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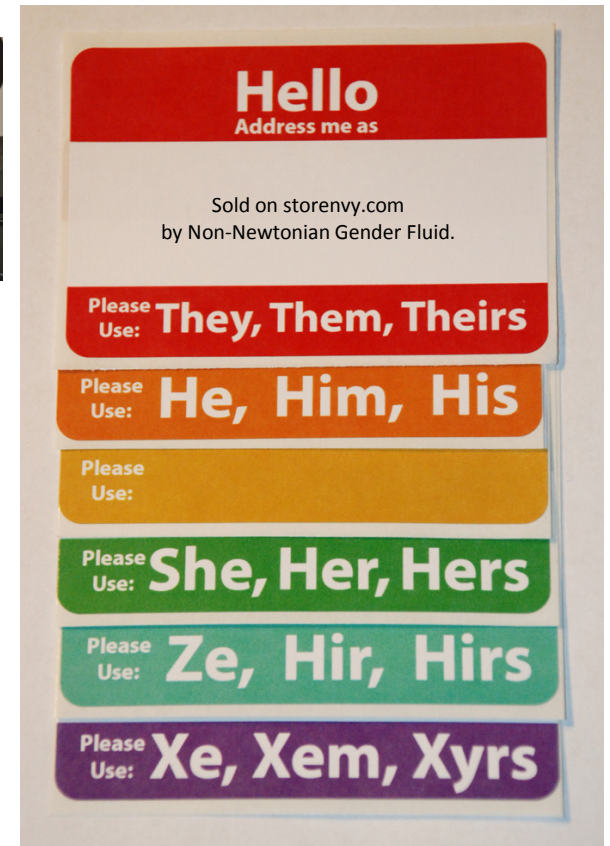
 SACRAMENTO PUBLIC LIBRARY

Jessica Jupitus

Downtown Libraries Manager

[jjupitus@saclibrary.org](mailto:jjupitus@saclibrary.org)

# Be approachable.



# When greeting others

Avoid:

**ladies gentlemen ma'am sir girls guys** etc.

Consider using instead:

“Thanks, **friends**.  
Have a great  
night.”

“Good morning,  
**folks!**”

“Hi, **everyone!**”

“And for **you?**”

“Can I get  
you **all**  
something?”

**Why?**

Shifting to gender-inclusive language respects and acknowledges the gender identities of all people and removes assumption.

## Be mindful of language

Based on Toni Latour's "Hello there" cards.

Learn more at [qmunity.ca](https://qmunity.ca)

**IF YOU'RE OUT IN PUBLIC AND YOU CAN'T FIGURE  
OUT A STRANGER'S GENDER, FOLLOW THESE STEPS:**

**1. DON'T WORRY ABOUT IT.**

CREDIT: @EMOPRETEEN TWITTER

THE  
**TRANS\***  
CENDING  
GENDER  
PROJECT

[WWW.TRASCENDINGGENDER.ORG](http://WWW.TRASCENDINGGENDER.ORG)

# LGBTQIA

What does the alphabet mean?

Lesbian – female identified attracted to female identified

Gay – male identified attracted to male identified

Bisexual – attracted to both genders (see “Pansexual” also)

