SUPPORTING YOUTH IN CARE

Identity Development

Land Acknowledgement

We live and work in the unceded traditional lands of the Lower Tanana Dene people. As guests, it is important to acknowledge and honor the ancestral & present land stewardship and place-based knowledge of the peoples of these territories. It is our responsibility to learn the history of colonization and work towards reparations.

To learn more about whose land you are currently located, please visit
native-land.ca

Technology

- Video
    - If bandwidth is low, feel free to turn your video off.
- Asking questions
    - Please send your question through the chat. I will try to answer questions as we go or at the end of the presentation.
- Audio muted except to engage.

Your facilitator

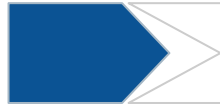
Jo Malbert Narvaez he | they

- MPA
- Educator, community organizer, non-profit administrator
- Background in Higher Education Student Development

jo@nativemovement.org

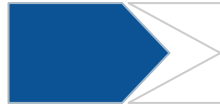# What to expect

01 Identity and Intersectionality

02 Identity Development & our role as caretakers

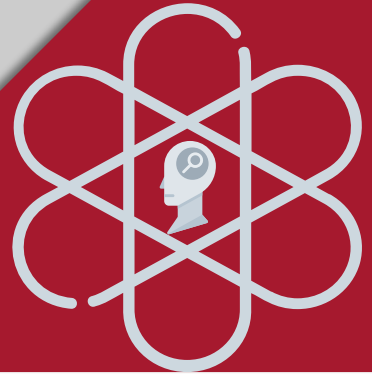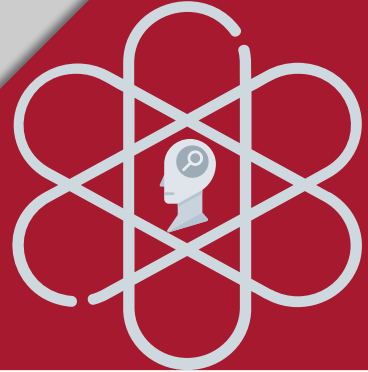**03** Core Concepts & Language Do's and Don't

04 Resources

05 Q + A

Identity & Intersectionality

IDENTITY

- Our sense of who we are as individuals and as members of a social group.

- Identity grows in response to both external and internal factors.

- Dynamic and complex (can change over time)

- Self-identity vs Social identity

ORGANIZATIONAL DIMENSIONS

FUNCTIONAL LEVEL/ CLASSIFICATION

EXTERNAL DIMENSIONS

INTERNAL DIMENSIONS

GEOGRAPHIC LOCATION

MARITAL STATUS

INCOME

MANAGEMENT STATUS

AGE

WORK CONTENT FIELD

PARENTAL STATUS

RACE

GENDER

PERSONAL HABITS

PERSONALITY

APPEARANCE

ETHNICITY

SEXUAL ORIENTATION

RELIGION

UNION AFFILIATION

WORK EXPERIENCE

ABILITY

RECREATIONAL HABITS

DIVISION/ DEPARTMENT/ UNIT/ GROUP

EDUCATIONAL BACKGROUND

WORK LOCATION

SENIORITY

Gardenswartz & Rowe, Diverse Teams at Work (2nd Edition, SHRM, 2003)
*Internal Dimensions and External Dimensions are adapted from Marilyn Loden and Judy Rosener, Workforce America! (Business One Irwin, 1991)

INTERSECTIONALITY

"The interconnected nature of social categorizations such as race, class and gender as they apply to a different individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage."

-Oxford Dictionary
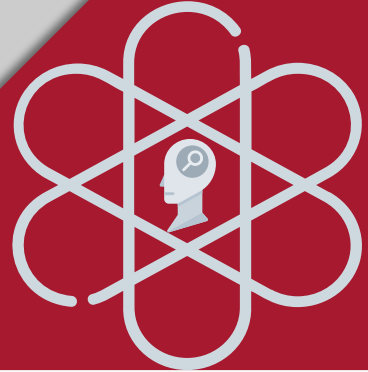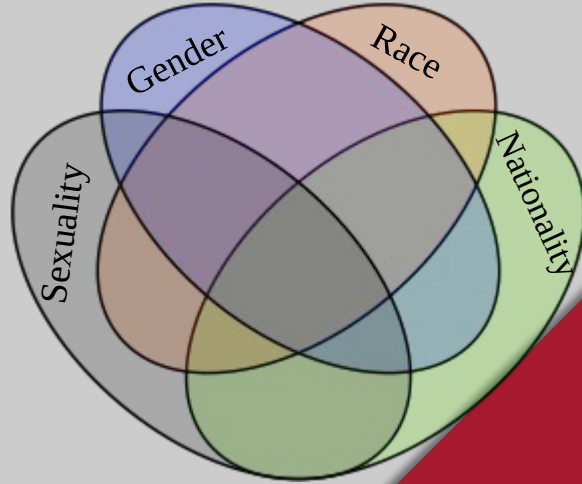
Identity Development

STAGES OF IDENTITY DEVELOPMENT

- Identity Diffusion

- Identity Foreclosure

- Identity Moratorium

- Identity Achievement

Erikson, E. (1968). Identity: Youth and Crisis. New York: Norton.

