

The background is a vertical rainbow gradient with horizontal bands of red, orange, yellow, green, and purple. A white, hand-drawn style border frames the central text area.

NARRATIVES OF LGBTQ+ COMMUNITY AT UW- MADISON'S SCHOOL OF SOCIAL WORK

Who We Are

AS MEMBERS OF SOCIAL WORK 639: GLBT INDIVIDUALS AND SOCIAL WELFARE, A COURSE OFFERED THROUGH THE SCHOOL OF SOCIAL WORK, WE HAVE ELECTED TO PARTICIPATE IN A FINAL PROJECT FOCUSED ON SOCIAL JUSTICE AND ADVOCACY ACTION. AS SOCIAL WORKERS, OTHER PROFESSIONALS, COMMUNITY MEMBERS, AND ALLIES, WE SEEK TO IDENTIFY, ASSESS, AND INTERRUPT DISCRIMINATION AND OPPRESSION WITHIN OUR CAMPUS, SPECIFICALLY AS THEY RELATE TO FORMS OF HOMONORMATIVITY AND HETEROSEXISM. OUR HOPE IS TO BEGIN TO CHALLENGE THE POWER DYNAMIC OF PRIVILEGE ON BEHALF OF THE QUEER COMMUNITY.



Pronouns

VALIDATING ONE'S IDENTITY



IMPORTANCE

Using the correct pronouns validate a person's identity. A common misconception or trend is to say PGPs for Preferred Gender Pronouns. However, for many people, their pronouns are not preferred, they are mandatory. Misgendering happens when someone's pronouns are not respected, which can be an act of violence. Disrespecting a person's pronouns could threaten their safety and jeopardize their security.

NORMALIZATION

- ~Complicate the binary in discussions
- ~Check male/female language
- ~Normalize but do not compel pronoun sharing
- ~Keep up to date on terminology and emerging needs
- ~Practice vocabulary, apology, and correction
- ~Check own biases and growth edges
- ~Model behavior for others
- ~Create a welcoming environment
- ~Engage in policy and practice advocacy

Pronouns:	In a sentence:
she/her/hers	She wants you to use her pronouns.
he/him/his	He wants you to use his pronouns.
ze/hir	Ze wants you to use hir pronouns.
they/ them/ theirs	They want you to use their pronouns.
co/cos	Co wants you to use cos pronouns.
No pronoun/name (use the person's name instead of a pronoun)	____(name) wants you to use ____ (name) pronouns.
xe/xem/xyr	Xe wants you to use xyr pronouns.
hy/hym/hys	Hy wants you to use hys pronouns.



THE GENDER UNICORN



Gender identity

Female/womxn or male/man or other



Gender expression

Feminine or masculine or other



Sex assigned at birth

Female or male or other/Intersex



Physically attracted to

women or men or other genders



Emotionally attracted to

women or men or other genders

Drawing credit: Vic Soto

UW-Madison School of Social Work LGBTQ+ Voices

SURVEY FINDINGS SPRING 2020
49 LGBTQ+ STUDENT RESPONSES

ALL CONTAINED QUOTATIONS ARE
FROM OUR STUDENT COMMUNITY

**Pansexual
(n=5)**

Gay (n=9)

**Transgender
&/or Gender
Non
conforming
(n=3)**

Which LGBTQ+ sexual orientation and/or gender identities do you hold?

**Bisexual
(n=20)**

Queer (n=13)

Asexual (n=1)

Lesbian (n=4)

Orientations & gender identities are not mutually exclusive :

"I don't feel like I need to fit into a box or express myself in a way that heteronormative society deems as normal or acceptable."

Resiliency

"I've never felt as authentically accepted and true to myself. communication is fair, loving, egalitarian. there's so much love and joy."

"The community of people that support each other and getting to express love for who I love."



FAVORITE THING ABOUT BEING LGBTQ+

Pride in identity

Queer culture & events

"Being an LGBTQ+ person has encouraged me to critically engage with and deviate from societal norms and expectations around gender, sexuality, oppression, health."

classmates &
educators

friends

lgbtq+
community including in
Madison

**who or what experiences have
supported and affirmed identity
formation for you?**

connection to queer
media &
events(podcasts/pride)

personal relations
w/ others

therapist

family

We asked...

***What has your experience been as an
LGBTQ+ student at UW-Madison & School of
Social Work?***



SCHOOL OF
Social Work

UNIVERSITY OF WISCONSIN-MADISON



"I HAVEN'T REALLY TOLD MANY PEOPLE"

"LARGELY POSITIVE- BUT RATHER QUIET. NOT A LOT OF ATTENTION IS PLACED ON OUR QUEERNESS (NEITHER POSITIVE NOR NEGATIVE ATTENTION) SO THE OPPORTUNITY TO CELEBRATE OUR QUEERNESS IS FAIRLY ABSENT."

"SOMETIMES I FEEL INVISIBLE IN THE SCHOOL AS A WHOLE BECAUSE OF THE LACK OF REPRESENTATION AROUND CAMPUS."

