



STANDARDS FOR INTERNATIONAL
STUDENT EXCHANGE

LGBTQ+ and the International Exchange Community

Ian Loumos, Manager Participant Support,
AFS-USA

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Introductions



Hello
My name is:

Ian Loumos
Participant Support Manager
"LGBTQ+ Support Group"

Contact: iloumos@afsusa.org





Session Goals

- Familiarize attendees with general LGBTQ+ concepts and terminology
- Share AFS initiatives designed to support inbound and outbound students who identify with the LGBTQ+ community
- Share LGBTQ+ related resources and ideas on how to create a support foundation for your organization

Terminology

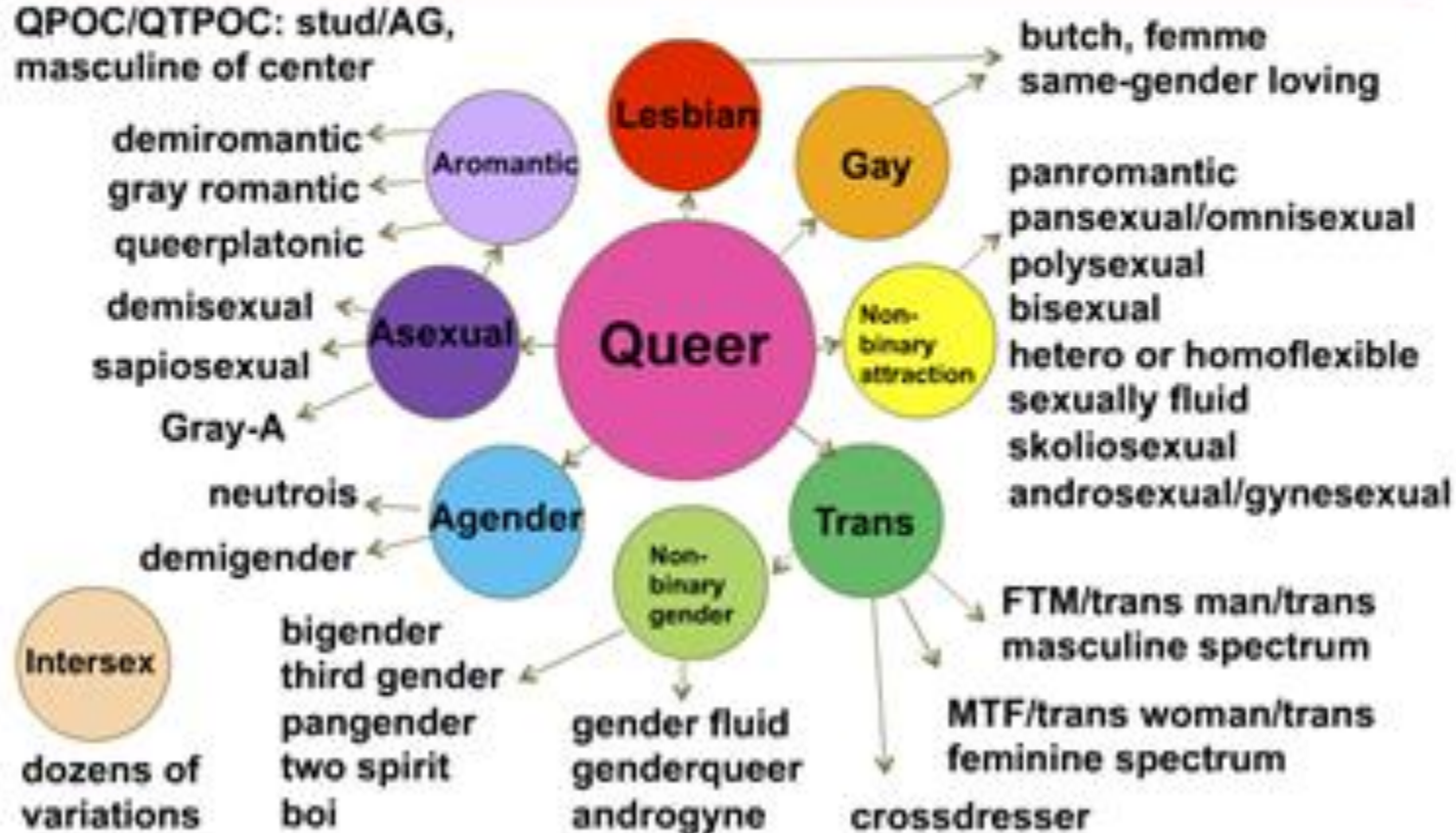


- LGBTQ+ (IA)
- In the Closet
- Coming Out
- Outing/being Outed
- Sex vs. Gender
- Gender Identity vs. Gender Expression
- Gender vs. Sexual Orientation
- Trans / Transgender
- Cisgender