Marcia, J. E. (1966). Development and validation of ego identity status, Journal of Personality and Social Psychology 3, pp. 551-558.

OUR ROLE AS CARETAKERS

- Emotional Safety

- Centering the youth's needs

- Build up our knowledge

Laura Baams, Bianca D.M. Wilson, Stephen T. Russell; LGBTQ Youth in Unstable Housing and Foster Care. *Pediatrics* March 2019; 143 (3): e20174211. 10.1542/peds.2017-4211

Core Concepts

THE ACRONYM EXPLAINED

A shorter version of the acronym, such as 'LGBT+', or 'LGBTQ+' might often be used, with others using the lesser-known acronym 'GSRM' (gender, sexual, and romantic minorities).

Queer

Ace-spec

Aro-spec

Agender

Questioning

Lesbian

Bisexual

Aroace

Abrosexual

LGBTQIAP+

The '+' covers other identities that aren't: cisgender and/or heterosexual and/or heteroromantic.

Gay

Trans

Intersex

Pansexual

NOTE: 'Two Spirit' should only be used by Native American/ indigenous people.

Two Spirit

Non-binary

Polysexual

Omnisexual

www.victoriabarron.com

LGBTQ+ UMBRELLAS

BI/MSPEC UMBRELLA
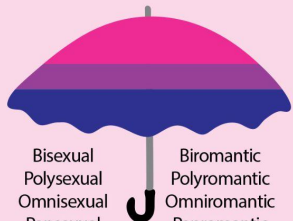
Bisexual	Biromantic
Polysexual	Polyromantic
Omnisexual	Omniromantic
Pansexual	Panromantic
Abrosexual	Abroromantic

The suffix use of 'sexual', generally implies a person's sexual orientation, and romantic orientation, both align (so there is no need to make a distinction). However, for varioriented people (those whose sexual orientation and romantic orientation don't align — e.g. asexual panromantic), the suffix, 'romantic', can be applied (to any sexual orientation) to specify the distinction.

TRANS UMBRELLA
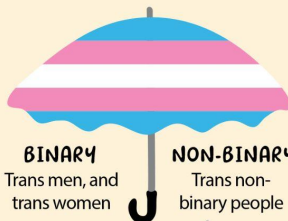
BINARY
Trans men, and trans women

NON-BINARY
Trans non-binary people

NON-BINARY UMBRELLA

Non-binary		
Genderfluid		
Genderqueer	Demiboy	Neutrois
Bigender	Demigirl	Agender
Trigender	Demigender	Two-Spirit
Pangender	Genderflux	Androgyne

(And many more)

ACE SPECTRUM (ASEXUAL UMBRELLA)
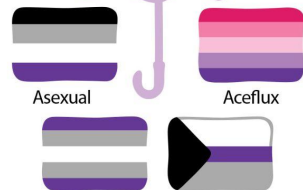
Asexual   Aceflux

Greysexual   Demisexual

(Many more identities can fall under the greysexual umbrella)

ARO SPECTRUM (AROMANTIC UMBRELLA)
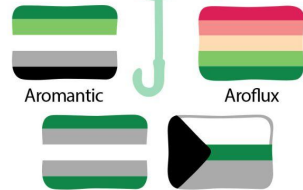
Aromantic   Aroflux

Greyromantic   Demiromantic

(Many more identities can fall under the greyromantic umbrella)

These are not the only umbrellas to help explain LGBTQ+ identities. Often, an identity/label under an umbrella, can itself be an umbrella, and so on. These are a few useful umbrellas to learn initially.

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SEXUAL ORIENTATION SPECTRUM

Pansexual — Attraction to all genders (regardless of gender). Gender does not play a significant role in their attraction.

Omnisexual — Attraction to all genders. Gender can play a significant role in their attraction.

Polysexual — Attraction to many, but not all genders. Often occurs as attraction to a binary gender, and many non-binary gender identities.

Abrosexual — Sexuality is fluid, fluctuating across some, or all, of the orientations.

Bisexual — Attraction to any gender (this includes all genders). Often described as attraction to same gender, and other gender/s.

MULTISEXUAL IDENTITIES (Attraction to multiple genders)

Homosexual (Gay/lesbian) — Attraction is experienced to the same gender (men/trans men, or women/trans women), and to men/women-aligned people.

Heterosexual (Straight) — Attraction is experienced to the opposite (or differently-aligned), gender to one's self.

MONOSEXUAL IDENTITIES (Attraction to one gender)

Aceflux — Identity that continues to shift along/across the ace spectrum.

Demisexual — A strong, emotional bond must occur before sexual attraction may be felt.

Greysexual — Rare, and/or weak, and/or ambiguous, sexual attraction is experienced.

Asexual — Sexual attraction isn't experienced to any gender.

