

Bisexuality 101

Facilitator Guide

OCTOBER 2018








About this Workshop

With this is a 60 minute interactive workshop about Bisexuality and Bi Inclusion you will be able to easily use the facilitator guide and program checklist to host a learning session.

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Key guide

-  Agenda
-  Exercises
-  Objectives
-  Try Me
-  Learner Notes
-  Notes
-  Hot tip

Sticky note:
Comments
from one
facilitator to
the other

In preparation...

Notes for Facilitator Preparation:

- This can be run as an in person or virtual workshop.
- It will be a 60 minute session.
- Add any custom slides ahead of time.
- Review and prepare before the day of the workshop

Materials Prep:

- You will need a screen to display the resources. There is a video but it does not require sound. But you should check that it runs properly before the start of the session.
- If you are using the workbook ,you will need copies.
- Have a printed copy of the facilitator guide

The content will include:

- Workbooks for each participant
- The slide deck (in the appendix)

Bisexuality 101



Bi the way...There's a B in LGBTQ Bisexuality 101

Facilitator Name

Session Date

Facilitator Note:

Prior to beginning the session, open the slide deck file

Facilitator:

Welcome audience and review the workshop agenda and format.



The times listed to teach each section of the content are approximate and should be adjusted as necessary.

- ⌚ **5 min** – Welcome, Introductions, and Objectives
- ⌚ **15 min** – Overview
- ⌚ **20 min** – Understanding the effects of Biphobia and What to Do
- ⌚ **15 min** – Group Exercise
- ⌚ **5 min** – Wrap-up and Q&A

Sample Workshop Schedule

Start	Finish	Section
9:00	9:05 am	Welcome, Introductions, and Objectives
9:05	9:20 am	Overview
9:20	9:40 am	Understanding...
9:40	9:55 am	Group Exercise
9:55	10:00 am	Wrap-up and Q&A

Please fill your own time on your facilitator guide.

Today's Workshop Schedule

Start	Finish	Section
__:00	__:05	Welcome, Introductions, and Objectives
__:05	__:20	Overview
__:20	__:40	Understanding...
__:40	__:55	Group Exercise
__:55	__:00	Wrap-up and Q&A

Speaker bios

Speaker

Bio

Photo

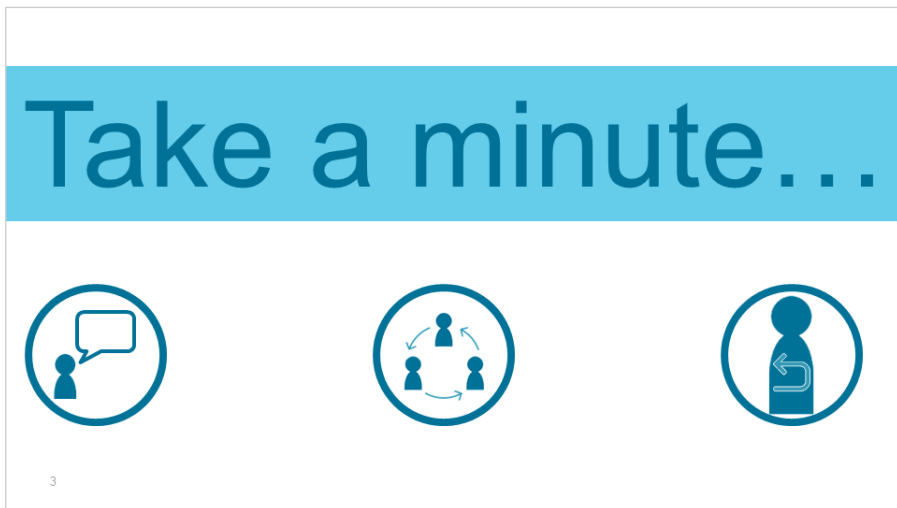
Customize for your organization

2

Facilitator:

text

Ice Breaker – Setting Learning Objectives



Facilitator:

Have your attendees turn to the worksheet provided about preparing for the session. Or you can lead them through the exercise verbally and engage them on why they are here today.

Ask:

What do you hope to get from today's session?

Take a moment to reflect what this topic means to you.

Get to know your neighbors, ask them about what this topic means to them.

Defining “Bisexual”

The slide features a central quote: "I call myself bisexual because I acknowledge in myself the potential to be attracted, romantically and/or sexually, to people of more than one sex, not necessarily at the same time, not necessarily in the same way, and not necessarily to the same degree." attributed to -- Robin Ochs. Surrounding the quote are various terms: Pansexual, Heteroflexible, Bi-romantic, Polysexual, Fluid, Bisexual, Pan-romantic, Homoflexible, Ambisexual, Omnisexual, and Queer. A small box in the top right corner says "Customize for your organization".



Facilitator:

If you want to use the graphic used in the out and equal session it can be found here: <https://robynocho.com/>

Customize this slide for your organization by changing any terminology that you feel is better for your audience. The animations are already set.




Click to start the terms appearing

Understanding the Identity Spectrums

Understanding the Identity Spectrums

Customize for your organization



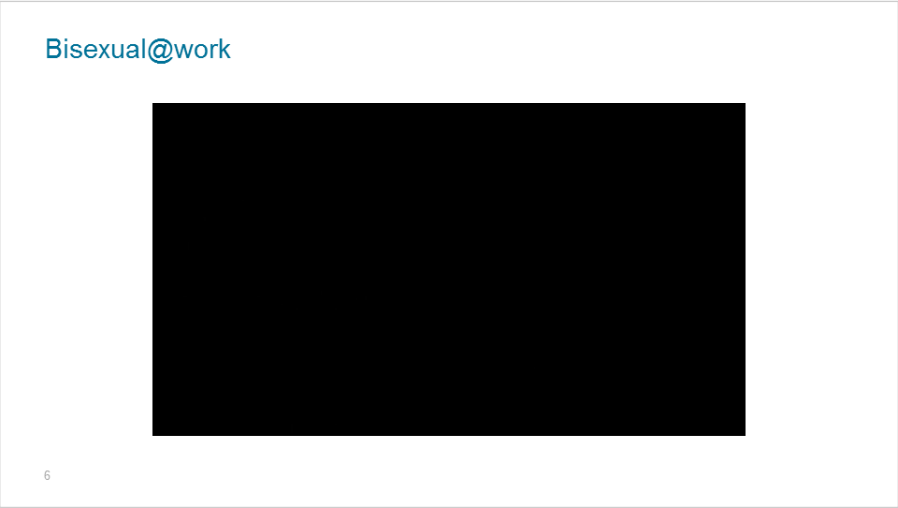
5



Facilitator:

If you feel your organization needs more information about the identify spectrum for sexuality and gender, use the material from the Out & Equal conference to customize this slide.

