

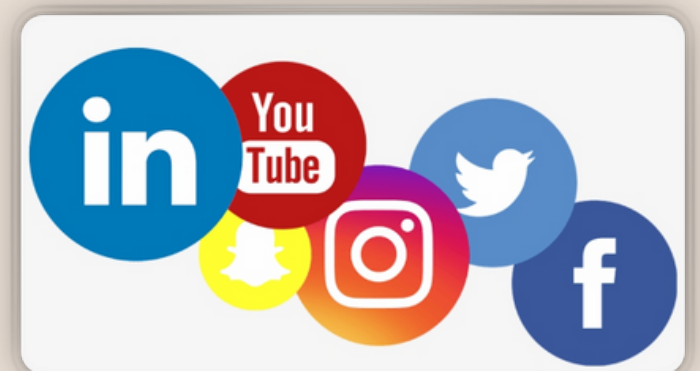


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# LGBTQIA+ 101

AMI DAVIS (SHE/THEY)

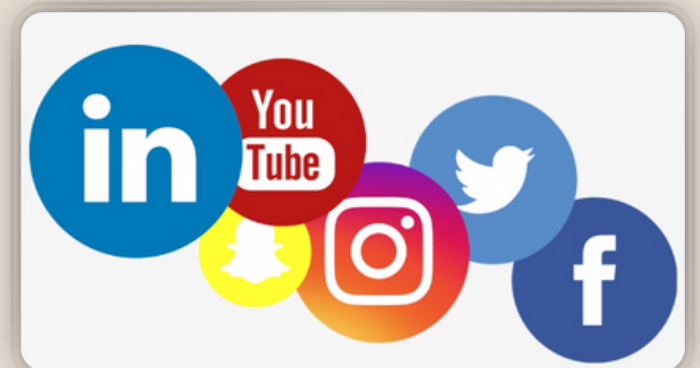
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# LANGUAGE OVERVIEW

## &

# SETTING THE FOUNDATION FOR UNDERSTANDING

IMPLEMENTATION

SENSITIVITY

CONCEPTS

LANGUAGE





"WE NEED COMMON LANGUAGE TO HELP US CREATE  
AWARENESS AND UNDERSTANDING..."

—DR. BRENE' BROWN

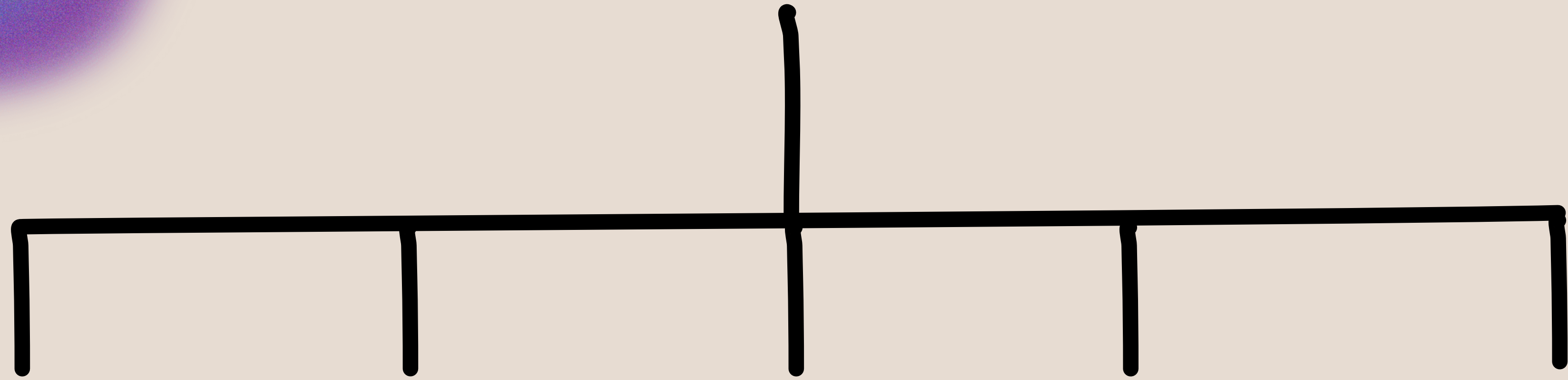
"OUR LANGUAGE SHAPES WHAT WE SEE..."

