

Gender and Sexual Identity Development & Adolescence

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Pronouns: He/His/Him & They/Them/Their

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Championing LGBTQ issues in K-12 education since 1990



Develop Supportive Educators



Comprehensive Policies



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GLSEN'S NATIONAL SCHOOL CLIMATE SURVEY
— SAYS —

SCHOOLS ARE HOSTILE PLACES FOR LGBTQ+ STUDENTS



HOMOPHOBIC + NEGATIVE REMARKS
ABOUT GENDER EXPRESSION FROM
TEACHERS + STAFF INCREASED
FROM 2019 TO 2021



52% OF LGBTQ+ STUDENTS
WHO CONSIDERED DROPPING
OUT REPORTED HOSTILE SCHOOL CLIMATE
AS THEIR REASON



72%
OF LGBTQ+
STUDENTS REPORTED NO
LGBTQ+ TOPICS IN ANY CLASSES



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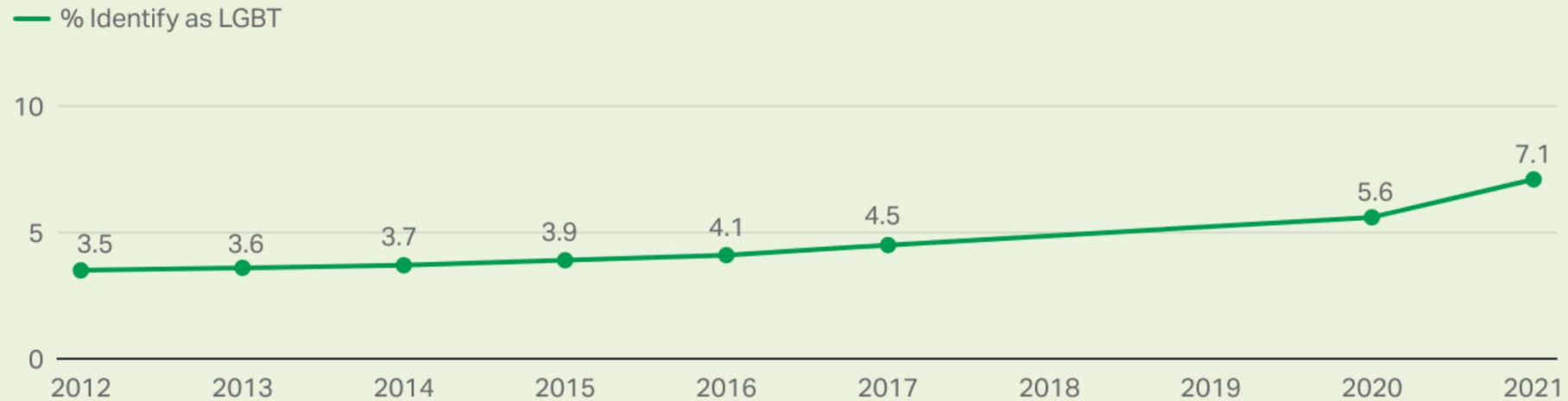
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Trigger and Content Warning

Americans' Self-Identification as Lesbian, Gay, Bisexual, Transgender or Something Other Than Heterosexual

Which of the following do you consider yourself to be? You can select as many as apply. Straight or heterosexual; Lesbian; Gay; Bisexual; Transgender



--Respondents who volunteer another identity (e.g., queer, same-gender-loving; pansexual) are recorded as "Other LGBT" by interviewers. These responses are included in the LGBT estimate.

--Data not collected in 2018 and 2019.

--2012-2013 wording: Do you, personally, identify as lesbian, gay, bisexual or transgender?

GALLUP®

Jones, J. (2021). LGBT identification rises to 5.6% in latest U.S. estimate. Retrieved from Gallup website: <https://news.gallup.com/poll/329708/lgbt-identification-rises-latest-estimate.aspx>

Americans' Self-Identified Sexual Orientation or Gender Identity

Which of the following do you consider yourself to be? You can select as many as apply: Straight or heterosexual; Lesbian; Gay; Bisexual; Transgender.