Bisexual@work



Facilitator:

Show this video and explain that it was developed during a corporate coming out event and the only people who were not willing to appear on camera were 2 bisexual employees.



Play the video then discuss

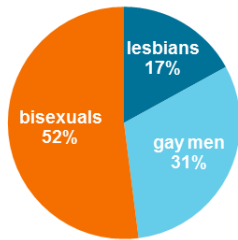


Statistics from 2011

2011

A 2011 study by the Williams Institute found that the LGB community to be:

Bisexuals are often referred to as the **Silent B** in the acronym though they make up the largest contingent by far.



7



Note:

Facilitator:

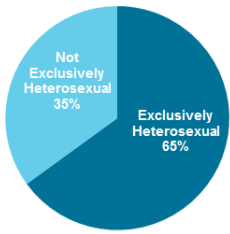
Talk about how many people issues of bisexuality effect in 2011. Ask the audience if they realized the proportional size of the Bisexual community.

Statistics from 2016

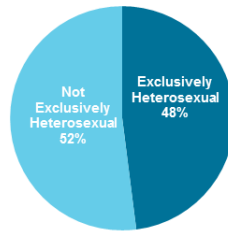


2016

21-34 Year olds



13-20 Year Olds



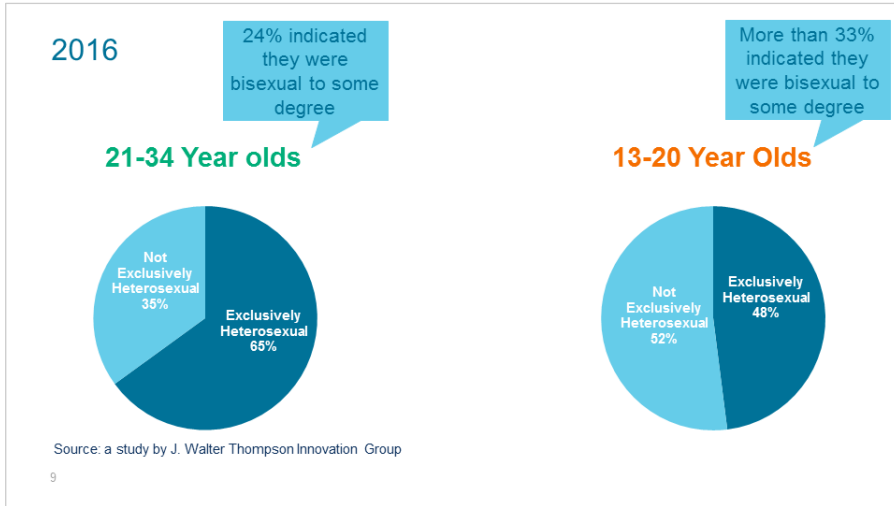
Source: a study by J. Walter Thompson Innovation Group

8

Facilitator:

Note the differences between 2011 and 2016 and also the changes with each younger generation growing up in a world with more possibilities .

Statistics from 2016 Continued



Facilitator:

Note the differences between 2011 and 2016 and also the changes with each younger generation growing up in a world with more possibilities .



Click to start the animation then click again for the second call out.

Bi-invisibility

Bi-Invisibility

“Bisexuals experience high rates of being ignored, discriminated against, demonized, or rendered invisible by both the heterosexual world and the lesbian and gay communities.

Often, the entire sexual orientation is branded as invalid, immoral, or irrelevant. Despite years of activism and the largest population within the LGBT community, the needs of bisexuals still go unaddressed and their very existence is still called into question.”

Bisexual Invisibility: Impacts and Recommendations <https://biresource.org/bisexuality-101/biphobia-and-bi-erasure>

10

Facilitator:

Use this slide to bring it back to what these large numbers mean when they run into the problems of biphobia and by erasure and how that takes a toll on the bisexual community.

The Impact of Bi-invisibility



The Impact of Bi-Invisibility

This erasure has serious consequences on bisexuals' health, economic well-being, and funding for bi organizations and programs.”

- ✓ Face greater economic insecurity
48% of bisexual respondents report an annual family income of less than \$30,000, compared to 39% of lesbians, 30% of gay men, and 28% of all adults in the US
- ✓ Higher rates of Rape, sexual assault, stalking and intimate partner violence
46% of bisexual women have been raped, as well as 17% of heterosexual women and 13% of lesbian women.
- ✓ Higher rates of health disparities
40% of bisexual high school students seriously considered attempting suicide, vs. 30% of gay and lesbian students & 12% of heterosexual students.

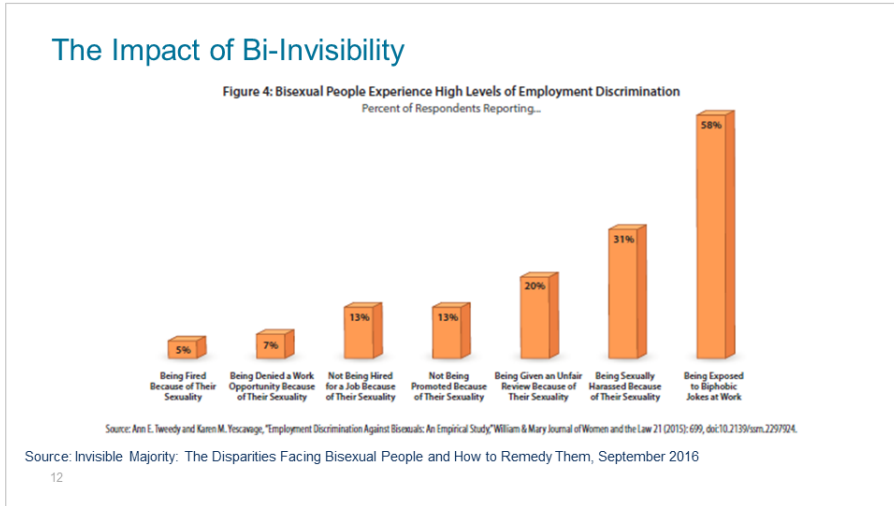
Source: Invisible Majority: The Disparities Facing Bisexual People and How to Remedy Them, September 2016

11

Facilitator:

Highlight how shocking the stats are but don't just read the slide, people can read. For more interactivity call on people to read the statistics aloud.

The Impact of Bi-invisibility Continued



Facilitator:

Employment/financial

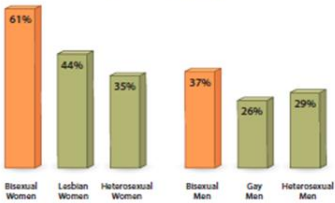
Highlight how shocking the stats are but don't just read the slide, people can read. For more interactivity call on people to react to the statistics.

