



GENDER IDENTITY

Creating an inclusive learning environment

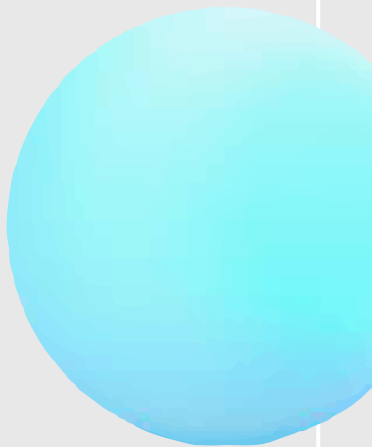
This Presentation Will Cover:

- Learning Objectives
- Why This Matters
- Gender
- Key Definitions
- Sex
- Gender Expression
- Gender Role
- Examples
- Gender Identity
 - Gender Identity Terms
- Sexual Orientation
 - Sexual Orientation Terms
- Bisexual vs Pansexual
- What Else You Should Know
- Respectful Communication
- Inclusive Tutoring Practices
- A Case Study
- What Tutors Should Avoid
- Campus Resources
- Key Takeaways
- Reflection Questions



LEARNING OBJECTIVE

By the end of this session, tutors will be able to:

- Define gender identity & related terminology
 - Distinguish between sex assigned at birth, gender identity, gender expression, & sexual orientation
 - Demonstrate respective communication practices
 - Create an inclusive tutoring environment for all students
 - Respond professionally to situations involving gender identity
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WHY THIS MATTERS

Every student deserves a welcoming learning environment.

Inclusive tutoring helps students...

- Feel respected & valued
- Build confidence
- Participate more actively
- Focus on learning rather than feeling excluded
- Experience a sense of belonging

CRLA Connection

- Respect for diversity
- Professional communication
- Student-centered tutoring

GENDER

- Refers to whether a person is a boy, girl, both or neither
- Different cultures have different ideas about what a boy or a girl is.
- Gender is only partly based on our body parts.

KEY DEFINITIONS

Sex Assigned at Birth: Classification assigned at birth based on physical characteristics.

Gender Identity: A person's internal understanding of their own gender.

Gender Expression: How someone expresses their gender through appearance, clothing, behavior, or voice.

Sexual Orientation: A person's emotional or romantic attraction to others.

Remember: Gender Identity & sexual orientation are DIFFERENT concepts.

SEX

- What someone is labeled when they are born based on certain body parts
 - Penis & testicles=male=boy
 - Vulva & ovaries=female=girl



Symbol representing male



Symbol representing female

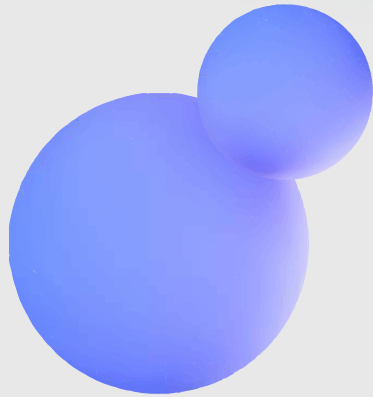
GENDER EXPRESSION

- How you express or show your gender
- Gender can be expressed through
 - What you **wear**
 - What you **do**
 - Your **hairstyle**
 - What you **call yourself**
- Some people's gender expression changes from day to day.
- ***It's OK to express your gender any way you choose***



GENDER ROLE

- How society expects boys/men or girls/women to look and act
- Usually based on **stereotyped** assumptions about gender



Term

Stereotype: A belief or idea of what a particular type of person or thing is like. Stereotypes are often unfair or untrue.



EXAMPLES

If someone's called a boy...

- What toys is he given to play with?
- What clothes is he given to wear?
- How is he expected to behave?

If someone's called a girl...

- What toys is she given to play with?
- What clothes is she given to wear?
- How is she expected to behave?

GENDER IDENTITY

- About how you feel on the inside
 - Like a boy, girl, both, or neither
- **It doesn't matter what other people call you.**
- How you feel on the inside is what's most important.

GENDER IDENTITY TERMS

Cisgender: refers to a person whose body parts at birth match the gender they know they are inside



Transgender: (or trans) refers to a person whose sex assigned at birth does not match who they know they are inside.

