

## **SAFER COMMUNITY BUILDER TRAINING SERIES: DIVERSE GENDERS, SEXES, AND SEXUALITIES 101**

*A pre-training package for student participants*

### **RATIONALE:**

At RMIT, inclusion is a key organisational value. We are a diverse community, and we recognise that to achieve our goals, we must maintain an environment where all our staff, students, business partners, and suppliers are supported to succeed. To achieve the vision that we believe in, the **training on Diverse Genders, Sexes, and Sexualities** is one among many initiatives that RMIT Wellbeing Vietnam is delivering for student community. The training is expected to emphasise our commitment to the equality for community of genders, sexes and sexualities (usually known as LGBTIQAP+)\*. Secondly, it will provide the RMIT student community with essential knowledge to understand the diversity and inclusion of gender and sexuality. Finally, to build the acceptance and sensitivity among students towards the DGSS community.

Furthermore, the knowledge provided within this training can assist students' capability, confidence, and the social literacy to thrive in their future career. For students of DGSS, they have the ground to believe in their progress and to expect in the positive change in study and work place. For student allies, it is the wellbeing and social skill that could empower their working profession. This training benefits every student, and it is strongly recommended for all RMIT students in Vietnam across programs including but not limited to International Business, Marketing, Professional Communication, Digital Media and Design, and Human Resources Management.

Recently, study culture has been changing vastly due to the impacts of COVID19 pandemic, online training becomes the solution for educational institutes like RMIT Vietnam to adapt with the current situation. To quickly accommodate with this period, Safer Community Unit continues committing to its mission by delivering the essential trainings including but not limited to DGSS to students. Thus, to increase the commitment as well as engagement to the online training, the pre-training package is presented and sent to students who register for the DGSS. The package will assist students to well prepare for their online training experiences; at the same time, it will give the online session more time and space for interactive activities such as discussion, scenarios practices and question & answer forum.



Figure 1: Photo taken in our Wellbeing Rainbow4Unity event in the early 2021

## PART 1: WHY IT IS “DGSS” AT RMIT?

Sexuality is recognised as central aspect of human (WHO 2016). With the welcoming and acceptant environment in many societies, the diverse population of people who have non-homogenous identities in gender and sexuality becomes more visible. It is crucial to acknowledge that everyone is entitled to human rights regardless of their background. Thus, everyone’s respect must be preserved. However, not all societies fully understand about the diversity of sexuality, gender and sex which leads to the marginalisation, stigmatisation and discrimination against people of diverse sexes, genders and sexualities. Read the [Universal Periodic Review report on Situation and Experiences of LGBTI people in Vietnam](#)

At RMIT, we are proud to support people within our community who identify as lesbian, gay, bisexual, transgender, intersex, queer/questioning or asexual/agender (LGBTIQ+). **Reflecting on the diversity of our community that go beyond labels, RMIT refers to LGBTIQAP+ people as ‘diverse genders, sexes, and sexualities’ (DGSS) community or rainbow community.** In Vietnam, there have been lots of progresses towards the sexual and gender diversity. Yet, there are rooms to improve in order to ensure the social equity and equality. RMIT University in Vietnam opts for improvement every day to achieve our highest value of inclusion.

To learn more about DGSS at RMIT, please read <https://www.rmit.edu.au/students/support-and-facilities/student-support/diverse-genders-sexes-and-sexualities>

## PART 2: UNDERSTANDING GENDERS, SEXES AND SEXUALITIES

By understanding these three concepts, we are able to learn the reason why gender, sex and sexuality are not homogenous, or either dichotomous. They are diverse and varied.

**Sex (or Sex assigned at birth)**, rather than understanding as a sexual behaviour, it refers to the biological aspects of a person (anatomy, chromosomes, hormones, etc.). While these sets of biological characteristics are not mutually exclusive, as there are individuals who possess both, biological sex dominantly differentiates humans as females and males. Those who possess or appeared with both biological attributes are identified as intersex. The change to **Sex assigned at birth** is an acknowledgment that even sex could be medically assigned for newborns based on their external reproductive attribution.