The Impact of Bi-invisibility Continued

The Impact of Bi-Invisibility

Figure 11: Bisexual People Experience High Rates of Intimate Partner Violence

Percent of Respondents Experiencing Intimate Partner Violence, by Sexual Orientation

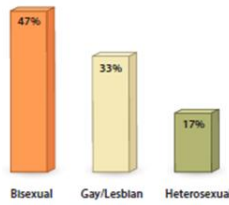


Source: Mikel L. Walters, Jiru Chen, and Matthew J. Breiding. "The National Intimate Partner and Sexual Violence Survey, 2010 Findings on Victimization by Sexual Orientation" (Atlanta, GA: National Center for Injury Prevention and Control, Centers for Disease Control and Prevention, January 2013). http://www.cdc.gov/violenceprevention/pdf/nisvs_safindings.pdf

Figure 12: Bisexual Students Face High Rates of Sexual Assault

Percent of Students, by Sexual Orientation

Figure 12a: Students Reporting One or More Instances of Sexual Assault in Their Lifetime



Source: Invisible Majority: The Disparities Facing Bisexual People and How to Remedy Them, September 2016

13

Facilitator:

Safety

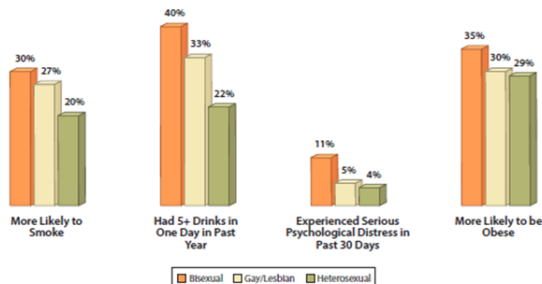
Highlight how shocking the stats are but don't just read the slide, people can read. For more interactivity call on people to react to the statistics.

The Impact of Bi-invisibility Continued



The Impact of Bi-Invisibility

Figure 9: Bisexual Adults Are More Likely to Have Specific Negative Physical and Mental Health Outcomes
Percent of Respondents, by Sexual Orientation



Source: Brian W. Ward et al., "Sexual Orientation and Health Among U.S. Adults: National Health Interview Survey, 2013," National Health Statistics Reports 77 (July 15, 2014): 1-10.

Source: Invisible Majority: The Disparities Facing Bisexual People and How to Remedy Them, September 2016

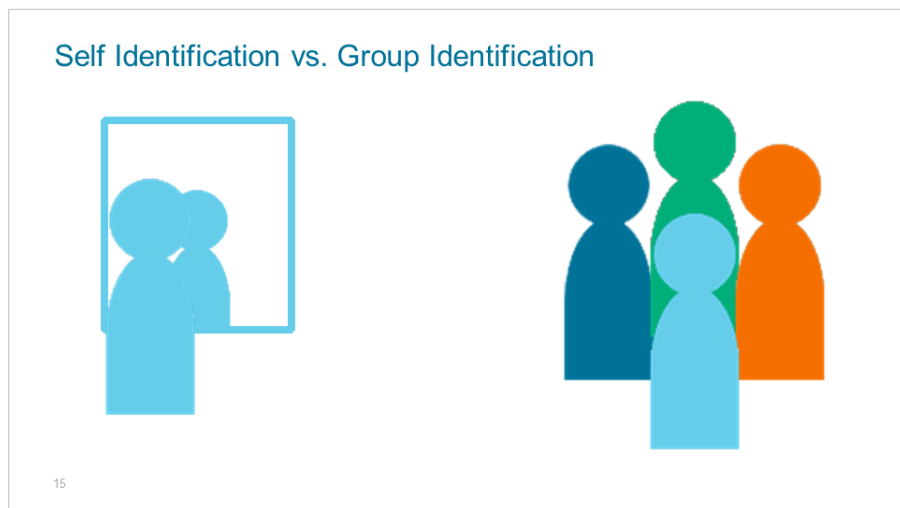
14

Facilitator:

Health

Highlight how shocking the stats are but don't just read the slide, people can read. For more interactivity call on people to react to the statistics. Be prepared to address that obesity, is not in and of itself, a marker of ill health, but that is often a marker in medical research.

Self identification vs. group identification



Facilitator:

Talk about the difference between how a person identifies and how that person is seen by others. This is where Bi-invisibility is so insidious. Given that most bisexuals are partnered with opposite gender partners, that and pressures from biphobia create a perfect storm for bi-erasure.

Note: If your audience is not familiar with these terms provide definitions

Biphobia - Prejudice, fear or hatred directed toward bisexual people. (Source HRC)

Bi-Invisibility and Bi-Erasure (source wikipedia)

Bisexual erasure or bisexual invisibility is the tendency to ignore, remove, falsify, or reexplain evidence of [bisexuality](#) in [history](#), [academia](#), the [news media](#), and other [primary sources](#).^{[1][2][3]} In its most extreme form, bisexual erasure can include the belief that bisexuality does not exist.^{[1][3]}


Bisexual erasure may include the assertion that all bisexual individuals are in a phase and will soon choose a side, either [heterosexual](#) or [homosexual](#). One reason for this is the belief that bisexual individuals are distinctively indecisive.^[4] Gross misrepresentations of bisexual individuals as [hypersexual](#) erases the sexual agency of bisexuals, effectively erasing their true identities as well.^[5] Bisexual erasure is also often a manifestation of [biphobia](#).^{[1][2][3]} although it does not necessarily involve overt antagonism.

Tell a story

Visibility – What do you see?

Customize for your organization

TELL A STORY...



16

The image shows a presentation slide with a white background. At the top left, the text 'Visibility – What do you see?' is written in a dark blue font. In the top right corner, there is a small icon of a computer monitor with the text 'Customize for your organization' inside it. The main text 'TELL A STORY...' is centered in a large, light blue font. Below this text is a circular icon containing a dark blue silhouette of a person's head and shoulders, with a speech bubble coming from their mouth. In the bottom left corner, the number '16' is displayed.

Facilitator:

Use a story from the Out & Equal workshop or one of your own creation to show the impact of bi-erasure, biphobia and myths.

