

**PROFESSIONAL DEVELOPMENT
JUVENILE PROBATION | SUPERVISION OFFICER COURSE
Gender and Sexuality | A Changing Perspective**



PARTICIPANT GUIDE

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Gender and Sexuality | A Changing Perspective

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INTRODUCTION

This course examines sexual orientation, gender identity, and gender expression (SOGIE) related issues in the juvenile justice system.

Video | Love is All You Need

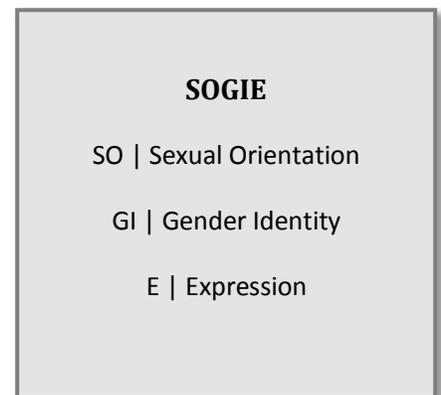
PERFORMANCE OBJECTIVES

1. Explain the differences between sexual orientation, gender identity, and gender expression (SOGIE).
2. Examine the impact of bias on the lesbian, gay, bisexual, and transgender (LGBT) community.
3. Outline strategies for supporting LGBT juveniles in the juvenile justice system.

NOTES

SECTION I: UNDERSTANDING SOGIE

- Assumptions made about LGBT identity
- LGBT juveniles encounter challenges
 - Overrepresentation
 - Homelessness
 - Foster Care
 - Juvenile Justice system



SOGIE Today

- Identified as early as age four
- Expressed in unique ways
- Often coupled with intersectionality
- Repeatedly misunderstood

ACTIVITY: SOGIE TERMS

Instructions: Match the term on the left with the correct definition on the right by placing a letter from the definitions column on the blank line next to the appropriate term.

—	Term	Definition
—	1. Sexual Orientation	A. A person who does not identify as LGBT but supports and promotes rights and equality for LGBT people.
—	2. Ally	B. How individuals communicate their gender to others.
—	3. Gender Identity	C. Being unsure of, or in the process of, or discovering sexual orientation, gender identity, or gender expression.
—	4. Cisgender	D. A person whose gender identity and sex assigned at birth do not match.
—	5. Transsexual	E. An umbrella term used to refer to all LGBT people.
—	6. Drag Queen	F. A person whose gender identity does not conform to their gender assigned at birth and who often seek medical treatment to bring their body and gender identity into alignment.
—	7. Gender Expression	G. A person's internal identification or self-image as male, female, something in between, or outside of the male/female binary.
—	8. Queer	H. A male/man who dresses as a female/woman, typically as a performance.
—	9. Transgender	I. An attraction to others shaped at an early age (usually by about the age of ten).
—	10. Questioning	J. A person whose gender identity matches his or her sex assigned at birth.

SOGIE Spectrums

BIOLOGICAL SEX
Organs and hormones a person is born with

SEXUAL ORIENTATION
Who a person is attracted to

GENDER IDENTITY
How a person identifies internally

GENDER EXPRESSION
How a person demonstrates their identity

ACTIVITY: SOGIE MATCH-UP

Instructions: Place each word from the word bank in the proper category. A word may be placed in more than one category.

WORD BANK			
Lesbian	Male	Androgynous	Masculine
Intersex	Heterosexual	Man	Transgender
Gay	Gender Non-Conforming	Feminine	Genderqueer
Female		Woman	Queer
Bisexual	Asexual		

SEX	SEXUAL ORIENTATION	GENDER	
Biology	Attraction	Identity	Expression

SECTION II: CHALLENGING BIAS

BIAS

A personal, generalized preference for or against something which may interfere with impartiality.

ACTIVITY: JUST THE FACTS

Instructions: Read each statement. Decide if the statement is a myth or a fact by circling M for Myth or F for Fact.

