LGBTQIA+ MATERIAL
Condensed By Wei Dewdney

VOCABULARY

- **Closeted (adj.)** - Someone who is closeted has not publicly shared their sexual orientation and/or their gender identity. Some people are completely closeted, some are closeted to certain people, such as parents, but are out to others, such as friends.

- **Out (adj.)** - Someone who is out has publicly shared their sexual orientation and/or their gender identity. People who are out are usually open about their sexuality and/or gender identity, but some people may only be out to certain close friends/family.

- **Coming out (v.)** - The act of revealing one's sexuality and/or gender identity to another person. This process can be easy, difficult, scary, dangerous, awkward, or worrisome depending on the person and their situation.

- **Outing (v.)** - The act of revealing someone else's sexuality and/or gender identity to another person without consent. This action can cause a multitude of different dangerous consequences that could affect the outed person in an extremely unpleasant way. Never out somebody.

- **LGBTQIA+ (n.)** - The acronym stands for "Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex, Asexual/Aromantic, Plus" which describes anyone who doesn't exclusively identify as heterosexual and/or cisgender.

- **Passing (adj.)** - Someone who 'passes' is a transgender individual whose gender can be assumed correctly based on their appearance.

- **Transitioning (v.)** - Transitioning can be done socially and/or medically. It could include telling people about your gender identity, telling people your pronouns + name, or changing your appearance to fit your gender. It also may include medically treating your body or using hormones.

- **Romantic Attraction (n.)** - The desire to have a romantic relationship.

- **Sexual Attraction (n.)** - The desire to have a sexual relationship. Someone's sexual and romantic attraction may or may not align. For example, someone who is asexual and biromantic.

- **Orientation (n.)** - One's identity. Sexual orientation = sexual identity.

- **Gender Dysphoria (n.)** - Distress or discomfort in relation to one's gender

- **Body Dysphoria (n.)** - A type of gender dysphoria in which an individual expresses discomfort or distress pertaining to aspects of their body not aligning with their gender identity.

- **Cisgender (adj.)** - Someone who is cisgender identifies exclusively with their sex + gender assigned at birth.

- **Binarism (n.)** - A gender system with two opposing sides, female/male, feminine/masculine, woman/man.

- **Cisnormativity (n.)** - The assumption that someone is cisgender.

- **Heteronormativity (n.)** - The assumption that someone is heterosexual.

- **Gender Expression (n.)** - The way one presents oneself in relation to gender, but may not align with the gender norms of the gender they identify with.

- **Sex (n.)** - One's sex refers to one's genitalia and biological qualities.

- **Pronouns (n.)** - Pronouns are words used to refer to people without the use of their name. For example: he/him, she/her, they/them, xe/xem/xyrs

- **Misgender (v.)** - To assume someone else's gender incorrectly or to refer to someone with incorrect pronouns.

- **Deadname (v./n.)** - To call a trans/non-binary person by their birth name instead of their preferred name.

- **MLM (n.)** - An acronym that stands for "Men Loving Men" which refers to men aligning individuals who are attracted to other men aligning individuals.

- **WLW (n.)** - An acronym that stands for "Women Loving Women" which refers to women aligning individuals who are attracted to other women aligning individuals.

https://www.healthline.com/health/different-genders#i-p
https://www.healthline.com/health/different-types-of-sexuality#d-l

GENDER IDENTITY

Sex, Gender, Gender Expression, Pronouns:

- **Sex** refers to one's genitalia and biological makeup. Sex isn't binary. Intersex variations exist naturally.

- **Gender** is what an individual identifies as, this may or may not correlate with their sex. Gender is a wide spectrum, it's not binary, so it would be nearly impossible to name every gender. Below, you will see some of the most well-known gender identities.

- **Gender Expression** is how an individual presents themself. (*ex: makeup, voice, clothing, hair, etc*)

- **Pronouns** are a way to refer to someone without using their name. Someone's pronouns may or may not correlate with their gender. (*ex: **she** is at the grocery store*)

- one's sex, gender, gender expression, and pronouns can be completely unrelated. (*ex: someone biologically male who identifies as non-binary, presents femininely, and uses xe/xem/xyr pronouns*)

Gender Identities:

- **Cisgender** - describes people who identify exclusively with the gender they were assigned at birth.

