

# TRIPLE JEOPARDY: Protecting At-Risk Refugee Survivors of Sexual and Gender-Based Violence

## UNDERSTANDING SEXUAL ORIENTATION AND GENDER IDENTITY

### 1. AIM

The module seeks to provide a general understanding of the meaning of sexual and gender diversity. It clarifies the difference between sexual orientation and gender identity and reviews related terminology. It also addresses homophobia, transphobia and discrimination against people with diverse sexual orientation and gender identities.

### 2. USE

This module may be used as part of a half-, one- or two-day training (see *Model Agendas*). It should be used with participants who have already been trained on concepts relating to sex and gender.

TIME	METHODOLOGY	MATERIALS
1 hour, 30 minutes	PowerPoint Brainstorming Discussion Group work	Flip chart Markers Understanding Sexual Orientation and Gender Identity PowerPoint Projector Find the Match handout Colored exercise cards

### 3. GENERAL BACKGROUND

Helpful **definitions** for this and other modules include:

- **Asexual:** A person who does not experience sexual attraction, but has emotional and romantic needs and can form intimate relations.
- **Bisexual:** A person whose enduring romantic, emotional and/or physical attraction is to both sexes.
- **Cisgender:** A term referring to people whose gender identity and gender expression match the sex they were assigned at birth and the social expectations related to their gender.
- **Gay:** A term generally used to describe a man whose enduring romantic, emotional and/or physical attraction is to other men, although it can also be used to describe women who are attracted to other women.
- **Gender Expression:** The way people communicate gender within a given culture, including dress, communication patterns and interests. A person's gender expression may or may not be consistent with socially prescribed gender roles, and may or may not reflect gender identity.
- **Gender Identity:** Each person's deeply felt internal and individual experience of gender, which may or may not correspond with the sex assigned at birth, including the personal sense of the body (which may involve, if freely chosen, modifications of bodily appearance or function by medical, surgical or other means) and other expressions of gender, including dress, speech and mannerism.

- **Gender Reassignment:** The process through which people redefine their sex in order to better express their gender identity. It is often referred to as a process that may involve medical assistance, including hormone therapies and surgical procedures to align one's body with one's internal experience of gender.
- **Gender Role:** A term that describes the way in which a person expresses himself or herself in terms of traits commonly associated with masculinity and femininity. Gender role is largely a social construct since every society has different ideas about what sort of dress or behavior is "appropriate" for men and women.
- **Gender:** A person's internal perception and experience of maleness or femaleness, and the social construction that allocates certain behaviors into male and female roles. These roles vary across history, societies, cultures and classes.
- **Heterosexual:** A person whose enduring romantic, emotional and/or physical attraction is exclusively or predominantly to the opposite sex.
- **Homophobia:** A term identifying fear or hatred of homosexuality or people with sexual orientation variance.
- **Homosexual:** A person who predominantly or entirely has romantic, emotional and/or physical attraction to people of the same sex or gender. In English, this is considered to be an outdated clinical term.
- **Intersex:** A person born with physical, hormonal or genetic features that are not fully female or male, or are a combination.
- **Lesbian:** A woman whose enduring romantic, emotional and/or physical attraction is to other women.
- **LGBTI:** An acronym for lesbian, gay, bisexual, transgender and intersex people. The term may not be familiar to sexual minorities from countries where sexual and gender diversity is highly stigmatized or criminalized.
- **MSM:** An abbreviation for Men who have Sex with Men, the term is used mostly in HIV/AIDS prevention. The term MSM is very inclusive – it includes all men (gay, bisexual, heterosexual, trans or intersex) who have sex with men.
- **Queer:** A term that is inclusive of all people who are not heterosexual, including lesbians, gay men, bisexuals and transgender people. For some, the term has negative connotations, as it was traditionally an abusive term. Many sexual minorities have reclaimed it as a symbol of pride.
- **Sex:** Biological characteristics that distinguish people as male, female or intersex.
- **Sexual Behavior:** A term that describes the way that people engage sexually, and with whom. People may pursue sexual behavior with a person or people to whom they are attracted. It is not always an accurate indicator of sexual orientation.
- **Sexual Minorities:** An umbrella term referring to people expressing a nonconforming gender identity and/or sexual orientation, including lesbian, gay, bisexual, transgender and intersex (LGBTI) people.
- **Sexual Orientation:** Each person's capacity for profound emotional and sexual attraction to, and intimate and sexual relations with individuals of a different sex, the same sex or more than one sex.
- **Transgender:** An umbrella term for people whose gender identity and/or expression differs from the sex assigned at birth. A transgender woman is someone born male who identifies as a woman. A transgender man is someone born female who identifies as a man. Transgender people may also identify as one gender (i.e., as male or female) and reject the term "transgender" altogether.
- **Transphobia:** A term identifying fear and hatred of transgender persons or persons with gender identity variance.
- **WSW:** An abbreviation for Women who have Sex with Women, the term is used mostly in HIV/AIDS prevention. The term WSW is very inclusive – it includes all women (lesbian, bisexual, heterosexual, trans or intersex) who have sex with women.