ACE SPECTRUM IDENTITIES (Lack of/limited sexual attraction)

Ace-spec identities can overlap with mono-sexual or multisexual identities.

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ROMANTIC ORIENTATION SPECTRUM

Panromantic — Romantic attraction to all genders (regardless of gender). Gender does not play a significant role in their romantic attraction.

Omniromantic — Romantic attraction to all genders. Gender can play a significant role in their romantic attraction.

Polyromantic — Romantic attraction to many, but not all genders. Often occurs as attraction to a binary gender, and many non-binary gender identities.

Abroromantic — Romantic attraction is fluid, fluctuating across some, or all, of the orientations.

Biromantic — Romantic attraction to any gender (this includes all genders). Often described as attraction to same gender, and other gender/s.

MULTIROMANTIC IDENTITIES
(Attraction to multiple genders)

Homoromantic (Gay/lesbian) — Romantic attraction is experienced to the same gender (men/trans men, or women/trans women), and to men/women-aligned people.

Heteroromantic (Straight) — Romantic attraction is experienced to the opposite (or differently-aligned), gender to one's self.

MONOROMANTIC IDENTITIES
(Attraction to one gender)

Aroflux — Identity that continues to shift along/across the aro spectrum.

Demiromantic — A strong, emotional bond must occur before romantic attraction may be felt.

Greyromantic — Rare, and/or weak, and/or ambiguous, romantic attraction is experienced.

Aromantic — Romantic attraction isn't experienced to any gender.

ARO SPECTRUM IDENTITIES
(Lack of/limited romantic attraction)

Aro-spec identities can overlap with mono-romantic or multiromantic identities.

LGBTQ-Inclusive Language Dos and Don'ts

AVOID SAYING	SAY INSTEAD	WHY?	EXAMPLE
"Hermaphrodite"	"Intersex"	"Hermaphrodite" is a stigmatizing, inaccurate word with negative medical history.	"What are the best practices for the medical care of intersex infants?"
"Homosexual"	"Gay"	"Homosexual often connotes a medical diagnosis, or a discomfort with gay/lesbian people.	"When want to do a better job of being inclusive of our gay employees."
"Born female" or "Born male" "Female-bodied" or "Male-bodied"	"Assigned female/male at birth"	"Assigned" language accurately depicts the situation of what happens at birth. "-bodied" language is often interpreted as pressure to medically transition, or invalidation of one's gender identity.	"Max was assigned female at birth, then he transitioned in high school."
"Transgender people and normal people"	"Transgender people and cisgender people"	Saying "normal" implies "abnormal" which is a stigmatizing way to refer to a person.	"This group is open to both transgender and cisgender people."

"Transgender people and normal people"	"Transgender people and cisgender people"	Saying "normal" implies "abnormal" which is a stigmatizing way to refer to a person.	"This group is open to both transgender and cisgender people."
"Both genders" or "Opposite sexes"	"All genders"	"Both" implies that there are only two; "Opposite" reinforces antagonism amongst genders.	"Video games aren't just a boy thing – kids of all genders play them."
"Ladies and gentlemen"	"Everyone," "honored guests," etc.	Moving away from binary language is more inclusive of people of all genders.	"Good morning everyone, next stop Picadilly Station."
"Mailman", "Fireman", "Policeman", etc.	"Mail clerk," "Firefighter," "Police officer," etc.	People of all genders do these jobs.	"I actually saw a firefighter rescue a cat from a tree."
"It" when referring to someone (e.g., when pronouns are unknown)	"They"	"It" is reserved for objects, not people.	"You know, I am not sure how they identify."

Resources

Also visit **uaf.edu/ndac/programs/lgbtqinclusivity**

SAFEZONE LGBTQ+ ALLY TRAINING

PARTICIPANT PACKET

ADAPTED FROM THE SAFEZONE PROJECT

NANOOK DIVERSITY & ACTION CENTER

DIVERSITY & INCLUSION

EDUCATE | ACTIVATE | SUPPORT

LAND ACKNOWLEDGMENT

The Nanook Diversity & Action Center and its staff acknowledges the Alaska Native nations upon whose unceded traditional lands we are located. Our offices and facilities are located on Troth Yeddha, a sacred site of the Lower Tanana Dene people. We acknowledge and honor the ancestral & present land stewardship and place-based knowledge of the peoples of these territories.

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ADAPTED FROM WWW.THESAFEZONEPROJECT.COM

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bit.ly/ndac-safezone-packet

Core Vocabulary Self-test!

Scan to access our vocabulary quiz!

Word Bank

ally	gender non-conforming	polyamory
asexual	genderqueer	queer
biological sex	heteronormativity	questioning
biphobia	homophobia	romantic attraction
bisexual	homosexual	sexual attraction
cisgender	intersex	sexual orientation
coming out	lesbian	straight
gay	LGBTQIA2+	transgender
gender expression	pansexual	transphobia
gender identity	passing	two-spirit

Questions??

Your facilitator

Jo Malbert Narvaez he | they

- MPA
- Educator, community organizer, non-profit administrator
- Background in Higher Education Student Development

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