Bisexuals are everywhere

The screenshot shows the website 'THE FAMOUS PEOPLE' with a navigation bar including 'This Day', 'Filmography', 'Quiz Time', 'Amazing Stories', 'Born Today', 'Died', 'Quotes', and 'Recent'. Below the navigation bar are filters for 'Profession', 'Nationality', 'Gender', 'Birthday', 'Zodiac Sign', and 'Filter'. On the left side, there are dropdown menus for 'Famous People By Profession', 'Buzzing Talents', and 'Famous People'. A yellow box contains the text: 'DID WE MISS SOMEONE? CLICK HERE AND TELL US WE'LL MAKE SURE THEY'RE HERE A.S.A.P'. The main content area features a search bar and a breadcrumb trail: 'Famous People » Grouping Of People » Bisexual'. The article title is 'Famous Personalities Who Are Bisexuals'. A text box highlights the following text: 'Bisexuals Are Everywhere! Bi Erasure Biphobia and Myths about affect us all!'. The article text begins with 'Sexual orientation w... oset and revealing their preferences in public. Members of the 'LGBT' community have been conducting events all around the world to raise awareness about bisexuality and how individuals with such sexual preferences need to be treated as equal. During recent times, many famous celebrities had revealed their sexual orientations in public. Some of these eminent personalities are even bisexual. It is a known fact that Thus, celebrities announcing their sexual preferences have helped bisexual individuals immensely in being accepted by the society. The list of famous bisexual celebrities includes several noteworthy names such as Hollywood actresses: Angelina Jolie and Drew Barrymore, Billie Joe Armstrong – vocalist of the band 'Green Day', legendary singer Amy Winehouse, Cynthia Nixon – actress of 'Sex And The City' fame. Most of these celebrities confessed that they are bisexuals in interviews. Drew Barrymore revealed in an interview that she loved to engage in sexual activities with women as well. While talking to a popular media source, singer Amy Winehouse said 'So what? I like girls as well. I have had relationships with other women but that doesn't mean I don't still love Blake.' This quote came as a surprise to many of Amy's fans. Here's a list of several personalities who are bisexual, you will be surprised to see a few names on this list.'

Facilitator:

Extend that story out to the larger world by walking them through this example of a famous bisexual actress.

Even famous Bisexuals...Bi Erasure, Biphobia and Myths

Even Famous Bisexuals...Bi Erasure, Biphobia and Myths



**"I'm not even sure bisexuality exists. I think it's just a layover on the way to Gay Town."
— Carrie from Sex and the City**

18

Facilitator:

Cynthia Nixon and the first season had to work on it by phobic storyline and a groundbreaking cutting edge show.

Even famous Bisexuals...Bi Erasure, Biphobia and Myths Cont.

Even Famous Bisexuals...Bi Erasure, Biphobia and Myths



"While I don't often use the word, the technically precise term for my orientation is bisexual. I believe bisexuality is not a choice, it is a fact. What I have 'chosen' is to be in a gay relationship."

— Cynthia Nixon

19

Facilitator:

Even Cynthia Nixon feels the pressure to not use the B word.

Even famous Bisexuals...Bi Erasure, Biphobia and Myths Cont.

Even Famous Bisexuals...Bi Erasure, Biphobia and Myths



“When I announced yesterday that I’m running for gov, one of Cuomo’s top surrogates dismissed me as an “unqualified lesbian.” It’s true that I never received my certificate from the Department of Lesbian Affairs, though in my defense there’s a lot of paperwork required.” — Cynthia Nixon

20

Facilitator:

Even members of the LGBTQ community insist on erasing Cynthia Nixon’s bisexuality.

Fighting Bi Erasure & Promoting Bi Inclusion

Fighting Bi Erasure & Promoting Bi Inclusion

To be nobody but yourself in a world which is doing its best, night and day, to make you everybody else - means to fight the hardest battle which any human being can fight; and never stop fighting.

e.e. cummings

What can you do if you are Bi?

21

Facilitator:

OK, so we've talked about the problems,. What can you do to make sure "it gets better". If you are bi...



Click to start the animation.

Fighting Bi Erasure & Promoting Bi Inclusion Continued

“Every gay person must come out. As difficult as it is, you must tell your immediate family. You must tell your relatives. You must tell your friends if indeed they are your friends. You must tell the people you work with. You must tell the people in the stores you shop in. Once they realize that we are indeed their children, that we are indeed everywhere, every myth, every lie, every innuendo will be destroyed once and all. And once you do, you will feel so much better.”

- Harvey Milk



Facilitator:

Be visible ,be counted. Remember ,with metrics ,if you're not counted , you don't count.

If it is safe to do so, AND you feel comfortable ,come out as bisexual or whatever term you use, but also remember the onus for bi acceptance is not on bisexuals alone...

Fighting Bi Erasure & Promoting Bi Inclusion Continued

Fighting Bi Erasure & Promoting Bi Inclusion

What can you do if you are NOT Bi?

Do you know Mary? She's a lesbian too!

Don't assume orientation based on a current relationship

Partner Significant Other Spouse

If you hear something...say something!

In a recent survey by HRC, a full 43% of LGBT workers report hearing jokes about bisexual people

Use open language

23

Facilitator:

If you are not bi:

- don't make assumptions
- use inclusive language and
- if you hear something say something



Click to start the animation.

Fighting Bi Erasure & Promoting Bi Inclusion Continued

Fighting Bi Erasure & Promoting Bi Inclusion

So he's straight now?

Nope, he's still bi, he just has a new partner who is female

So he's gay now?

Nope, he's still bi, he just has a new partner who is male

24

Facilitator:

Let the animation play. Here are some sample ways to speak up. Humor is good, you don't need to be combative or argumentative, but be direct and call the behavior for what it is.

Fighting Bi Erasure & Promoting Bi Inclusion Continued

Fighting Bi Erasure & Promoting Bi Inclusion

It's a phase! She just wants attention!

That's biphobic, I don't assume you being straight (or gay) is a phase or attention seeking behavior

So basically you're into everyone and doing everything, is there anything you won't do?

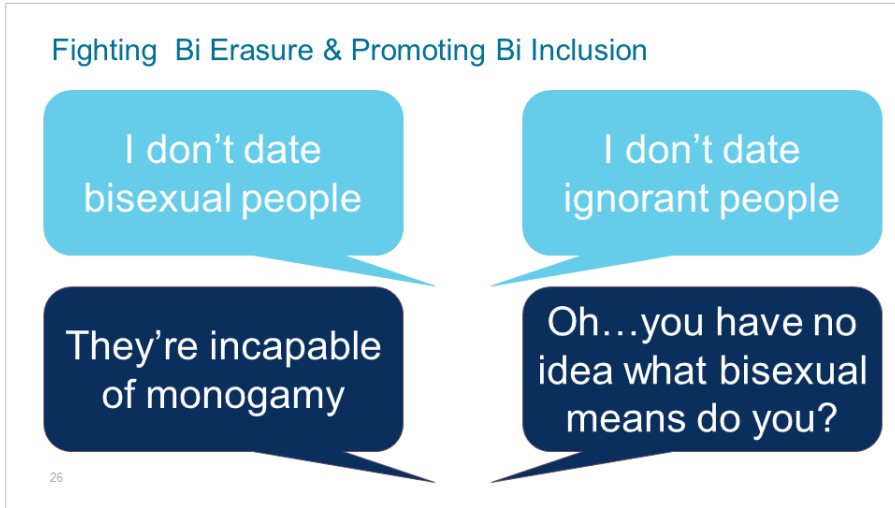
You must be so embarrassed you said that out loud, I'll give you a minute

25

Facilitator:

Let the animation play. Here are some sample ways to speak up. Humor is good, you don't need to be combative or argumentative, but be direct and call the behavior for what it is.

