

// Leader Training 4/11/21

- What We Believe
 - Biblical Stance
 - Genesis 1:26-28 Gender; MADE IN THE IMAGE
 - Genesis 2:20-25 Marriage
 - Romans 1:24-27 Sexuality
 - Belonging precedes believing or acting
 - The Church is not responsible for behavior modification
- Introspective Moment - Where is your heart at?
- Statistics - See Attached Page
- Practical Stuff
 - Terms To Use - See Attached Page
 - Expectations at RIOT and HIGHLIFE
 - Be Perceptive
 - Do they love and follow Jesus or not?
 - Be Welcoming
 - Come as you are
 - Be Consistent
 - Don't have special standards
 - Be a Safe Place
 - Don't discourage the discussion
- Resources Available
- Questions
- Prayer

KEY TERMS

As we enter into *Guiding Families*, here is a list of key terms that may or may not be familiar to you. This is not an exhaustive list of all the terms we encounter in engaging LGBT+ people, but it will help us begin the conversation. You may be uncomfortable with or have concerns about some terms, and that is okay. As a missionary organization, we strive to use honoring language in extending Christ to LGBT+ people.

ACCEPTANCE

An honest and full acknowledgement of the reality of a situation; a love toward someone as they are, not as one would like them to be. Acceptance does not inherently mean approval of a situation or of other people's dealings with that situation. Acceptance also does not mean feeling good about a situation. It is a state in which each person (loved ones and self) can move forward owning their respective roles and responsibilities in a situation — no more, no less.

BAIT AND SWITCH

Occurs when intentions, beliefs, or attitudes are initially misrepresented and later found to be different than expected. An example would be expressing a love for LGBT+ people, only to later disclose a significant aspect of belief that was not clearly communicated earlier. A bait and switch can leave someone feeling hurt, betrayed, or lied to. While the purpose of a bait and switch tends to be avoiding difficult confrontation, it can ironically end up being more hurtful than an honest disclosure.

COMING OUT

When a person shares with other people their sexual orientation and/or gender identity, as well as the process that individual goes through to discover and understand their sexual orientation and/or gender identity. Originated from the phrase "coming out of the closet." Coming out does not necessarily mean "living it out" — a person may share about their experience without an intent to date the same gender or transition their gender. Conversely, a person may come out while they are already in a relationship or in the process of a gender transition. When someone's sexual/gender identity is announced by someone else without consent, it is called being **outed**.

HOMOPHOBIA/TRANSPHOBIA

A fear of LGBT+ people that triggers unthoughtful or even hateful ideas about their personhood, intentions, faith, conduct, and character. These attitudes often arise from not knowing LGBT+ people personally. They are typically based on inaccurate ideas leaning heavily on cultural stereotypes rather than on facts.

TRAUMA

A psychological shift resulting from a distressing event or series of events. Trauma may result from a one-time occurrence, such as a death of a loved one. Trauma may also result from (often seemingly "smaller") distressing events occurring repeatedly over a long period of time, such as repeated physical or verbal harm at home or at school. The latter form is often called **complex trauma**, **developmental trauma**, **historic trauma**, **traumatic stress**, **toxic stress**, or "little t" trauma.¹

LESBIAN

Adj./N.

A woman who is attracted exclusively or most significantly to other women.

"She is a lesbian." "She is a lesbian woman."

GAY

Adj.

Attracted exclusively or most significantly to the same gender. Historically used only for males, but increasingly used also for females.

"He is gay." "He is a gay man."

BISEXUAL

Adj.

Attracted to more than one gender, but not necessarily at the same time, in the same way, or to the same degree.

"She is bisexual."

TRANSGENDER

Adj.

(Or **Trans**) Describes a person whose internal sense of gender identity does not correspond with their birth sex.²

"He is transgender."

Trans* (with an asterisk) is an umbrella term referring to all non-**cisgender** identities within the gender spectrum.

¹Paynter ML. (2017). *Exploring a School Culture and Climate Where Students Can Flourish: Using Focus Group Methodology to Capture Key Stakeholder Perceptions About School Culture and Climate in an Alternative Education High School*. San Jose State University, ProQuest Dissertations Publishing, 10635374.

²Yarhouse MA. (2015). *Understanding Gender Dysphoria: Navigating Transgender Issues in a Changing Culture*. InterVarsity Press.

RISKS LGBT+

THE 2 LEADING RISK FACTORS

RELATIVE TO THEIR HETEROSEXUAL PEERS, ^{1,2}
LGBT+ YOUTH ARE...

- 2-4X** more likely to attempt suicide (in accepting families)
- 4-8X** more likely to attempt suicide (in rejecting/disconnected families)

- 91%** more likely to be bullied
- 46%** more likely to be victimized
- 3X** more likely to miss school (out of fear)
- 2X** more likely to skip college

1 BULLYING

LGBT+ YOUTH HOMELESSNESS³

- 20-40%** of homeless youth identify as LGBT+
- 62%** have attempted suicide
- 59%** have been sexually victimized
- Many are forced to trade "services" (such as survival sex) for food and housing
- 94%** of youth homeless shelters report serving LGBT+ youth in the last year
- 75%** report working with transgender youth in the last year
- 68%** of homeless LGBT+ youth report serious family rejection

¹Schuster MA, Bogart LM, Klein DJ, et al. A longitudinal study of bullying of sexual-minority youth. *N Engl J Med* (2015); 372:1672-1674.

²Ryan C, Russell ST, Huebner D, Diaz R, & Sanchez J. Family Acceptance Project™: Family rejection as a predictor of negative health outcomes in white and Latino lesbian, gay, and bisexual young adults. *Psychiatry* (2009); 123 (1) 346-352.

³Durso LE & Cates CJ (2012) *Serving our youth: Findings from a national survey of service providers working with lesbian, gay, bisexual and transgender youth who are homeless or at risk of becoming homeless*. Los Angeles: The Williams Institute with True Colors Fund and The Paulette Fund.

⁴Kosciw JC, Greytak EA, Zongrone AD, Clark CM & Truong NL. (2018) *The 2017 National School Climate Survey: The experiences of lesbian, gay, bisexual, transgender, and queer youth in our nation's schools*. New York: GLSEN.

Percentages of LGBT+ teens who have already experienced bullying and victimization:⁴



INCREASED VICTIMIZATION =

- Lower GPA
- Increased depression
- Increased self-harm
- Increased suicide attempts¹

Bullying for all students declines as age increases, but it **remains higher at every grade level** for LGBT+ students relative to heterosexual peers.¹