- **Yogyakarta Principles:** A set of principles applying international law to issues related to gender and sexual orientation as established by a gathering of international experts and activists at a conference held in the city of Yogyakarta, Indonesia in 2006.

### Background

- Human gender and sexual diversity is a complex and dynamic social field, seeking to integrate constantly evolving knowledge with social, political and legal understanding.
- The list of gender and sexual orientation terminology above conveys the complexity of social and cultural attitudes toward sex, gender and sexuality.
- Since the emergence of the women’s rights and gay rights movements, *gender*, *sexuality* and *sexual orientation* have become instrumental to human rights by protecting gender and sexual minorities, and persons whose gender, sexual orientation or sexual characteristics differ from what is typically expected by a culture or society.
- In 72 countries, homosexuality is criminalized, resulting in conflicts among various stakeholders; this is sometimes described as a conflict between Western and Non-Western cultural morality.
- The intersection of race, ethnic, and social, economic and immigration status further complicates the SGBV experiences of sexual minorities. It is important to understand the diversity and complexity of gender identity, as well as the reasons why people, institutions and authorities fear sexual and gender diversity and how those fears can lead to homophobia and transphobia.
- We also need to be aware of our own biases and knowledge gaps in order to truly invite sexual minority refugee survivors of SGBV to engage with us in the struggle to prevent SGBV and develop SGBV responses for all.

### Resources

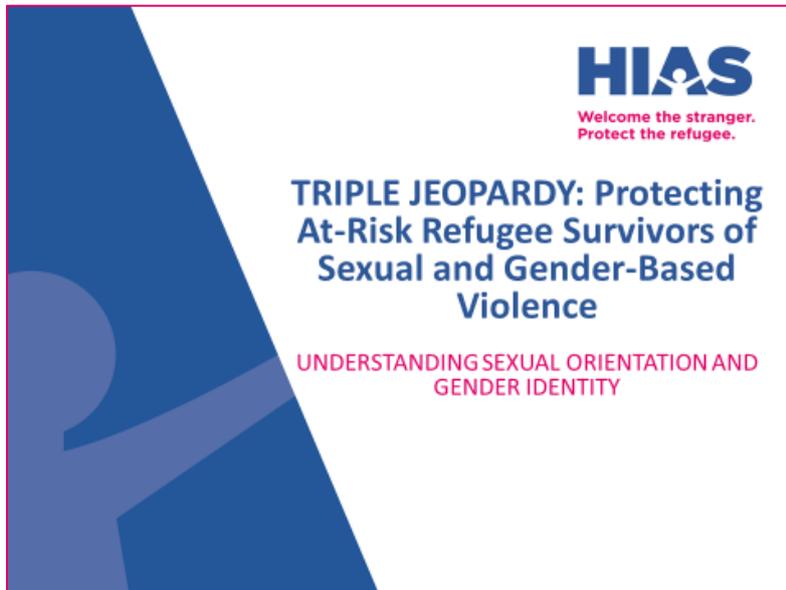
Triple Jeopardy Report, pp. 33-38.