— VISHEN LAKHIANI

THE CODE OF THE EXTRAORDINARY MIND



LGBTTQQIAAAPP+  
(GSM)



BIO SEX

IDENTITY

ORIENTATION

PRONOUNS

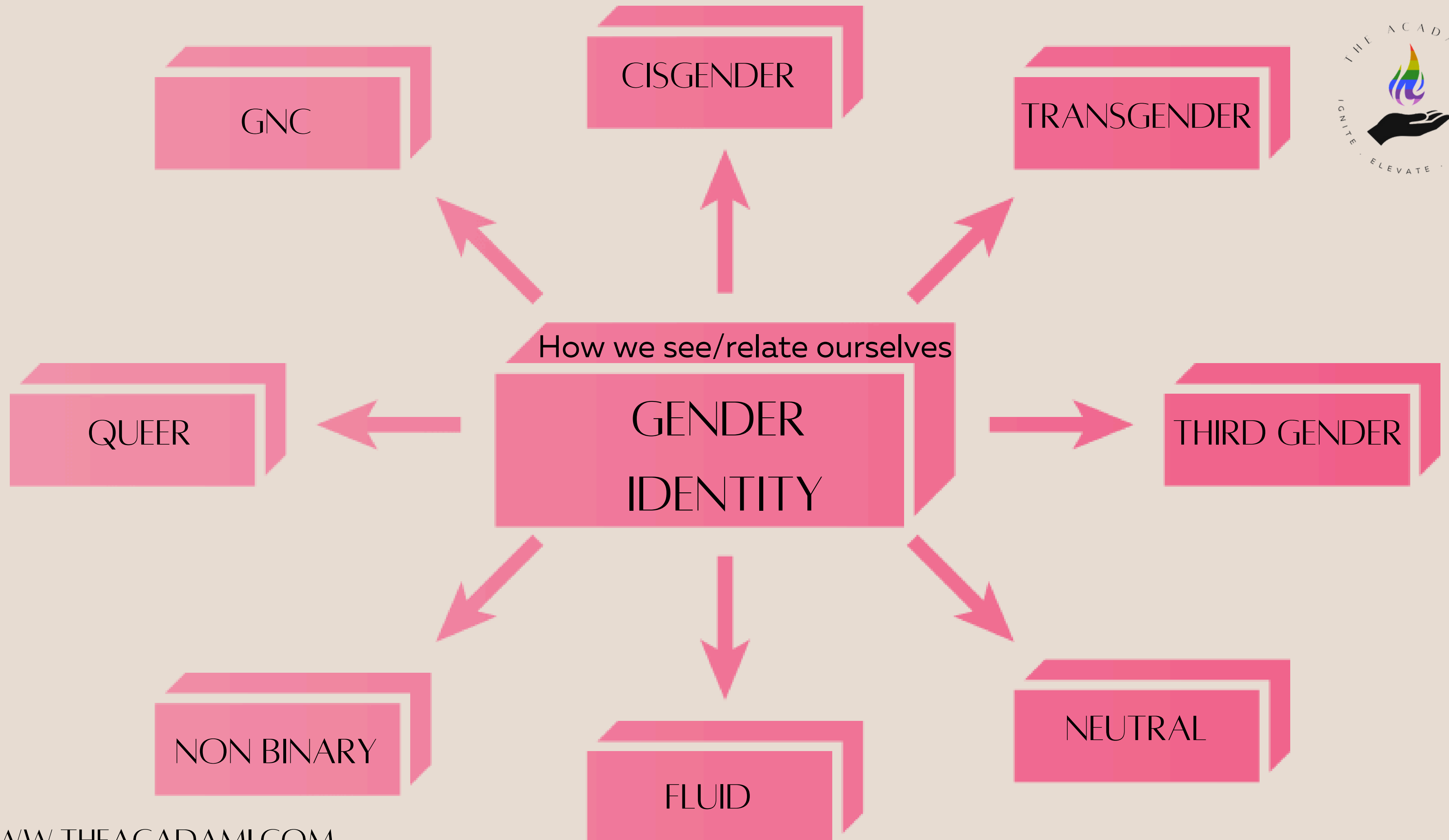
EXPRESSIONS

BIO SEX

MALE

FEMALE

INTERSEX



The Direct of  
Affection  
(who we go to  
bed with,  
potentially)