	Among LGBT U.S. adults	Among all U.S. adults
	%	%
Lesbian	13.9	1.0
Gay	20.7	1.5
Bisexual	56.8	4.0
Transgender	10.0	0.7
Other (e.g., queer, same-gender-loving)	4.3	0.3

Percentages total more than 100% because respondents may choose more than one category.

GALLUP, 2021


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<https://news.gallup.com/poll/329708/lgbt-identification-rises-latest-estimate.aspx>

Americans' Self-Identification as LGBT, by Generation

	LGBT	Straight/Heterosexual	No response
	%	%	%
Generation Z (born 1997-2003)	20.8	75.7	3.5
Millennials (born 1981-1996)	10.5	82.5	7.1
Generation X (born 1965-1980)	4.2	89.3	6.5
Baby boomers (born 1946-1964)	2.6	90.7	6.8
Traditionalists (born before 1946)	0.8	92.2	7.1

GALLUP, 2021

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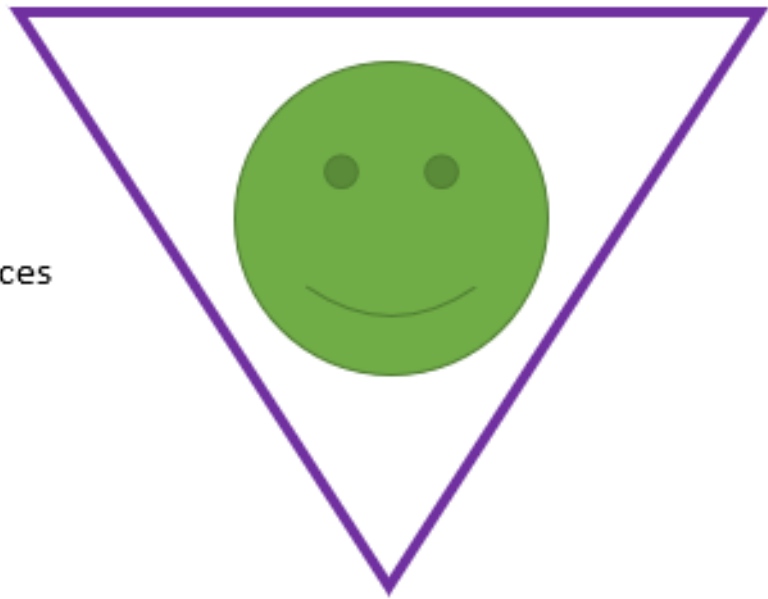