"I OFTEN TIMES FEEL ISOLATED ON THE UW CAMPUS AND IN THE BSW PROGRAM. BEING A BLACK QUEER PERSON, I STRUGGLE TO FIND COMMUNITY ON A CAMPUS DOMINATED BY WHITE FOLKS AND HETEROSEXUAL PEOPLE. WHEN I TRY TO PARTICIPATE IN BLACK SPACES ON CAMPUS, I FIND THAT QUEER VOICES AREN'T VALUED. WHEN I TRY TO PARTICIPATE IN QUEER SPACES ON CAMPUS, I FIND THAT THE VOICES OF POC AREN'T VALUED. SO ITS A STRUGGLE."

"GOOD! NO COMPLAINTS HERE. LITTLE BIT MORE VISIBILITY WOULD BE GOOD"

"I HAVEN'T BEEN ABLE TO DO ANYTHING RELATED TO MY IDENTITY IN THE SCHOOL. THE LGBTQ MEETINGS ARE FEW AND FAR BETWEEN AND I DON'T REALLY KNOW HOW TO CONNECT WITH OTHER QUEERS OUTSIDE OF 9 AM COFFEE ON A TUESDAY. FEELS WEIRD. "

RECOGNIZING SOCIAL JUSTICE LEADERS

MARSHA P. JOHNSON



Marsha was a black trans liberation activist and a prominent figure of Stonewall uprising in 1969. Her work in the gay liberation movement included AIDS activism with ACT UP and the co-founding of the gay and trans advocacy organization S.T.A.R., which provides housing and other services to LGBTQ youth in NYC.

SYLVIA RIVERA

"We have to be visible, we should not be ashamed of who we are"

Sylvia was a latina trans gay liberation and transgender rights activist and tireless advocate. She co-founded S.T.A.R. dedicated to helping homeless drag queens, gay youth, and trans women.



ARTIST: COOPER SIMPSON

LGBTQIA+ TERMS TO KNOW

AGENDER

A person with no or very little connection to the traditional system of gender, no personal alignment with the concepts of either man or woman, and/or someone who sees themselves as existing without gender

AROMANTIC

Experiencing little or no romantic attraction to others and/or has lack of interest in romantic relationships/behavior

ASEXUAL

Experiencing little or no sexual attraction to others and/or lack of interest in sexual relationships/behavior

BI-SEXUAL

A person who experiences attraction to people with the same gender and different genders, not always equally split in terms of attraction

CIS-GENDER

A gender description for when someone's sex assigned at birth and gender identity correspond

GAY

Experiencing attraction solely or primarily to some members of the same gender, can be used for men and women and as an umbrella term for the community

GENDER NON-CONFORMING

A gender identity label that indicates a person who identifies outside of the gender binary

HOMOSEXUAL

A person primarily emotionally, physically, and/or sexually attracted to members of the same sex/gender

LESBIAN

Women who are primarily attracted romantically, erotically, and/or emotionally to other women

PANSEXUAL

A person who experiences sexual, romantic, physical, and/or spiritual attraction for members of all gender identities/expressions

QUEER

An identity for individuals who don't identify as straight and/or cisgender, can be used as an umbrella term for the community

QUESTIONING

An individual who is unsure about or exploring their own sexual orientation or gender identity

STRAIGHT

A person primarily emotionally, physically, and/or sexually attracted to some people who are not their same sex/gender, also known as heterosexual

TRANSGENDER

A gender description for someone who has transitioned or is transitioning from living as one gender to another

GENERAL LGBTQ+ STATISTICS

- 4 in 10 LGBT youth (42%) say the community in which they live is not accepting of LGBT people.
- LGBT youth are twice as likely as their non-LGBT peers to say they have been physically assaulted.
- 26% of LGBT youth say their biggest struggles are not feeling accepted by their family, trouble at school/bullying and a fear to be out/open.
- 22% of non-LGBT youth say their biggest struggles are trouble with class, grades, and exams.

- 68% of LGBT youth say they hear negative messages about being LGBT from elected leaders.
- 92% of LGBT youth say they hear negative messages about being LGBT. The top message sources are school, the internet and their peers.
- 9 in 10 LGBT youth say they are out to their close friends and 64% say they are out to their classmates.
- Over three-quarters (77%) of LGBT youth say they know things will get better.

**FINALLY,
WE
ASKED...**

**AS AN LGBTQ+ PERSON
THAT IS PART OF UW
MADISON, WHAT IS
SOMETHING THAT YOU
WOULD LIKE TO SAY TO
SOCIAL WORK STUDENTS,
FACULTY, AND
PROFESSIONALS BEYOND
OUR SCHOOL?**

our Lgbtq+ students said

“Recognize all of an individual's identities. LGBTQ+ individuals of color have collectively different experiences and I think it's important to always acknowledge this.”

“Continue fighting for LGBTQA and TNG visibility rights.”

