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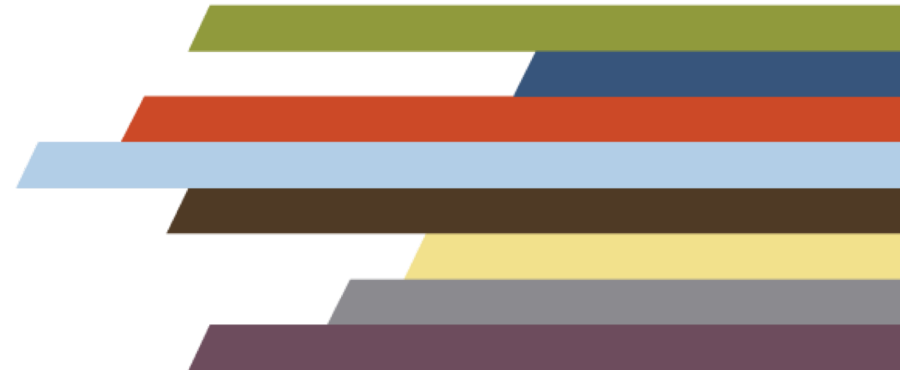
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The Importance of Language: Words Matter

Anthony Zazzarino, PhD, LPC, ACS, CPRP

Rutgers, School of Health Professions
Department of Psychiatric Rehabilitation and
Counseling Professions



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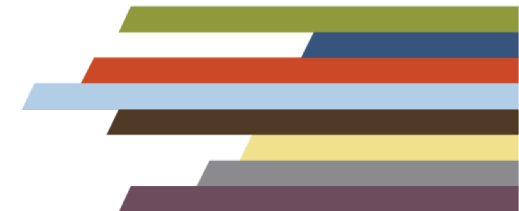


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Affectional & Gender Diversity Webinar Series – Upcoming Webinars

Gender Identity

Apr 28, 2020 03:30 – 4:30 PM ET

https://shprutgers.zoom.us/webinar/register/WN_YTNfXiR-QJKFS1dmEcVK7g

The Coming Out Process

May 12, 2020 03:30 – 4:30 PM ET

https://shprutgers.zoom.us/webinar/register/WN_WR6oWiAlSjiwTtxA5CUxFQ

Intersectionality

Jun 30, 2020 03:30 – 4:30 PM ET

https://shprutgers.zoom.us/webinar/register/WN_kBdGll-yQKiMxCV5yXgEjg

Opioid Use Within the Sexual and Gender Diverse Populations

Jul 28, 2020 03:30 – 4:30 PM ET

https://shprutgers.zoom.us/webinar/register/WN_k66665C1TXePlbud_64uRw



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Feedback

- Our funding comes from the Substance Abuse and Mental Health Services Administration (SAMHSA), which requires us to evaluate our services. We appreciate your honest, ANONYMOUS feedback about this event, which will provide information to SAMHSA, AND assist us in planning future meetings and programs. Feedback about this training will assist us in developing trainings that are relevant to your current professional needs. **Therefore, your feedback counts!**

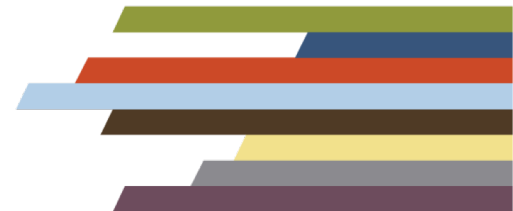


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Video Recording Information

- Please note that we will be recording this webinar and posting it to our website. Any information and input you provide during today's call will be recorded and posted on our website.

THANKS!

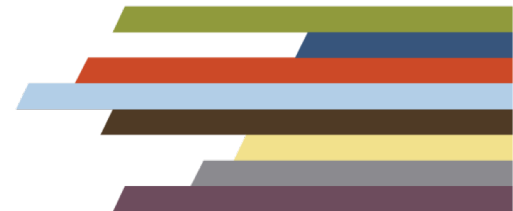


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Your Interactions with Us

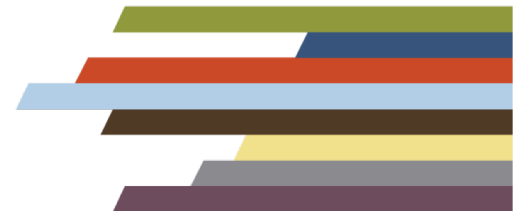
- Question and Answers
 - Q & A will occur at the end of the call.
 - Please type your questions in the Q & A feature in Zoom located on the task bar (hover over task bar).
- Chat and Polls
 - Throughout the webinar, we will be asking for your input.
 - Please use the Chat or Poll features in Zoom located on the task bar.