American Psychological Association (2011) [Definitions of Terms: Sex, Gender, Gender Identity, Sexual Orientation](#). Amnesty International (2013) [Making Love a Crime: Criminalization of Same Sex Conduct in Sub-Saharan Africa](#). Health Policy Project (2015) [Gender & Sexual Diversity Training: A Facilitator’s Guide for Public Health and HIV Programs](#). Human Rights Council (2011) [Human Rights, Sexual Orientation and Gender Identity](#). Human Rights Council (2015) [Discriminatory Laws and Practices and Acts of Violence against Individuals based on their Sexual Orientation and Gender Identity](#). International Lesbian, Gay, Bisexual, Trans and Intersex Committee (2016) [State Sponsored Homophobia 2016: A World Survey of Sexual Orientation Laws: Criminalisation, Protection and Recognition](#). Inter-Agency Standing Committee (2006) [Women, Girls, Boys and Men: Different Needs – Equal Opportunities](#). International Commission of Jurists (2007) [Yogyakarta Principles - Principles on the Application of International Human Rights Law in Relation to Sexual Orientation and Gender Identity](#). International Commission of Jurists (2009) [Sexual Orientation, Gender Identity and International Human Rights Law: Practitioners Guide No. 4](#). International Organization for Migration (2016) [LGBTI Training Package](#). O’Flaherty, M. and Fisher, J. (2008) [Sexual Orientation, Gender Identity and International Human Rights Law: Contextualizing the Yogyakarta Principles](#). Organization for Refugee Asylum and Migration (2013) [The Unseen Struggles of Lesbian, Gay, Bisexual, Transgender and Intersex Urban Refugees in Mexico, Uganda and South Africa](#). United Nations High Commissioner for Refugees (2011) [Sexual and Gender-Based Violence \(SGBV\) Prevention and Response](#). United Nations High Commissioner for Refugees (2011) [Working with Lesbian, Gay, Bisexual, Transgender & Intersex Persons in Displacement](#).

#### 4. SLIDES

This section provides you background and resources for each PowerPoint slide in the module. It also gives you instructions to facilitate group discussions and exercises.

##### SLIDE 1: COVER



## SLIDE 2: OBJECTIVES

# Objectives

A photograph of a woman with dark hair, wearing a black top, holding a large, colorful rainbow umbrella. She is looking upwards and to the right with an open mouth, as if speaking or shouting. The background is slightly blurred, suggesting an outdoor setting.

By the end of the session, participants will understand

1. Relevant terminology related to sexual orientation and gender identity
2. Myths surrounding sexual minority identities
3. Origins of homophobia, transphobia and other forms of discrimination against sexual minorities

TRIPLE JEOPARDY TRAINING | **HIAS** 2

### Background

- Read through the objectives.
- Explain that this module is intended to shed light on gender and sexual diversity and the various terms surrounding sexual orientation and gender identity.
- The module will also explore our own lack of knowledge and biases by dispelling myths about sexual minorities, and looking at the origins of homophobia and transphobia.

### SLIDE 3: DEFINITION OF GENDER AND SEXUAL DIVERSITY

**Definition of Gender and Sexual Diversity**

- *Recognition and acceptance, sexual orientation, gender identity or sex characteristics that differ from what is typically expected by a culture or society*

Health Policy Project (2015)

TRIPLE JEOPARDY TRAINING | HIAS 3

#### Background

- Ask participants to recall and state the definitions of “sex” and “gender.”
- Ask participants what “gender and sexual diversity” means. Discuss with the group.
- Present the slide, explaining that gender and sexual diversity recognize human variations in sex, gender and sexual orientation.
- This module explores new terms focusing on gender identity and sexual orientation.