- | | | |
|--|-------------|-------------|
| 1. Based on their age, juveniles cannot know they are LGBT. | Myth | Fact |
| 2. Being transgender is different from being gay. | Myth | Fact |
| 3. In the LGBT community, sexual orientation and gender identity are matters of personal choice. | Myth | Fact |
| 4. Transgender kids are just “acting out” and trying to get attention. | Myth | Fact |
| 5. LGBT juveniles are mentally ill and sexual predators. | Myth | Fact |
| 6. People’s gender expression always reflects their gender identity. | Myth | Fact |

Types of Bias

- Overt
- Internal
- Unconscious | Implicit

Personal SOGIE Beliefs

- Individual
- Will manifest in interactions
- Professional guidelines must prevail

Responding to Bias

- Use “My Child” test
- Make objective decisions
- Be self-aware
- Avoid participating in disparaging jokes
- Be supportive and nonjudgmental

NOTES

SECTION III: LGBT SUPPORT IN JUVENILE JUSTICE

Pathways to Juvenile Justice System

- Family rejection
- Harassment in school or prior placements
- Isolation, low self-esteem, depression

PREA

- Assessment within 72 hours
- Protects juveniles against sexual abuse
- SOGIE private and confidential
- Prohibits cross-gender searches

Inclusive Strategies

▪ **Communication**

- Avoid judgmental or disrespectful words
 - lifestyle
 - choice
 - friend
 - homosexual
- Use chosen names and pronouns
- Be aware of non-verbal nuances

▪ **Family Engagement**

- Identify resources
- Explain positive effect of family support
- Encourage advocacy at school
- Assist with identifying supportive behaviors
 - Expressing affection
 - Requiring respect
 - Supporting gender expression

Reflections

Video | George’s Story

Video | Tyler | Berdie Story

FINAL THOUGHTS

1. SOGIE is unique to everyone.
2. Addressing personal biases benefits all juveniles, particularly those identifying as LGBT.
3. Supporting LGBT juveniles requires inclusivity, respect, and professionalism.

“BE KIND, FOR EVERYONE YOU MEET IS FIGHTING A BATTLE YOU KNOW NOTHING ABOUT.”

APPENDIX

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GLOSSARY

This is a list of commonly used terms intended for reference purposes only. Some are not discussed during the training.

Agender – A person who does not identify with a specific gender.

Ally – A person who does not identify as LGBT but supports and promotes rights and equality for LGBT people.

Androgynous – A person with physical or presentational traits ascribed to both men and women.

Asexual – A person not romantically or sexually attracted to any gender.

Bigendered – A person having two genders; exhibiting cultural or physical characteristics of male and female roles.

Bisexual – A person attracted to both men and women.

Butch – A person who identifies as masculine; physically, mentally, or emotionally.

Cisgender – A person whose gender identity matches his or her sex assigned at birth.

Coming Out – The act or process of voluntarily disclosing one's sexual orientation or gender identity.

"Down-low" or "DL" – A slang term for a person (generally male) who identifies publicly as heterosexual, but who secretly engages in sexual behavior with people of the same sex.

Femme – A person who identifies as feminine; physically, mentally, or emotionally.

Gay – A person who is attracted to individuals of the same gender.

Gender – A social construct used to classify a person as a man, woman, or some other identity.

Genderfluid – Shifting naturally in gender identity and/or gender expression.

Gender Non-Conforming – A person who does not subscribe to gender expression or roles imposed by society.

Heteronormativity – The assumption, by individuals or institutions, that everyone is heterosexual, and that heterosexuality is superior to other sexual orientations.

Homophobia – The irrational hatred and fear of lesbian or gay people or disapproval of other sexual orientation, regardless of motive.

"In the Closet" – A lesbian, gay, bisexual, transgender, or intersex person who chooses not to disclose his or her sex, sexual orientation, or gender identity to friends, family, coworkers, or society.

Lesbian – A woman who is attracted to other women.

MSM – An abbreviation for “men who have sex with men,” which refers to men who engage in sexual behavior with other men, but who may not necessarily self-identify as gay or bisexual.

Post-Op – A transgender person who has received sex-affirming surgery, aligning the sexual organs with the person’s gender identity.

Pre-Op – A transgender person who has not received sex-affirming surgery.

Queer – An umbrella term used to refer to all LGBT people.

Transgender Man – A person who was assigned a female sex at birth, but identifies as and is living as a man. Similar terms include: trans man, trans boy, and transgender boy.

Transgender Woman – A person who was assigned a male sex at birth, but identifies as and is living as a woman. Similar terms include: trans woman and trans girl.

Transistion – A process by which transgender people align their anatomy (medical transition) or gender expression (social transition) with their gender identity.

Transphobia – Fear or hatred of, or prejudice against, transgender people.

Transsexual – A term used by the medical community to refer to individuals who wish to alter their bodies to make their anatomy more in line with their gender identities.

Two-Spirit – A term used in some Native American communities for persons who identify with gender roles of both men and women, and/or are considered a separate or third gender.

Ze – A gender-neutral pronoun some people use instead of *he* and *she*, or as an alternative to the gender binary.

Zir – A gender-neutral possessive pronoun some people use instead of *his* and *her*, or as an alternative to the gender binary.