Transgender – gender assigned at birth does not match gender identity

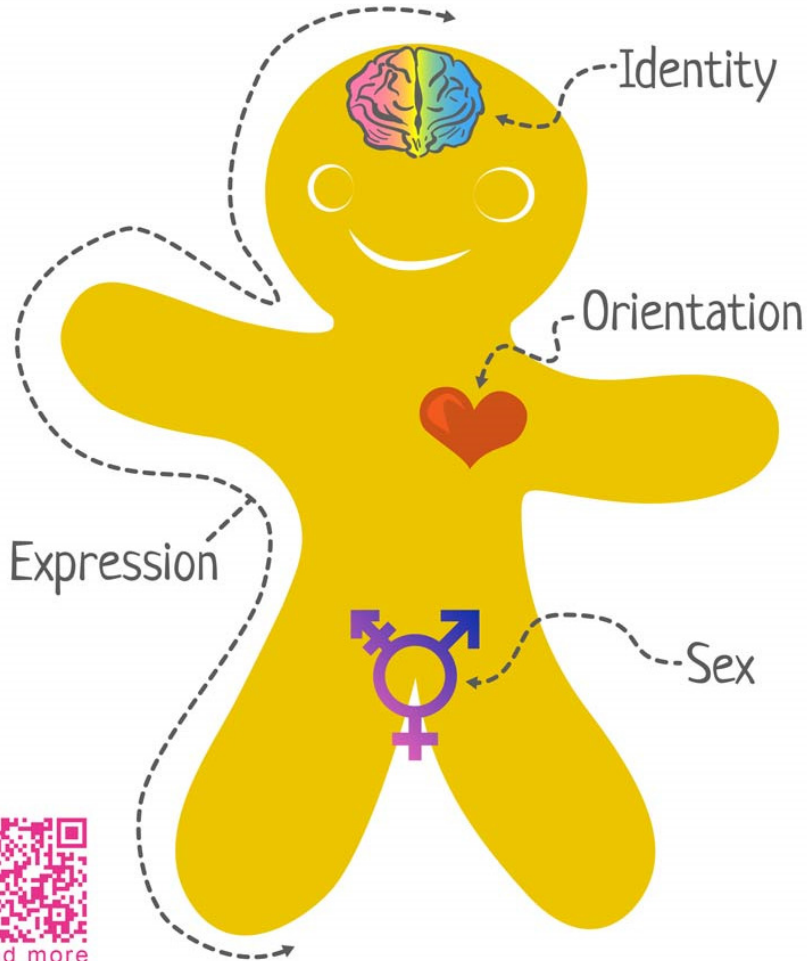
Queer – often a catchall term, attraction outside the gender binary (sometimes “Questioning”)

Intersex – reproductive anatomy does not fit with only one gender, previously called “hermaphrodite”

Asexual – not sexually attracted to anyone (sometimes “Allies”)

# The Genderbread Person

by [www.ItsPronouncedMetrosexual.com](http://www.ItsPronouncedMetrosexual.com)



## Gender Identity

Woman Genderqueer Man

Gender identity is how you, in your head, think about yourself. It's the chemistry that composes you (e.g., hormonal levels) and how you interpret what that means.

## Gender Expression

Feminine Androgynous Masculine

Gender expression is how you demonstrate your gender (based on traditional gender roles) through the ways you act, dress, behave, and interact.

## Biological Sex

Female Intersex Male

Biological sex refers to the objectively measurable organs, hormones, and chromosomes. Female = vagina, ovaries, XX chromosomes; male = penis, testes, XY chromosomes; intersex = a combination of the two.

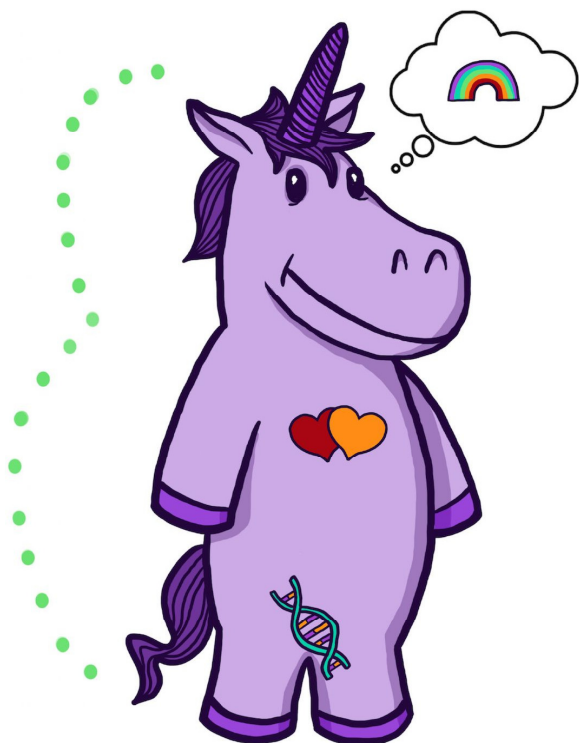
## Sexual Orientation

Heterosexual Bisexual Homosexual

Sexual orientation is who you are physically, spiritually, and emotionally attracted to, based on their sex/gender in relation to your own.