#### Resources

Health Policy Project (2015) [Gender & Sexual Diversity Training: A Facilitator’s Guide for Public Health and HIV Programs.](#)

#### SLIDE 4: COMPONENTS OF GENDER AND SEXUAL DIVERSITY

### Components of Gender and Sexual Diversity

- **Sex** – What are our biological characteristics?
- **Gender Identity** – What is our internal sense of being male or female?
- **Sexual Orientation** – To whom are we attracted?
- **Sexual Behavior** – With whom do we practice sexual activities?

TRIPLE JEOPARDY TRAINING | HIAS 4

#### Background

- Ask participants to identify the four components that make up gender and sexual diversity.
- After brainstorming, present the slide and explain the four components:
  - **Sex** – Refers to the biological characteristics distinguishing male, female and intersex.
  - **Gender Identity** – Refers to a person’s deeply felt internal and individual experience of gender, which may or may not correspond with the sex assigned at birth, including the personal sense of the body, which may involve, if freely chosen, modifications of bodily appearance or function by medical, surgical or other means, and other expressions of gender, including dress, speech and mannerism.
  - **Sexual Orientation** – Describes romantic and sexual attraction, which may be toward the other sex (heterosexual), the same sex (gay, lesbian), both sexes (bisexual), or an absence of sexual attraction to either sex (asexual). Sexual orientation is defined as each person’s capacity for profound emotional and sexual attraction to and intimate and sexual relations with individuals of a different sex, the same sex or more than one sex.
  - **Sexual Behavior** – Describes what people do sexually, and with whom. People may pursue this behavior with a person or people to whom they are attracted. It is not always an accurate indicator of sexual orientation. For example, a heterosexual man who is attracted to women may engage in survival sex with other men for subsistence.

#### Resources

Triple Jeopardy Report, pp. 33-38.

American Psychological Association (2011) [Definitions of Terms: Sex, Gender, Gender Identity, Sexual Orientation](#). Health Policy Project (2015) [Gender & Sexual Diversity Training: A Facilitator’s Guide for Public Health and HIV Programs](#). International Organization for Migration (2016) [LGBTI Training Package](#).

## Definition of Gender Identity

- *Each person's deeply felt internal experience of gender, which may or may not correspond with the sex assigned at birth*
- *It includes the sense of the body and other expressions, such as dress, speech and mannerisms*

Yogyakarta Principles (2007)

TRIPLE JEOPARDY TRAINING | HIAS 5

### Background

- Gender identity refers to our individual, internal experience of our own gender and how we describe our gender to ourselves and others.
- Society puts people in boxes – male or female – but not everyone fits neatly into these boxes. While society often holds that sex and gender must match up, this is not always the case.
- Upholding societal expectations regarding gender norms can lead to severe persecution against sexual minorities.
- Explain that gender identity is not necessarily linked to a person's sex.
- For example, a person born with male sex characteristics may identify and present to him/herself to others as a man or a woman or neither. The key is the individual's internal experience of gender.
- Intersex people (formerly referred to as "hermaphrodites") – people born with physical, hormonal or genetic features that are not fully female or male or are a combination – usually identify as men or women.
- Explain to participants that intersex advocates do not recommend medical intervention at birth to determine gender identity. Instead, when appropriate, and with support, intersex youth should select the gender with which they most identify. They do not require medical intervention, but may select it.

### Resources

American Psychological Association (2011) [Definitions of Terms: Sex, Gender, Gender Identity, Sexual Orientation](#). Killermann, S., Bolger, M., (2013) [Comprehensive List of LGBTQ + Vocabulary Definitions](#). United Nations High Commissioner for Refugees and International Organization for Migration (2015) [Working with Lesbian, Gay, Bisexual, Transgender and Intersex \(LGBTI\) Persons in Forced Displacement, Facilitation Guide](#).

