LGBTQ Inclusion OVPC

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About the Spectrum Center

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- **History**
  - Co-Founded in 1971 by Jim Toy and Cynthia Gair
- **Staff**
  - 6.3 Full Time Staff, 2 Graduate Interns, 5 Undergraduate Student Staff, 100+ Volunteers
- **Mission**
  - With sexual orientation, gender identity and gender expression as our framework, the Spectrum Center is committed to enriching the campus experience and developing students as individuals and as members of communities. Our work is accomplished through student-centered education, outreach, advocacy, and support.
- **Current Programs**
  - Support Services, Education & Training, Events & Partnerships, Communications and Operations

Fundamental Concepts

Importance of Language

- We often use the terms "**queer**" and "LGBT" or "LGBTQ" to reference the entire community

- Not everyone is represented in these terms— some terms are particular to individuals, cultures, and within particular subsets of the community
  - for example: Some LGBTQ people don't want to be called "queer," because of the word's history as a slur

LGBTQ+

Making Distinctions

Sex assigned at birth — A classification that is often assigned based on external genitalia. Can also be based on chromosomes or hormones. Ex. AFAB, AMAB

Gender Identity — One's internal, psychological sense of self; not connected to physical anatomy.

Gender Expression — The way a person communicates their gender identity to others, through gender cues such as hair length, attire, make-up, etc.

Attractionality — A person's emotional, physical, sexual, etc. attraction and the expression of that attraction with other individuals.

What Do Sex and Gender Have in Common?

Neither exists within a binary.

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Transgender, Cisgender, & Non-Binary

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- "*Trans*" is a latin prefix meaning "across"
- "*Cis*" is a latin prefix meaning "on the same side as"

Cisgender: "My gender identity aligns with the gender I was assigned at birth."

Transgender: "My gender identity does not align with the gender I was assigned at birth."

Non-Binary: "My gender cannot be defined as exclusively man or woman."

Breaking Down Gender

▷ **Gender Assignment**: How do the "authorities" (family, doctors) identify or assign me?

▷ **Gender Identity**: Do I see myself as a man or a woman, within the gender binary or 'outside'?

▷ **Gender Role**: What does society think I should do with my life?

▷ **Gender Expression**: How do I communicate gender cues through behavior, clothing, hairstyle, voice or my choice to emphasize or de-emphasize physical characteristics?

▷ **Gender Attribution**: How do others identify me? How does this information their assumptions about me?

Campus Climate

LGBTQ+ Students at Michigan

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- 13% of undergraduate students identify as LGB.
- 1% identify as transgender/non-binary.*
- LGBTQ+ students are 59% more likely than heterosexual students to report feeling neutral, unsatisfied or very unsatisfied with their Michigan experience.
- LGBTQ+ students are less likely than heterosexual students to report feeling *valued*, like they *belong* at the University of Michigan or report that they are *thriving and growing* at Michigan

Inclusive Practices

Inclusive Language

- Use gender neutral language when referring to individuals, relationships and groups
- Do not make assumptions about people based on their appearance or limited information
- Use terms to affirm individuals' gender identity and attractionality
  - Mirror the language that people use to describe their own identities
- Recognize the fluidity of identity - do not "freeze" people in time
- Pronouns
  - Wolverine Access
  - Consider introducing yourself to others using your pronouns
  - Misgendering - making amends
  - Resources: practicewithpronouns.com & mypronouns.org
- Modeling and training for others

Let's practice!

If someone is looking for fun things to do he/she can go to....

➡️ If someone is looking for fun things to do they can go to....

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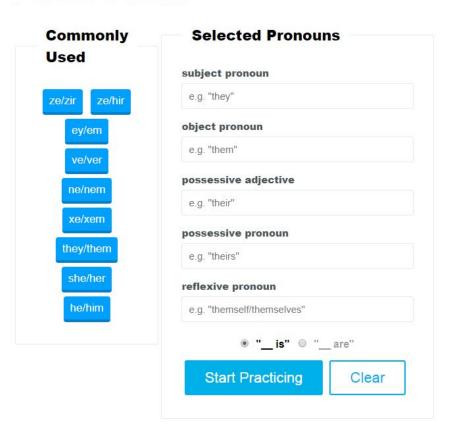➡️ Fun things to do can be found at...