Fighting Bi Erasure & Promoting Bi Inclusion Continued



Facilitator:

Let the animation play. Here are some sample ways to speak up. Humor is good, you don't need to be combative or argumentative, but be direct and call the behavior for what it is.

Group Activity Introduction

1

Find your group

2

Open your packet to the assigned worksheet

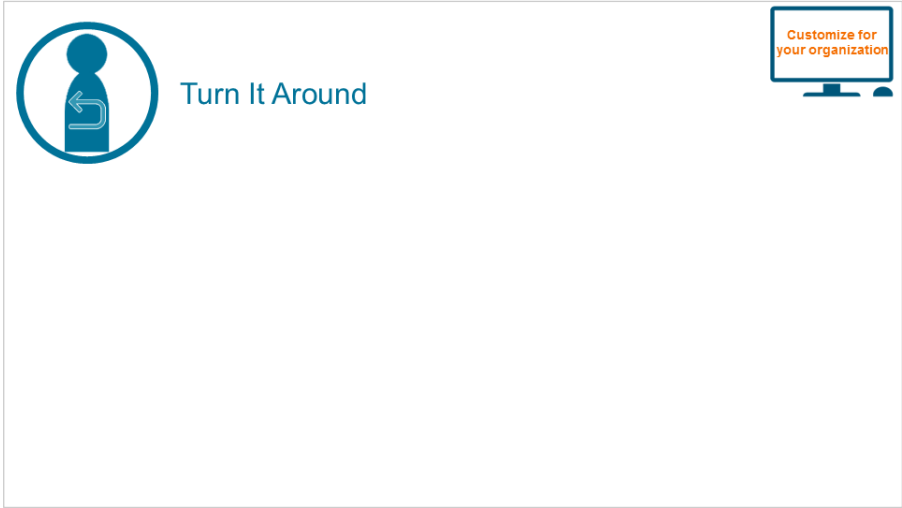
3

Find a way to turn it around

Facilitator:

Introduce the small group activity have them get into groups with the scenarios developed in the Out & Equal session or others you've developed. The idea is to problem solve how to make the situation bi-inclusive.

Turn it around



The slide features a large white rectangular area for content. In the top-left corner, there is a circular icon containing a blue silhouette of a person with a curved arrow pointing back to their back. To the right of this icon, the text "Turn It Around" is displayed in a blue, sans-serif font. In the top-right corner, there is a small icon of a computer monitor with the text "Customize for your organization" written on the screen in orange.

Facilitator:

Use the slide for your scenarios you can use the worksheet with them or do it with discussion and reporting back.

Q&A



QUESTIONS?

30

Facilitator:

Provide feedback to the audience, answer questions , point them towards resources and highlight any key takeaways.

Thank You

Thank You for Attending...

30

Facilitator:

Thank the participants for attending the session.

Resources

Facilitator:

Research studies

<http://www.lgbtmap.org/file/invisible-majority.pdf>

Tip guides

<https://www.pride.com/bisexual/2015/7/08/7-ways-be-awesome-bisexual-ally>

<http://www.gurl.com/2016/08/19/biphobic-things-we-need-to-stop-saying/>

<https://www.indy100.com/article/bisexual-biphobia-things-should-never-say-homophobia-8347386>

<https://www.pride.com/bisexual/2016/7/19/8-subtle-biphobic-phrases-gay-folks-say-all-time>

<https://www.pride.com/bisexual/2018/3/22/8-comebacks-when-someone-says-something-biphobic>

Identity Handouts

<https://www.bentley.edu/files/2017/03/27/Sexuality%20and%20Gender%20Identity.pdf>

<https://thesafezoneproject.com/resources/handouts-edugraphics/>

Other resources

<https://biresource.org>

<https://robynochs.com/>

<https://www.bustle.com/articles/1776-why-bisexuals-are-way-less-likely-to-come-out-of-the-closet-than-gays>

<https://www.advocate.com/bisexuality/2015/05/27/report-bisexuals-face-biphobia-doctors-office-lgbt-groups>

<https://www.csuohio.edu/sites/default/files/bisexuality.pdf>

<https://biresource.org/bisexuality-101/biphobia-and-bi-erasure/>

<http://itspronouncedmetrosexual.com/2011/11/breaking-through-the-binary-gender-explained-using-continuums/>

<http://www.transstudent.org/gender/>

https://www.stonewall.org.uk/sites/default/files/bi_inclusion_guide.pdf

https://assets2.hrc.org/files/images/resources/Bi_Inclusion_One_Sheet_FINAL_2018.pdf?_ga=2.114620162.405518890.1537514851-247449559.1537514851

<https://www.thefamouspeople.com/bisexual.php>

Handouts

Handouts from Out & Equal Session

Bisexuality 101

Participant Workbook

October 2018

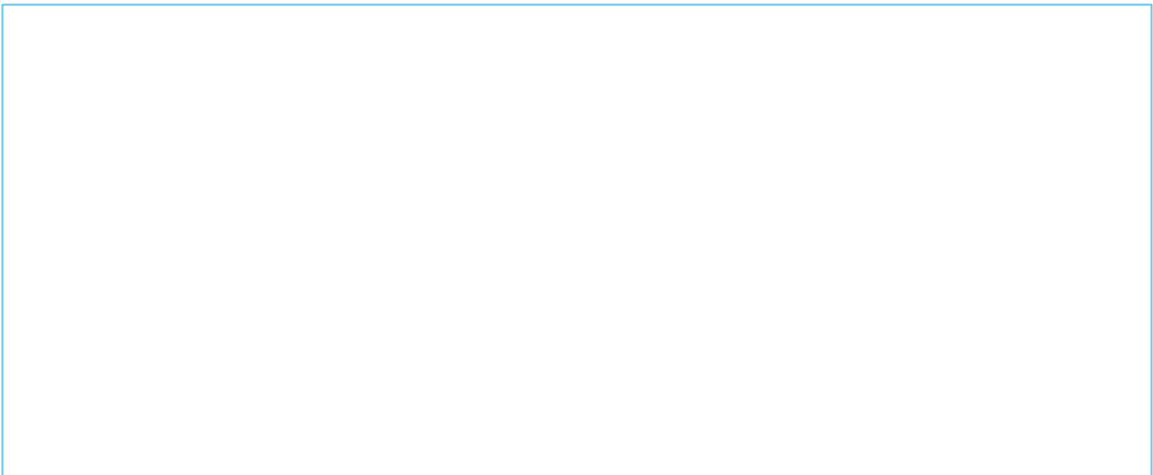
What do you hope to get from today's session?

Take a moment to reflect what this topic means to you.