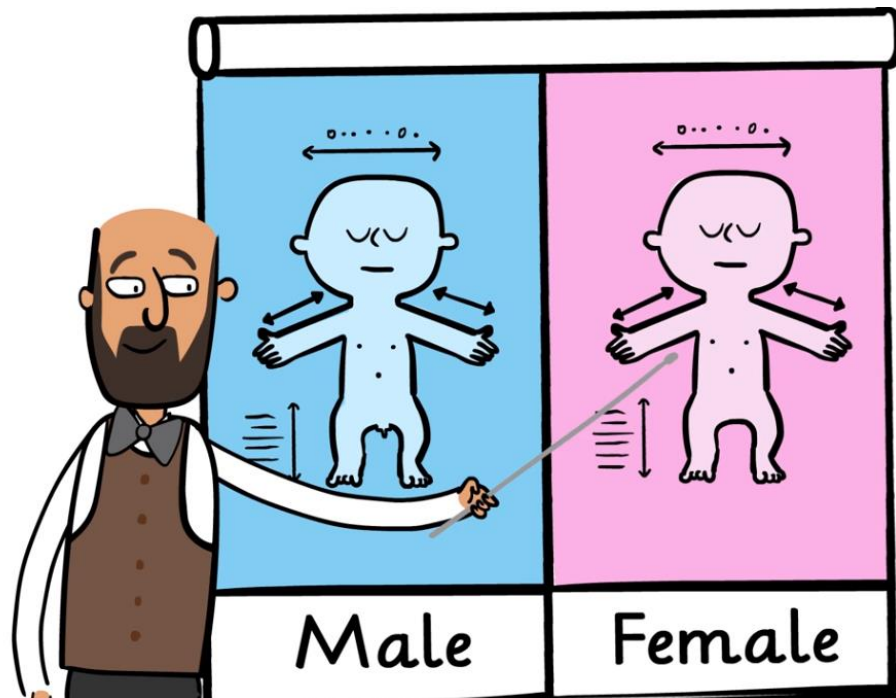


Figure 2: Biological and medical perspectives of sex/sex assigned at birth (by AMAZE)

**Gender** refers to the characteristics of people which are socially and culturally constructed. In many societies, gender is assumed with two main categories, man and woman. In fact, gender goes beyond the binary and can be understood with the complex set of inner identities and outer expressions. So far, we have observed people who identify as man, woman, transgender, gender queer, agender and/or non-binary. We will learn more about these terminologies in the training.

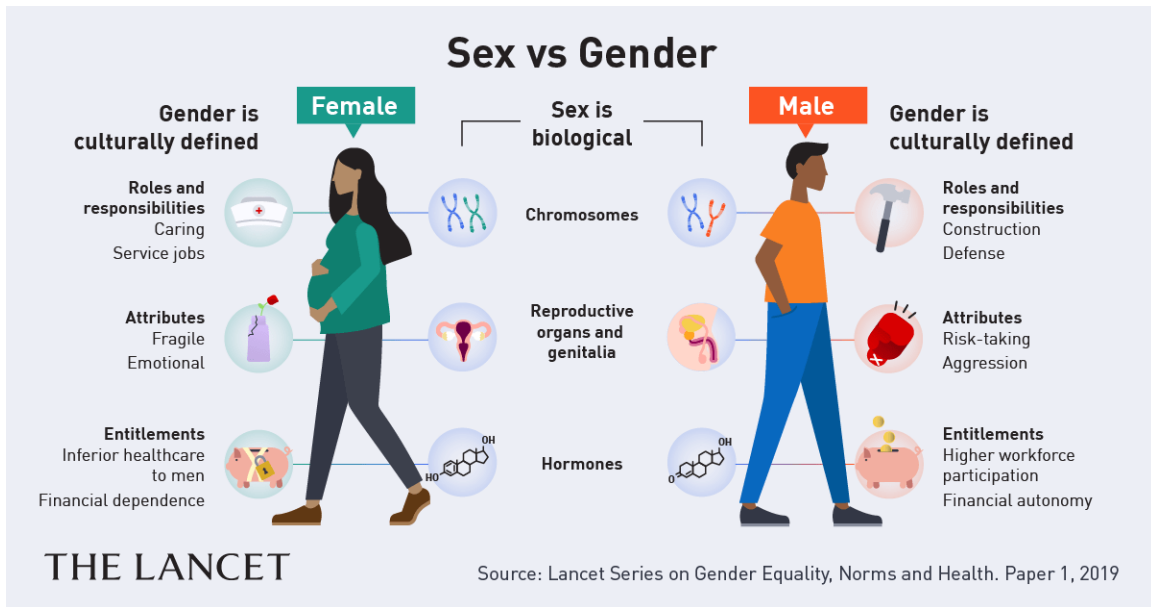


Figure 3: Understanding the difference between Sex and Gender (by The Lancet)