- **Transgender** - an umbrella term that describes people who **do not** identify exclusively with the gender they were assigned at birth. "Transgender" can be used as both an umbrella term or as a label for one's own gender identity.

- **Non-Binary** - an umbrella term that describes people who don't identify within the male-female gender binary. This sits under the transgender umbrella. Similarly to "transgender", "non-binary" can be used as both an umbrella term or as a label for one's own gender identity. Non-binary is sometimes shortened to NB, nbi, or enby. Not all non-binary individuals are comfortable with those shortened terms; ask for permission before using it.

- **Agender** - an identity under the non-binary umbrella that describes individuals who don't identify with any particular gender. Agender individuals experience the absence of gender.

- **Androgyne** - an identity under the non-binary umbrella that describes individuals who are gender-neutral. An androgynous person usually has an androgynous gender expression with both feminine and masculine characteristics, but each with varying frequencies. (*Some individuals may present more masculine while others may present more feminine.*)

- **Demigender** - this term sits under the non-binary umbrella. Demigender is an umbrella term used to describe identities that have a partial connection to a certain gender. Some examples include demiboy, demigirl, deminonbinary, etc.

- **Genderflux** - sits under the non-binary umbrella. Genderflux is an umbrella term that describes gender identities that fluctuate in intensity over time. Some genderflux identities include boyflux, girlflux, etc. Someone who is boyflux may feel more connected to boyhood at times, but then feel less connected to it at other times.

- **Genderfluid** - sits under the non-binary umbrella. Describes individuals who have varying gender identities across periods of time. A genderfluid person's identity may be multiple genders at once, then switch to none at all. Or, a genderfluid person may feel more connected to womanhood at times, then later feel more gender-neutral.

- **Bigender** - sits under the non-binary umbrella. Describes people who have two distinct gender identities, either at the same time or at different times.

- **Intersex** - This is not a gender identity. Someone who is intersex has biological sex components that don't align with the male-female sex binary. (*ex: hormones, chromosomes, internal reproductive organs, genitalia, secondary sex characteristics, etc.*). This is an umbrella term, for there are about 30 different medically recognized intersex variations. That means there are at least 32 biological sexes.

https://www.healthline.com/health/different-genders#i-p

https://interactadvocates.org/intersex-definitions/#:~:text=There%20are%20over%2030%20medical,Every%20intersex%20person%20is%20different

SEXUAL ORIENTATION

- **Sexual Attraction** - the feeling of wanting to be in a sexual relationship with someone.

- **Romantic Attraction** - the feeling of wanting to be in a romantic relationship with someone.

- **Sexual Orientation/Sexuality** - a person's identity related to attraction. Sexuality is a spectrum, the following sexualities are just some of the most well-known ones.

Sexualities

- **Heterosexual/Heteroromantic** - an orientation that describes people who experience sexual and/or romantic attraction to the opposite sex.

- **Lesbian** - A woman aligning person who experiences sexual, romantic, and/or emotional attraction towards individuals of the same or similar gender.

- **Gay** - A man aligning person who experiences sexual, romantic, and/or emotional attraction towards individuals of the same or similar gender.

- **Bisexual/Biromantic** - an orientation that describes people who experience sexual, romantic, and/or emotional attraction to two or more genders.

- **Pansexual/Panromantic** - an orientation that describes people who experience sexual, romantic, and/or emotional attraction to anyone regardless of gender. Pansexual individuals completely disregard gender as a factor for their attraction, therefore they usually don't have preferences based on gender.

- **Omnisexual/Omniromantic** - an orientation that describes people who experience sexual, romantic, and/or emotional attraction to all genders, but may prefer one or more genders over others. This is unlike pansexuality because gender **is** a factor for attraction when it comes to omnisexuality.

- **Polysexual/Polyromantic** - an orientation that describes people who experience sexual, romantic, and/or emotional attraction to more than one gender, but not necessarily to all genders. (some people use this label for feeling attraction to every gender, but prefer this label in contrast to other similar labels due to its inclusivity of the entire gender spectrum/it may just feel more comfortable for a person).

- **Polyamorous** - an orientation that describes people who consensually have relationships with multiple partners. For example, three people who are all dating each other would be called a throuple. Not all parties in a polyamorous relationship have to be dating each other for the relationship to be considered

polyamorous. For example, one person could date three people, but those three people don't have to date each other.

