2024-1-ES02-KA210-YOU-000253858, Erasmus+

Gender Identities and the LGBTIQA+ Community

no gender gap

1

Theory and definition

The acronym LGBTIQA+ represents a diverse community encompassing Lesbian, Gay, Bisexual, Transgender, Intersex, Queer, Asexual individuals, as well as other gender identities and sexual minorities. This community, united in its diversity, advocates for equality, recognition, and inclusion.

Sexual orientation refers to the emotional and/or sexual attraction one feels toward one or more individuals. It is important to note that sexual orientation is distinct from gender identity. While sexual orientation describes to whom we are attracted, gender identity describes who we are.

Unlike sex assigned at birth (which refers to biological and sexual characteristics, such as genitals, gonads, or chromosomal patterns), gender identity does not always correspond to the sex assigned at birth. Gender identity reflects an individual's deep and personal sense of belonging to one or multiple specific genders. A person may identify with the traditional categories of man or woman, encompass both, move beyond them entirely, or exist outside conventional societal classifications.

It is a fundamental aspect of a person's self-perception.

Here are some examples of gender identities:

- **Cisgender**: Refers to a person whose gender identity matches the sex assigned at birth (for example, a person born with a vagina who identifies as a woman, or a person born with a penis who identifies as a man). The prefix cis- means "on the same side," indicating that a cisgender person's gender identity aligns with their birth-assigned sex.
- **Transgender:** Refers to a person whose gender identity does not match the sex assigned at birth. This term is an umbrella term that includes all people whose gender identity differs from their sex assigned at birth. For example, a person who was assigned male at birth but identifies as a woman is a trans woman. A person who was assigned female at birth but identifies as a man is a trans man. The prefix trans- means "across" or "beyond." The process of **transition** is the set of steps

Co-funded by the European Union

Erasmus+
Arricchisce la vita, apre la mente.

Agenzia Italiana per la Gioventù

- (social, administrative, medical) that a transgender person may take to align their appearance and presentation with their gender identity.
- **Non-binary:** Refers to a person who does not identify exclusively as a man or a woman. A non-binary individual may identify with both genders, somewhere in between, or with neither. The concept of non-binary serves as an umbrella term that includes various gender identities outside the male/female binary.
  - **Genderfluid:** (a person whose gender identity changes over time, also known as gender fluidity)
  - **Agender:** (a person who does not identify with any gender)
  - And many others... The spectrum of gender identity challenges the binary view of gender, considering it as a fluid continuum rather than a fixed classification.
- **Queer:** The term "Queer" is an umbrella term encompassing all gender identities and sexual orientations that do not conform to established norms of sexuality and gender, particularly heteronormative, cisnormative, and binary norms.

Historically used as a homophobic slur, queer—which translates to "strange" or "unconventional"—has been reclaimed by the LGBTIQA+ community as a symbol of inclusivity and empowerment.

- **Intersex:** Intersex individuals are those whose genetics, chromosomes, hormones, reproductive system, and/or genitals do not strictly align with characteristics classified as male or female by medical and political authorities. Being intersex is a biological variation, not a gender identity or sexual orientation in itself, although intersex individuals have diverse gender identities and sexual orientations.
- **Asexual:** An asexual person is someone who experiences little to no sexual attraction. Asexuality is a spectrum, and asexual people may experience romantic attraction, form intimate relationships, and have desires for closeness, but without the sexual component.
- **Pansexual:** A pansexual person is someone who experiences sexual, romantic, or emotional attraction to people regardless of their sex or gender identity.

Pansexuality encompasses beyond the gender binary.

Theoretical Foundations of Gender Identities and the LGBTIQA+ Community

The study of gender identities and the LGBTIQA+ community draws on various theories and conceptual frameworks that seek to understand, explain, and contextualize human diversity beyond binary and heteronormative norms.

Performativity theory and queer theory:

Performativity theory, developed by Judith Butler, posits that gender is not an innate essence but a social construct manifested through a series of behaviors and actions that conform to social expectations and cultural norms. This perspective conceptualizes gender as a continuous performance, thus paving the way for a more fluid and dynamic understanding of gender identities, beyond traditional binary categories. Emerging in the 1990s, queer theory builds on the works of scholars and philosophers such as Eve Kosofsky Sedgwick and Michel Foucault. This theoretical approach adamantly rejects rigid binary classifications of gender (male/female) and sexuality (heterosexual/homosexual). Instead, it explores the fluidity of these concepts and critically examines heteronormativity—the assumption that heterosexuality is the default norm in society. Queer theory provides a conceptual framework for understanding the diversity of experiences within the LGBTIQA+ community by deconstructing pre-established categories and promoting a more inclusive view of identity.

Intersectionality of Identities:

- The **intersection** of gender identity and sexual orientation can shape an individual's lived experiences.

For example, a gay transgender man may face multiple layers of prejudice, both as a transgender man and as a homosexual. His experience would differ from that of a cisgender gay man. This double marginalization can arise not only from the dominant cisheteronormative society but also from within the LGBTIQA+ community itself. Similarly, a Black lesbian woman will not have the same experience as a white lesbian woman, for example. While the community strives to be inclusive, it is not always free from its own hierarchies and exclusionary dynamics. Individuals who do not conform to traditional gender roles or who are racialized may experience additional social pressures, even in spaces that are supposed to be welcoming and inclusive.

- Despite these challenges, many individuals within the LGBTIQA+ community find support and empowerment in their gender and sexual identities. They build support networks, lead activist movements, and work toward social change. Gender identity thus becomes a powerful source of personal expression and pride,

while the LGBTIQA+ community provides a space for individuals to live authentically, raise visibility, and celebrate diversity.

