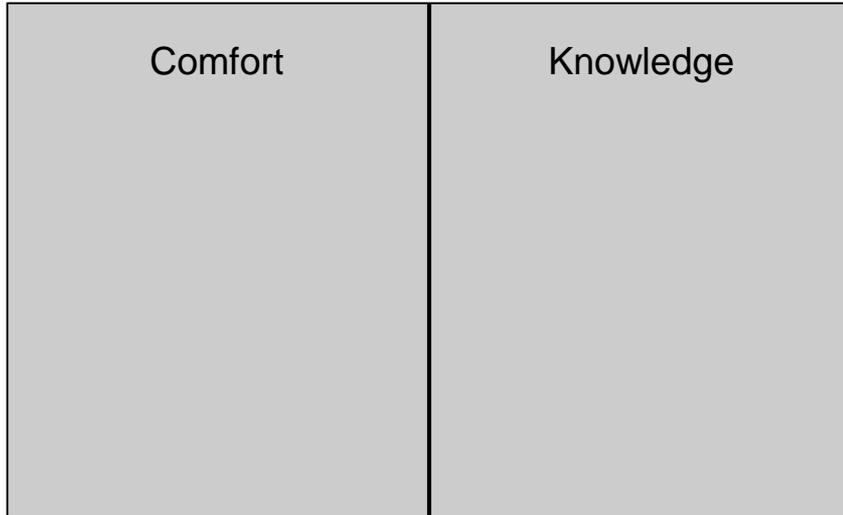


LGBTQ+ 101

For Youth Librarians

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Comfort and Knowledge



Discussion

Small groups

Define sexual orientation

Define gender identity

List as many sexual orientations as you can

List as many gender identities as you can

Definitions and Labels

Definitions are not concrete, and are different for each individual.

Labels help individuals to find people who are similar to them, and help one communicate the general idea of approximately what their identity is.

It is important to allow each individual to choose a label that they are comfortable with, and allow them to define it however they are comfortable.

Acronyms

There is no one “correct” acronym. Different acronyms are used for a number of reasons. I recommend LGBTQ+ as it is becoming the most common.

1. Personal preference
2. Local/regional/institutional culture
3. Bureaucracy
4. To be intentionally specific

The + was added to acknowledge that there are many individuals with many labels who consider themselves a part of the LGBTQ+ community, but who do not identify as lesbian, gay, bisexual, transgender, or queer.

Sexual Orientation

Sexual orientation: an identity category which describes who we're attracted to.

Identities in this category include: heterosexual/straight, gay, lesbian, bisexual, pansexual, queer, asexual, and more.

You might hear people talk about romantic attraction, physical/aesthetic attraction, and sexual attraction separately.

Queer

Used four ways:

1. As an individual identity
2. As an umbrella term instead of LGBTQ+ or another acronym
3. As a slur
4. In theories as a way to indicate a focus on gender/sexuality or to mean an intentional diversion from cultural norms.

There is a generational gap in the use of the word as an identity and umbrella term. Those over 35/40 (approx) are often uncomfortable with it, due to its use as a slur. Younger people tend to like it because it isn't specific to gender and allows for flexibility.

Transgender

Transgender is often used as an umbrella term to describe individuals with a variety of identities, whose gender does not conform to social norms and/or does not correlate with what was expected of them based on their assigned sex at birth.

Cisgender: Someone who is not transgender, and/or whose gender identity conforms to societal expectations based on their assigned sex at birth. Most people are cisgender.

Assigned Sex at Birth: The gender marker on one's original birth certificate. In the United States, this is always male or female. This term is more specific and accurate in most cases than "biological sex".

Transgender Vocabulary

Common Mistake	Correction
Transgender (noun)	Transgender (adjective)
Transgenders	Transgender people, trans people
A transgender	A trans(gender) person (noun) or trans(gender) (adjective)
Transgendered (adjective)	Transgender
Transgendered (verb)	Transitioned
FTM/transman	Generally someone assigned female at birth who identifies as a man
MTF/transwoman	Generally someone assigned male at birth who identifies as a woman

Non-binary

Binary = two

Non-binary = not one of those two

One whose gender identity is neither man nor woman. (Specific definition vary.)

Some non-binary people identify as transgender, other do not.

