

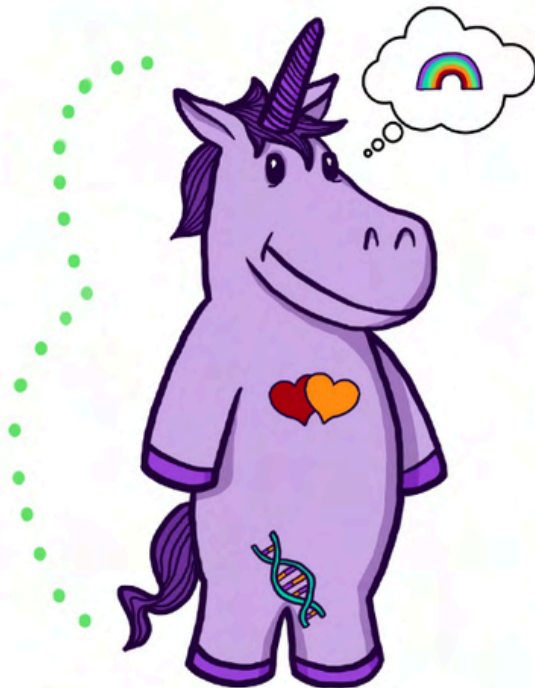
LGBT 101

Definitions

- Sex — Genetic and physical body characteristics people are born with, labeled male or female.
- Gender — A social and cultural expression of sex; not the biological sex people are born with.
- Intersex — People who are born with reproductive or sexual anatomy that does not fit typical definitions of “male” or “female.”
- Sexual Orientation — Romantic, emotional, and/or sexual attraction to others.
- Gender Identity — An internal feeling of being male, female, or something else.
- Gender Expression — Ways of showing gender to others, such as through mannerisms, clothes, and personal interests.
- Questioning — Individuals who are unsure about their sexual orientation and/or gender identity.
- Ally — An individual or organization that openly supports and affirms the rights and dignity of LGBT people.

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



Gender Identity



Gender Expression



Sex Assigned at Birth



Physically Attracted to



Emotionally Attracted to



To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore

LGBT Identity

Definitions



*The identities listed are ones most commonly referred to but there are many more to explore. To find more definitions go to PFLAG LGBT Glossary.

Lesbian: A woman who is emotionally, romantically or sexually attracted to other women. Women and non-binary people may use this term to describe themselves.

Gay: A person who is emotionally, romantically or sexually attracted to members of the same gender. Men, women and non-binary people may use this term to describe themselves.

Bisexual: A person emotionally, romantically or sexually attracted to more than one sex, gender or gender identity though not necessarily simultaneously, in the same way or to the same degree. Sometimes used interchangeably with pansexual.

Transgender: An umbrella term for people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth. Being transgender does not imply any specific sexual orientation. Therefore, transgender people may identify as straight, gay, lesbian, bisexual, etc.

Queer: A term people often use to express a spectrum of identities and orientations that are counter to the mainstream. Queer is often used as a catch-all to include many people, including those who do not identify as exclusively straight and/or folks who have non-binary or gender-expansive identities. This term was previously used as a slur, but has been reclaimed by many parts of the LGBTQ+ movement.

Asexual: Often called “ace” for short, asexual refers to a complete or partial lack of sexual attraction or lack of interest in sexual activity with others. Asexuality exists on a spectrum, and asexual people may experience no, little or conditional sexual attraction.

Pansexual: Describes someone who has the potential for emotional, romantic or sexual attraction to people of any gender though not necessarily simultaneously, in the same way or to the same degree. Sometimes used interchangeably with bisexual.

Non-Binary: An adjective describing a person who does not identify exclusively as a man or a woman. Non-binary people may identify as being both a man and a woman, somewhere in between, or as falling completely outside these categories. While many also identify as transgender, not all non-binary people do. Non-binary can also be used as an umbrella term encompassing identities such as agender, bigender, genderqueer or gender-fluid.

Two-Spirit: an umbrella term for Native people who have both male and female spirits and acknowledges different gender identities present among Native people of North America.

Pronoun Guide



Do pronouns signify a person's gender identity?

Pronouns can sometimes be a signifier for someone's gender identity but not always. We do not want to assume people's gender identity based on expression (typically shown through clothing, hairstyle, mannerisms etc.). By providing an opportunity for people to share their pronouns, you're showing that you're not assuming that their gender identity is based on their appearance.

What are Pronouns?

Pronouns are the words you may like others to use for you in place of your proper name. Some examples include "she/her" or "he/him" or gender-neutral pronouns, such as "ze/hir," [pronounced: zee/heer] or "they/them".

Here is an example of using "they/them" pronouns: John is covering for me today and they are an incredible therapist.

Some people use specific pronouns, any pronouns, or none at all (which in that case you would solely use their name). Using singular "they" pronouns have been used in the English language for centuries and you probably do it without noticing!.



Why focus on pronouns?

Recall the last 24 hours and think about every time someone referred to you using pronouns. Now imagine if every person used the wrong pronoun. How would that make you feel? Maybe misunderstood, angry, or generally uneasy? Now imagine most people got your pronouns wrong everyday. You might start to feel disrespected and unsafe. This is why we focus on pronouns. Including pronouns is a first step toward respecting people's identity and creating a more welcoming space for people of all genders. As well as it is an easy way to show your support and respect for folks with various identities.

How do I know what someone's pronouns are?

Create opportunities for people to share their pronouns with you rather than assuming you know their pronouns based on their appearance.

For example, when introducing yourself share your pronouns along with your name or include them in your email signature. If you don't know someone's pronouns, it's okay to ask. You can say, "What pronouns do you use?" or "What pronouns do you go by?" Some people may not want to share their pronouns and that's okay. A

good rule of thumb is if you don't know someone's pronouns use their name instead.



What do I do if I mess up?

If you accidentally use the wrong pronoun when identifying someone, apologize or say thank you if corrected and immediately use the right pronoun. Everyone makes mistakes, take accountability for your mistake and continue using the correct pronoun. The important thing to be mindful of, is to not unload your guilty feelings on transgender, nonbinary, and gender nonconforming people or expect forgiveness. They might have a strong reaction to the misuse of their pronouns and may need space to recenter themselves.

Helpful Tips

- Practice! Practice! Practice! It takes intention to consistently use someone's correct pronouns if you previously used different pronouns for that person or if you're using pronouns that are new to you. Take the time to practice referring to the person with the correct pronouns in conversation and in written communication.
- When addressing groups of people or people whose pronouns you haven't been told, use gender-neutral language such as, "siblings," "friends," "folks,"
- Use descriptive language if you do not know a person's gender, pronouns, or name. e.g. Can you give this paper to the person across the room with the white t-shirt and short brown hair?
- Always use someone's preferred pronoun unless specifically instructed to use a different pronoun due to safety concerns