The specific case of intersex individuals:

- In our collective imagination, at birth, all women are expected to have XX chromosomes, estrogen, and a vagina, while all men are believed to have XY chromosomes, testosterone, and a penis. However, this is not always the case. Intersex individuals are those whose genetics, chromosomes, hormones, reproductive system, and/or genitals do not strictly align with characteristics classified as male or female by medical and political authorities. According to the United Nations, intersex characteristics occur in 1.7% of births worldwide (approximately 1 in 60 people), and these variations in sex characteristics do not pose any inherent health risk. However, non-consensual surgical interventions and medical procedures are still performed on intersex infants to "normalize" their bodies according to binary gender standards, which can profoundly impact their identity. As a result, intersex activists often

advocate for the right to make their own decisions regarding their bodies and identitiesseeking greater acceptance both within the LGBTIQA+ community and in society at large. It is important to remember that each individual is unique. Just as gender identity exists on a spectrum, so does biological sex. There are men with less muscle mass, and women with more body hair, for example...

Transidentity and the transition process

Is transidentity a mental disorder?
Transidentity refers to having a gender identity different from the one assigned at birth. For decades, transidentity was pathologized by the World Health Organization (WHO) in its International Classification of Diseases (ICD). It was only in January 2022 that it was removed from the category of "mental disorders." Instead, the WHO introduced the term "gender incongruence," which remains controversial , as it can imply an "abnormality." This pathologization has long been used to justify human rights violations against trans people. They have been subjected to so-called "conversion" or "reorientation" therapies, abusive psychiatric evaluations, and even forced sterilization.

Is transition mandatory to be trans?
Transition is a process that includes psychological, social, and bodily changes experienced by a trans person. It can be social (changing name, pronouns, or clothing style), administrative (changing legal gender and name), or medical (hormone therapy, surgeries, etc.). A trans person does not have to undergo social, legal, or medical changes to be valid as trans. People under the non-binary umbrella (such as non-binary or genderfluid individuals) can also go through transitions. Each transition is unique and personal. The term "transition" is preferred over "transformation," as the latter can be harmful by ignoring the fact that transition is a long, complex, and intimate process that does not always involve a change in physical appearance.

Challenges faced (discrimination, access to healthcare, social recognition)

Trans people face numerous challenges related to their gender identity, including discrimination, verbal and/or physical violence, and lack of legal recognition, particularly in societies where binary gender categories are strictly enforced. Their transition journey is often long, complex, and filled with obstacles, as transidentity remains stigmatized. These difficulties are especially evident in access to healthcare, employment, and education, and they are even more pronounced for those who belong to other marginalized groups, such as people of color or those from economically disadvantaged backgrounds. In addition to the personal and financial challenges of transitioning, trans individuals frequently face systemic discrimination in their healthcare journey and administrative procedures.

Discrimination and mental health impact on LGBTIQA+ individuals
The Queerphobia/LGBTIQA+phobia is the discrimination specifically related to gender expression or sexuality, targeting individuals or communities perceived as deviating from societal norms. The daily lives of queer individuals remain marked by discrimination and violence worldwide.
There are two main types of discrimination:
Direct discrimination: When an individual is explicitly treated less favorably solely because of their gender identity or sexual orientation.
Example: An employer refuses to hire someone because the person is transgender, believing that transgender individuals are 'mentally unstable' and that this could negatively affect their professional collaboration.
Indirect discrimination: When seemingly neutral and fair rules or practices (applied to everyone) disproportionately disadvantage members of a specific group.
Example: A school that enforces a uniform policy based on sex assigned at birth. Although the rule applies to all students, it discriminates against transgender and non-binary students by forcing them to wear attire that may not reflect their gender expression, affecting their well-being and inclusion.

Even for cisgender individuals, their gender expression may differ from the uniform they are expected to conform to.

Example: Non-binary individuals, who do not identify strictly as male or female, face unique challenges. Everyday situations, such as filling out a form that only allows "male" or "female" options, can create confusion and exclusion. The lack of gender-neutral public restrooms can also lead to safety risks or significant discomfort for non-binary individuals.

Statistics: a growing concern

- In 2021, the NGO Transgender Europe (TGEU) recorded 375 murders of transgender people worldwide, primarily in Latin America. Brazil, Mexico, and the United States reported the highest number of cases.

- A 2020 survey by the European Union Agency for Fundamental Rights (FRA) found that 38% of LGBTIQA+ people in Europe experienced harassment in the past 12 months.

- According to Human Rights Watch, as of 2020, 67 countries (35%) still criminalize same-sex relations, and some impose the death penalty (e.g., Iran, Saudi Arabia, and certain regions of Nigeria).

The challenges of coming out: between self-affirmation and social barriers

What is coming out?

Coming out is a process that involves both the public acknowledgment of one's sexual orientation or gender identity, and the affirmation and acceptance of one's own identity. This journey can be long and complex for some people and can occur at any age, within different spheres of life: among friends, in the family, at work, or in a community. It is a deeply personal decision, and no one is obliged to come out if they do not feel the need to do so.

The six stages of coming out according to psychologist Vivian Cass (1979):

1. Identity confusion: Experiencing doubts and questions about one's sexual orientation or gender identity.
2. Identity comparison: Exploring and comparing one's experiences with those of other LGBTIQA+ individuals.
3. Identity tolerance: Recognizing one's identity, but still having some reservations.
4. Identity acceptance: Gaining a clearer affirmation of one's identity and possibly coming out to some individuals.
5. Identity pride: More openly embracing one's identity and connecting with the LGBTIQA+ community.
6. Identity synthesis: Integrating one's sexual orientation or gender identity into a broader sense of self, where it becomes one aspect of a multifaceted identity.

It is important to note that this process is not always linear: it is a theoretical model proposed by psychologist Vivian Cass, but each person is unique, and so is their coming-out journey.

Challenges and risks of coming out

It is important to recognize that coming out is not a viable option for everyone due to their specific family, social, or professional circumstances. The ability to publicly affirm one's identity without fear of rejection, discrimination, or negative consequences is a privilege held by those in more open and tolerant environments. Unfortunately, this personal choice can sometimes be taken away from an individual when their identity is revealed without their consent. This is known as "outing," which refers to the act of revealing someone's LGBTIQA+ identity without their approval. "Outing" can be extremely harmful, posing serious risks to a person's safety and personal well-being.