# The Gender Unicorn

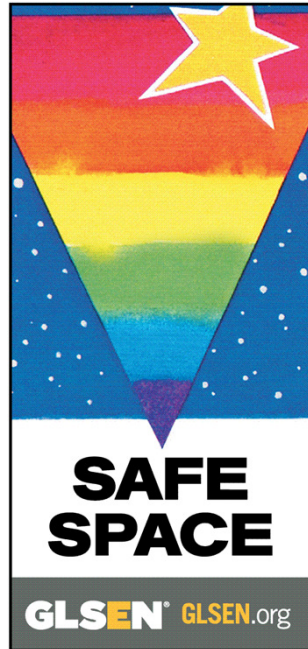
Graphic by:  
**TSER**  
Trans Student Educational Resources



To learn more, go to:  
[www.transstudent.org/gender](http://www.transstudent.org/gender)

Design by Landyn Pan

# Make your space safe.



# AND welcoming.



**GENDER NEUTRAL  
RESTROOM**



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**THIS BATHROOM  
IS FOR  
EVERYONE**



**ALL-GENDER  
RESTROOM**



In America, it is estimated that up to 1.6 million youth are homeless each year and that up to 40% of them identify as lesbian, gay, bisexual, or transgender (LGBT). Yet, LGBT youth make up just 7% of the general youth population. The True Colors Fund is committed to reducing that disproportionate percentage from 40% to none. ([fortytonone.org](http://fortytonone.org))

More than 30% of LGBTQ youth report at least one suicide attempt within the last year.

More than 50% of Transgender youth will have had at least one suicide attempt by their 20th birthday. ([suicidology.org](http://suicidology.org))

The prevalence of suicide attempts among respondents to the National Transgender Discrimination Survey (NTDS), conducted by the National Gay and Lesbian Task Force and National Center for Transgender Equality, is 41 percent, which vastly exceeds the 4.6 percent of the overall U.S. population who report a lifetime suicide attempt, and is also higher than the 10-20 percent of lesbian, gay and bisexual adults who report ever attempting suicide.

Respondents who experienced rejection by family and friends, discrimination, victimization, or violence had elevated prevalence of suicide attempts, such as those who experienced the following:

Family chose not to speak/spend time with them: 57%

Harassed or bullied at school (any level): 50-54%

Experienced discrimination or harassment at work: 50-59%

Doctor or health care provider refused to treat them: 60%

Suffered physical or sexual violence:

At work: 64-65%

At school (any level): 63-78%

([williamsinstitute.law.ucla.edu/wp-content/uploads/AFSP-Williams-Suicide-Report-Final.pdf](http://williamsinstitute.law.ucla.edu/wp-content/uploads/AFSP-Williams-Suicide-Report-Final.pdf))

# HOW CAN I HELP?

1. Keep your reaction understated – this is a big enough deal for the kid, stay mellow.
2. “Be open to being educated” – let them know you don’t know much about it but you are willing to listen and learn
3. Ask for preferred name/pronouns and offer yours – My name is Jessica and I prefer she/her.
4. Let them know it is okay to not use any pronouns and make an effort to use only their name, no matter how awkward it may sound.
5. Biggest challenges are bathrooms, bullying, and access to hormones.  
Remove barriers wherever you can. If there is a gender neutral or single stall bathroom, know where it is. Be ready to share local resources.

