



LGBTQA+ RESOURCES FOR FACULTY, STAFF, & ADMINISTRATORS

NKU Resources:

- Connect with SAFE (Staff, Administrators, and Faculty for Equity) Group on Campus:
 - Visit: <https://inside.nku.edu/safe.html> or email: safe@nku.edu
 - Get involved with initiatives and major events: <https://inside.nku.edu/safe/events.html>
 - Sign-up to join the SAFE listserv: https://nku.col.qualtrics.com/jfe/form/SV_ellayTyRJfFVfTg
- LGBTQA+ Student Initiatives Office:
 - <https://inside.nku.edu/studentaffairs/departments/lgbtq.html>
 - Download the NKU LGBTQA+ SI Resource Guide: <https://acrobat.adobe.com/link/track?uri=urn:aaid:scds:US:8184c18c-ad81-3ab9-a9cf-110fad3de269>

Tools/Resources to Promote Personal Growth and Understanding:

- Allies - Resource Pages: glossary terms, pride flags, getting involved
 - <https://www.hrc.org/resources/allies>
- Gender, Sexuality, and Social Justice
 - <https://www.itspronouncedmetrosexual.com/>
- LGBTQ History:
 - <https://www.lgbtqhistory.org/>
 - <https://makinggayhistory.com/>
- Gender Identity:
 - <https://www.npr.org/2021/06/02/996319297/gender-identity-pronouns-expression-guide-lgbtq>
- Gender-Affirming Care:
 - <https://www.learningforjustice.org/magazine/genderaffirming-care-what-it-is-and-why-its-necessary>
- General Information and resources:
 - <https://www.thetrevorproject.org/resources/>
- Bystander Intervention to Support the LGBTQIA+ Community:
 - <https://righttobe.org/trainings/bystander-intervention-to-stop-harassment-toward-the-lgbtqia-community/>
- Anti-LGBTQ+ Bias as a Stressor - Student Mental Health:
 - <https://ket.pbslearningmedia.org/resource/mht-anti-lgbtq-bias-stressor-video/student-mental-health-matters/>
- Ignorance Isn't Bliss - Why We Need LGBTQ Education:
 - <https://www.youtube.com/watch?v=dWieTvjkj0k>
- Homophobic Language and its Consequences:
 - https://www.nfb.ca/film/in_other_words/
- LGBTQ Acceptance Survey 2023:
 - <https://glaad.org/publications/accelerating-acceptance-2023/>



LGBTQA+ RESOURCES TO SHARE WITH OUR STUDENTS

Resources for Staff, Faculty, and Admin to Share with Students:

- Connect with the NKU LGBTQA+ SI Office
 - <https://inside.nku.edu/studentaffairs/departments/lgbtq.html>
 - Downloadable NKU LGBTQA+ SI Resource Guide: <https://acrobat.adobe.com/link/track?uri=urn:aaid:scds:US:8184c18c-ad81-3ab9-a9cf-110fad3de269>
- NKU LGBTQA+ Student Resources:
 - LGBTQ Community Resource Guide:
 - <https://inside.nku.edu/studentaffairs/departments/lgbtq/resources/resource-guide.html>
 - Scholarships/Financial Aid:
 - <https://inside.nku.edu/studentaffairs/departments/lgbtq/resources/scholarships-financial-aid.html>
 - LGBTQA+ Student Orgs:
 - <https://inside.nku.edu/studentaffairs/departments/lgbtq/get-involved/student-orgs.html>
 - Name/Pronoun Change Process:
 - <https://inside.nku.edu/studentaffairs/departments/lgbtq/services/changing-your-name.html>
 - FREE Chest Binders for Trans and Gender-Expansive Students:
 - <https://inside.nku.edu/care-closet/chest-binders.html>
 - Gender Inclusive Restrooms:
 - <https://inside.nku.edu/studentaffairs/departments/lgbtq/services/gender-inclusive-restrooms.html>
 - Gender Inclusive Housing:
 - <https://inside.nku.edu/studentaffairs/departments/lgbtq/services/gender-neutral-housing.html>
 - LGBTQA+ Alumni Services:
 - <https://inside.nku.edu/studentaffairs/departments/lgbtq/resources/alumni-services.html>
 - Suicide and Crisis Lifeline
 - LGBTQI+: <https://988lifeline.org/help-yourself/lgbtq/>
 - Safety Plan: <https://www.mysafetyplan.org/>





You & Beliefs

What did you learn in these spaces? Positive or Negative

<p>Family</p> <p>Gender Binary Love Expectations</p>	<p>School</p> <p>Rules Conformity Friendship Reinforced Binary</p>	<p>Faith</p> <p>Values Restrictions Meaning Hierarchy</p>
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How have these spaces continued to impact your sense of self?

Do these lessons or roles conflict with who you are now or what you now believe?



Allyship: Golden Rule vs. Platinum Rule

Treat others
how **you** want
to be treated

Centers yourself



Treat others
how **they** want
to be treated

Centers others

Unsure how someone wants to be treated?

Just ask.