The importance of support and safe spaces

Social support and the presence of safe spaces play a crucial role for LGBTIQA+ individuals, whether they have already affirmed their identity, are still questioning it, or are unable to come out due to various limitations. Ensuring inclusive and supportive environments helps foster well-being, safety, and self-acceptance within the community.

Gender expression: between personal identity and social norms

Gender expression refers to how individuals present their gender, particularly through physical appearance and visible characteristics. It is distinct from gender identity, which reflects how a person internally perceives their own gender. Gender expression can align with societal representations of femininity (dresses, makeup, etc.) or masculinity (short hair, visible body hair, etc.). However, gender expression can also challenge norms and exist on a spectrum beyond the binary, allowing for a wide range of possibilities. Gender expression and gender identity do not always align; for example, someone may not identify as a woman but still have a very feminine gender expression. Art forms like drag and voguing highlight this freedom of gender expression. Drag involves exaggerating elements of femininity or masculinity, often in a performance context, while voguing, which emerged from LGBTIQA+ ballroom culture in Black and Latinx communities, is a dance form that plays with gender postures and attitudes. These practices demonstrate that gender expression can be fluid, creative, and independent of imposed norms.

How to promote gender identities and the LGBTIQA+ community in communities

Promoting the understanding, acceptance, and rights of gender identities and the LGBTIQA+ community is fundamental to building truly inclusive and just communities. Youth workers play a crucial role in this process. Here are key approaches to fostering inclusion:

Education and awareness:
- **Workshops and information sessions:** Organize interactive workshops for young people and educators that address the diversity of gender identities and sexual orientations. These sessions should include clear definitions, explanations of the difference between sex, gender, and orientation, and debunk common myths.
- **Personal stories and testimonials:** Invite members of the LGBTIQA+ community (when appropriate and safe for them) to share their personal experiences. Human stories are powerful in generating empathy and understanding.
- **Critical media literacy:** Analyze how media (movies, series, social media, news) represent the LGBTIQA+ community. Discuss stereotypes, positive representation, and lack of visibility.
- **Accessible educational resources:** Provide educational materials (brochures, links to reliable websites, books) that are easy to understand and offer accurate information on gender identities and sexual orientation.

Creating Safe and Inclusive Spaces:
- **Explicit support environments:** Clearly state that the youth center, school, or community space is a safe place for LGBTIQA+ individuals. Display supportive signs (e.g., rainbow flags, "Safe Space" stickers).
- **Support and alliance groups** (gsas - gay-straight alliances): Facilitate the creation of groups where LGBTIQA+ youth and their allies can meet, share experiences, get support, and organize activities.

- **Clear, non-discriminatory policies:** Ensure that the center's code of conduct and policies explicitly prohibit discrimination based on gender identity and sexual orientation, and that procedures for reporting incidents are known and effective.
- **Consistent use of pronouns and names:** Model and promote the correct use of everyone's preferred pronouns and names. Implement practices that allow young people to indicate their preferred pronouns (e.g., badges, introductions).
- **Gender-neutral restrooms:** If possible and appropriate for the context, advocate for the availability of gender-neutral restrooms to ensure that all individuals feel safe and comfortable.

Challenging prejudice and discrimination:

- **Active bystander intervention:** Train young people and staff on how to safely and effectively intervene when they witness homophobic, transphobic, or biphobic comments, harassment, or discrimination.
- **Fostering open dialogue:** Create opportunities for young people to ask questions and express their doubts in a respectful and educational environment, dispelling ignorance rather than shame.
- **Awareness campaigns:** Organize campaigns or events in the community that celebrate LGBTIQA+ diversity, such as International LGBTIQA+ Pride Day, Trans Visibility Day, etc., to increase visibility and normalization.
- **Addressing misgendering and deadnaming:** Educate young people about the harm caused by these practices and foster a culture of respect for each person's chosen name and gender identity.

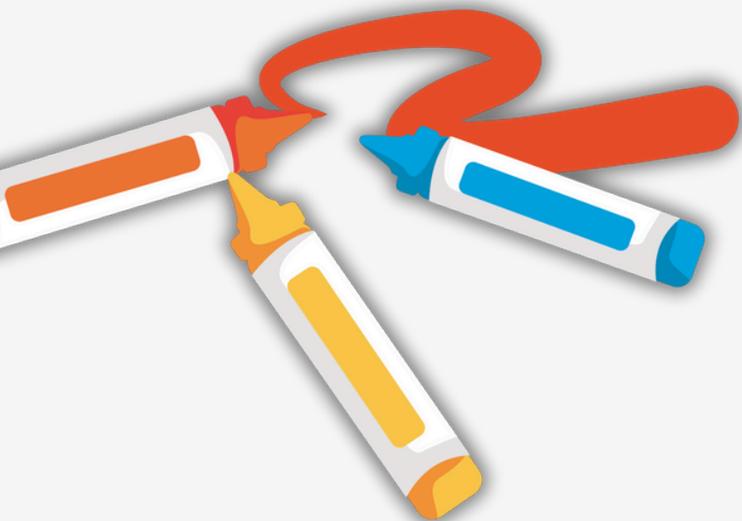### Promoting alliance and youth leadership:

Ally training: Develop training programs for young people who wish to be effective allies of the LGBTIQA+ community, teaching them how to educate others, advocate, and support their peers.

- **Empowerment of LGBTIQA+ youth:** Offer leadership opportunities for LGBTIQA+ youth in program planning and execution, allowing them to shape their own initiatives.

- **Collaboration with LGBTIQA+ organizations:** Work in conjunction with local and national organizations specializing in LGBTIQA+ rights and support to access their expertise and resources.

By implementing these strategies, youth workers can empower young people to become agents of change, building more just, equitable, and welcoming communities for all gender identities and sexual orientations.