# Host queer events.



**National Library Week  
April 8th-14th**

- 4/8 Rainbow Easter Egg Hunt and GLBT Storytime**  
McClatchy Library 11am-1pm
- 4/10 GLBTQIA Community Partner Showcase and Brown Bag Lunch**  
Central Library 11:30am-1:30pm
- Come Out for Aerobics**  
Central Library 6:30-7:30pm
- 4/11 "It Gets Better" Video Filming Drop-In Session**  
Central Library 11:30am-1:30pm
- 4/13 GLBT Movie Night, Cheerleader Costume Contest, and Kinect gaming**  
Central Library Galleria 7-10pm
- 4/14 Same Sex Speed Dating for Book Lovers**  
Central Library 2-4pm

For more information, visit:  
[alllibrary.com/you-belong-your-library/](http://alllibrary.com/you-belong-your-library/)

 Sacramento Public Library 



**Rainbow Family Egg Hunt & GLBT Storytime**

**April 8, 2012 • 11 am - 2 pm • Ella K. McClatchy Library  
2112 22nd Street • Sacramento, CA 95818**

We welcome all families to come participate in our Rainbow Egg Hunt at Ella K. McClatchy Library! We'll start by creating special decorated bags (for egg collecting), followed by a storytime celebrating families with two mommies, two daddies, or any combination of people, since love is what makes a family. Egg hunting will begin at 12 pm. Rain or shine, we'll get together and celebrate! The library will be open for browsing and materials check out though computers will not be available.

 Sacramento Public Library 



**Same Sex Speed Dating for Book Lovers**

**April 14, 2012 • 2-4 pm • Central Library  
828 I Street • Sacramento, CA 95814**

Booklovers, ready to meet people who share your passion for the printed page? Come check out Sacramento Public Library's "Same Sex Speed Dating" program! Bring a favorite or hated book to spark a conversation and who knows what other sparks may fly.

This is a great way to socialize with other like-minded singles without the pressure of a date; it's only a 5 minute conversation. Get out of the bars and into the library to meet someone fabulous!

 Sacramento Public Library 

# Repeatedly.



Librarian and Sac City Rollers girl Jessica Zaker breaks the library's quiet rules with her onsite punk-rock aerobics and brutal yoga classes. <http://altlibrary.com> PHOTO BY RYAN DONAHUE



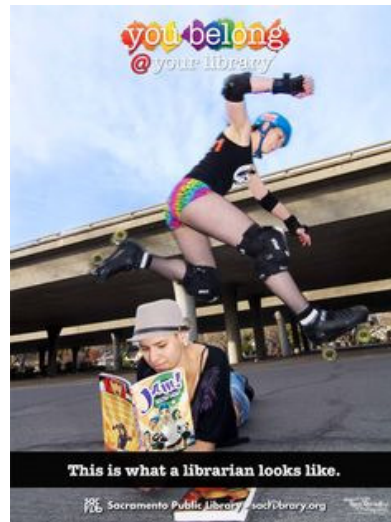
**Find yourself in the Sacramento Public Library**  
Celebrate National Library Week, April 8-14

**Free GLETTIA programs:**

Bibliothèque Family Egg Hunt and Story Time • Community Partner Showcases • Punk Rock Booktalks  
"It Gets Better" Video Filming • Movie Nights • Cheerleader Costume Contest and Kinest. Dancing • Same-Sex Speed Dating

Sacramento Public Library • [saclibrary.org](http://saclibrary.org)

**you belong** @ your library



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@ your library

**This is what a librarian looks like.**

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# Ask for programs.