A large, empty rectangular box with a thin blue border, intended for a participant to write their reflections on the session's topic.

Get to know your neighbors

What are they hoping to get out of the session?

A large, empty rectangular box with a thin blue border, intended for a participant to write down what their neighbors hope to get out of the session.

Activity Worksheet



Tell a Story... even if it is not your story

Examples of stories include:

- Code switching
- Fitting in at work
- Having to defend your identity

SITUATION

Brainstorm a situation – questions to ask: Who are the characters? What is it about? What is it really about (the subtext)? What are the two sides of the story?

ACTION

What **actions** do the characters take? What **happens**?

RESULT

What is the **Outcome**?

Key Points for discussion and resolution

Questions

Use this section to capture any ideas from the other groups to help you customize your session.

 **Notes from the Workshop:**

Activity Worksheet

Don't Get Lost in Translation...speak your own language



The goal for this activity to know your environment:

- Read through the materials provided.
- Discuss with your group.
- Then start to figure out how you will explain the identity spectrum in your corporate culture

Your Organization

What is your company culture?

What does LGBTQ+ inclusion look like in your company?

What terms and concepts would resonate with your audience?

What terms would you like to avoid and why?

Activity Worksheet

Don't Get Lost in Translation...speak your own language

Your Organization

How will you use this information to customize your learning session?

Are there other resources you will need?

Can you think of images you might want to include as well?

Materials for Activity – lost in Translation

HRC Glossary: <https://www.hrc.org/resources/glossary-of-terms>

Many Americans refrain from talking about sexual orientation and gender expression identity because it feels taboo, or because they're afraid of saying the wrong thing. This glossary was written to help give people the words and meanings to help make conversations easier and more comfortable.

Ally | A person who is not LGBTQ but shows support for LGBTQ people and promotes equality in a variety of ways.

Androgynous | Identifying and/or presenting as neither distinguishably masculine nor feminine.

Asexual | The lack of a sexual attraction or desire for other people.

Biphobia | Prejudice, fear or hatred directed toward bisexual people.

Bisexual | A person emotionally, romantically or sexually attracted to more than one sex, gender or gender identity though not necessarily simultaneously, in the same way or to the same degree.

Cisgender | A term used to describe a person whose gender identity aligns with those typically associated with the sex assigned to them at birth.

Closeted | Describes an LGBTQ person who has not disclosed their sexual orientation or gender identity.

Coming out | The process in which a person first acknowledges, accepts and appreciates their sexual orientation or gender identity and begins to share that with others.

Gay | A person who is emotionally, romantically or sexually attracted to members of the same gender.

Gender dysphoria | Clinically significant distress caused when a person's assigned birth gender is not the same as the one with which they identify. According to the American Psychiatric Association's Diagnostic and Statistical Manual of Mental Disorders (DSM), the term - which replaces Gender Identity Disorder - "is intended to better characterize the experiences of affected children, adolescents, and adults."

Gender-expansive | Conveys a wider, more flexible range of gender identity and/or expression than typically associated with the binary gender system.

Gender expression | External appearance of one's gender identity, usually expressed through behavior, clothing, haircut or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine.

Gender-fluid | According to the Oxford English Dictionary, a person who does not identify with a single fixed gender; of or relating to a person having or expressing a fluid or unfixed gender identity.

Gender identity | One's innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves. One's gender identity can be the same or different from their sex assigned at birth.

Materials for Activity – lost in Translation

HRC Glossary: <https://www.hrc.org/resources/glossary-of-terms>

Gender non-conforming | A broad term referring to people who do not behave in a way that conforms to the traditional expectations of their gender, or whose gender expression does not fit neatly into a category.

Genderqueer | Genderqueer people typically reject notions of static categories of gender and embrace a fluidity of gender identity and often, though not always, sexual orientation. People who identify as "genderqueer" may see themselves as being both male and female, neither male nor female or as falling completely outside these categories.

Gender transition | The process by which some people strive to more closely align their internal knowledge of gender with its outward appearance. Some people socially transition, whereby they might begin dressing, using names and pronouns and/or be socially recognized as another gender. Others undergo physical transitions in which they modify their bodies through medical interventions.

Homophobia | The fear and hatred of or discomfort with people who are attracted to members of the same sex.

Lesbian | A woman who is emotionally, romantically or sexually attracted to other women.

LGBTQ | An acronym for "lesbian, gay, bisexual, transgender and queer."

Living openly | A state in which LGBTQ people are comfortably out about their sexual orientation or gender identity – where and when it feels appropriate to them.

Outing | Exposing someone's lesbian, gay, bisexual or transgender identity to others without their permission. Outing someone can have serious repercussions on employment, economic stability, personal safety or religious or family situations.

Pansexual | Describes someone who has the potential for emotional, romantic or sexual attraction to people of any gender though not necessarily simultaneously, in the same way or to the same degree.

Queer | A term people often use to express fluid identities and orientations. Often used interchangeably with "LGBTQ."

Questioning | A term used to describe people who are in the process of exploring their sexual orientation or gender identity.

Same-gender loving | A term some prefer to use instead of lesbian, gay or bisexual to express attraction to and love of people of the same gender.

Sexual orientation | An inherent or immutable enduring emotional, romantic or sexual attraction to other people.

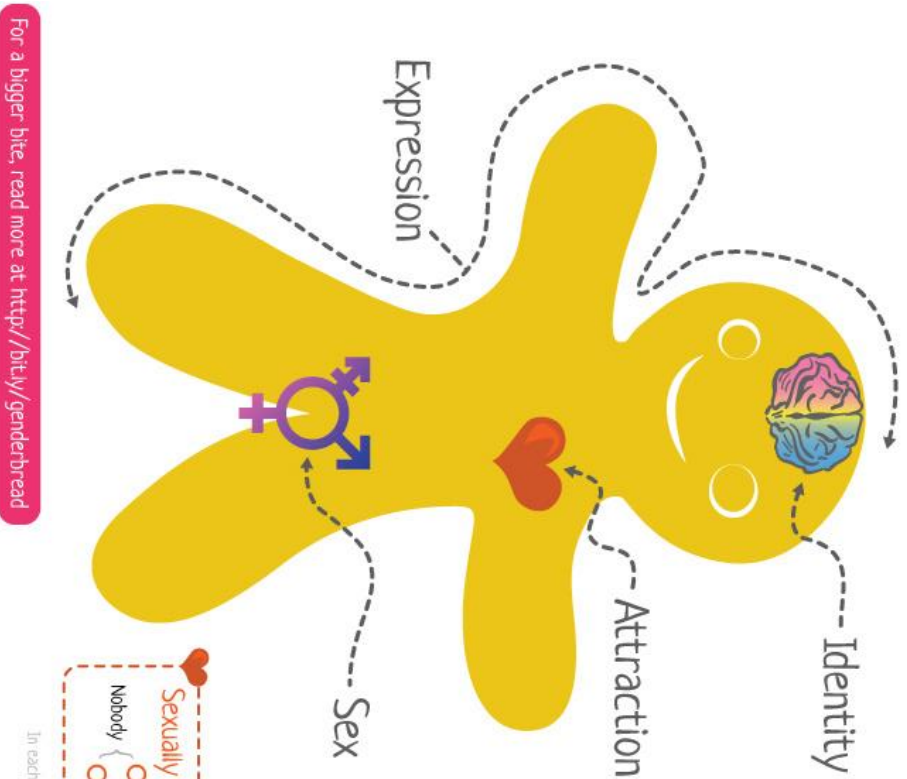
Transgender | An umbrella term for people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth. Being transgender does not imply any specific sexual orientation. Therefore, transgender people may identify as straight, gay, lesbian, bisexual, etc.