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Anthony Zazzarino



Learning Objectives

- Describe the reasons why using appropriate language is important .
- Recognize how language naturally evolves.
- Highlight and define appropriate language when working with affectional and gender diverse individuals.
- Identify general guidelines for behavioral healthcare workers.

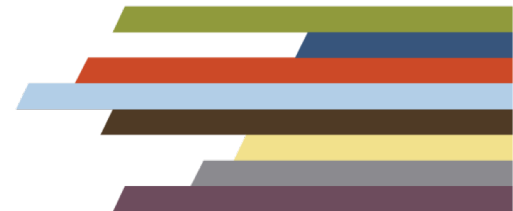


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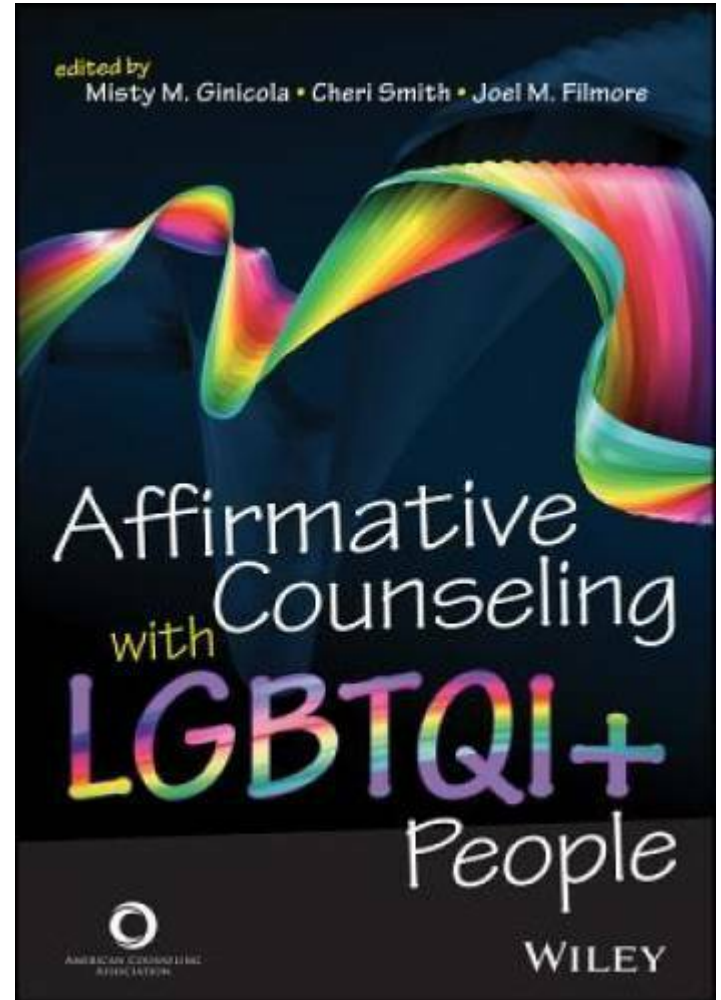
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Thank You!



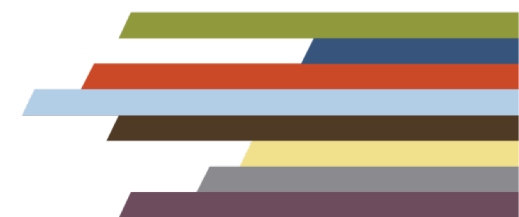
Misty Ginicola – President of ALGBTIC and Professor at Southern Connecticut State University



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Importance of Using Appropriate Language

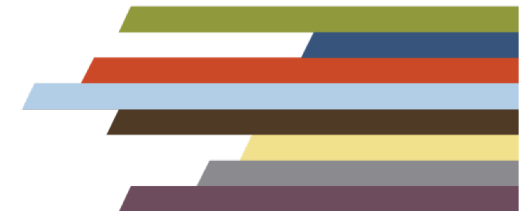
- Multicultural competence
- Standards of care
- Negative impact
- Macroaggression
- Triggering
- Increase depression & anxiety
- Increase gender dysphoria
- Reflection on helping profession