Agenzia Italiana per la Gioventù

Co-funded by the European Union

Erasmus+
Arricchisce la vita, apre la mente.
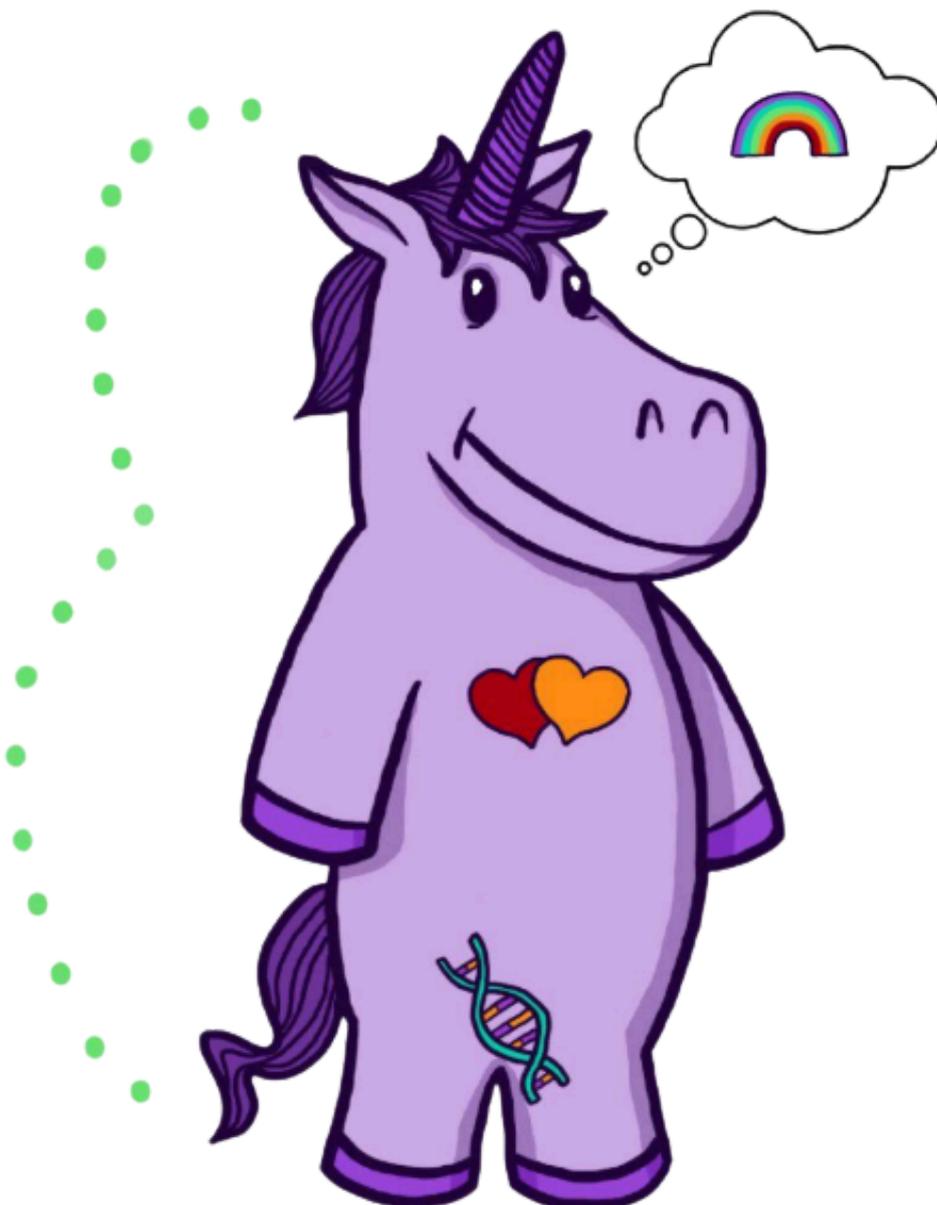
NON-FORMAL EDUCATION (NFE) ACTIVITIES

Here are several non-formal education activities designed for youth workers to explore concepts of gender identities and the LGBTIQA+ community with young people in a participatory, empathetic, and reflective manner.

Agenzia Italiana per la Gioventù

Co-funded by the European Union

Erasmus+
Arricchisce la vita, apre la mente.

"The Unicorn"

Duration: 30 min

ACTIVITY 1

Appendix

Definitions :

Gender identity: Gender identity is an inner sense of belonging to a gender category. It can correspond to the sex assigned at birth based on the body and genitalia (cisgender), but it can also be different (transgender).

Sexual orientation: Sexual orientation is about who you're attracted to physically or sexually. There are lots of different sexual orientations (lesbian, gay, bisexual, heterosexual, etc.).

Romantic orientation: Romantic orientation defines who you are emotionally and emotionally attracted to. It is different and distinct from sexual orientation. Although many people feel both, romantic attraction can exist without sexual attraction.

Sex assigned at birth: You are assigned your sex at birth, based on your bodily appearance: at birth, doctors declare whether you are a "male", a "female" or an intersex person, depending on a number of factors.

Gender expression: Gender expression is how you express your gender to the world and/or how it is perceived by the world (usually via the way you dress, hairstyle, make-up, etc.).

✳ **Objectives:**
Familiarize participants with terms and concepts of gender identity, sexual/romantic orientation, gender expression, and sex assigned at birth, and learn to differentiate them.

Gain a better understanding of these concepts through simple and reclaimable definitions.

Allow participants to access this knowledge through a channel other than ideology or "for-or-against" arguments.

✳ **Subjects involved:** Civic education, citizenship studies, gender studies, contemporary history, sociology, social psychology, visual arts, communication.

Number of participants: 15-20 participants

Materials and resources:

Whiteboard or flipchart
Whiteboard marker
Printed copies of the unicorn and definition (see appendix)

This activity is from the LoveAct project:
https://thegendertalk.eu/media/annex-activity-sheets-en.pdf

Agenzia Italiana per la Gioventù

Co-funded by the European Union

Erasmus+
Arricchisce la vita, apre la mente.