Transphobia | The fear and hatred of, or discomfort with, transgender people.

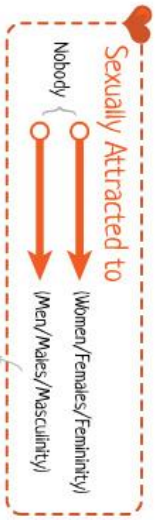
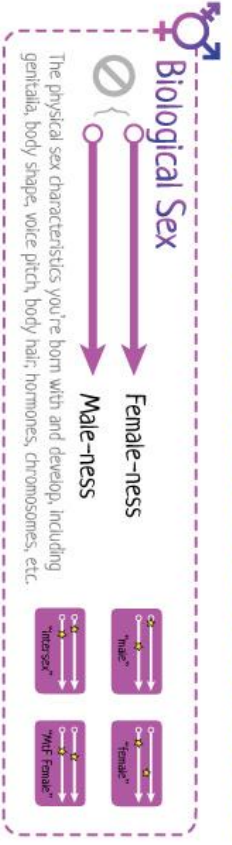
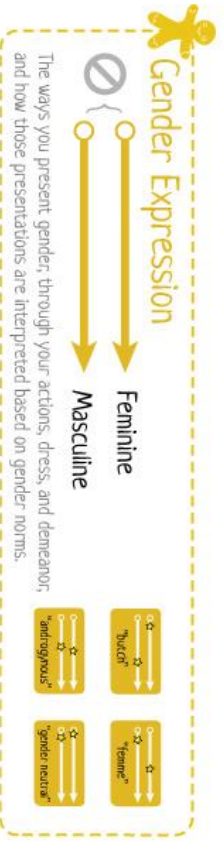
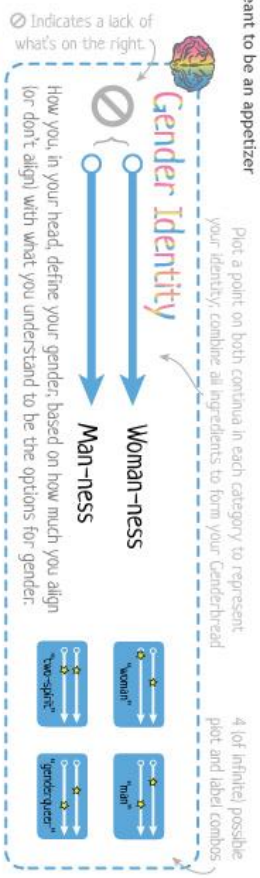
The Genderbread Person v3.3

by its pronounced **METR**sexual.com

Gender is one of those things everyone thinks they understand, but most people don't. Like *Inception*, Gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for gender understanding. It's okay if you're hungry for more. In fact, that's the idea.



For a bigger bite, read more at <https://bit.ly/genderbread>



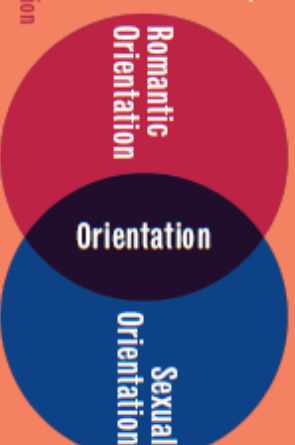
In each grouping, circle all that apply to you and plot a point, depicting the aspects of gender toward which you experience attraction.

SEXUALITY

There are romantic & sexual orientations

Sexuality is fluid & exists on a spectrum.

For those who have romantic attractions that differ from their sexual attractions (such as asexuals who are romantically attracted to others), the use of a romantic orientation helps to specify their sexuality. For such individuals, their orientation is composed of a romantic orientation and a sexual orientation.



Sexual Attraction/Orientation

Straight

Bisexual/
Pansexual

Gay

● Asexual

Romantic Attraction/Orientation

Heteroromantic

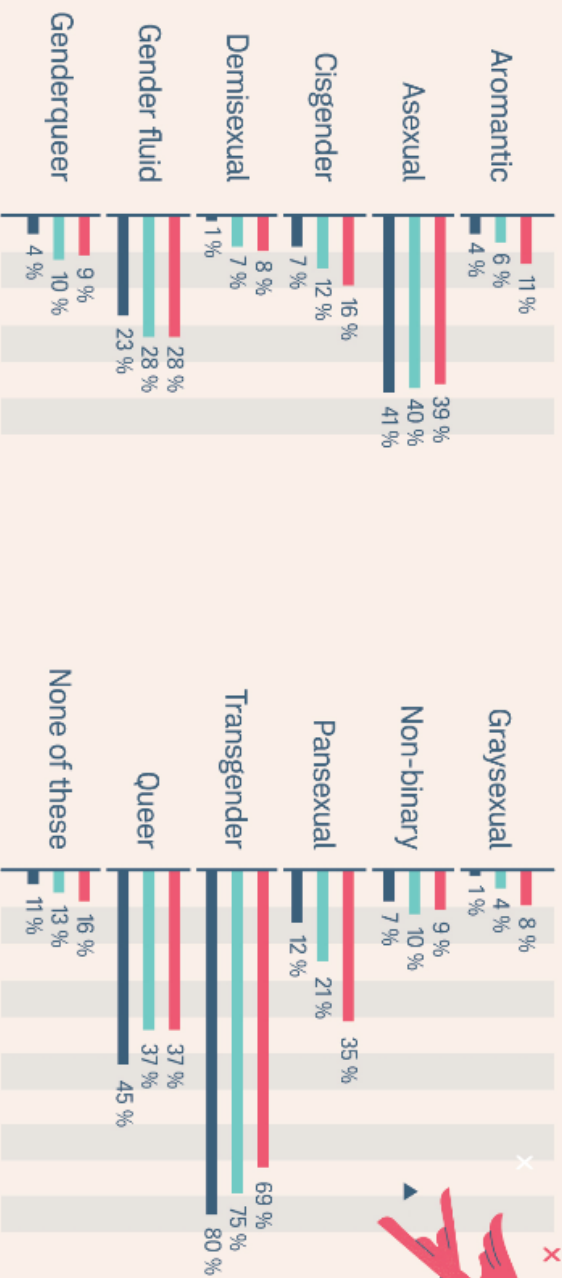
Biromantic/
Panromantic

Homoromantic

● Aromantic

Terms

And which of the following terms do you know well enough that you would be able to define them for your parents or someone who has never heard of these terms before?