**Sexuality**, following WHO’s working definition, is a central aspect of being human throughout life and encompasses sex, gender identities and roles, sexual orientation, eroticism, pleasure, intimacy and reproduction. Sexuality is experienced and expressed in thoughts, fantasies, desires, beliefs, attitudes, values, behaviours, practices, roles and relationships. While sexuality can include all of these dimensions, not all of them are always experienced or expressed. Sexuality is influenced by the interaction of biological, psychological, social, economic, political, cultural, ethical, legal, historical, religious and spiritual factors.

## SEXUALITY WHEEL

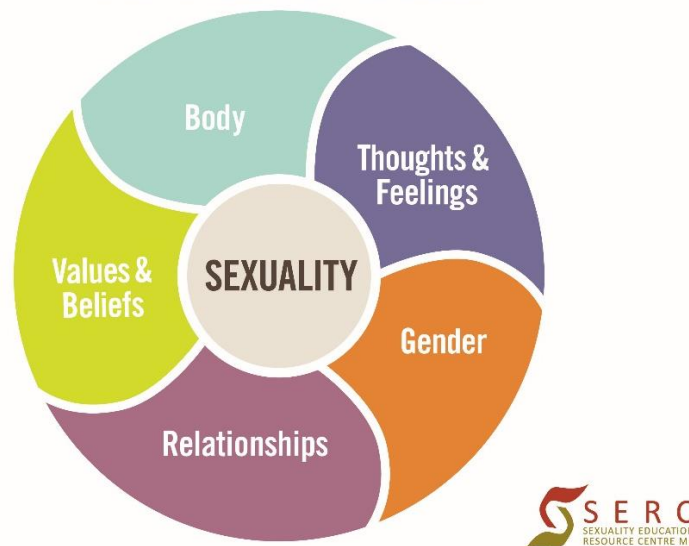
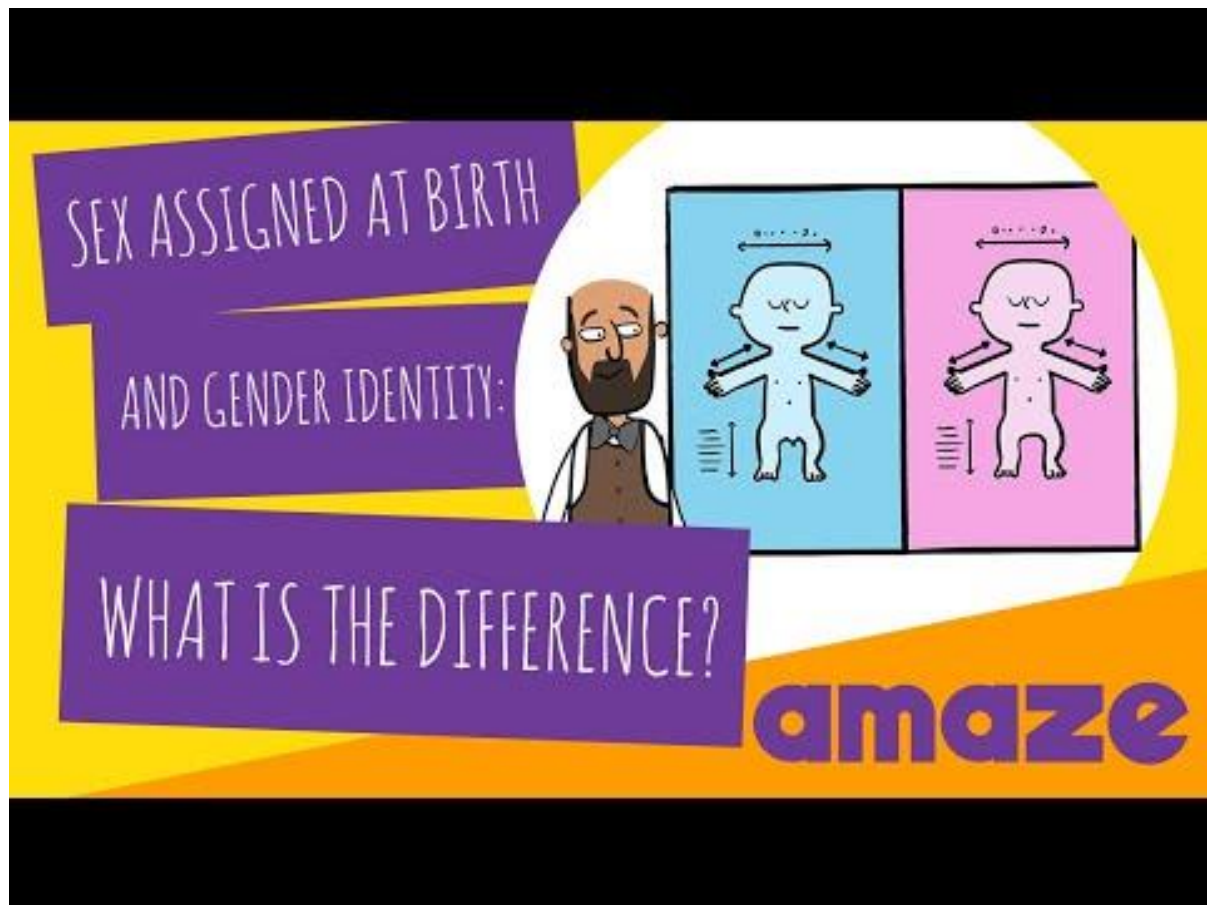