## Definition of Sexual Orientation

- *Each person's capacity for profound emotional and sexual attraction to and intimate and sexual relations with those*
  - *Of a different sex*
  - *Of the same sex*
  - *Or to both sexes*

Yogyakarta Principles (2007)

TRIPLE JEOPARDY TRAINING | HIAS 6

### Background

- Sexual orientation refers to the gender (or genders) of the people to whom you are attracted, emotionally or sexually. These include people of the opposite sex (heterosexual), the same sex (homosexual) or both sexes (bisexual).
- Sexual orientation relates to the intimate personal relationships that meet deeply-felt needs for love, attachment and intimacy. A man whose sexual orientation is gay and a man whose sexual orientation is heterosexual may have similar deep needs for love, attachment, intimacy and sex – the former with other men and the latter with women.
- There is no clear explanation of what determines one's sexual orientation. Most researchers suggest that a combination of genes and social influences determines sexual orientation.
- People identify as heterosexual (or "straight"), bisexual, gay, lesbian, queer or use another term. People who identify as asexual do not feel sexually attracted to others at all, but can still connect emotionally with others.
- Some people who are gay or lesbian may not identify themselves as such. It is important to ask people how they want to be identified before calling them gay, bisexual or lesbian, and to always respect their confidentiality.

### Resources

American Psychological Association (2011) [Definitions of Terms: Sex, Gender, Gender Identity, Sexual Orientation](#). Health Policy Project (2015) [Gender & Sexual Diversity Training: A Facilitator's Guide for Public Health and HIV Programs](#). International Organization for Migration (IOM) (2016) [LGBTI Training Package](#). Planned Parenthood, [Sexual Orientation](#).

## SLIDE 7: GROUP EXERCISE – FIND THE MATCH

**Group Activity – Find the Match**

Homosexual  
Asexual  
Gay  
MSM  
Intersex  
Bisexual  
Queer  
Transgender  
Cisgender  
Heterosexual  
Lesbian

TRIPLE JEOPARDY TRAINING | HIAS 7

### Materials

Find the Match handout, bag or box

### Background

- This exercise is about gaining knowledge, as well as recognizing and addressing our own biases.

### Group Activity (15 minutes)

- In advance of the training session, cut the definitions and terms on the handout into strips.
- Place definitions and terms into a bag or a box and ask each participant draw a card at random (note there are 22 total – if you have fewer participants, adjust the number of terms and matching definitions.)
- Give participants five minutes to walk around the room and find a match. The person with a term should match with the person holding its definition, and vice versa.
- After five minutes, ask matching couples to read aloud their identity card and matching definition.
- Ask those who could not find their match to read their cards aloud and ask their group to assist in “matchmaking.”
- Ask participants if they have any questions about the definitions and clarify any confusion using the definitions set out in the General Background section of this Facilitator’s Guide.

## Homophobia and Transphobia

- **Homophobia:** Fear or hatred of homosexuality or people with sexual orientation variance, including
  - Lesbians
  - Gay men
  - Bisexual men and women
- **Transphobia:** Fear or hatred of transgender people or people with gender identity variance, including
  - Transwomen and transmen
  - People who cross-dress or express a gender different than the sex assigned at birth

TRIPLE JEOPARDY TRAINING | HIAS 8

### Background

- Sexual minorities, people whose sexual orientation or gender identity do not conform to cultural expectations, are often viewed as threatening the traditional family structure and power of heterosexual men.
- They are often viewed as acting against religious texts and norms. This is particularly true in conservative religious communities.
- Remember that gender identity and sexual orientation arise from a deep sense of feeling and being. It takes a lot of courage to assume an identity of difference, especially when repression is still a serious concern for many sexual minorities.

### Resources

Triple Jeopardy Report, pp. 33-38.