Birth/Assigned Sex

- Chromosomal
- Biological
- Physical differences

Gender Identity

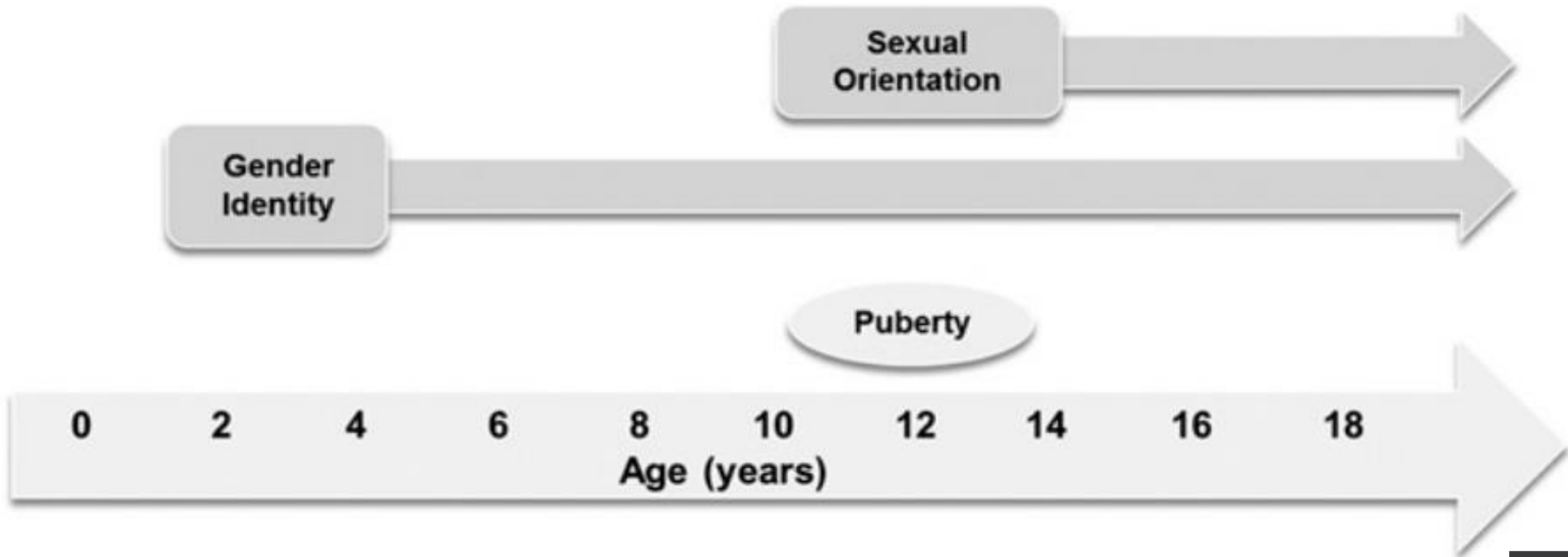
- Identity-based
- Social
- Outward expression
- Masculinity vs. femininity
- Societal norms



Sexual Orientation

- Erotic and/or romantic attractions

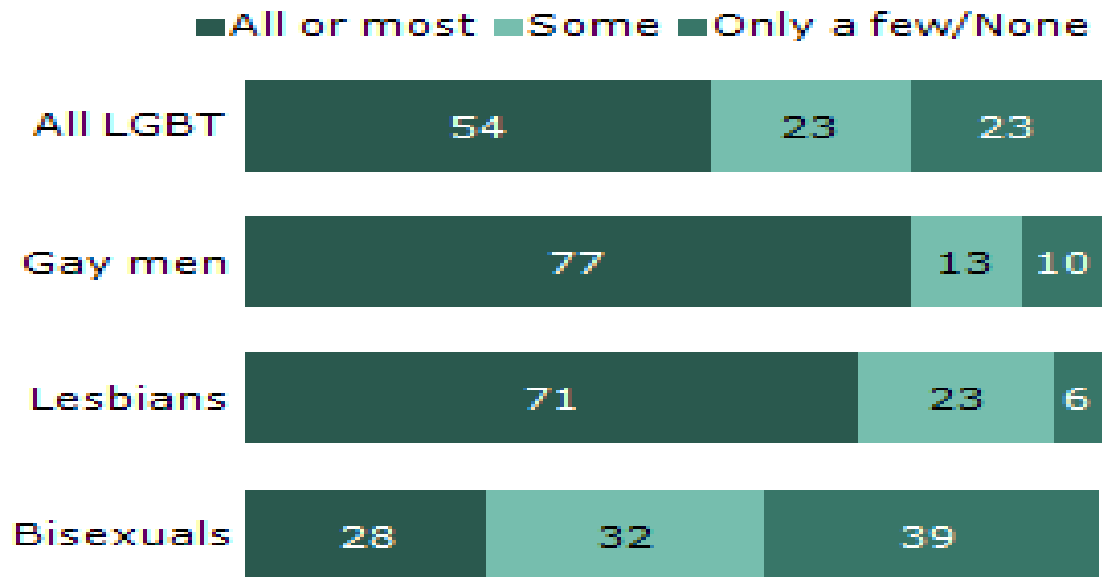
Gender and Sexuality Development Age Scale



(Stoddard et al, 2011)

Gay Men, Lesbians More Open with Family and Friends

% of each group saying ... of the important people in their life know they are LGBT



Notes: Based on all LGBT (N=1,197). Those who didn't answer not shown.