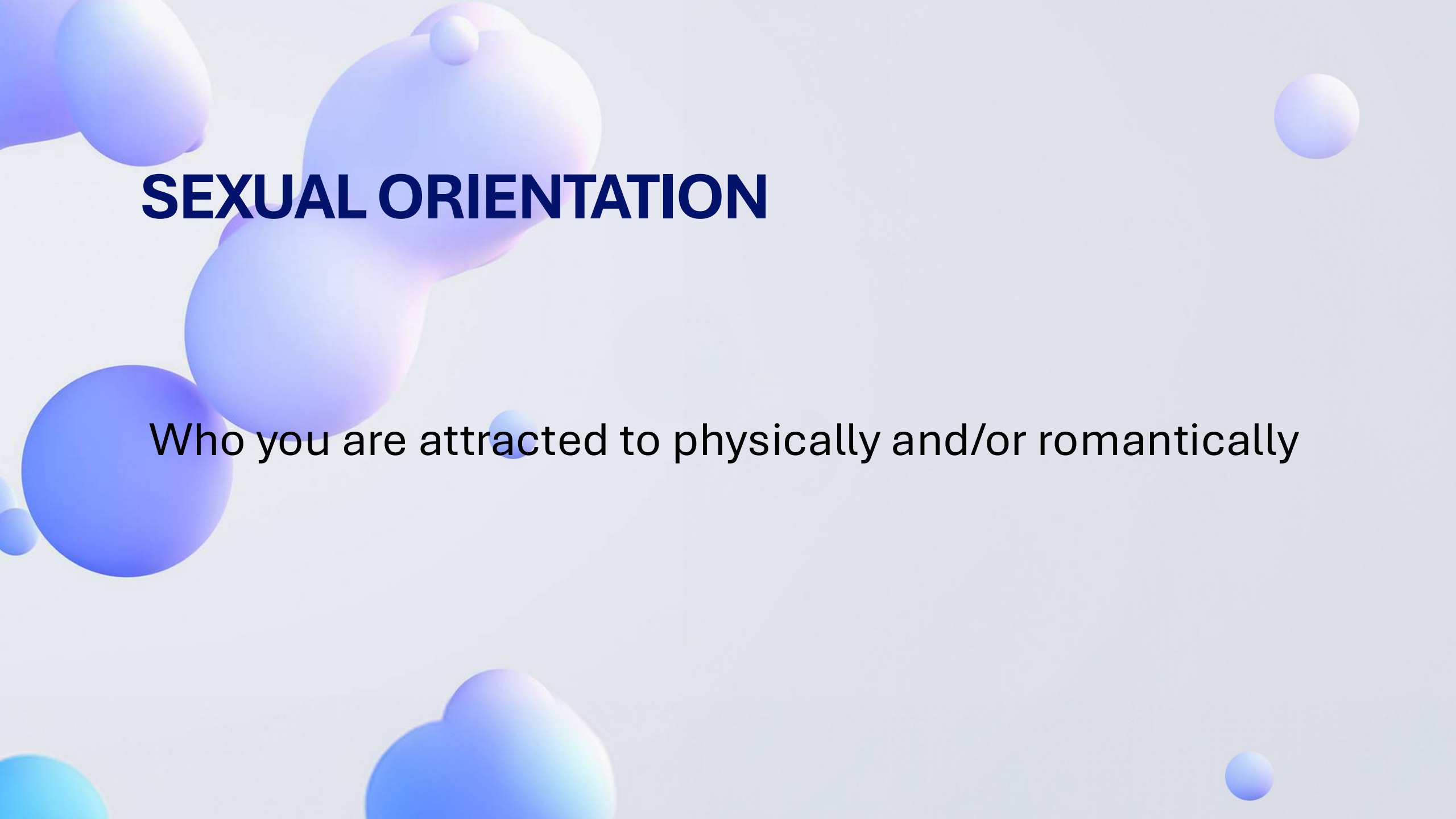


Nonbinary: A person who does not identify as male or female. Gender Identity may be fluid, mixed, or outside the traditional binary.