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Evolution of Language

- General evolution of language
- Growing stigma of a term
- Better definitions
- Understanding our biases
- Better understanding and knowledge

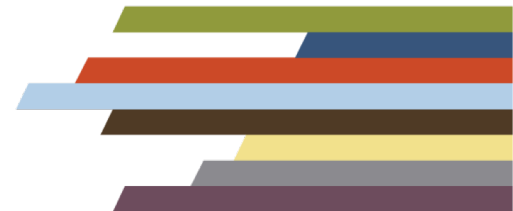


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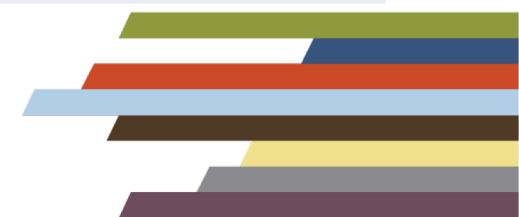
Avoid using....	Use instead...
Gender Conforming	Gender Variant
Disorders of Sex Development	Differences of Sex Development
Gender Reassignment Surgery	Gender Confirmation Surgery
Transition	Affirmation
FtM, MtF, FtN, MtN	Trans*
Sexual Orientation	Affectional Identity
Sexual Minority	Affectional Variance
Homosexual	Gay, Lesbian, Bisexual, etc.



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- Sex
 - Relates to one's biology
 - Assigned male or female at birth (AMAB, AFAB)



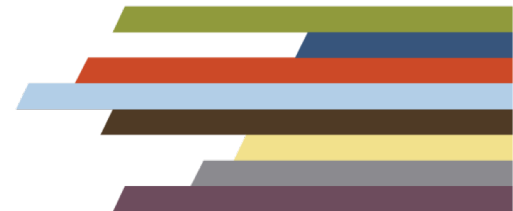
- Gender
 - Refers to attitudes, feelings, and behaviors that a given culture associates with a person's biological sex
 - “unique and personal psychological experience, not something that is necessarily tied to biology or behavior”



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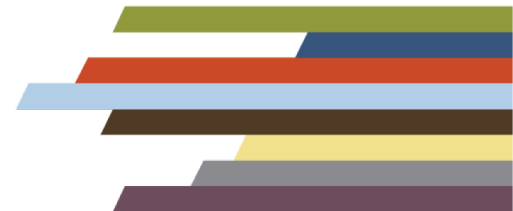
Gender



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Your internal, individual sense of gender—
how you identify yourself.

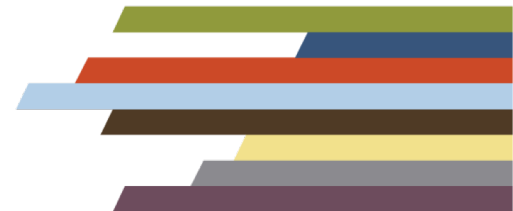
The ways you present gender through actions,
appearance, and demeanor, and how these acts are
interpreted by those around you based on societal
gender norms.



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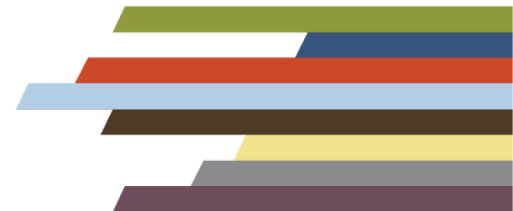
- Binary: Classification of gender into two distinct categories
- Non-binary: Classification of gender into more than two categories
- Intersex: Person whose sex development in utero differs from the expected binary sex presentation at birth.
- Gender Variant: A term to describe some people whose gender expression is different from or expands past the conventional expectations of masculinity and femininity.



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Transgender

A person whose gender identity does not match the gender they were assigned at birth.

Note: "Trans" is often used as an umbrella term for a wide variety of identities.

Gender Non-binary

A person whose gender identity does not fit within the socially defined binary of man or woman.



Genderqueer

A person who does not identify with the normative gender identities of male or female, similar to gender non-binary.



Agender

A person who does not identify with any gender identity or does not experience having a gender.