American Psychological Association (2011) [Sexual and Gender Minorities: Some Useful Definitions](#).

American Psychological Association (2011) [Definitions Related to Sexual Orientation and Gender Diversity in APA Guidelines and Policy Documents](#). Health Policy Project (2015) [Gender & Sexual Diversity Training: A Facilitator's Guide for Public Health and HIV Programs](#). United Nations High Commissioner on Refugees and International Organization for Migration (2015) [Working with Lesbian, Gay, Bisexual, Transgender and Intersex \(LGBTI\) Persons in Forced Displacement, Facilitation Guide](#). United Nations High Commissioner on Refugees (2011) [Working with Lesbian, Gay, Bisexual, Transgender and Intersex Persons in Forced Displacement](#).

## Discrimination and Persecution

- 74 countries criminalize same-sex relations and in 13 it is punishable by death
- 17 countries ban “propaganda” promoting sexual minority rights or identities
- Homophobic/transphobic acts include
  - Discrimination in housing, employment, education
  - Verbal harassment, threats of violence, blackmail
  - Targeted physical and sexual violence, including “corrective rape” (of lesbians) and murder
- Perpetrators include family, community, religious leaders, teachers, government authorities and non-state actors, such as gangs or rebel groups

TRIPLE JEOPARDY TRAINING | HIAS 9

### Background

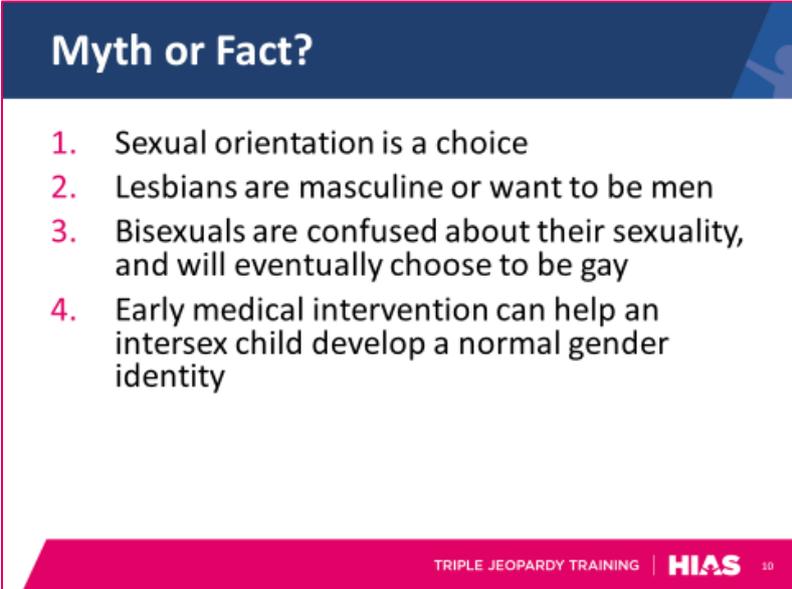
- In 13 countries, being gay or bisexual is punishable by death. These are: Sudan, Iran, Saudi Arabia, Yemen, Mauritania, Afghanistan, Pakistan, Qatar, UAE, parts of Nigeria, parts of Somalia, parts of Syria and parts of Iraq.
- In 17 countries, bans are in place to prohibit “propaganda” interpreted as promoting LGBT communities or identities. These are: Algeria, Egypt, Libya, Morocco, Nigeria, Somalia, Tunisia, Iraq, Iran, Jordan, Kuwait, Lebanon, Qatar, Saudi Arabia, Syria, Lithuania and Russia.
- Homophobia and transphobia take the form of discrimination in housing, employment, education and other services; verbal harassment, threats of violence, blackmail; targeted physical and sexual violence, including “corrective rape” (of lesbians) and even murder.
- Perpetrators of homophobic and transphobic acts include family, community, religious leaders, teachers, government authorities and non-state actors, such as gangs or rebel groups.