Level of outness amongst Lesbian, Gay, and Bisexual people

Early Feelings about Sexuality

% saying they were ... when they first felt they might not be straight

	All LGB	Gay men	Les- bians	Bisex- uals
Younger than 10	27	38	23	18
10-14	41	46	38	39
15-19	19	12	22	25
20 or older	11	3	14	15
<i>Median age</i>	<i>12</i>	<i>10</i>	<i>13</i>	<i>13</i>

Notes: Based on gay men, lesbians and bisexuals (n=1,154). Those who didn't answer not shown.

First feelings of
Lesbian, Gay, and
Bisexual identity
occur between ages
10-14

Telling a Friend or Family Member

% saying they were ... when they first told a close friend or family member they were or might be lesbian, gay, bisexual or transgender

	All LGBT	Gay Men	Les- bians	Bisex- uals
Younger than 10	2	1	*	2
10-14	8	10	8	8
15-19	31	41	28	26
20 or older	43	43	53	37
Hasn't come up	14	4	6	24

Notes: Based on all LGBT (N=1,197). Percentages greater than 0 but less than 0.5 are replaced by an asterisk (*). Those who didn't answer not shown.

Majority of LGB
people do not come
out until after 15
years of age



Minority Stress Model

(Matsuno & Israel, 2018, Meyer, 1995, 2003, 2007)

<http://www.apa.org/pi/aids/resources/exchange/2012/04/minority-stress.aspx>



The diagram illustrates the Minority Stress Model as a three-stage process. It features a blue horizontal bar at the bottom. Three light gray rounded rectangular boxes are arranged horizontally above the bar, connected by a thin blue line. The first box on the left contains the text 'Lifetime of discrimination and stigmatization'. The middle box contains 'Stress and emotional strain'. The final box on the right contains 'Mental and physical wellness/health affected'. A blue arrowhead points from the top of the final box towards the right.

**Lifetime of
discrimination
and
stigmatization**

**Stress and
emotional strain**

**Mental and
physical
wellness/health
affected**



Gender Identity Development in Early Childhood



The Stages of Gender Development During Early Childhood

- **Infancy:** First interactions between child and parent occur and socialization and expression begin to be shaped by the infant's birth/assigned sex
- **18-24 Months:** Identification of gender-related patterns and conceptualization of self
- **3-4 Years:** Differentiation of boy vs. girl and an increased understanding of gender expression, gender association, and bodily differences
- **5-6 Years:** More rigid understanding of gender and gender-based expectation and rules

Bem's Gender Schema Theory (1981)