- **Asexual** - an orientation that describes people who experience little to no sexual attraction.

- **Aromantic** - an orientation that describes people who experience little to no romantic attraction.

- **Demisexual/Demiromantic** - an orientation that describes people who experience sexual and/or romantic attraction only to those they have an emotional bond with. For example, a demisexual person would not feel sexual attraction to celebrities or other people they aren't close with.

- **Graysexual/Grayromantic** - an orientation that describes people who experience sexual and/or romantic attraction very rarely and/or with low intensity.

- **Autosexual/Autoromantic** - an orientation that describes people who experience sexual and/or romantic attraction more often to themselves than to others.

- **Bicurious** - describes people who are exploring bisexuality.

- **Monosexual** - an umbrella term for people who are attracted to only one sex or gender.

- **Queer** - an umbrella term for anyone who isn't exclusively heterosexual and/or cisgender. Note that queer was once used as a slur and was reclaimed by the LGBTQ+ community, no longer to be used as an insult.

- **Questioning** - the process of exploring one's sexuality or gender identity.

- Everyone is entitled to labelling their own sexuality to their comfort. Though some sexualities may seem similar, their small differences can increase someone's comfort greatly. Don't tell other people what they should or shouldn't label themselves as; only oneself can interpret one's relationship with attraction.

https://www.healthline.com/health/different-types-of-sexuality#why-it-matters

https://www.mookychick.co.uk/opinion/love-and-life/common-misconceptions-autosexuality-and-autoromanticism.php

PRONOUNS

How Do I Ask Someone About Their Pronouns?

- Asking someone for their pronouns is not rude, nor is it improper.

- Before making any assumptions, try asking **"Hey, what are your pronouns?"** or **"Can you remind me what your pronouns are?"**

- When you introduce yourself, **state your pronouns.** This will then prompt the other person to share their pronouns. You would share your pronouns like this: *Hi! I'm Joe and I use he/him pronouns.*

- You can also check someone's **social media biography** to see what their pronouns are.

- If you make a mistake, **correct yourself and move on**. Try not to dwell on it.

- If you hear someone use the wrong pronouns for another person, **step in and point it out**. It can make the misgendered person feel awkward if you leave them to correct whoever was wrong. Jumping in on these types of situations can make the misgendered person feel supported and valid.

Do I Need To Share My Pronouns If I'm Cisgender?

- **Cisgender** - someone who identifies exclusively with the gender they were assigned at birth

- **Cis-folks are encouraged to share their pronouns**, it helps to get rid of the stigma around sharing pronouns and it allows non-cis people to feel less out of place.

- It's always a good idea to **state your pronouns when you introduce yourself**, this is also a good way to learn someone else's pronouns without directly asking.

- **Try putting your pronouns in your social media biography!** It would be formatted like this: *He/Him, She/Her, They/Them, He/They, etc.*

What Different Pronouns Are There?

- **She/Her/Hers** - That pen is **hers**, ask **her** for permission and **she** might let you use it. **She** *is* really nice, **she** just enjoy*s* being by **herself**.

- **He/Him/His** - That pen is **his**, ask **him** for permission and **he** might let you use it. **He** *is* really nice, **He** just enjoy*s* being by **himself**.

- **They/Them/Theirs** - That pen is **theirs**, ask **them** for permission and **they** might let you use it. **They** *are* really nice, **they** just enjoy being by **themself**.

- **Neopronouns** - sets of gender-neutral pronouns that one creates for oneself. Neopronouns are used most by the neurodivergent community and/or people who have a complicated relationship with gender.

- Some people use multiple pronouns. Some people may even be comfortable with all pronouns. *Examples: he/they, she/they, they/xe, etc.* Individuals who use multiple pronouns may have a preference. If you are unsure of what their preferred pronouns are, don't be afraid to ask. Some people may want you to use their pronouns interchangeably, some may ask you to choose just one and stick with it. If you're ever confused with someone's pronouns, just ask!