1

Before the activity: Read the list of definitions in the appendix.

2

How to set up the activity:
- Ask participants to form groups of 3 or 4.
- Distribute a unicorn, a definition sheet, and a pen to each group.
- Ask them to place the concepts in the empty spaces on the unicorn. Meanwhile, draw the unicorn on the board and add arrows to the elements to be placed.
- When everyone has finished, each group reads a definition and says where they placed it on the unicorn. Check if everyone agrees.
- For each definition, you can ask: "Do you know any elements that refer to this word/concept?" This can help introduce the next activity.

Examples of words associated with each part of the unicorn:
- Sexual orientation: hetero, bi, pan, lesbian, etc.
- Romantic orientation: heteroromantic, biromantic, homoromantic, etc.
- Sex assigned at birth: female, male, intersex
- Gender expression: feminine, masculine, etc.
- Gender identity: woman, man, non-binary, etc.

"The glossary"

Duration: 1 hour

ACTIVITY 2

✳ **Objectives:**

Increase participants' knowledge of queer vocabulary.

Limit stereotypes by learning true definitions.

Raise awareness about discrimination by providing details about queerphobic violence.
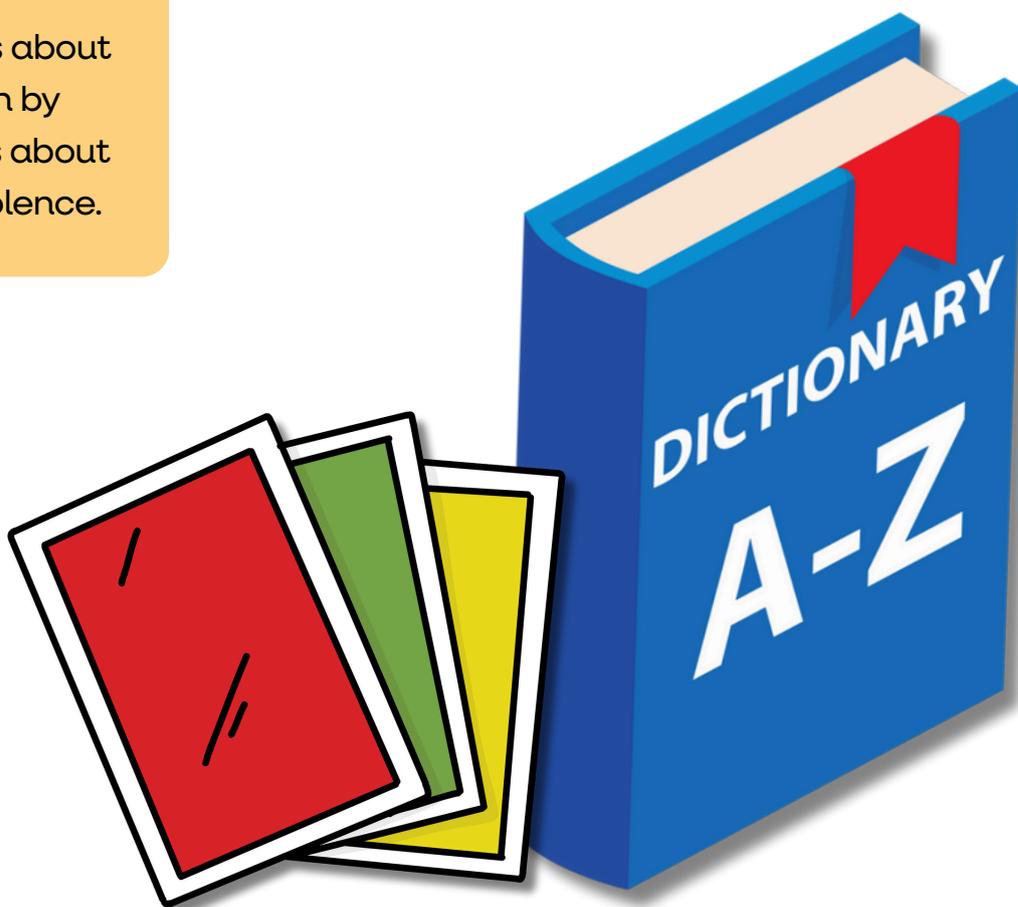
✳ **Materials and resources:**
- Enough printed glossaries for each group.
- A sheet of paper for each group.
- A pen for each group.

Number of participants:
15-20 participants

DICTIONARY A-Z

Agenzia Italiana per la Gioventù

Co-funded by the European Union

Erasmus+
Arricchisce la vita, apre la mente.

1

Before the activity: Make sure to read the list of definitions in this chapter's dictionary. Print double-sided glossary cards (see appendix). Terms are on the front, and their definitions are on the back.

2

How to set up the activity:

- Put participants into small groups.
- Distribute the glossary in order.
- Give them the following instructions: "You must take the cards one by one, see if you know the word written on them, and establish a common definition. Once you agree on a definition, flip the card and read the one we propose. If any of the definitions are unclear or if you don't agree, write all your questions and/or suggestions on a piece of paper."
- Allow 30 minutes to review all cards.
- Return to the plenary session, ask if there are any questions or suggestions, and review certain terms if deemed necessary.

The glossary card template

"Privilege market"

Duration: 20 min

ACTIVITY 3

✳ **Objectives:**
Understand the impact of discrimination and queerphobic prejudices on affected individuals.

Foster empathy among participants toward queer people.

Realize that discrimination mechanisms infiltrate all facets of a person's life.

✳ **Materials and resources:**
1.   Privilege sheet
2.   €100 bills
3.   Pens
4.   A spacious and clear room

Number of participants:
minimum 3

Privilege market

Agenzia Italiana per la Gioventù

Co-funded by the European Union

Erasmus+
Arricchisce la vita, apre la mente.