Respectful Writing

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- The narratives about LGBTQ+ folks often focus on their hardships or oppression, allow their stories to hold power and agency
- Avoid sensationalizing or tokenizing LGBTQ+ people
- Acknowledge who is missing, and avoid over generalizations
- Never identify an individual as a member of the LGBTQ community without their permission
    - Only include information about a person's gender or sexual identity if it is relevant to the content

Pronouns

- He, she, they
  - Neopronouns
- Misgendering
  - The situation, making amends
- Wolverine Access

Pronoun Selection

Commonly Used

ze/zir ze/hir

ey/em

ve/ver

ne/nem

xe/xem

they/them

she/her

he/him

Selected Pronouns

subject pronoun

e.g. "they"

object pronoun

e.g. "them"

possessive adjective

e.g. "their"

possessive pronoun

e.g. "theirs"

reflexive pronoun

e.g. "themself/themselves"

◉ "__ is"   ◯ "__ are"

Start Practicing   Clear

PracticeWithPronouns.com

Suggested Practices

- Self-education
- Spectrum Education and Training (MyVoice, ADT, Workshops)
- Connect with campus resources
- Partner on events
- Ask questions
- Get involved on campus!

Workshops

Spectrum Programs & Resources

Spectrum Center Programs & Resources

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- Programming & Events
  - **LGBTQ+ Welcome Festival**
  - Trans Awareness Week
  - Health & Wellness Week
  - Lavender Graduation
- Education & Training
  - Customized Workshops
  - ADT Trainings
  - My Voice Panels
  - Consultations

- Support Services
  - CenterSpace Drop-Ins
  - Gender Inclusive Living Experience (GILE)
  - GPS Mentorship Program
  - Free/Rapid HIV Testing
  - **FreshSpectives Cohort**
  - SYNC Cohort
  - MaPPS
  - **Spectrum Empowerment Leadership Retreat (SELR)**

SPECTRUM CENTER

AT A GLANCE

Get **Involved**

Participate in MyVoice Panels
Plan events with the Programming Board
Be a peer mentor
Connect with student organizations

Connect with the Center to find out more!

Attend an **Event**

LGBTQ Graduate Student Events
Bi/Pan/Fluid Visibility Day
National Coming Out Week
Trans Awareness Week
LGBTQ+ Health & Wellness Week
International Transgender Day of Visibility
24th Annual Lavender Graduation

See more at bit.ly/SC-events

Engage in **Education**

We provide workshops, consultations, and panels on how to build awareness and skills around LGBTQ inclusion.

Learn more at bit.ly/SC-ent

STUDENT LIFE
SPECTRUM CENTER
UNIVERSITY OF MICHIGAN

Find **Support**, Build **Community**

MaPPS: student and staff/faculty mentoring program
CenterSpace: affinity drop-in spaces
PLSG: peer-led support group for LGBTQ survivors
Togetherness QTPOC Dinners: community dinners for QTPOC students led by staff and faculty

Find more at bit.ly/SCprograms

Apply for **Financial Support**

Grants

Spectrum Center Enrichment Grant
Gadawski Callam Project Grant

For more info, check out bit.ly/SCgrants

Scholarships

Chris Armstrong Scholarship
Need-Based Scholarship
Local & National scholarship options

For more, see bit.ly/LGBTQscholarships

Additional **Resources**

Counseling and Psychological Services - (734) 764-8312
Dean of Students - (734) 764-7420
Sexual Assault Prevention and Awareness Center - (734) 764-7771
Bias Response Team - (734) 615-2427

SPECTRUM CENTER
(734) 763-4186
spectrumcenter.umich.edu
Find us on

Volunteering with the Spectrum Center

Fill out our Volunteer application

GPS Mentor; Programming Board; Advocacy Board;
My Voice panelist; CenterSpace Host; etc…

Have questions? Feel free to email us at spectrumcenter@umich.edu

Thank you!

We encourage you to continue connecting with the Spectrum Center!

Location: Trotter Multicultural Center, 3rd floor

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🌐 spectrumcenter.umich.edu

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