# People want to help.

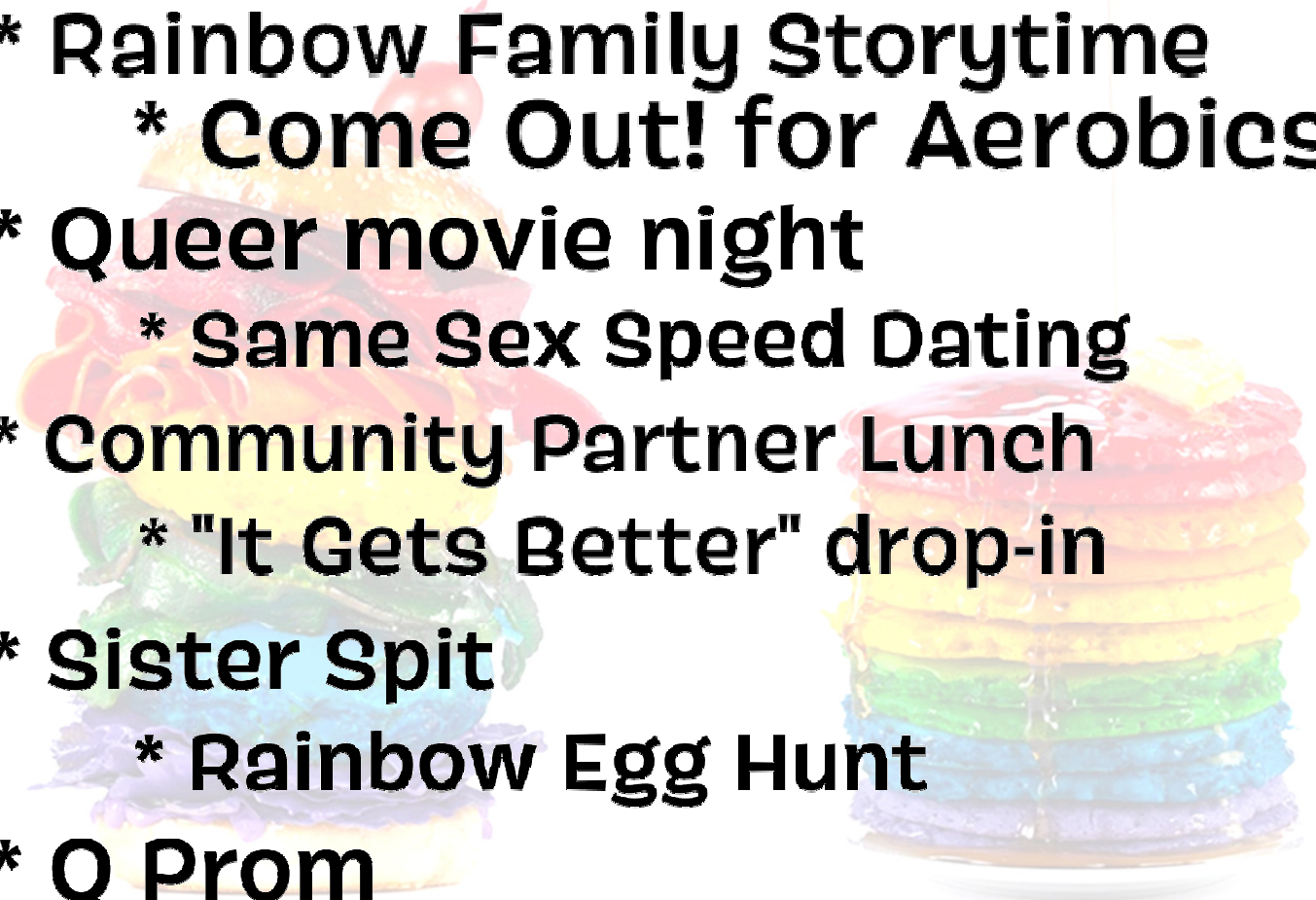
- 
- \* **Rainbow Family Storytime**
    - \* **Come Out! for Aerobics**
  - \* **Queer movie night**
    - \* **Same Sex Speed Dating**
  - \* **Community Partner Lunch**
    - \* **"It Gets Better" drop-in**
  - \* **Sister Spit**
    - \* **Rainbow Egg Hunt**
  - \* **Q Prom**