Figure 4: Different components of Sexuality (by SERC)

## Required Video:

 Sex Assigned at Birth and Gender Identity: What Is the Difference?



### PART 3: BEING PERSONS OF DGSS AND ALLIES AT RMIT VIETNAM

We want our students coming to the university not only to study but also to experience the progressive and inclusive society, in which we believe, will give our students the sense of empowerment and the opportunity to thrive the best. A part of it is this training which is expected to assist every student to understand better the sexual and gender diversity. We want all students are able to embrace the unity and connection regardless of differences in order to make our community safer.

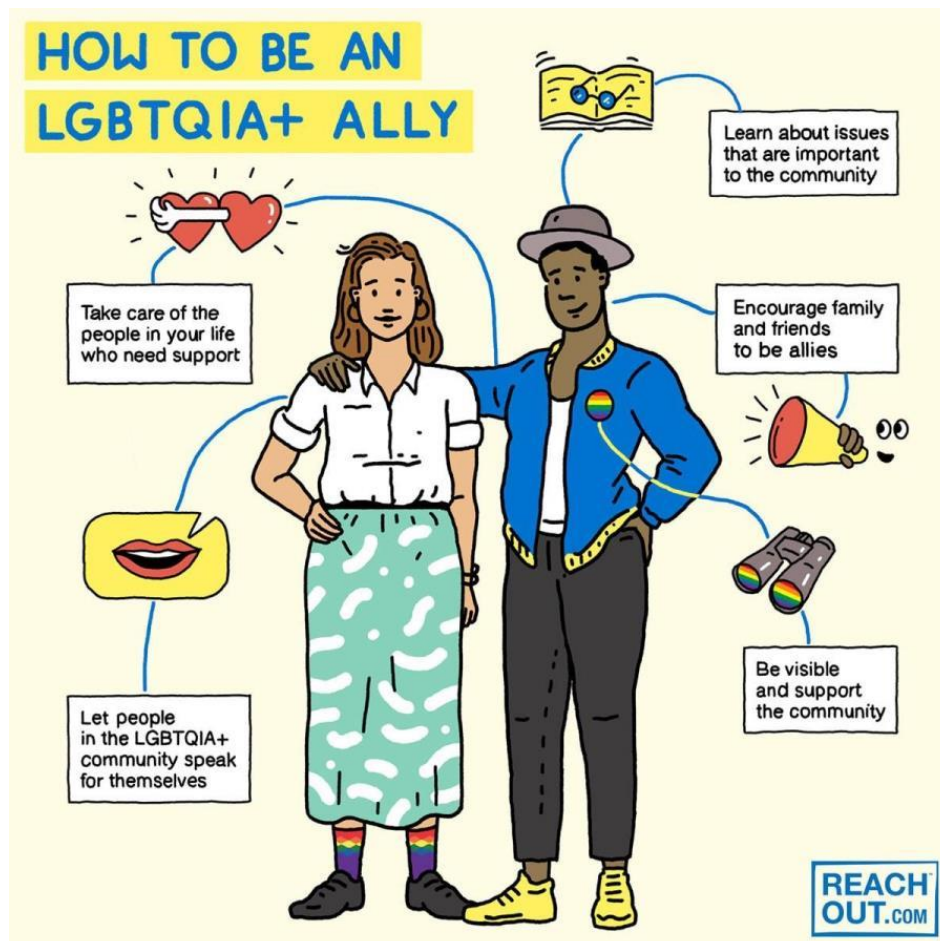
*"A student commits general misconduct if the student: (e) discriminates against any person on any grounds, including but not limited to disability, race, age, gender, sexual preference, physical appearance or religious or political belief" –*

