaign CRAE x LGBTQ intersectional reps
- Individual societies may also have LGBTQ+ reps

Trans & Non-Binary

- College, Campaign, & Society Trans Reps
- Events for TDOR/TDOV
- [Trans Resources](#) on OULGBTQ+ Society Website (includes advice on transitioning in Oxford and in the Uni)
- OTF, the Oxford Trans Folks' Facebook group and Discord (contact your college trans rep or the OULGBTQ+ Soc trans rep)
- Information on how to access the college's Gender Expression Fund ([if you have one](#))
- [Identity](#) by Philosophy Tube

Intersex

- Organisation Intersex International in the United Kingdom: <http://oiiuk.org/>
- <https://fumble.org.uk/being-intersex/>

Ace & Aro

- AROMAnTIC AsexualiTEA (Ace Tea, meets once a week, open to people on both the aromantic or asexual spectrums)
- [Being Not Straight](#) by Jaiden Animations (YouTube video)
- Jigsaw by Daniel Sloss (Netflix stand-up about amatonormativity)
- [Ace](#) by Angela Chen (book, available on SOLO)

Conclusion

Briefly conclude the workshop by thanking attendees and asking if they have any questions. If you are asked a question you don't know how or do not wish to respond to then you can refer this to the LGBTQ+ Campaign.

Acknowledgements

This training was written by members of the SU LGBTQ+ Campaign Committee 2022-23 and members of the Freshers' Training Working Group. We extend thanks to all involved in the process.

Appendix

Presentation

There is a presentation to accompany this training guide [here](#). If you are unable to access the presentation, please contact the LGBTQ+ Campaign on lgbtq@oxfordsu.ox.ac.uk.

Glossary

Agender: A term referring to individuals who identify as having no gender.

AFAB: 'Assigned Female at Birth'- term used to refer to someone who is born with genitalia read as 'female' and thus assumed to be a woman

Alloromantic: a term referring to an individual who experiences romantic attraction.

Allosexual: a term referring to an individual who experiences sexual attraction.

AMAB: 'Assigned Male at Birth'- a term used to refer to someone who is born with genitalia read as 'male' and thus assumed to be a man in cisnormative society.

Aromantic: A term referring to an individual who does not experience romantic attraction.

Asexual: a term referring to an individual who does not experience sexual attraction

Biromantic: a term referring to a person of any gender who

Dyadic: a term referring to an individual born with physical sex characteristics traditionally designated 'male' or 'female'; someone who is not intersex.

Gay: a term referring to a person of any gender who is primarily or exclusively sexually and/or romantically attracted to people of the same

gender. Sometimes also used as an umbrella term for LGBTQ+ people more generally.

Gender Binary: the classification of gender into 'male' and 'female'.

Gender Dysphoria: an experience of discomfort or disconnect with one's assigned gender. Many, though not all, trans people experience dysphoria.

Gender Euphoria: an experience of euphoria or happiness upon being correctly gendered, in one's chosen name/pronouns or appearance.

Genderqueer: a similar term to 'non-binary', an umbrella term referring to individuals who do not identify with a binary gender identity.

Gender-fluid: a term referring to an individual whose gender identity changes over time.

Heteronormativity: the belief or assumption that all people are heterosexual, or that heterosexuality is the default or "normal" state of human being.

Heterosexism: the belief that heterosexual people are 'normal' and superior to LGBTQIAP+ people; also a system of power that privileges heterosexual people over transgender people in society.

Heterosexual: a term referring to an individual who is primarily or exclusively sexually attracted to individuals of a different gender than their own.

Homophobia: prejudice against gay and lesbian people.

Homosexual: a term referring to an individual who is primarily or exclusively sexually attracted to individuals of their own gender. Sometimes used as a synonym for gay and/or lesbian.

Intersex: a term referring to an individual born with sex characteristics that do not fit traditional, binary definitions of male and female.

Lesbian: a term referring to a woman or non binary person who is primarily or exclusively sexually and/or romantically attracted to non-men.

Non-binary: an umbrella term referring to any gender identity that does not fit into binary categories of 'male' and 'female'.

Panromantic: a term referring to an individual who is romantically attracted to all genders.

Pansexual: a term referring to an individual to is [sexually] attracted to people regardless of genders or to all genders.

Privilege: a right or advantage available to individuals due to a characteristic that is prized within a system of power, e.g. white privilege, cis privilege.

Queer: In some contexts, an umbrella term referring to anyone who is not cisgender and/or heterosexual, or a term used by an individual to indicate that they are not cisgender and/or heterosexual. For many LGBTQ+ people, 'queer' remains highly offensive, while others are comfortable reclaiming it as a label.

Queerphobia: an umbrella term used to refer to prejudice and discrimination against LGBTQIAP+ people.

Trans/Transgender: An umbrella term referring to anyone whose gender identity does not match the gender they were assigned at birth.

Transsexual: a term referring to anyone whose gender identity does not match the gender they were assigned at birth, or sometimes specifically someone who has undergone treatment to change their sex characteristics. Although many older people still prefer this word, it is generally considered archaic.

Transmisogyny: prejudice against trans women and transfeminine people; systematic oppression against trans women women and transfeminine people.

Transmasculine: a trans person, generally assigned female at birth, whose gender identity is predominantly masculine. This includes trans men and some non binary people.

Transfeminine: a trans person, generally assigned male at birth, whose gender identity is predominantly feminine. This includes trans women and some non binary people.

Transphobia: prejudice against transgender people; also the erasure of transgender people and the denial of trans identities.