Image from Henry Hargreaves

**Don't assume hostility.**



**Give the curious a chance.**

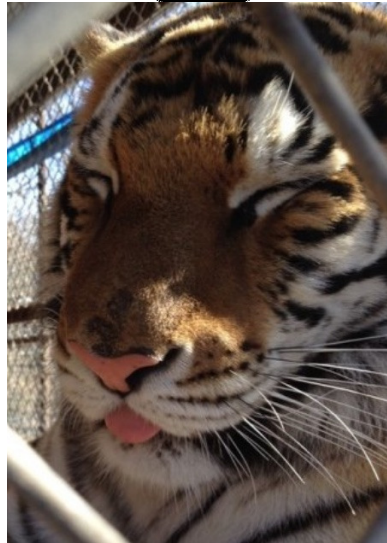


**Nobody will change anything**

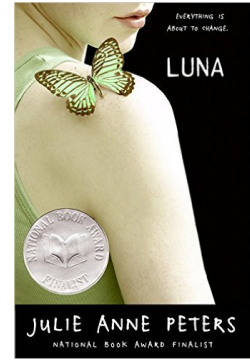
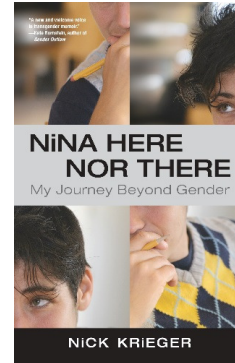
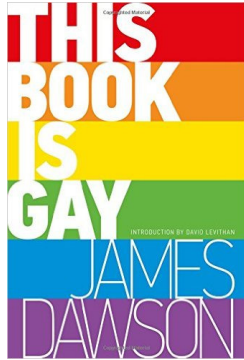
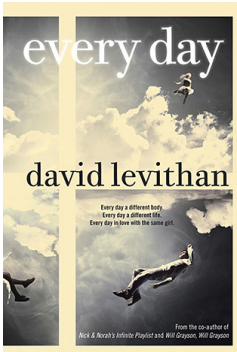
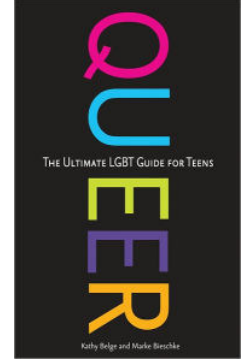
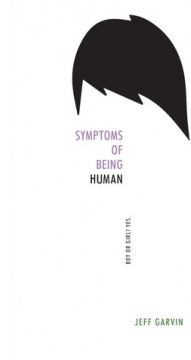
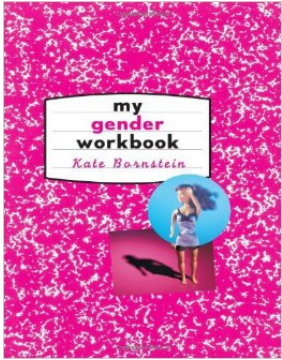