Total respondents: Gen Z - 13-20 (300), Younger millennials - 21-27 (151), Older millennials - 21-34 (149)

J. Walter Thompson Intelligence – Study of youth attitudes toward gender



Use this section to capture any ideas from the other groups to help you customize your session.

 **Notes from the Workshop:**

Turn it Around Worksheet

Activity instructions



The goal for this activity to know your environment:

- Read through the example provided.
- Discuss with your group.
- Then start to brainstorm how you will turn this example around to change it from a Biphobic or Bi Erasure situation, to be a Bi Inclusive one?

The situation

Think of an example of Bi Erasure:

How do you know it is Bi Erasure?

How would you change the details to make it Bi Inclusive?

Write a summary of the solution:

Turn it Around Worksheet

Activity instructions



The goal for this activity to know your environment:

- Read through the example provided.
- Discuss with your group.
- Then start to brainstorm how you will turn this example around to change it from a Biphobic or Bi Erasure situation, to be a Bi Inclusive one?

The situation

Think of an example of Biphobia:

How do you know it is Biphobia?

How would you change the details to make it Bi Inclusive?

Write a summary of the solution:

Turn it Around Worksheet



Situation Example

Angela is attending an LGBTQ Leadership conference where she learns about an innovative organization that provides networking and recruiting opportunities for women like her in her field. On a break between sessions she takes a look at their website. Angela, though married to a woman, identifies as bisexual. One of the first things she notices on the organization's site is that they repeatedly talk about helping "Lesbians, Queer and gender non-conforming women" to network. She searches the entire site and finds one reference to the LGBTQ community. Angela notices that they say that they would love to get feedback, so she sends an email letting them know that it would be great if they also specifically mentioned bisexual women.

The first response she got back told her about the importance of using the term Lesbian.

Angela wrote back:

I want to make sure that I clarify that I agree that using the words lesbian, queer, gender non-conforming are important. The same way that lesbians fought in the 70s to not be rolled up into the term "Gay", because being invisible within a marginalized community doesn't feel any better than being marginalized within society at large.

I am a bisexual woman who has been out as bi since 1988 when I was 16. My wife is a bisexual woman who has been out as bi since she was 13. Our identities haven't changed just because we are perceived as being lesbians.

The term queer is an identity that many people in our LGBTQ community feel an affinity towards, but it should not be compulsory to identify that way if you don't identify as a lesbian and you are a woman. The fact is that to only mention the L and the Q in your messaging and to not mention bisexual women by name comes across as bi-erasure.

You can decide if adding the word "bisexual" to your messaging about inclusion would dilute your purpose. But if your answer to that is yes, I would ask you to consider that perhaps your organization is not as inclusive to bisexuals as you would like to be.

Turn it Around Worksheet



Situation Example

A couple hours later she received a reply:

I am confused. This is the first time I've ever heard queer does not include both bi + trans women. Is that what you're saying? Are you saying you identify as bi and not queer?

Angela wrote back:

Not sure about your confusion. It is not up to me to define queer. If that feels like the term that resonates with an individual to describe their identity, then that is the term they will use. Queer, by my understanding, includes but is not limited to lesbians, gay men, bisexuals and the trans community, etc. but it is not a synonym for each one of those separate identities.

For example, "basketball" is a "sport" but "sport" is not "basketball".

At 45, I came of age (and out) at a time when I was called queer by people who were not reclaiming the word, they were using it to bully and threaten. It is not a word that I label myself with, not only because of its negative history, but also because it denies visibility to my bisexuality. And as we know bisexuals continue to have to fight to be included by name in the conversation.

I hope you will add the word bisexual at some place on your website to make it clear the bisexuals are part of your target audience.

Later she received a final response:

We will definitely add the word on our site. Thanks for taking the time to give feedback.

Use this section to capture any ideas from the other groups to help you customize your session.

 **Notes from the Workshop:**

What will you emphasize or do differently as a result of this workshop?

 **Notes from the Workshop:**

Bisexuality 101

Participant Workbook

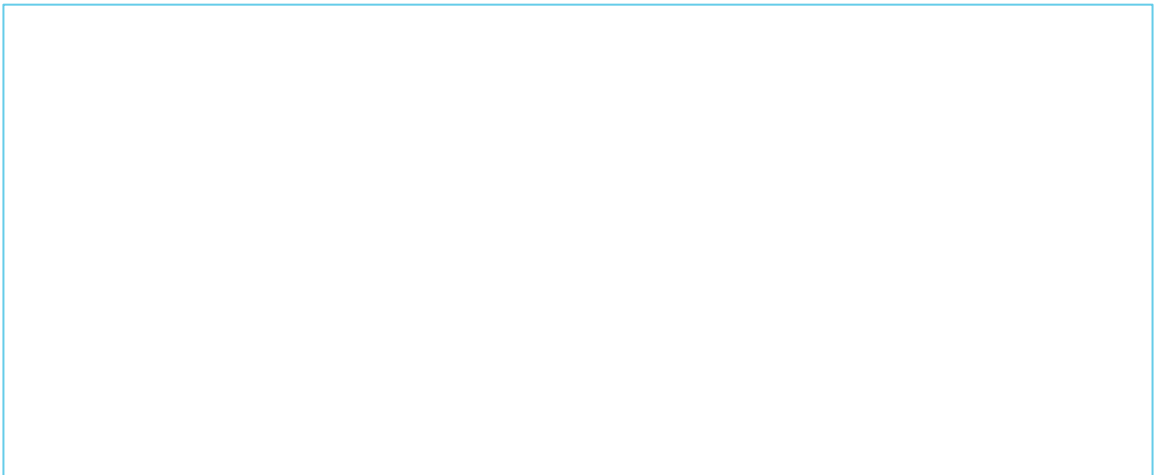
What do you hope to get from today's session?

Take a moment to reflect what this topic means to you.

A large, empty rectangular box with a thin blue border, intended for a participant to write their reflections on the session's topic.

Get to know your neighbors

What are they hoping to get out of the session?

A large, empty rectangular box with a thin blue border, intended for a participant to write down what their neighbors hope to get out of the session.

 **Notes from the Workshop:**

What will you emphasize or do differently as a result of this workshop?

 **Notes from the Workshop:**

Appendix

Documents



Participant Workbook