# SEXUAL ORIENTATION



HETEROSEXUAL  
straight



HOMOSEXUAL  
gay/lesbian



BISEXUAL



PANSEXUAL



ASEXUAL



# EXPRESSIONS

How we “perform”  
gender, share our  
gender with the  
world

"NON-CONFORMING"

FLUID

NEUTRAL

"MASCULINE"

FEMININE

ANDROGYNOUS



Gender in other cultures



# RELATIVE CONCEPTS

- Intersectionality!
- Mx. (pronounced mix)
- Latinx, Afro-Latinx
- Closeted/living authentically  
or openly
- Coming out
- Internalized  
homophobia/biphobia/transp  
hobia
- Family Of Choice
- "Passing"





# INACCURACIES

- Heteronormativity/Cis-normativity
  - Outing
  - "Lifestyle"
  - "Sexual Preference"
  - "Over-Ally"





# STAYING NEUTRAL WITH PRONOUNS

- Gender neutral pronouns:
- They/them/theirs (singular)

Example: instead of "Where did Ami go?"

Response: "SHE went to the bathroom."

TRY...

"Where did Ami go?"

"They went to the bathroom"

TIP: pretend you have no idea and can make no assumptions of the person's gender, like you've never met them.



# HELPFUL SCRIPTS

You: "If you don't mind me asking...  
is the sex identified on your ID the same as how you identify?"

You: "I know this is intrusive, but I have to ask...  
do you identify as LGBTQ in any way? If yes, how so? I ask so that I can  
ensure your safety better."

Them: "I am \_\_\_\_\_" (an identity or orientation you are unfamiliar with)

You: What does that mean to you?

You: "How shall I/we refer to you to ensure you're respected?"

.



# WARNING

FIRST,  
DO NO HARM.