Pronouns: Words used to refer to someone besides their name.
(she/her, they/them, he/him)

EXPRESSING MYSELF. MY WAY. VIDEO





SEXUAL ORIENTATION

Who you are attracted to physically and/or romantically

SEXUAL ORIENTATION TERMS



Gay: Boys who are attracted romantically and/or physically to other boys



Lesbian: Girls who are attracted romantically and/or physically to other girls

Heterosexual: Boys who are attracted romantically and/or physically to girls and girls who are attracted romantically and/or physically to boys

BISEXUAL VS PANSEXUAL



People attracted romantically and/or sexually, to both males and females



People attracted romantically and/or sexually, to all genders across the gender spectrum, regardless of gender

There may be other terms related to sexual orientation you may have heard. If you are not sure what they mean, ask!



WHAT ELSE SHOULD YOU KNOW?

It is common to be attracted to other people as you grow up and not to figure out your sexual orientation until you are older.

You can know your sexual orientation without necessarily doing something sexual with another person.



SEXUAL ORIENTATION VIDEO



RESPECTFUL COMMUNICATION

Best Practices

- ✓ Use a student's stated name
- ✓ Use the student's stated pronouns
- ✓ If unsure, politely ask
- ✓ **Avoid assumptions**
- ✓ Focus on the tutoring session

If you make a mistake...

1. Briefly apologize
2. Correct yourself
3. Continue the conversation

Avoid drawing unnecessary attention to the mistake.

INCLUSIVE TUTORING PRACTICES

Tutors should...

- Welcome every student equally
- Use inclusive language
- Listen without judgment
- Respect confidentiality
- Encourage participation
- Focus on learning goals
- Maintain professionalism

CASE STUDY

Here's the scenario:

A student introduces themselves using a name that differs from the name listed on the tutoring schedule.

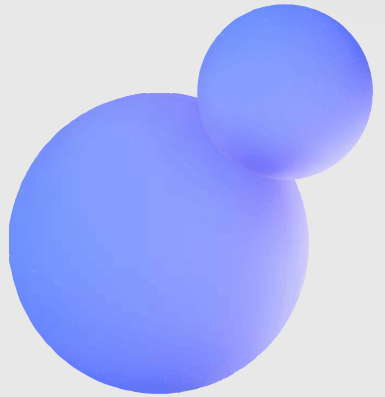
How should you respond?

Possible responses could be...

- Welcome the student *using* the name they provided.
- Use that name during the tutoring session.
- If documentation requires a legal name, handle the matter privately & respectfully



WHAT TUTORS SHOULD AVOID

- Making **assumptions** about gender
 - Asking unnecessary personal questions
 - Discussing a student's identity with others
 - Making jokes or comments about someone's appearance to identity
 - Allowing bias to affect tutoring
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CAMPUS RESOURCES

When appropriate, refer students to:

- Academic Success Center
- Counseling Services
- Student Services
- Disability Services
- Student Life
- Other appropriate campus resources

Tutors **should not** attempt to provide counseling but **should know** when to refer students to the appropriate office.

KEY TAKEAWAYS

- Treat every student with dignity & respect
- Use respectful names & pronouns
- Create an inclusive tutoring environment
- Focus on student learning
- Maintain confidentiality & professionalism
- When unsure, ask respectfully

REFLECTION QUESTIONS

- Why is creating an inclusive tutoring environment important?
- How can tutors make students feel welcome?
- What would you do if you accidentally used the wrong pronouns?
- How does respect contribute to student success?

SOURCES

- AMAZE Org. “Sexual Orientation Explained: Lesbian, Gay, Heterosexual, and Bisexual.” *YouTube*. Uploaded by AMAZE Org. 26 Sept. 2016.
<https://www.youtube.com/watch?v=P5x5Fo7rMvY&list=PLwKLUKhFLWhav9H3gXizjzcubZ6QP4Yhh>
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- Oregon Department of Human Services. “Lesson 2: Who I Am.” *My Future-My Choice: A sexual health curriculum for adolescents*.
https://sharedsystems.dhsoha.state.or.us/dhsforms/served/de0088_ppl2.pdf

Thank you

ANY QUESTIONS?



LONE STAR
COLLEGE
CYFAIR

Academic
Success Center