“We are in your classrooms, so acknowledge us. We aren't just clients or subjects of your research. We are real life human beings who work with you, surround you, etc.

"Always share your pronouns, you never know who it may benefit. Create an inclusive space considering multiple identities of LGBTQ+ folks and what other identities may be intersecting with those as well. Have at least one symbol around your office or space of work that contributes to an inclusive and safe environment that would convey meaning to students."

“LGBTQ+ individuals are incredible assets. Recruit them, support them, promote them, and hire them.”



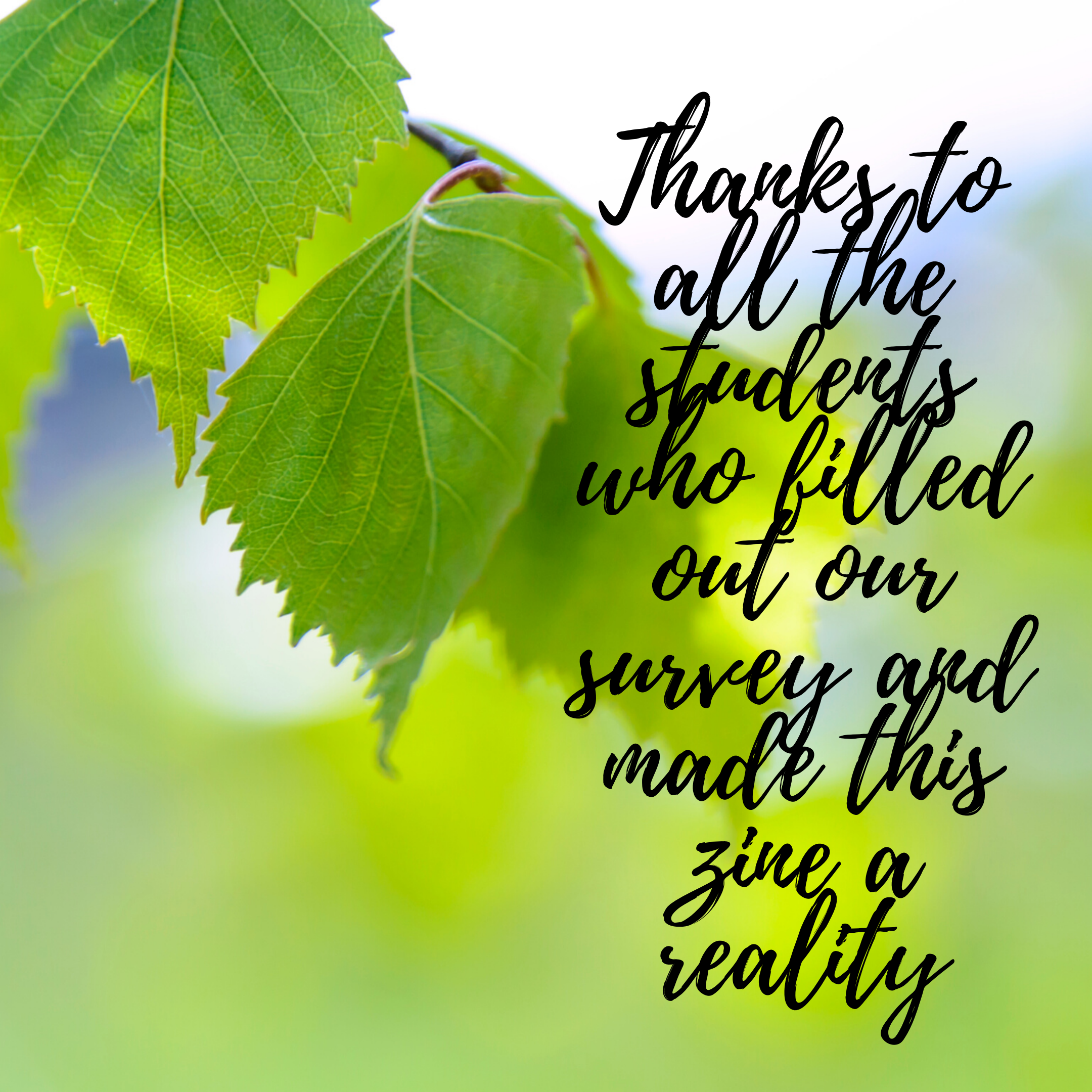
"Queer culture is so colorful and vibrant and the queer community is so diverse within itself. being queer is something that can be very personal, very expressive, or sometimes both. the amount of resilience queer people have in expressing their queerness is something that inspires me in an immense way."

WE ARE

RESILIENT



"WE ARE EVERYWHERE AND IMPORTANT
AND DIVERSE AND WE ARE GOING TO GAY
UP THE WORLD AND Y'ALL SHOULD BE
THANKING US FOR THAT." - SSW STUDENT,
2020



Thanks to
all the
students
who filled
out our
survey and
made this
zine a
reality

Created by:

STUDENTS OF SW 639, SPRING 2020

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