



STARBUCKS®
GLOBAL ACADEMY

Resource Toolkit for
To Be Welcoming Curriculum

WELCOMING DIALOGUE ON SEXUALITY BIAS



OVERVIEW

Public spaces and third places are more welcoming to all when we celebrate our shared humanity. By understanding each other, we deepen connections. To encourage more meaningful conversations on this topic, leaders at Starbucks partnered with experts at Arizona State University to create To Be Welcoming, a 15-course curriculum designed to address bias through understanding the human experience.

Below are 4 core resources from the "Welcoming Dialogue on Sexuality Bias" course. This learning experience presents key terms related to sexuality, important milestones in the struggle for LGBTQIA+ equality in the United States, topics in transgender identity, and a guide to encourage dialogue on sexuality bias. Learn more about the program and register for courses at [ToBeWelcoming.com](https://www.tobewelcoming.com).



RESOURCE 1

Key Terms and Concepts

RESOURCE 2

Civil Rights and LGBTQIA+ Equality

RESOURCE 3

Transgender Identity and Bias

RESOURCE 4

Dialogue Challenge

We will begin by defining key terms and concepts related to sexuality. These terms have been defined specifically to fit the context of this course, and will be used to enhance your understanding of the course topic.



LGBTQIA+

This acronym refers to Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, and Asexual. The acronym is often shortened to "LGBT" or "LGBTQ". The "+" symbolizes other gender and sexual minorities who may not identify with these labels.



HETERONORMATIVITY

The cultural assumption that heterosexuality—sexual or romantic attraction between people of opposite genders—is normal or universal, and anything other than heterosexuality is deviant, aberrant, or bad behavior.



SEXUAL IDENTITY

An individual's self-conception based on their romantic and sexual attractions to people of a different gender (heterosexual), the same gender (gay, lesbian), multiple genders (bisexual, pansexual, omnisexual), or to few people of any gender (asexual, demisexual). Sexual identity can be fluid, changing over time.



SEXUAL PREFERENCE

The various forms of sexual intercourse, stimulation, or gratification a person enjoys giving and receiving.



SAME-GENDER LOVING

A term used by members of the African American community to express attraction to and love of people of the same gender.



POLYAMORY

The practice of having multiple open, honest love relationships.



ASEXUAL

A person who does not experience sexual attraction, regardless of gender or sex. This does not necessarily mean the person may not feel romantic, emotional, or other forms of attraction.



QUEER

A gender identity/sexual orientation that does not conform to society's gender norms or sexual norms. Historically used as a slur against gay people, the term has been adopted positively by many with non-conforming gender/sexual identities.



QUESTIONING

A term used to describe individuals who are exploring their sexual or gender identity.



HOMOPHOBIA

A fear or hatred of gay people. This fear is irrational, but someone expressing homophobic attitudes may rationalize or attempt to explain the attitude as normal.

Summary: Bias of any kind generally stems from ignorance about situations different from the norm, which can lead to prejudice against others. These key terms will help you understand and demystify the "unknown," as well as give a glimpse of the trauma that certain groups of people still endure due to bias.

In this activity, you will learn about several key events in the struggle for LGBTQIA+ rights. While there has been a lot of progress in recent years, the fact still remains that LGBTQIA+ people are at risk of hate crimes and daily discrimination. Read more about the progress we have made and the work that remains to be done.

CIVIL RIGHTS MOVEMENT

The Civil Rights Movement in the United States is normally recognized as a movement for racial equality. However, the 1960s also saw a new wave of advocacy and activism around gender equality and sexual freedom.

LGBTQIA+ leaders were at the forefront of movements for all forms of equality, from civil rights to gay liberation.



1969 STONEWALL RIOTS

The 1969 Stonewall Riots occurred in Manhattan, New York City. Serving as a tipping point for the Gay Liberation movement, this multi-day event created a legacy for gay pride that continues.

The building where these events occurred is now a National Historic Landmark.



LGBTQIA+ PRIDE MONTH

Lesbian, Gay, Bisexual and Transgender Pride Month (LGBTQIA+ Pride Month) is celebrated each year in the month of June.

In the United States, this month culminates in "Gay Pride Day," generally celebrated on the last Sunday in June. These dates are intended to commemorate and honor the 1969 Stonewall Riots.



SUMMARY

Over the years, people have become more supportive of the LGBTQIA+ community. However, this community continues to face challenges and discriminations in their daily lives.

If you have already engaged with the Welcoming Dialogue on Gender Bias resource toolkit, you may recall the distinction made between sex and gender. Below is a reminder of those definitions followed by information that explores how sexuality and gender interact for transgender individuals.



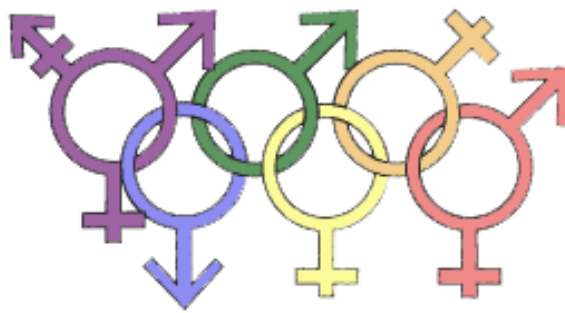
SEX

Identity assigned at birth, based on conformity with certain biological markers — like chromosomes, reproductive organs, or genitalia — designating an individual as “male,” “female,” or “intersex” (a person with traits that do not match conventional definitions of male or female).