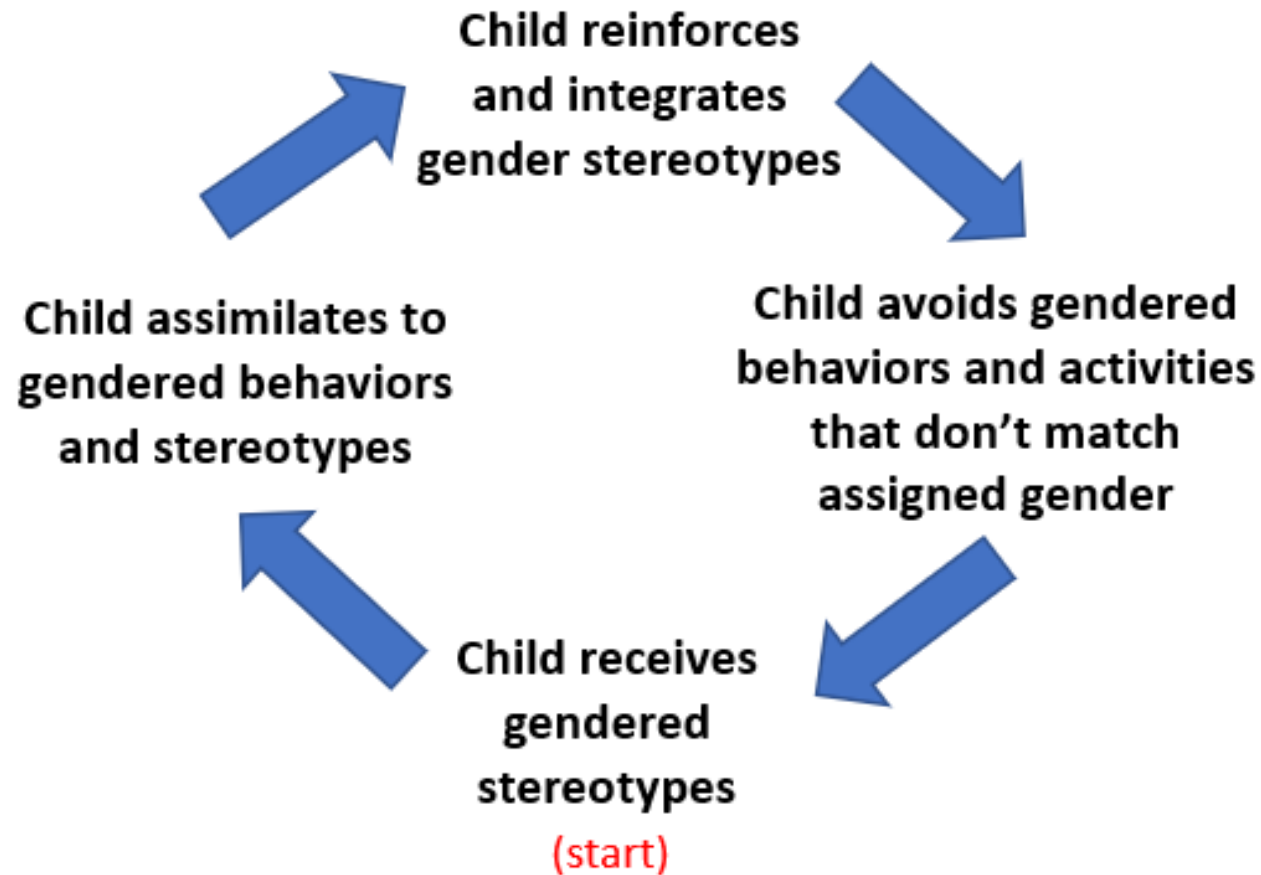
Gender Schema: An organized set of gender related beliefs that influence behaviors

- Gender is developed through the acquisition of “gender schemas”
- Once children form a basic gender identity they start to develop or adopt gender schemas to cement that identity



Bem, S. L. (1981). Gender schema theory: a cognitive account of sex typing. *Psychological Review*, 88(4), 354–364.

Gender as a Self-Fulfilling Prophecy

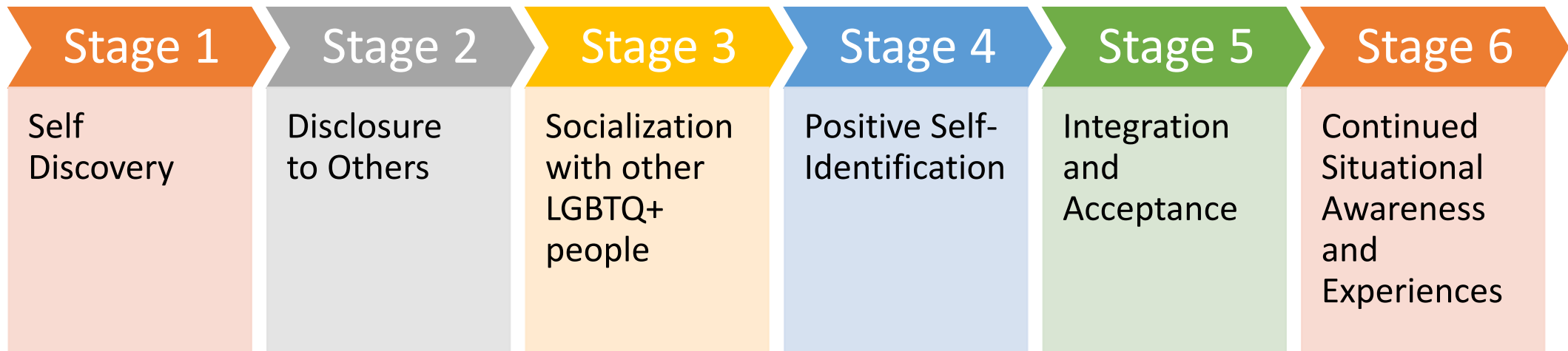




LGBTQ+ IDENTITY DEVELOPMENT MODELS

THE COMING OUT PROCESS

(ADAPTED FROM *THE STAGES OF COMING OUT*, BY RICHARD NIOLON, PHD)