1

Before the activity: Print fake bills (€100 bills) and the "privilege cards" sheet (see Appendix).

2

How to set up the activity:

- Form small groups of 3 to 5 participants.
- Distribute a privilege sheet to each group and explain how the activity will unfold: "Imagine that we live in a world where you don't have access to any of the privileges listed on the sheet. Now I will give you a certain amount of money to buy these privileges. Each privilege costs €100. As a group, discuss and decide which prileges you want to buy."
- Distribute the fake money to each group. You can vary the amounts (e.g., from €300 to €900) to create initial inequality.
- Allow 20 minutes for group discussion. Each group should mark the privileges they choose to buy with a pen or marker.
- Return to a plenary session where each group presents which privileges they chose and explains why.
- Facilitate a group discussion by asking questions such as:
  a. Was it easy or difficult to choose privileges?
  b. Was there anything that surprised or frustrated you?
  c. What type of person do you think has access to most privileges? Which one has access to the least?
  d. Why do you think each group received a different amount of money? → Because even within the LGBTIQA+ community, people are born with different levels of privilege and oppression. A white gay man, a racialized trans woman, and a lesbian with a disability experience different realities.

3

Conclusion: Conclude the activity by sharing statistics or data that support the structural nature of discrimination in society.

- **For example (French context):** According to SOS Homophobia's 2024 report on LGBTIQA+phobias in France, 77% of LGBTIQA+phobia cases manifest within the family in the form of rejection and insults (41%), often from parents.
- In public places, out of 241 cases recorded in 2024, 69% involved insults and 42% physical assaults.
- In schools, 55% of victims are under 18, and most cases involve students, both as victims and perpetrators. The main manifestations of LGBTIQA+phobia are rejection (77%), insults (50%), and harassment (49%).

Appendix

- I don't have to hide my romantic and/or sexual relationship for fear of people's reactions.
- I've never been afraid to hold my partner's hand in public.
- I've never had to change the way I speak, dress, or behave to avoid being perceived as LGBTIQA+.
- I'm not afraid of being rejected by my family because of my gender identity or sexual orientation.
- I can freely talk about my relationships with my family.
- I've never had to do a "coming out" to my family.
- I always receive appropriate healthcare because medical professionals are trained and do not question my sexual orientation or gender identity.
- I've never avoided a medical appointment out of fear of discrimination.
- I don't have to explain my gender identity to a healthcare provider.
- I've never been afraid that revealing my LGBTIQA+ identity could harm my career.
- I was never bullied at school because of my real or supposed sexual orientation or gender identity.
- I can display photos of my partner on my desk without fear.
- I've never had to check a country's laws before traveling to see if my identity is criminalized.
- I've never feared for my physical safety because of my physical appearance or gender expression.
- I don't have to justify the legitimacy of my identity to administrative services.
- I grew up seeing characters in the media (films, TV shows, books, newspapers, etc.) who shared my sexual orientation or gender identity.
- I've never felt that my identity was seen as a "trend" or a "phase".
- I've never had to educate others about my gender identity or sexual orientation.
- I see fictional characters who share my sexual orientation often getting happy endings in movies or TV shows.

Resources

To enrich the work with young people on gender identities and the LGBTIQA+ community, it is essential to have resources that provide accurate information, support, and diverse perspectives. Below are suggested relevant materials and organizations.

Books

"All boys aren't blue" – George M. Johnson.
This memoir by George M. Johnson recounts their journey as a young, Black, queer, and non-binary person. Through personal stories, they share their challenging childhood, their adolescence marked by identity searching, and their first sexual experiences. Johnson addresses themes such as homophobia, racism, and the challenges of navigating an unconventional masculinity in a society that imposes strict norms. It is an honest and raw book that blends personal testimony with reflection on the social struggles faced by LGBTIQA+ people of color.

"Queer: a graphic history" – Meg-John Barker, Jules Scheele.

"Queer: A Graphic History" is an illustrated book that explores the basic concepts of queer theory in an accessible and visually engaging way. Through simple drawings and clear explanations, the authors present essential concepts such as gender, sexuality, and how social norms are constructed and contested. They also explain important figures in queer theory like Judith Butler and Michel Foucault. This book is an excellent starting point for anyone who wants to understand the complex ideas of queer theory, all while being captivated by modern illustrations.
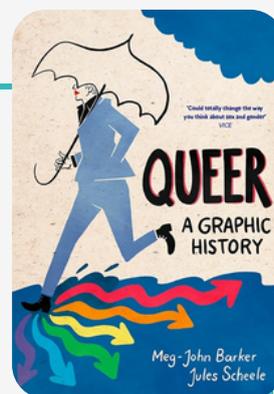
"The last one" – Fatima Daas.

"The last one" is a poignant novel by Fatima Daas, a young Muslim lesbian author, telling her story of navigating her Algerian heritage, her Muslim faith, and her queer identity. Through fragments of her life, Fatima explores her internal struggles and conflicts with family and societal homophobia, as well as her desire to be authentic. The book offers a unique perspective on the difficulty of navigating multiple identities at once, especially for young people from cultural and religious minorities. It is a story of self-discovery and resistance to marginalization.

"Everything you ever wanted to know about trans (but were afraid to ask)" – Brynn Tannehill.

In this comprehensive guide, Brynn Tannehill, a trans woman and activist, answers the most common and often misunderstood questions about trans people. The book covers a wide range of topics: transition, medical treatments, discrimination, the social and psychological aspects of the trans experience, and the challenges trans people face. Tannehill demystifies many misconceptions and provides factual and accurate information, approaching the issues in a human and accessible way. It is an essential resource for anyone who wants to understand the realities of trans people without judgment.
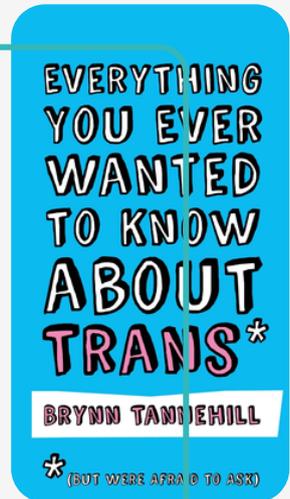
Articles

"**The reception of LGBTIQA+ refugees in Europe**" – Pour la Solidarité.