Pronouns

Everyone has pronouns, not just trans people. The most common are:

He/him/his - He gave me his notes. I gave them back to him.

She/her/hers - She left her keys here. I'm sure they are hers.

They/them/theirs - They scheduled their appointment. The 10:00 appointment is theirs.

We use singular they/them pronouns all the time without realizing it.

Some people may use other pronouns. Ask them to explain them to you and do your best to use them.

Pronouns are not “preferred”, they are required. If you don't know, ask!

The easiest way to ask is to give yours first.

Tips for Being Supportive/Affirming

- Ask yourself why you're asking a question.
 - Most of the time, you don't need to ask. Google is free.
 - Don't ask trans/non-binary people their birth name, hormone status, surgical status, sex life, or for old pictures.
 - Unless absolutely necessary - such as looking up their account. This is why Preferred Name is important!
- Respect one's gender identity and pronouns, regardless of their physical appearance.
- Don't speculate about whether someone is LGBTQ+.
- Remember that being queer/trans doesn't look one specific way. You can't always tell and that's okay.
- Don't tell people "I never would have known".

General Practices

- ❖ Avoid using gendered language
 - Use “you all,” “everyone,” or “folks” instead of “guys,” “girls and boys,” “ladies and gentlemen”
- ❖ Make your space queer friendly
 - Hang up inclusive posters
 - Put LGBTQ+ books on display
 - Access to bathrooms
- ❖ Become familiar with local resources
 - Offer pamphlets at a public desk or bulletin board
 - Collaborate with organizations to offer a program
- ❖ Add a line on your library card application for preferred name if different from legal name
 - Add a section for applicants to state their pronouns

Collection Development

- ❖ Purchase fiction and nonfiction books that include queer characters and ideas
 - Actively seek these books out. You may have to find indie publishers.
 - Look for reviews written by a member of the LGBTQ+ community to verify accuracy
- ❖ Look for problematic books in your collection and withdraw them
 - Examples: books advocating for conversion therapy or categorizing the LGBTQ+ community as mentally ill
- ❖ Purchase parenting books for LGBTQ+ parents and for parents of LGBTQ+ children
 - Look for books by queer writers to create a more authentic collection
- ❖ Review your collection development policy to make sure queer books are protected
 - Train your staff on how to deal with situations where books are challenged by a patron. Write your policy so that queer books will not be banned simply because they are about queer issues

Cataloging/Labeling

- ❖ Update materials' subject headings to be queer friendly with current terminology
 - Words to check for: homosexuality, transsexual, gender identity disorder
- ❖ Do not label books or house them in a separate section
 - This could out a person if they are seen reading a book or browsing a section that is labeled LGBTQ+.
 - Offer bibliographies that include LGBTQ+ books or that list all of your queer books instead.
 - Make sure they are searchable by all applicable terms.

Programming

- ❖ Provide inclusive programs
 - Discuss a book with a LGBTQ+ character in a book club
 - Use books with LGBTQ+ representation in storytime
- ❖ Offer specific programs
 - Drag Queen Storytime
 - All ages drag show
 - LGBTQ+ prom for teens
- ❖ Celebrate and acknowledge important dates
 - June: GLBT Book Month and Pride
 - October: LGBT History Month
 - October 11: National Coming Out Day
 - March 31: International Transgender Day of Visibility
 - <https://www.sexualdiversity.org/events/>

Local Resources

❖ Ruth Ellis Center

- Offers housing and support services for LGBTQ+ youth
- www.ruthelliscenter.org

❖ Affirmations

- Offers resources and support services for LGBTQ+ people of all ages
- www.goaffirmations.org

Web Resources

- ❖ Lambda Literary list of LGBTQ+ publishers
 - <https://www.lambdaliterary.org/resources/publishers/>
- ❖ American Library Association Gay, Lesbian, Bisexual, and Transgender Round Table
 - <http://www.ala.org/rt/glbtrt>
- ❖ Rainbow Book List (sponsored by the GLBT Round Table)
 - <https://glbtrt.ala.org/rainbowbooks/>
- ❖ Queer Comics Database
 - www.queercomicsdatabase.com
- ❖ LGBTQ Reads
 - www.lgbtqreads.com
- ❖ My Kid is Gay
 - www.mykidisgay.com

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