Cisgender

Someone whose gender identity aligns with their assigned gender at birth.



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- Transgender Male: A person who was AFAB but is Male
- Transgender Woman: A person who was AMAB but is Female
- Gender Fluid: Describes a person whose gender identity is not fixed
- Pangender: Describes a person whose gender identity is comprised of many genders
- Two-Spirit: Describes a person who embodies both a masculine and feminine spirit
- Bigender: Describes a person whose gender identity is a combination of two genders

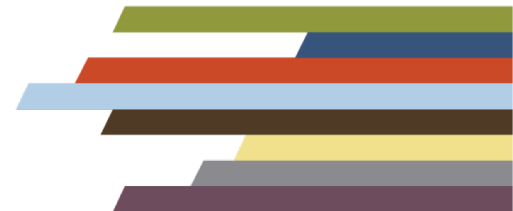


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Pronouns

Please note that these are not the only pronouns. There are an infinite number of pronouns as new ones emerge in our language. Always ask someone for their pronouns.

Subjective	Objective	Possessive	Reflexive	Example
She	Her	Hers	Herself	She is speaking. I listened to her. The backpack is hers.
He	Him	His	Himself	He is speaking. I listened to him. The backpack is his.
They	Them	Theirs	Themselves	They are speaking. I listened to them. The backpack is theirs.
Ze	Hir/Zir	Hirs/Zirs	Hirself/ Zirself	Ze is speaking. I listened to hir. The backpack is zirs.

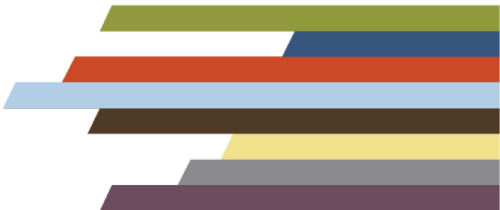
-  transstudent.tumblr.com
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Why Pronouns Matter

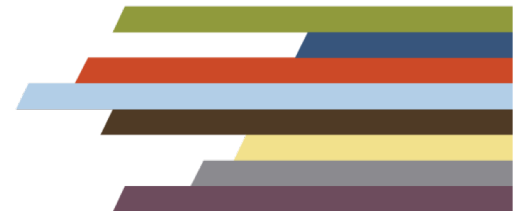
<https://www.youtube.com/watch?v=9iKHjl5xAaA&t=164s>



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- Affirmation: Process of moving from a designated sex at birth to a gender expression congruent, authentic, and in harmony with gender identity.
- Gender Confirmation Surgery: A set of surgical procedures of body modification to reflect that person's gender identity.
 - Can include upper and lower surgeries, along with other types of surgery.

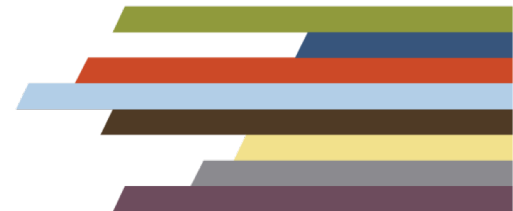


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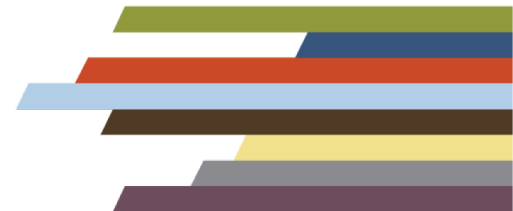
Affectional Identity



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Affectional Identity/Variance

- Affectional Identity: Direction in which one is predisposed to bond emotionally, physically, sexually, psychologically, and spiritually with another.
- Affectional Variance: A term to describe the differences within affectional identities.

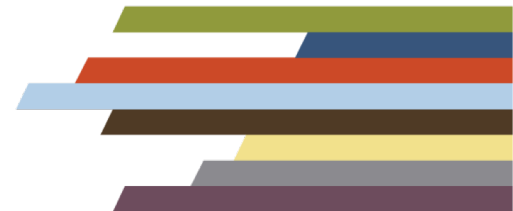


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Affectional Identity

Gay – Person who is predisposed to bond emotionally, physically, sexually, psychologically, and spiritually with someone of a similar sex or gender (typically referring to males)

Lesbian – Female-identified person who is predisposed to bond emotionally, physically, sexually, psychologically, and spiritually with other women.