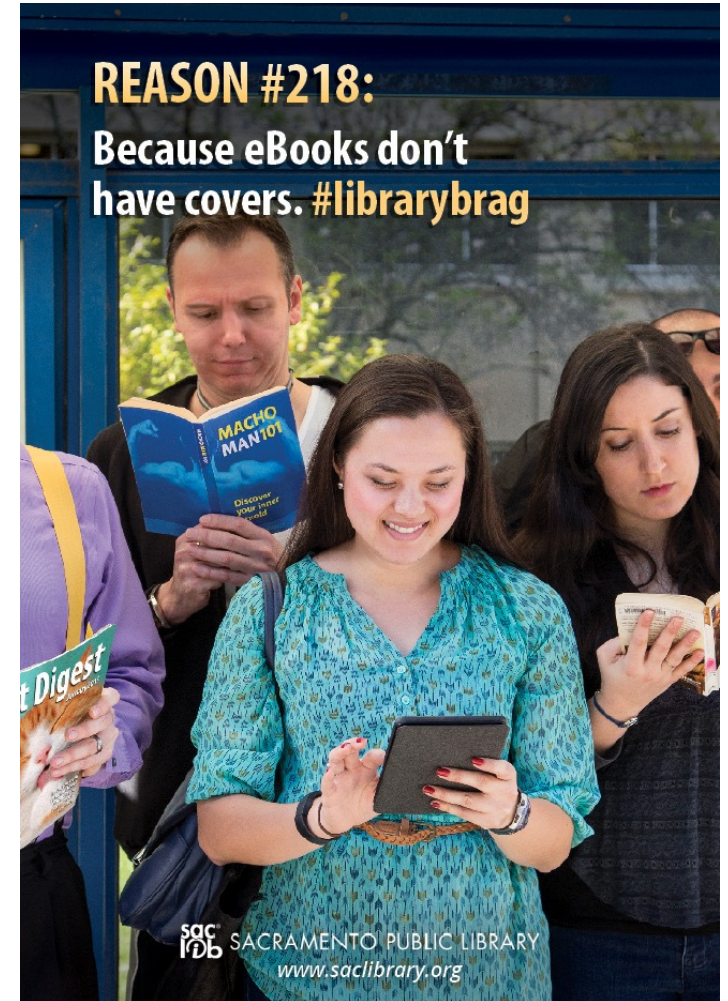
**unless you ask.**

**Try it.**



**(fail fast)**





<http://genderqueerid.com/> Understand what “gender queer” means

<http://www.glaad.org/transgender/allies> Support the transgender community

<http://www.glsen.org/educate/resources/creating-lgbt-inclusive-lessons> LGBTQIA inclusive lessons

<http://www.communitymarketinginc.com/gay-lesbian-market-intelligence/> Gay demographics – have data!

<https://truecolorsfund.org/> End LGBT youth homelessness

<http://www.glsen.org/> Information on creating GSAs with GLSEN

<http://home.pflag.org/> Find support for LGBTQ allies with PLFAG

<http://www.hrc.org/> Human Rights Campaign advocates for GLBT civil rights

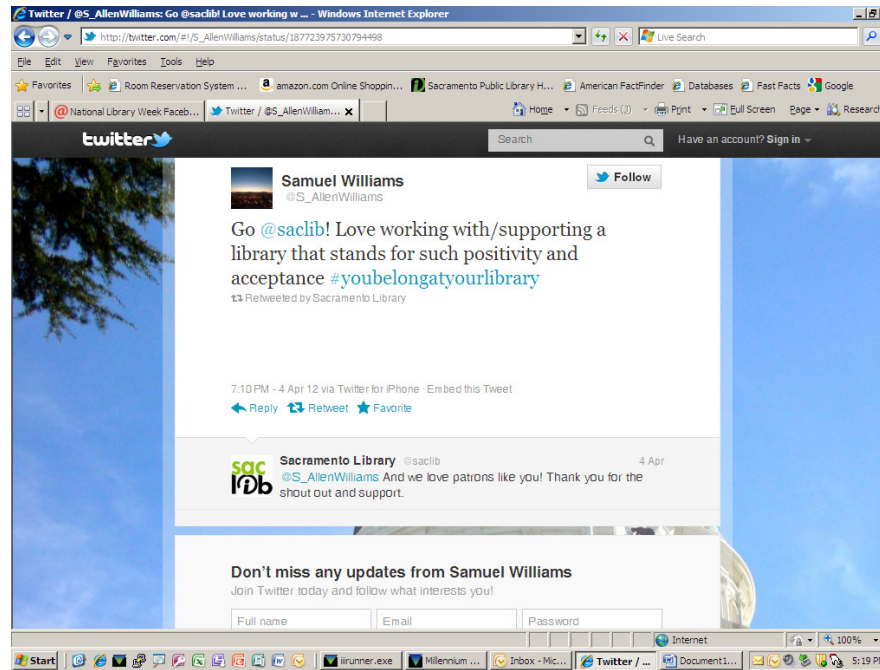
<http://www.colage.org/> Children of LGBTQ parents

<https://gsanetwork.org/> Genders and Sexualities Alliance - youth for racial and gender justice

<http://www.advocate.com/> Gay magazine web component

<http://www.lgbtqnation.com/> LGBTQ news aggregate

Seriously, just use Google and your research skills. So many wonderful things are coming out (ha!) every day.



Questions? Email  
***jjupitus@saclibrary.org***



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