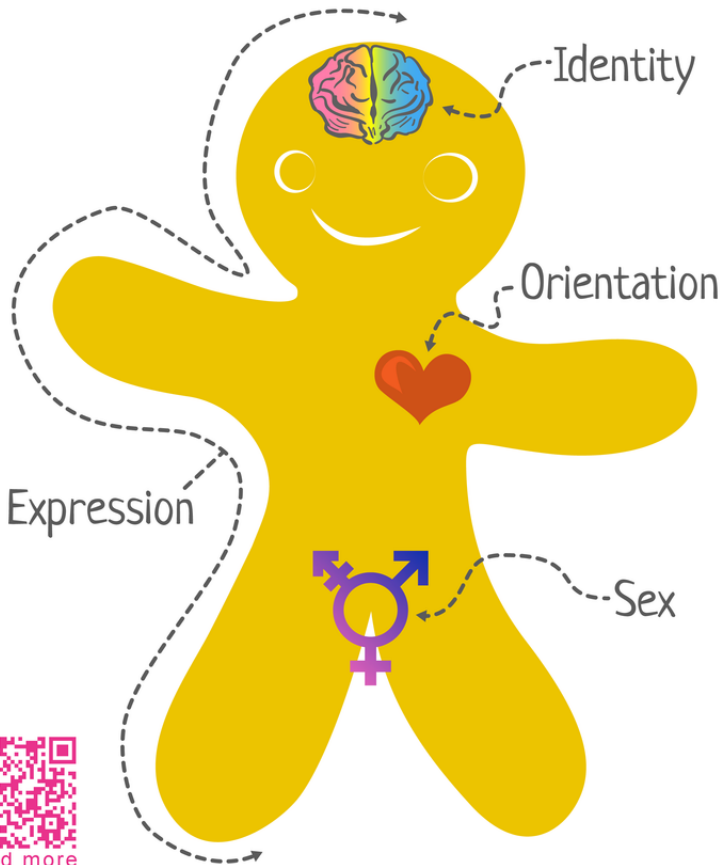




The Genderbread Person

Created by: Sam Killerman

by www.ItsPronouncedMetrosexual.com



Gender identity is how you, in your head, think about yourself. It's the chemistry that composes you (e.g., hormonal levels) and how you interpret what that means.



Gender expression is how you demonstrate your gender (based on traditional gender roles) through the ways you act, dress, behave, and interact.



Biological sex refers to the objectively measurable organs, hormones, and chromosomes. Female = vagina, ovaries, XX chromosomes; male = penis, testes, XY chromosomes; intersex = a combination of the two.



Sexual orientation is who you are physically, spiritually, and emotionally attracted to, based on their sex/gender in relation to your own.

Gender Identity: who you think you are

Gender Expression: how you demonstrate who you are

Biological Sex: organs, hormones, and chromosomes

Sexual Orientation: who you are attracted to
(this can vary based on physical, spiritual, and emotional attraction)

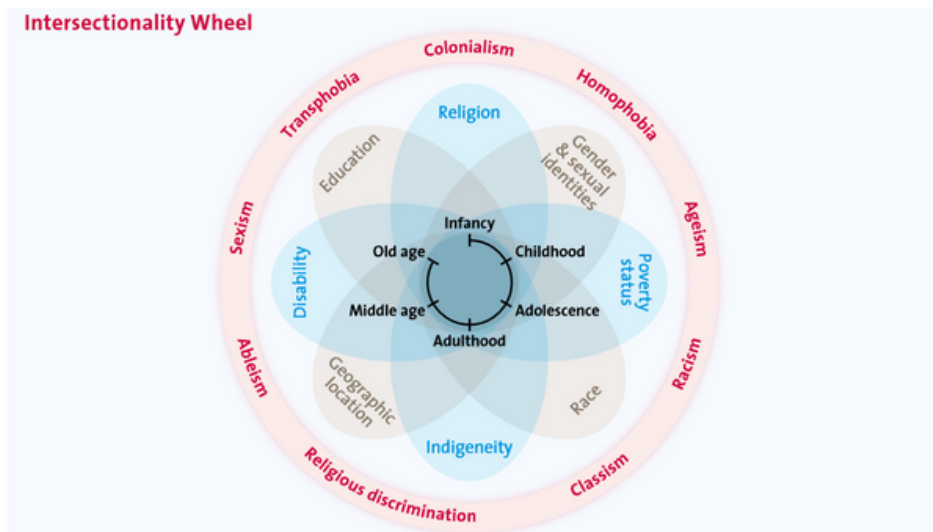
These are independent of one another.





Intersectionality

“Intersectionality is a lens through which you can see where power comes and collides, where it interlocks and intersects.” – Kimberlé Crenshaw



UN Women reflection on intersectionality when considering our privileges:

1. Reflexivity: “Do I critically reflect on how my biases, attitudes and beliefs influence my opinions and actions? How does my privilege directly or indirectly disadvantage others? What can I do to address this?”
2. Dignity, choice and autonomy: “Who has independence and who doesn’t? Who shares their perspectives and who doesn’t? Who has full control over how they live their life and who doesn’t?”
3. Accessibility and universal design: “Have you asked people what they need to participate? Have you removed physical, transportation, information and communication barriers or provided reasonable alternatives? Have you addressed attitudinal, environmental and institutional barriers?”
4. Diverse Knowledge: “How do we know what we think we know? Who told us? Who has not been consulted?”
5. Intersecting Identities: “What are the intersecting identities of the people we engage with? Who is missing?”
6. Relational Power: “Who holds power and in what circumstances? Who makes decisions? How are they accountable?”
7. Time and Space: “Does privilege look different in this location? Across different generations? Does discrimination look different in this location? Across different generations?”
8. Transformative and Rights-Based: “Are we changing the way that resources are produced and/or distributed? Are we changing the way relationships are produced and/or distributed?”

Further Reading:

- [Crenshaw, Kimberle. "Demarginalizing the Intersection of Race and Sex", 1989](#)
- [Crenshaw, Kimberle. On Intersectionality: Essential Writings, 2015](#)
- [Hopkins, Peter. What is Intersectionality? \(video\), 2019](#)
- [Flowers, Hillary. Intersectionality Part 1, 2019](#)
- [UN Women Intersectionality Resource Guide and Toolkit, 2022](#)

