



3. How can you be cis-sexual and transgender at the same time?

4. What does it mean to be transgender and have cis-privilege? How may the significance of having cis-privilege be experienced differently between binary and non-binary trans people?

5. Your client, Betty, is 39-years old and is a cisgender woman. Betty comes to you and tells you she thinks she is bisexual; however, she has only been physically intimate with cisgender men her whole life and had never thought about being with a woman until a year ago when she started to feel this new sense of attraction. Please write out, as if you were speaking directly to Betty, what your response would be. As a part of your response, please describe to Betty the concept of Fluidity and what factors could contribute to her change in orientation.

## MODULE 2: LGBTQIA+ Fluency: Language and Pronouns

6. How would you explain what pronouns are and why they are important to someone who is new to this conversation?

7. When someone in the LGBTQIA+ community uses a word to describe themselves that doesn't fit your understanding of that word, what do you do? Please elaborate on your answer by explaining how your response supports intersectional representation within the LGBTQIA+ community.

8. Explain your process for remembering someone's pronouns. How do you set yourself up for success?

9. You are leading a workshop on Muffling. Describe your process for choosing what population you will be marketing to and inviting to the workshop.

10. You are deciding whether or not trans women will be allowed to participate in a new group you are facilitating for women. Describe your decision-making process. What questions do you ask yourself? What are your personal answers to those questions? And, regardless of your decision to include trans women or not, what are your next steps for making sure all women have the resources they need. (This question is open for interpretation based on your unique work. Please describe the context that informs your answers).

### MODULE 3: Rapport, Respect, and Repair: The Skills of Allyship

11. Describe your marginalized and privileged identities and how their intersections give you perspective in your work. Name both how your identities are assets in your work with LGBTQIA+ people, and which identities will require that you seek extra support in order to offer truly intersectional services. How do you plan to get that support?

12. What is the danger we face with the word ally and what will you do to transcend those pitfalls?

13. Name 5 qualities or ways of being that cisgender and/or heterosexual people can adopt to create more safety, opportunity, and choice for LGBTQIA+ people.

14. Name 5 actions you are regularly taking to make the world a better place for LGBTQIA+ people outside of this course. (If you are in the community, think about 5 ways you can show up for LGBTQIA+ folks with less privilege than you.)

15. Woops! You made a big mistake and misgendered one of your transgender friends when you are introducing xem to a colleague. You don't realize your mistake when it happens, but you notice that xe feels "off" in some way afterwards. When you approach xem to ask what's wrong, xe tells you what happened. What makes this worse is that this is the second time this has happened and xe tells you xe is angry, sad and just plain exhausted by people misgendering xem. Xe feels like xe might have to end xyr friendship with you if you can't get it right. Use the Rupture-Repair model to write out how you go about repairing this relationship.

#### MODULE 5: Traversing Transitions

16. Your client is thinking about coming out to his family as gay. So far, he has only told a few friends. Telling his family is terrifying because he is afraid of being disowned. How do you help your client assess their decision to come out to their family or not? What are some of the factors that might impact their decision?

17. What is the difference between social dysphoria and body dysphoria?

18. Your transgender client decides he wants bottom surgery, but he is unsure how to start the process. What resources will you offer him? How will you help him decide which surgeries he wants to have?

19. Your transgender client is considering starting HRT and she comes to you wondering if you can help her process the pros and cons of Estrogen and Spironolactone. Her main concern is understanding how HRT might affect her sex life. How can you help her understand the impacts of Estrogen and Spiro and support her to make her sex life what she wants?

20. When supporting clients through transition, what are the 5 roles you can play in their process as a professional?

## MODULE 6: Family Matters

21. What are the three main ways that we can support the loved one's of LGBTQIA+ people?

22. Your client tells you that her kid just came out as a lesbian. Your client reports feeling sad, angry and confused, saying, "My daughter would keep this to herself if she knew what was best for her. Her life will be so much harder now. And I'll never have grandkids!" How do you respond?

23. Your client is coupled and identifies as gay; however, his partner just came out to him as a trans woman. He wants to be supportive but feels so much grief over losing his own identity as a gay man, now that his partner is a woman. How can you help?

24. Your client just started dating a transwoman and is so excited their budding relationship. He tells you, "She is amazing! She's funny, sexy, so smart, and the chemistry is out of control!" Your client has never been sexual with a trans woman before and is so nervous because he just wants to make her feel like the "goddess she is." How can you help him feel confident navigating their first sexual experience together?

25. You are working with a couple who has been married for 15 years, Toni and Ryan. Toni came out as nonbinary 2 months ago and is starting HRT. Initially, it seemed like Ryan was completely on board and supportive of Toni's transition, saying "I just want Toni to be happy." One day in a session, Toni exclaims that they are tired of listening to Ryan complain about how hard this is for him. Ryan, in tears, says that he feels like he is "losing the woman he fell in love with." What can you say to validate both Toni and Ryan's experience? What are some next steps?

#### MODULE 7: Queer Love: Finding It & Making It

26. Your transgender client hasn't really explored his sexuality at all since he transitioned, but he really wants that to change. Historically he has felt disconnected from his body and doesn't want to touch his genitals because it makes him feel dysphoric. However, he isn't ready for bottom surgery, and isn't sure that is something he will ever want. What are some strategies you can use to help him reclaim his pleasure and explore the possibility of experiencing his anatomy differently?

27. What is fetishization and why is it harmful?

28. If you are attracted to someone until you find out what genitals they have, what should you do? What should you not do?

## MODULE 8: Moving Forward

29. Remember where we started this course four months ago: Queer Competency is not a destination; it is the road you travel. What are five actions you are committing to that will help you show up as an advocate for LGBTQIA+ people in your life and work?

30. Name two or three areas you still want to grow, learn and enhance your skillset for serving the LGBTQIA+ community. How will you do this?