How To Use Neopronouns

- The more commonly known neopronouns are some you might've heard around, like xe/xem/xyr. Nounself pronouns are a bit less heard of, though. (ex: cloud/cloudself)

  Let's use: **xe/xem/xyr/xyrs/xemself** (**singular*) pronouns as an example:
    - The objective is '**xe**'
    - The subjective is '**xem**'
    - The possessive determiner is '**xyr**'
    - The possessive pronoun is '**xyrs**'
    - The reflexive is '**xemself**'
    - **singular - is, has, does, doesn't, etc*
    - **plural - are, have, do, don't, etc (further explanation will be provided at the end of this section)*

  Let's look at some example sentences:
    - "**He** *is* my friend" = "**Xe** *is* my friend."
    - "I saw **him** yesterday" = "I saw **xem** yesterday"
    - "That's **her** book" = "That's **xyr** book"
    - "That's not mine, that's **hers**" = "That's not mine, that's **xyrs**"
    - "Why *are* **they** by **themself**?" = "Why *is* **xe** by **xemself**?"

  Let's look at a paragraph that uses these pronouns:

  Hello! Today I met a person who goes by Leaf. **Xe** *has* a wonderful personality. That smile of **xyrs** really makes me happy. I could talk to **xem** all day, although **xe** *doesn't* talk about **xemself** much. I wonder if **xyr** day has been wonderful. I hope so!

  What would this look like if this person's pronouns were plural?

  Hello! Today I met a person who goes by Leaf. **Xe** *have* a wonderful personality. That smile of **xyrs** really makes me happy. I could talk to **xem** all day, although **xe** *don't* talk about **xemself** much. I wonder if **xyr** day has been wonderful. I hope so!

Nounself Pronouns

Nounself neopronouns are also a type of neopronouns. These have a noun at the beginning of a neopronoun.

Let's use: **ghost/ghosts** OR **ghost/ghostself**
- ○ The objective is **ghost**
- ○ The subjective is **ghost**
- ○ The possessive adjective is **ghosts**
- ○ The possessive pronoun is **ghosts**
- ○ The reflexive is **ghostself**

This is how it would look like in the same paragraph we used earlier:

Hello! Today I met a person who goes by Casper. **Ghost** has a wonderful personality. That smile of **ghosts** really makes me happy. I could talk to **ghost** all day, although **ghost** doesn't talk about **ghostself** much. I wonder if **ghosts** day has been wonderful. I hope so!

What if…?

- ● I know someone's pronouns, but I can't figure out how to use them correctly? - **ask**!

- ● Someone states their pronouns without specifying if they're singular or plural? - **ask**!

- ● I can't remember someone's pronouns? - **ask**! (or check their social media biography)

- ● I accidentally call someone by the wrong pronouns? - **thank the person who corrected you, fix your mistake, and move on.** over-apologizing can make the situation awkward and uncomfortable for everyone involved.

Singular vs Plural pronouns - further explanation

- ● Recall:
  - ○ singular - is, has, does, doesn't, etc
  - ○ plural - are, have, do, don't, etc

- ● They/Them - this set of pronouns typically uses the plural conjugations of the verbs previously mentioned, but many people will say they use they/them pronouns in the singular form. This just means the individual uses these pronouns in reference to themself as a singular person, rather than as a group of people. They would still conjugate such verbs in plural form, as you would

when using they/them to refer to a group of people. The main difference between using they/them pronouns for a group of people and for a single person is that a group of people would be "by themselves" while a singular person would be "by themself." This also means that nouns would be singular for the latter and plural for the former. Example:

- ○ That soccer team just lost the game. They're sitting in the grass by **themselves** with **frowns** on their **faces**.

- ○ That person just lost their soccer game. They're sitting in the grass by **themself** with a **frown** on their **face**.

- He/Him and She/Her - these sets of pronouns use the singular conjugations of verbs; such as is, has, does, and doesn't.

- Neopronouns - different neopronouns can use either the singular or plural conjugation of the previously mentioned auxiliary verbs, depending on personal preference. For example, some people who use xe/xem/xyr pronouns may conjugate with either is, has, does, and doesn't or are, have, do, and don't. In these cases, you would probably ask "do I say 'xe is' or 'xe are'?", unlike she/her, he/him, or they/them pronouns.

- In short, this section explains how different pronouns use singular or plural conjugations of auxiliary verbs in order to familiarize the reader with using such pronouns in day-to-day life. It's unlikely that people will indicate how auxiliary verbs would conjugate with their pronouns; you would really only need to ask about conjugating such verbs if the person uses neopronouns.