This article from Pour la Solidarité delves into the unique challenges faced by LGBTIQA+ refugees and asylum seekers in Europe, highlighting how many are forced to flee their home countries due to persecution based on their sexual orientation, gender identity, or expression (SOGI), often facing dual vulnerability upon arrival. The study critically examines existing asylum norms and procedures based on SOGI across various European countries,

including Belgium, France, Italy, and Spain, drawing on international reports and organizational insights. It also references the "Rainbow Welcome!" project, aiming to develop essential awareness and training tools for professionals, thereby striving to improve the reception and integration of LGBTIQA+ refugees in Europe.

https://pourlasolidarite.eu/en/publication/reception-lgbtiq-refugees-europe/

"**An evidence-based framework for supporting older lgbtiqa+ adults in rural communities: findings from the lgbtiqa+ social networks, aging, and policy study**" – OXFORD Academy.

This article examines the significant challenges faced by older LGBTIQA+ adults in rural U.S. South, such as limited access to affirming healthcare, discrimination, stigma, and social isolation exacerbated by rural hospital closures and conscientious objection laws. Despite these obstacles, the study highlights their resilience and reliance on "chosen families" for support, ultimately emphasizing the urgent need for policymakers to expand LGBTIQA+ inclusive data, target funding, and implement policy initiatives to address health disparities in these communities.

https://academic.oup.com/ppar/article/34/4/150/7908475

Films

"Laurence anyways" (2012, Xavier Dolan)

This film offers a deep and direct exploration of transgender identity and the transition process. It follows Laurence's journey as she decides to live as a woman, and the profound impact this decision has on her relationships and society. It's crucial for understanding the trans experience, acceptance, and the emotional and social challenges involved.

"Joyland" (2022, Saim Sadiq)

Set in Pakistan, this film provides a poignant look at transgender identity and the complexities of masculinity and gender roles within a specific cultural context. The central relationship involving a trans dancer illuminates the lives of trans individuals and the societal, familial, and personal pressures related to gender identity and expression.

"But I'm a Cheerleader" (1999, Jamie Babbit)

While often associated with lesbian identity, this satirical comedy is highly relevant to gender identities due to its sharp critique of the imposition of binary, heteronormative gender roles and expressions. It humorously yet incisively portrays how society attempts to "correct" or force individuals into specific gender molds, making it valuable for discussing gender non-conformity and performativity.

Documentaries

"Paris is burning" (1990) - Jennie Livingston.

A film classic documenting the ballroom culture in New York City in the late 80s, offering a window into the lives of young Black and Latinx LGBTIQA+ individuals, most of them trans or drag. It explores themes of identity, community, race, class, gender, and sexuality, showing how art and self-expression can be a form of resistance and resilience in the face of discrimination.

"Disclosure" (2020, Sam Feder)

Documentary directed by Sam Feder (Netflix). This documentary examines the representation of trans people in film and television, and how these representations have shaped public perceptions of trans identity. Featuring prominent trans figures, "Disclosure" offers a critical and historical look at the impact of media on transphobia and trans visibility. It is a powerful resource for debating media representation and its effects.

Series

"Sex Education" (Netflix)

This series is incredibly relevant due to its open, honest, and educational approach to a wide range of topics concerning sexuality, relationships, and, crucially, gender identities and sexual orientation. It sensitively and explicitly addresses the doubts,

Fears, and experiences of young people discovering who they are. Trans and non-binary characters are well-developed and their stories are integral to the narrative, offering multiple entry points for discussions with young people about self-acceptance, respect, and diversity. Its overall tone is inclusive and often very insightful.

"Heartstopper" (Netflix)

An exceptionally positive and heartwarming series, "Heartstopper" tackles LGBTIQA+ identity in adolescence in a very accessible and affirming way. While its primary focus is often on sexual orientation (gay/lesbian), it also features non-binary characters and explores the complexities of identity formation in a manner that deeply resonates with young audiences. Its hopeful tone and the portrayal of healthy relationships and mutual support make it an excellent choice for fostering empathy and understanding in youth settings.

"Pose" (FX)

Though aimed at a more mature audience and dealing with complex themes (racism, HIV/AIDS, survival), "Pose"'s relevance for gender identities, especially transgender identity, is immense. A significant portion of its cast and main characters are trans women of color, and the series offers a deep, authentic visualization of their lives, struggles, dreams, and the formation of "chosen families" within New York's ball culture scene. For youth workers, it can be a powerful resource for understanding the historical and social context of the trans community, resilience, and the vital importance of community, though its content would require careful handling and adaptation depending on the age group.
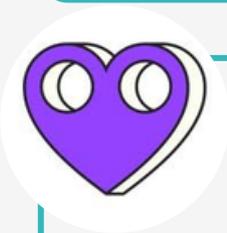
key organizations

ILGA-Europe: An organization advocating for the rights of LGBTIQA+ people across Europe through policy advocacy, research, and support for local activists. **Website: https://ilga.org/**

Transgender Europe (TGEU): A network fighting for the rights and protection of transgender people in Europe through legal action, awareness-raising, and community support.
Website: https://tgeu.org/

IGLYO (International LGBTIQA+ Youth & Student Organisation): An organization specifically representing and supporting LGBTIQA+ youth in Europe through education, leadership development, and campaigns tailored to their needs.

OII Europe (Organisation Intersex International Europe): An association protecting the rights of intersex people by fighting against non-consensual medical interventions and promoting legal recognition of intersex individuals.

Rainbow Welcome: A European initiative working to improve the reception and integration of LGBTIQA+ asylum seekers and refugees by providing training and resources to reception services.

