



# **BSU Presents- Community Conversations** **Sexualities and Gender Identities-** **Understanding Ourselves and Others**

April 27, 2021



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**Debbie Guelda, PhD**

Director of the BSU Community Engagement Council



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**Kathryn Klement**

Department of Psychology, Northwoods Queer Outreach



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# Defining Terms

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## What is gender identity?

- Psychological representation of how we perceive our own gender
- Most commonly binary: man or woman
- Most often aligned with gender assigned at birth, or **cisgender**
- Sometimes not, though – that's what being **transgender** is
- Some transgender folks are **nonbinary**, neither man nor woman



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## What is sexual identity?

- Psychological representation of how we are sexually attracted to others (if at all)
- Most people are **straight**, or cross-gender attracted
- Some people are **gay/lesbian**, or same-gender attracted
- People can also be attracted to multiple genders – that is **bisexual** or **pansexual**
- Some people don't experience sexual attraction or only under certain conditions: **asexual**



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## What is romantic identity?

- Psychological representation of how we are romantically attracted to others (if at all)
- Most people are **heteroromantic**, or cross-gender attracted
- Some people are **homoromantic**, or same-gender attracted
- People can also be attracted to multiple genders – that is **biromantic** or **panromantic**
- Some people don't experience romantic attraction or only under certain conditions: **aromantic**
- People can have different sexual and romantic identities!



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# LGBTQIAAP2S+



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## Using considerate language + related concepts

- Words like “homosexual” and “transsexual” are historically harmful and outdated
- It’s ok to ask someone’s pronouns if you aren’t sure
- **Deadnaming** is using a person’s birthname when they use a chosen name – this feels bad
- **Misgendering** is using the wrong pronouns (even if it’s accidental) – this feels bad
- Not all trans people want to “pass” as cis people
- **Homophobia** is prejudice against queer people
- **Transphobia** and **transmisogyny** are prejudice against trans people and trans women





**Colleen Bakken**

General Manager of Harmony Food Co-op



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harmony

FOOD CO-OP

**Whole Foods. Community Owned.**

**Everyone Welcome.**



RESTROOM



**New Employee Information Record**

**Updated Employee Information Record**

Date: \_\_\_\_\_

**PERSONAL INFORMATION**

Legal Name \_\_\_\_\_

Social Security Number \_\_\_\_\_

**Identifying Name** \_\_\_\_\_

Employee Number \_\_\_\_\_

Address \_\_\_\_\_

Home Phone \_\_\_\_\_

City/State/Zip \_\_\_\_\_

Cell Phone \_\_\_\_\_

Birthdate \_\_\_\_\_

Email Address \_\_\_\_\_

Are you a citizen of the U.S. or do you have a visa allowing you to work in the U.S.?  Yes  No

**Identifying pronouns** \_\_\_\_\_

**SPECIALIZED SKILLS AND TRAINING**

\_\_\_\_\_  
\_\_\_\_\_

**EMERGENCY CONTACT INFORMATION**

Contact Person \_\_\_\_\_

Contact Phone Number \_\_\_\_\_

Medical Alerts (if any) \_\_\_\_\_

**HARMONY CO-OP EMPLOYMENT STATUS**

Supervisor \_\_\_\_\_

Position \_\_\_\_\_

Employment Entry Date \_\_\_\_\_

Department \_\_\_\_\_

Employment Category \_\_\_\_\_

Entry Wage \_\_\_\_\_

Probation Review Date \_\_\_\_\_

Orientation Date \_\_\_\_\_

\_\_\_\_\_  
**Employee Signature**

\_\_\_\_\_  
**Supervisor Signature**

<b>EMPLOYEE STATUS CHANGE</b>
Date _____
Updated Position Title _____
Updated Wage _____
Updated Employee Category _____
Supervisor Signature _____

<input type="checkbox"/> Part-time
<input type="checkbox"/> Full-time*
<input type="checkbox"/> Season full-time*
<small>*full-time=32 reg. hrs/week</small>

<input type="checkbox"/> Create SMS User
<input type="checkbox"/> Add customer account in SMS
<input type="checkbox"/> Update Staff Files spreadsheet


How may I help you?



**Colleen B.**

**General Manager**

she/her/hers

 **Harmony Food Co-op**



**Solar Hong**

**Coordinator of Student Center for Diversity, Equity, and Inclusion**



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# Sexuality & Gender Identities

Dr. Solar Hong • Student Center for Diversity, Equity, and Inclusion

## How Culture Impacts Sexuality and Gender Identities

- Conservative culture
- Stereotypes of gender roles
  - Appearance and dressing style

## How Social Pressure Impacts Sexuality and Gender Identities

- “Don’t ask, don’t tell” in most settings, in family and professional settings, certainly in academics.
- Need to be very outstanding to “exchange” for the “freedom” of being true to oneself
  - To earn respect from peers
  - To earn recognition from teachers
  - Challenges as student-athlete