### Resources

Triple Jeopardy Report, pp. 33-38.

International Lesbian, Gay, Bisexual, Trans and Intersex Association (2016) [State Sponsored Homophobia](#). United Nations High Commissioner on Refugees and International Organization for Migration (2015) [Working with Lesbian, Gay, Bisexual, Transgender and Intersex \(LGBTI\) Persons in Forced Displacement, Facilitation Guide](#). United Nations High Commissioner on Refugees (2011) [Working with Lesbian, Gay, Bisexual, Transgender and Intersex Persons in Forced Displacement](#).

## SLIDE 10: MYTH OR FACT?

A presentation slide with a dark blue header containing the title 'Myth or Fact?'. Below the header is a white area with a numbered list of four statements. At the bottom of the slide is a pink footer with the text 'TRIPLE JEOPARDY TRAINING | HIAS 10'.

**Myth or Fact?**

1. Sexual orientation is a choice
2. Lesbians are masculine or want to be men
3. Bisexuals are confused about their sexuality, and will eventually choose to be gay
4. Early medical intervention can help an intersex child develop a normal gender identity

TRIPLE JEOPARDY TRAINING | HIAS 10

### Materials

Colored exercise cards (printed with True/False/I Don't Know)

### Group Activity (20 minutes)

- Provide each participant with colored exercise cards showing all three responses.
- Read out the first statement and ask participants to raise the card which best describes their thoughts about the statement.
- Choose a participant whose answer reflects the majority of cards raised and ask the person to explain that choice.
- To provide a more robust answer, use the explanations provided in the Background section below.
- Open the floor for a two-minute discussion for each statement.
- Repeat the exercise for statements 2-4.

### Background

- Expand on participants' responses to each of the statements.
- Sexual orientation is a choice.
  - **MYTH.** Sexual orientation is inherent. Choice plays a role in whether an individual decides to act upon it or live openly about it. Many sexual minority refugees have never lived openly due to fears about discrimination and persecution. Because of the stigma attached to a non-heterosexual sexual orientation, some experience problems in self-acceptance.
- Lesbians are masculine or want to be men.
  - **MYTH.** Lesbians are diverse in expression, personality and behavior. It is wrong to perceive that lesbians are transgender persons or trying to manifest a gender non-conforming behavior.
- Bisexuals are confused about their sexuality, and will eventually choose to be gay.
  - **MYTH.** Most bisexual people live their entire lives attracted to both men and women and have intimate relationships with both.
- Early medical intervention can help an intersex child develop a normal gender identity.

- **MYTH.** When appropriate, and with support, intersex youth will select a gender of choice. They do not require medical intervention.

### Resources

Triple Jeopardy Report, pp. 33-38.

American Psychological Association (2011) [Sexual and Gender Minorities: Some Useful Definitions](#).

American Psychological Association (2011) [Definitions of Terms: Sex, Gender, Gender Identity, Sexual Orientation](#). Health Policy Project (2015) [Gender & Sexual Diversity Training: A Facilitator's Guide for Public Health and HIV Programs](#). United Nations High Commissioner on Refugees and International Organization for Migration (2015) [Working with Lesbian, Gay, Bisexual, Transgender and Intersex \(LGBTI\) Persons in Forced Displacement, Facilitation Guide](#). United Nations High Commissioner on Refugees (2011) [Working with Lesbian, Gay, Bisexual, Transgender and Intersex Persons in Forced Displacement](#).

### SLIDE 11: SUMMARY

**Summary**

- Sexual orientation and gender identity are an inherent part of being human
- People with nonconforming sexual orientations and gender identities are often excluded from and punished by their families and communities
- We can limit their exclusion and confront our own biases by learning appropriate terminology and dispelling myths about gender and sexual diversity

TRIPLE JEOPARDY TRAINING | HIAS 11

### Background

- Present the summary points.
- Ask participants for any questions or requests for clarification.