OutRight International: A global organization working to advance the human rights of LGBTIQA+ people around the world. They conduct research, advocate for policy changes, and support grassroots activists.
Website: https://outrightinternational.org/

FELGTBI+ (Federación Estatal de Lesbianas, Gais, Trans, Bisexuales, Intersexuales y Más): A Spanish organization that brings together more than 50 LGBTIQA+ entities from across the territory. They are dedicated to defending rights, raising visibility, and educating about sexual and gender diversity in Spain. Website: https://felgtbi.org/ (This is a specific example for Spain; you might consider looking for similar local organizations for your specific context).

Agenzia Italiana per la Gioventù

Co-funded by the European Union

Erasmus+
Arricchisce la vita, apre la mente.

Glossary of key terms:

For clear understanding and common language, the essential terms of this module are presented:

LGBTIQA+: Acronym representing Lesbian, Gay, Bisexual, Transgender, Intersex, Queer, Asexual individuals, and other gender identities and sexual minorities.

Gender identity: An individual's deep and personal sense of being a man, woman, both, neither, or somewhere on the gender spectrum. It may or may not correspond to the sex assigned at birth, based on body and genitals (cisgender), but it can also be different (transgender).

Sexual orientation: Refers to the emotional, romantic, and/or sexual attraction a person feels toward other people. There are many different sexual orientations (lesbian, gay, bisexual, heterosexual, etc.).

Sex assigned at Birth: The classification of a person as male or female at birth, based on observable biological characteristics (genitals). At birth, doctors declare whether you are "male," "female," or intersex, depending on a number of factors.

Cisgender: A person whose gender identity aligns with the sex they were assigned at birth. For example, a person born with a vulva, considered a girl as a child, and who now feels like a woman, is a cisgender woman.

Transgender: A person whose gender identity does not align with the sex they were assigned at birth. For example, a person born with a vulva, who was considered a girl as a child and now feels like a boy, is a transgender man.

Queer: An umbrella term or identity used by people who do not conform to traditional gender and/or sexuality norms. It is often used to describe fluid and non-binary identities.
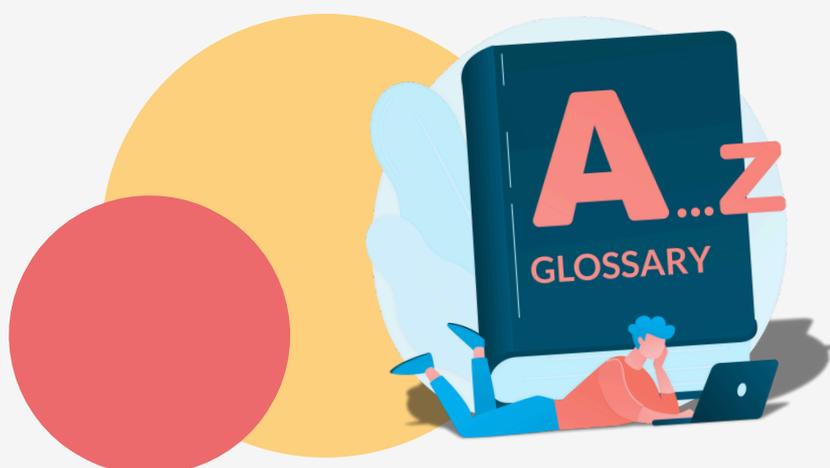
Intersex: A person born with sex characteristics (genitals, gonads, chromosomes, etc.) that do not fit typical binary definitions of "male" or "female." For example, a baby born with a penis and vulva, or with a vulva and testosterone (so when the child grows up, they will have more body hair than the average girl), etc. This is not a disease or a disability. Intersex people represent 1.7% of the population.

Asexual: A person who experiences little or no sexual attraction to other people. This does not mean they never have sex, but that sex provides them with little or no pleasure, and it is not an activity that particularly interests them.

Agender: A person who does not identify with any gender, or considers themselves genderless.

Pansexual: A person who experiences sexual, romantic, or emotional attraction to other people regardless of their sex, gender identity, or gender expression. A pansexual person is attracted to all genders without distinction or preference.

Non-Binary: A person whose gender identity is not exclusively male or female. They may identify as a combination of genders, genderless, or with a different gender.

Genderfluid: A person whose gender identity is not fixed and may change or fluctuate over time (from day to day, or week to week, for example). A genderfluid person may feel male at one moment, female at another, for example.

Sexism: Discrimination or prejudice based on a person's sex or gender. It reinforces rigid gender roles and expectations.

Homophobia: Fear, irrational aversion, or discrimination towards homosexual people.

Transphobia: Fear, irrational aversion, or discrimination towards transgender people. It often includes *misgendering* and *deadnaming*.

Biphobia: Fear, irrational aversion, or discrimination against bisexual people, often based on stereotypes or the denial of their sexual orientation.

Intersectionality: An analytical framework that recognizes how an individual's various social identities (such as gender, race, social class, sexuality, disability) intersect and overlap to create unique experiences of discrimination and/or privilege.

Misgendering: The act of using pronouns, articles, or gendered language that does not correspond with a person's gender identity. It is considered a form of violence and disrespect for identity.

Deadname: The birth name of a trans or non-binary person who has changed their name. Using this name (when the new one is known) is disrespectful and considered a form of violence that denies the person's current identity.

Coming Out: The personal process by which an LGBTIQA+ person reveals their sexual orientation or gender identity to others. It is an ongoing and personal journey.

Ally: A person (often cisgender and/or heterosexual) who actively supports the rights, dignity, and inclusion of the LGBTIQA+ community. They play a crucial role in education and the fight against discrimination.

Transition: The process by which a transgender person aligns their external presentation and/or their body with their gender identity. It can include social changes (name, pronouns, clothing), legal changes (documentation), and/or medical changes (hormone therapy, surgeries). Transitions are diverse and personal and can be long and complicated.

THANK YOU!

This document was drafted with the participation of :

2024-1-ES02-KA210-YOU-000253858, Erasmus+