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**Kate Larson**

Department of Psychology, Northwoods Queer Outreach



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**What is the  
NQO?**

# How NQO Got Here

Serving as advisors for the Phoenix

Teaching Human Sexuality

Being in the Psychology Department

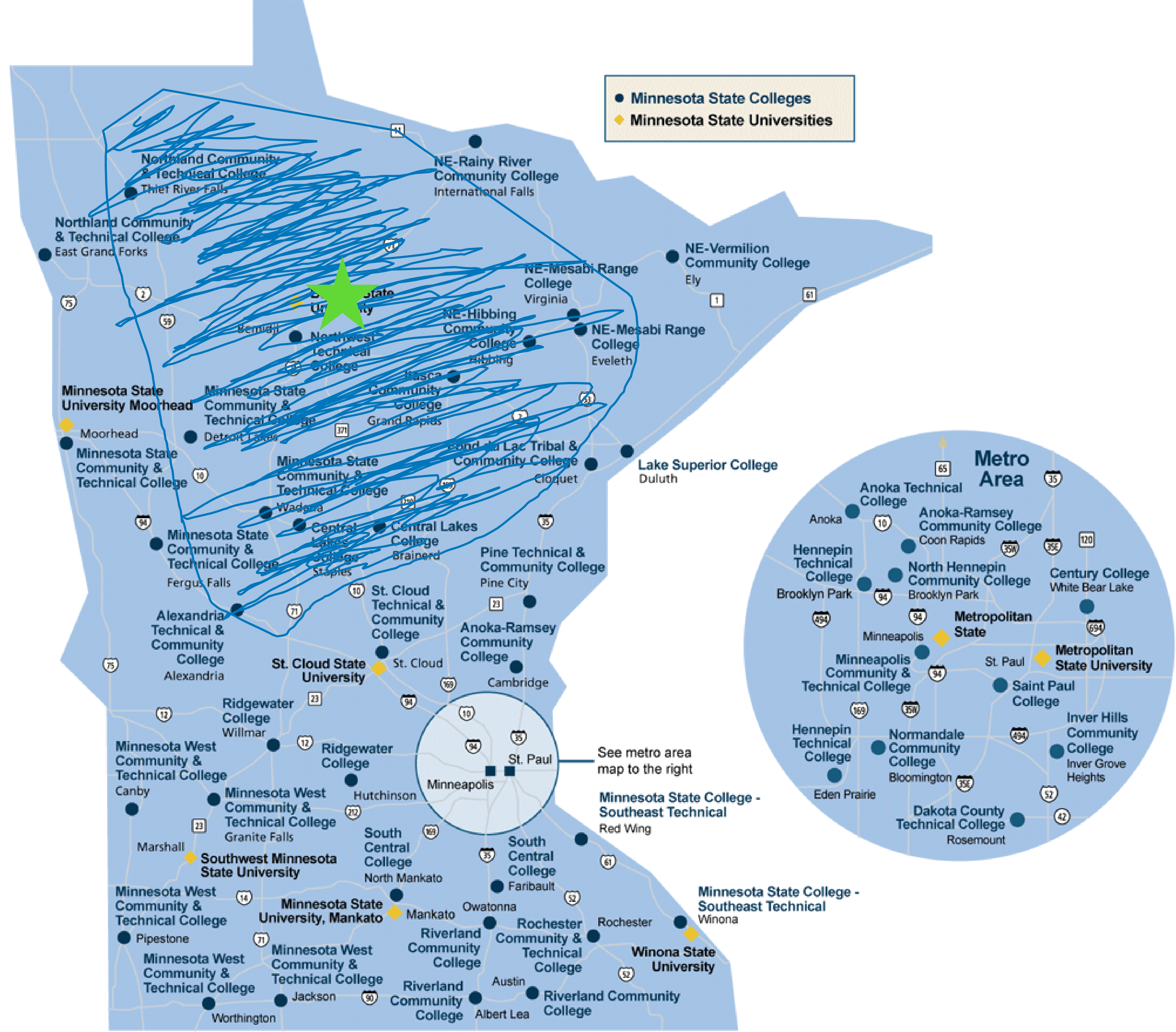
# Small victory...not enough

Phoenix previously had space on campus

Center for Diversity, Equity, & Inclusion

Nothing solely dedicated to queer & trans students

BSU/NTC are  
in the middle of  
a blank spot of  
services for  
queer and  
trans folks in  
MN



# Enter the NQO

Remove labor from Phoenix students

Provide education on gender/sexuality

Establish connections within  
community

Offer financial support for student development

# What is the NQO?

The Northwoods Queer Outreach is an initiative that aims to increase queer and transgender representation, support and acceptance across campus and within the Bemidji community.

Resources \* Training \* Connection





**Sarah Cronin**  
Department of Psychology



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## Chad Museus

Bemidji Police Department/ co-owner and president of Nature's Edge Garden Center



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**YOUR QUESTIONS**  
**Please use the Q&A tool**



**BSU Campus Forum**

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**THANK YOU!**  
**Please join us for**  
**Community Conversations again in the**  
**Fall!**



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