GENDER

A set of cultural meanings, expressions, and roles associated with but not limited to biological sex. This entails social norms, attitudes and activities that society deems more appropriate for one sex than another. Gender is expressed through a series of traits, behaviors, and performances associated with one’s gender identity.



SEX ≠ GENDER

When this group calls themselves transgender, they are making a statement about themselves and the kind of people they are, not their sex lives or sexual attractions. Because trans people have suffered marginalization alongside gays, lesbians, and members of other minority sexual identities, they are included in LGBTQIA+ politics and activism. But this does not make their gender identity also a sexual identity.

SEXUAL IDENTITIES

In the same way that cisgender men can identify with any sexual identity, transgender men and women have the same freedom. Individuals can be normative in their gender identity and non-normative in their sexual identity, and vice-versa. In terms of civil liberties and public acceptance, transgender communities continue to experience anti-transgender bias and systemic discrimination.

SUMMARY

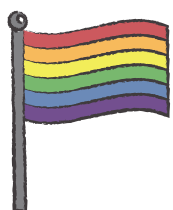
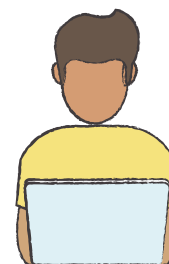
Bias against transgender individuals can take many forms. Because trans individuals have suffered similar marginalization as gays, lesbians, and members of other minority sexual identities, they are included in LGBTQIA+ politics and activism. But that does not make their gender identity also a sexual identity.

Talking about sexuality bias requires a complex and creative communication skill set. This series introduced you to the role civility, empathy, and dialogue play in navigating critical conversations around bias. As you practice these skills, your awareness will increase and you will get better at engaging in critical conversations on sensitive topics.

It can be difficult to start a dialogue on these issues. Use the following list of questions to guide your conversation on sexuality bias.

DIALOGUE CHALLENGE

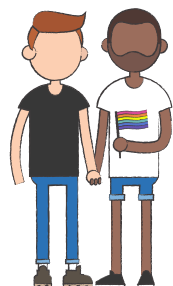
I'm learning about the role civility, empathy, and dialogue play in critical conversations around sexuality bias in the To Be Welcoming Series featured on Starbucks Global Academy. One of the activities is a dialogue challenge where I am encouraged to engage in dialogue with a close family member or friend on their perceptions of sexuality. Do you mind if we discuss your perspective? Thank you.



How would you define sexual identity?

What does identifying with a particular sexual identity mean to you?

What are your impressions of the LGBTQIA+ Community?



Who or what influenced you the most in shaping your understanding of the difference between sexuality and sexual identity?

Do you think people with different sexual identities have the same opportunities in society as others?

Do you know anyone who identifies as LGBTQIA+?

Why are heterosexual romantic and sexual behaviors and norms rarely questioned?



Did your parents ever discuss their perspectives about different sexualities or their own sexual identity?
If so, what were their views?



How do you think people in the LGBTQIA+ community are portrayed in the media?

How is your expression of your sexual identity informed by other aspects of your identity (e.g., your race, gender, class, religion, nationality, etc.)?

COURSE AUTHORS



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Jessica Solyom, Ph.D., received her doctorate in Justice and Social Inquiry from Arizona State University. She has worked in research, program development, and program evaluation for postsecondary institutions in promoting diversity in curriculum, pedagogy, and classroom management for over 10 years. Her research focuses on diversity, belonging, and justice. Her scholarly publications have explored the justice-related struggles of historically underrepresented students including explorations of race and gender in student leadership, persistence for students of color in predominantly white postsecondary settings, and education rights activism among Indigenous college students. She is currently an Associate Research Professor and teaches courses on Research and Inquiry, Critical Race Theory, and Indigenous Knowledge Systems. Dr. Solyom serves as a mentor at the Center for Indian Education (ASU) in preparing and training rising students of color as community embedded researchers and servant-leaders.



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Nicholas is a current joint law and doctoral student in Justice & Social Inquiry at Arizona State University. He has worked in research focused on the school-to-prison pipeline in Arizona for Native, Latino, and African American Students. In 2017-2018 he co-developed a critical legal studies program for first generation students interested in a legal career. Scholarly publications have focused on critical race theory, education, ethnic studies and Indigeneity. His doctoral research focuses on surveillance technologies and privacy rights for communities in the southwestern borderlands. Nicholas also volunteers at local immigration initiatives.



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Mako Fitts Ward teaches in the School of Social Transformation at Arizona State University. Her research focuses on intersectional, feminist analyses of hip-hop cultural production and community organizing. Dr. Ward has been a contributing blogger for Ms. and Huffington Post and has published popular and scholarly essays on body ethics and aesthetics among women of color, media and gender images, women in hip-hop, gentrification and cultural displacement, and Black women's social movement organizing in the early 20th century. Dr. Ward teaches courses on intersectionality, hip-hop culture, sports and society, ethnic studies, the African diaspora, and women's social movements and race.