Supportive Terminology

LGBTQIA+ Term Chart

QPOC/QTPOC: stud/AG,
masculine of center



Orienting/Supporting LGBTQ+ Inbound Students



- **Common challenges**
 - **Gauging openness of local hosting environment/community**
 - **Logistics behind “spreading the word” and establishing systems of support**
- **Best practices**
 - **Identifying “allies” upfront prior to participants coming on program**
 - **Providing materials for volunteers, host family and participants on relevant support contacts**

Orienting/Supporting LGBTQ+ Outbound Students



- **Common challenges**
 - **Matching a Participant with an optimal country/placement**
 - **Unrealistic expectations**
 - **Comforting students and natural parents who may have concerns**
- **Best practices**
 - **Expectation management**
 - **Disclosing pertinent information upfront**
 - **Providing resources and effective strategies**

AFS Initiatives



- **Webinars and Staff Training:**
 - Bi-yearly webinars to AFS sending (outbound) applicants and families
 - Develop training for staff and volunteers to provide a high level of customer service and support for LGBTQI community
- **Resource Collection:**
 - Identifying International and local resources for all participants (inbound and outbound)
 - International Partner Survey
- **Staff and Volunteer Recruitment:**
 - Identify potential volunteers and staff across AFS-USA to assist with local support on inbound side.
- **Partner and outreach:**
 - Identify like minded organizations to collaborate with
 - Time to THRIVE Conference
- **Adapting Materials:**
 - Modifying AFS materials to promote inclusion and diversity

AFS Diversity Initiatives



- Students of Color Webinar
- Diversity-specific resources
- Ethnicity and Heritage considerations
- Collecting information related to cultural/regional diversity trends

AFS LGBTQ+ Postcard

A world map is centered on the page, rendered in a rainbow gradient. The colors transition from red and orange on the left (North America), through yellow and green in the center (Europe and Africa), to blue and purple on the right (Asia and Australia).

Connect

with the LGBTQ Exchange Support Group at AFS-USA

AFS LGBTQ+ Postcard



LGBTQ Exchange Support Group

Diversity and inclusion are at the heart of the AFS mission. That's why the AFS-USA LGBTQ Exchange Group, composed of AFS Staff, Returnees and Volunteers, is proud to offer support and resources for participants, host families, and volunteers who identify or ally with the LGBTQ community.

We're available to help answer questions like: How can I navigate my LGBTQ identity while on an AFS program? Where is my safe place? What resources are available to me? Who can I talk to about my health needs?

Visit our website or send us an email to learn more about the community.

**afsusa.org/diversity
lgbtqexchange@afsusa.org**

LGBTQ Awareness Exercise:

Alex



- Objective

- To raise participants' awareness of the family and societal support for heterosexual relationships and the potential lack of support for lesbian and gay relationships.

- Instructions

- Separate participants (minimum 8) into two groups
- *Ask the participants to draw two columns on paper listing: YES or NO*
- *Group One: Imagine they are in a relationship with a person of the same sex,*
- *Group Two: Imagine they're having a relationship with someone from the opposite sex.*
- *This relationship began when they were 18 and still living at home.*

Alex: 2



- Instructions (con't)

- *Explain your are going to give out or read out a questionnaire. If they can answer "yes" to the question they score a point. If "no" or "neutral" they do not score a point.*

- Questionnaire (20 Questions):

1. Could you talk to your parent or close relative about your relationship?
2. Would your family feel ok if you started introducing your partner to their friends as your girlfriend/boyfriend?
3. Would people who knew about your relationship feel comfortable about having you as a babysitter?
4. When you go out in a crowd of friends do you feel you can give your partner a kiss and a hug?
5. Do love scenes on TV and the movies commonly show relationships like yours?

- Debrief Session

AFS Network Initiatives



QueerExchange

#01

Special Edition



Information about trans* program participants **for volunteers**

- Guide to understand and support:
 - **What is trans*?**
 - **When is trans* relevant and what should you keep in mind?**
 - **For everything else**
 - **In all interactions, forms, etc., the preferred name/gender should be used. The name or gender as written in the passport should only be used when that is the only option and should not be passed on to third parties (including others in your team).**

Online Resources



- International LGBTI Association – news articles, country specific (ilga.org)
- AFS USA Diversity Page (afsusa.org/diversity)
- Queer Exchange (Queer Tausch) (English site, queerexchange.org)
- International Gay & Lesbian Travel Association (iglta.org)
- NAFSA Rainbow SIG (www.rainbowsig.org)
- National Center for Transgender Equality (transequality.org/Issues/travel)
- LGBTQ Peace Corps Alumni (lgbrpcv.org)
- LGBT Terms and Definitions (<https://internationalspectrum.umich.edu/life/definitions>)



Your Initiatives?