*- Student Conduct Policy, RMIT University*

Being students of diverse genders, sexes, and sexualities (DGSS) at RMIT Vietnam does not make you marginalised from others. Instead with the highest standards of wellbeing and student life supports, we assist you to understand better about yourself whenever it comes to personal crisis, discrimination or unwelcoming incident against your sexuality. In the recent years, RMIT Vietnam has shown some significant actions to strengthen our support and commitment to the inclusion among DGSS community. The success of two talkshows, *Heart2Rainbow* (2020) and *Rainbow4Unity* (2021), have proved what have been said.



Being an ALLY does not mean that you have to identify with the DGSS community, sometimes an ally does not need to claim the "ally" title but importantly an ally is all about how you show commitment to eliminate discrimination and stigma against the DGSS community. This illustration below will give you the brief about being an ally according to Reach Out.



In 2021 and beyond, RMIT Wellbeing continues promoting the inclusion by emphasising on the allyship by centering the most common concern of our community: **“how to be an ally”**. Allyship has played a strong role to consolidate the unity among community, and it can happen at RMIT Vietnam. By attending this training, students of non-DGSS identities is able to show their first step to inclusion commitment of RMIT and a social commitment for the wider community in Vietnam and in the globe. Your actions further will contribute to ending hatred and discrimination against people of DGSS.



Figure 5: Logo of allyship used by RMIT Melbourne

## RMIT WELLBEING

With the solid ground, RMIT Wellbeing in Vietnam has our services committed to the allyship with diversity and inclusion while owning a responsive unit to deal with any discrimination against sexual orientation, gender identity and expression (SOGIE) of students.

**SAFER COMMUNITY UNIT** (or VN Safer Community at RMIT Wellbeing Vietnam) is responsible for ensuring that students have adequate supports to be a part of a safer community.

Read more about VN Safer Community at <https://www.rmit.edu.vn/students/support/wellbeing-support/safer-community>.

Email: [saferrcommunityvn@rmit.edu.vn](mailto:saferrcommunityvn@rmit.edu.vn)

## COUNSELLING SERVICES:

Students of DGSS or students in the confusing or early stage of understanding your own gender and sexual identity can seek help and consultation provided by our professional counsellors at RMIT Vietnam.

**Book appointment with Safer Community and/ or Counselling service at [Student Portal \(RMIT Connect Online Portal\)](#)**

 **Additional watching:**

[Is My Child Too Young To Learn About Being Gay? | Tim Ramsey | TEDxOxford](#)

## **PART 4: CONFIRM YOUR KNOWLEDGE**

It is such a wonderful learning journey when you reach this section by yourself. We are pleased with your commitment. In order to complete the pre-training package, you are asked to enter the quiz to reflect on what you have learned from the pre-training package.

Please click in the link to access the test. You will be asked to use your student account in order to access and undergo the quiz. Do not stress yourself because we only test what is presented in this package.

You may receive the email from us to welcome you to the online training with our Safer Community Advisor. If you would like to discuss content related to the quiz, do not hesitate to contact our Safer Community Advisor to explore another opportunity.

Good luck!

**LINK TO THE QUIZ:** <https://forms.office.com/r/SujEAFhpth>

### **ADDITIONAL RESOURCES:**

<https://www.thuvien.lgbt/>

[https://www.who.int/health-topics/sexual-health#tab=tab\\_2](https://www.who.int/health-topics/sexual-health#tab=tab_2)

<https://amaze.org/?topic=gender-identity>

<https://humanrights.gov.au/our-work/lgbti/about-sexual-orientation-gender-identity-and-intersex-status-discrimination>

<https://queer.vn/>

<https://au.reachout.com/articles/what-is-an-lgbtqia-ally-and-how-can-i-be-a-good-one>

<https://engage.youth.gov/resources/being-ally-lgbt-people>