LGB* IDENTITY DEVELOPMENT MODELS

*Lesbian, Gay, & Bisexual

Cass' (1979) Gay Identity Model

1. Identity Confusion
2. Identity Comparison
3. Identity Tolerance
4. Identity Acceptance
5. Identity Pride
6. Identity Synthesis




Cass, V. (1984). Homosexual identity formation: Testing a theoretical model. *The Journal of Sex Research*, Vol. 20, pp. 143–167.
<https://doi.org/10.1080/00224498409551214>



D'Augelli's Lifespan Model of Sexual Orientation Identity Development

1. Existing Heterosexual Identity
2. Developing a Personal Lesbian-Gay-Bisexual Identity Status
3. Developing a Lesbian-Gay-Bisexual Social Identity
4. Becoming a Lesbian Gay-Bisexual Offspring
5. Developing a Lesbian-Gay-Bisexual Intimacy Status
6. Entering a Lesbian-Gay-Bisexual Community

D'Augelli, A. (1994). Identity development and sexual orientation: Toward a model of Lesbian, Gay, and Bisexual development. In E. J. Trickett, R. J. Watts, & D. Birman (Eds.), *Human diversity: Perspectives on people in context* (pp. 312–333). Jossey-Bass.



TGNC* IDENTITY DEVELOPMENT MODELS

*Transgender & Gender Non-Conforming

Devor's (2004) 14 State Model of Transgender Identity Formation

1. Abiding Anxiety
2. Identity Confusion about Originally Assigned Gender and Birth Sex
3. Identity Comparisons About Originally Assigned Gender and Birth Sex
4. Discovery of Transgender Identities
5. Identity Confusion About Transgenderism
6. Identity Comparisons About Transgenderism
7. Tolerance of Transgender Identity
8. Delay Before Acceptance of Transgender Identity
9. Acceptance of Transgender Identity
10. Delay Before Transition
11. Transition
12. Acceptance of Post-Transition Gender Identities
13. Integration
14. Pride



Devor, A. (2004). Witnessing and mirroring: A fourteen stage model of transsexual identity formation. *Journal of Gay & Lesbian Mental Health*, 8(1), 41–67.
<https://doi.org/10.1080/19359705.2004.9962366>



Clifford and Orford's 3-Phase Model of Transgender Identity Development

1. Understanding internal feelings of gender confusion and the disconnection between biological sex and gender identity
2. Externalizing gender identity disconnection and seeking treatment or support from professional and medical providers
3. Acclimating to new life following the first two phases and continuing to align gender identity to gender expression

Clifford, C., & Orford, J. (2007). The experience of social power in the lives of trans people. In V. Clarke & E. Peel (Eds.), *Out in psychology: Lesbian, Gay, Bisexual, Trans and Queer perspectives* (1st ed., pp. 195–216). Wiley.



Bradford & Syed's (2019) Transnormative and Transgender identity development

- Transgender identity resists the master narrative of cisnormativity
- Transgender normativity is often initially resisted during the transition process
- Long-term support networks (Ex: friends and family) promote a positive identity development

Bradford, N. J., & Syed, M. (2019). Transnormativity and Transgender identity development: A master narrative approach. *Sex Roles*, 81(5–6), 306–325.

<https://doi.org/10.1007/s11199-018-0992-7>





Other Theoretical Models

3-Point Model of Transsexual True Self (Mason-Schrock, 1996)

Bilodeau's 6-Step Process Model of Transgender Identity Development (Bilodeau, 2005)

Heterosexual–Homosexual Rating Scale (Kinsey, Pomeroy, & Martin 1949)

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Questions?

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