Bisexual - ... to the traditional male and female gender.

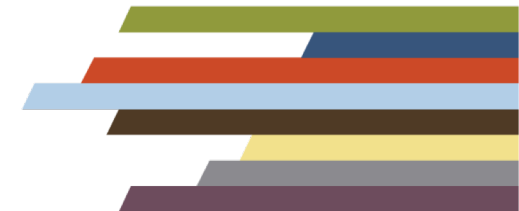
Pansexual - ... to all people, do not see gender.



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Affectional Identity

Asexual – an individual who does not experience sexual attraction.

Demisexual - ... only if there is a strong emotional connection with someone.

Omnisexual - ... to anyone regardless of gender and gender identities.

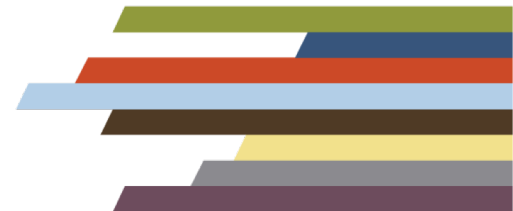
Sapiosexual - ... to someone based solely on intelligence.



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Terms to Avoid

- Biological/genetic sex
- Born a man/woman
- Hermaphrodite
- Homosexual
- Lifestyle
- Pre-op/Post-op
- Same sex attraction
- Sex change
- Sex reassignment surgery
- Sexual minority
- Sexual orientation
- Sexual preference
- Straight
- Transgender
- Transgendered
- Transexual
- Transvestite

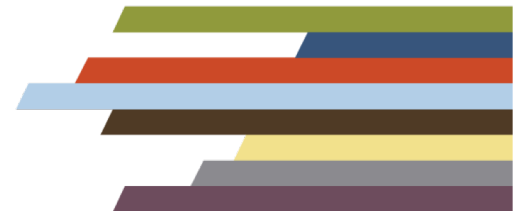


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General Guidelines

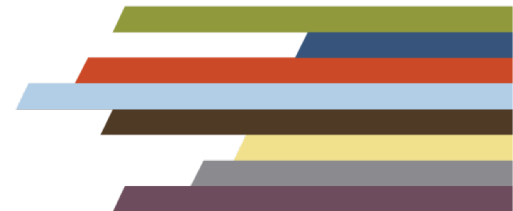
- Become more self-aware
- Catch yourself
- Replace it
- Keep practicing without judgement



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General Guidelines with Clients

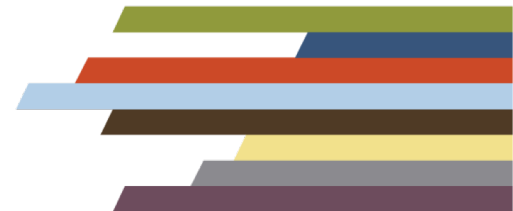
- Ask how they identify
- Do not assume ... get clarification on a term
- Use their language



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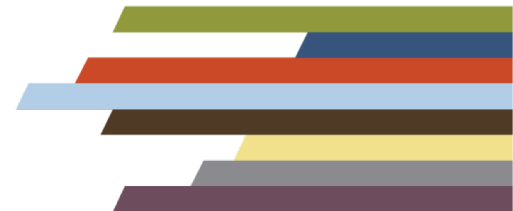
THANK YOU!



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References

Bigner, J. J., & Wetchler, J. L. (2012). Handbook of LGBT-Affirmative Couple and Family Therapy. Routledge.

Ginicola, M. M., Smith, C., Filmore, J. M. (2017). Affirmative counseling with LGBTQI+ people. American Counseling Association.

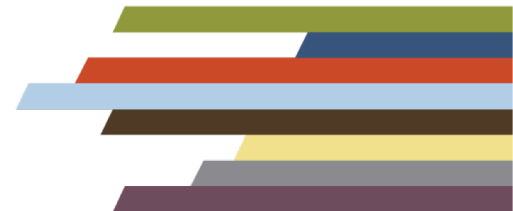
Ginicola, M. M. (2019). Words can hurt: Staying competent in affirming LGBTGEQIAP+ terminology [Webinar]. Retrieved from <https://algbtic.org/courses/words-can-hurt-staying-competent-in-affirming-lgbtgeqiap-terminology/>



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