EXTRA:

Some may argue that it's grammatically incorrect to refer to one person with they/them pronouns. "That doesn't make sense! You're one person!"
You're
You are
"If I'm one person, shouldn't it be 'you is'?"
It's important to remember that the singular they/them has been around for over 600 years and we already use it all the time without realizing it. Example, "Someone left their glasses on the table."

It should also be kept in mind that people may not be comfortable with sharing their pronouns casually or in public spaces. Requiring and/or pressuring for pronouns may cause issues for those who are in the closet or questioning.

DO'S AND DON'TS

Slurs - statistics have shown that 50% of LGBT+ pupils hear homophobic slurs ¨frequently¨ or ¨often¨ at school

The F Slur - f*gg*t/f*g   *aoa

- The F slur arose in the 1900s and is derogatory towards **the mlm community. This slur has alternative meanings, most of which are never used in modern society. This means that there's no actual reason to use it. This slur has been reclaimed by mlm; it's offensive when people who aren't gay men use it because it's too commonly used in derogatory and homophobic ways. Don't say the F slur, it's pretty easy.

The D Slur - d*ke   *y

- The D slur is lesser known than the F slur, but it's still extremely offensive. Originally, this slur targeted lesbians and their lack of attraction to men, attraction to women, and the fact that they weren't straight. So unless you meet those requirements, you shouldn't say the D slur. Some people get called the D slur even if they don't identify with the previous statements, which is because homophobes don't target specifics nowadays.

The T Slur - tr*nny   *a

- The T slur is derogatory towards those who are transgender. People who are not transgender cannot reclaim it. This slur has been used to abuse people who are trans and there are often times where the use of this slur is followed by physical abuse. If you aren't a part of the group that is affected by the slur, don't use it.

Many people within the community still argue on who can say what slur. Can gay women say the F slur? Can gay men say the D slur? This is still being debated, steering clear from saying any of these slurs would be the safest route.

Common sense that might not be so common

- If you mess up on someone's pronouns, fix your mistake and move on. Don't make a big deal out of it. Same with names.

- Never out someone. Especially to their parents.

- Do not deadname people unless they specifically tell you to. For example, if your trans friend Bella isn't out to her parents, she may ask you to call her "Brandon" and use he/him pronouns when you're around her family.

- If someone comes out to you: (90% of teens who are LGBTQ+ come out to their close friends)
    - **Listen** - listen to what they have to say and don't interrupt.

    - **Do not ask intrusive questions** - Don't ask about what surgeries they plan on getting (unless you are their parent or guardian).

    - **Be honest if you don't understand something** - don't expect the person to educate you on everything, though. Do some research in your own time, you've got a whole internet at your disposal.

    - **Thank them for trusting you**

    - Don't say "omg the man who lives 200 miles away in Aunt Matilda's neighbourhood is gay! Do you know him?"

    - **Don't take it personally** - don't immediately assume that the person is romantically interested in you just because you're the same gender they're attracted to.

Things you shouldn't say/ask

- Don't ask questions about someone's body - "What's in your pants?"

- When referring to transwomen, don't say things like: "he wants to be called a 'she'" or "she's not a real girl"

- When referring to transmen, don't say things like: "she wants to be called a 'he'" or "he's not a real boy"

- Don't ask about their transition plans or surgeries (unless you are their parent, doctor, or guardian)

- Don't jokingly call trans or nonbinary people "it" unless they specifically tell you to do so or if they use it/its pronouns.

- Again, don't out anyone.

- Some transgender people do not like to be referred to with the term MTF (Male to Female) or FTM (Female to Male); make sure to get their consent first.

- Same thing with AFAB (Assigned Female at Birth) or AMAB (Assigned Male at Birth).

- If someone identifies with a sexuality or gender identity you haven't heard of, do not say: "That's not a real thing"

https://www.endinghiv.org.nz/articles/culture/why-straight-people-shouldnt-throw-around-the-f-word/

https://www.huffpost.com/entry/the-f-word_b_2521805
https://genderkit.org.uk/slurs/
https://www.advocate.com/commentary/2014/02/20/op-ed-its-time-stop-t-word
https://www.diverseandresilient.org/resources/lgbtq-competency-toolkit/
https://lgbtrc.usc.edu/trans/transgender/tips/
https://www.uis.edu/gendersexualitystudentservices/students/ally-guide-uis/ally-guide-uis-dos-donts/

MISCELLANEOUS

Kahoots

LGBTQ+ Vocab
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Stonewall Riots