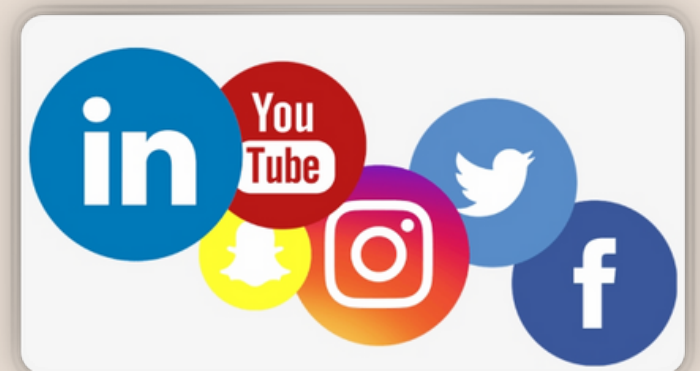


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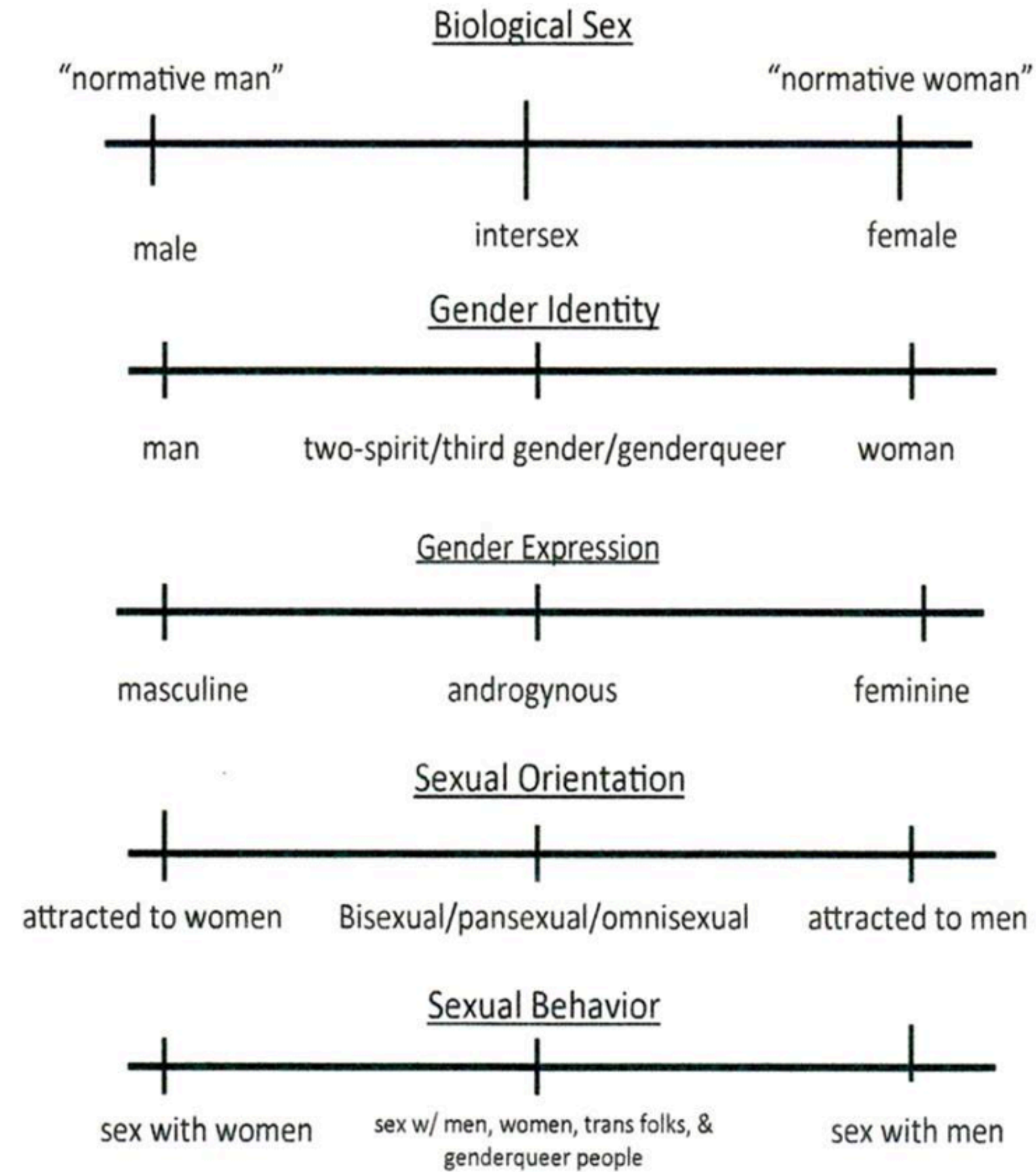




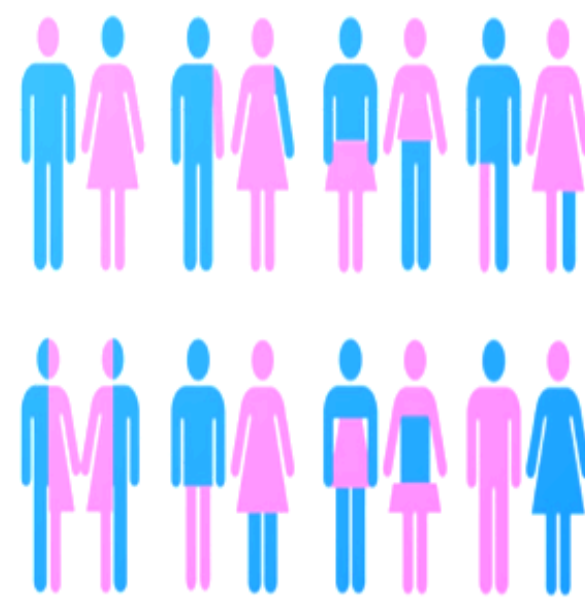
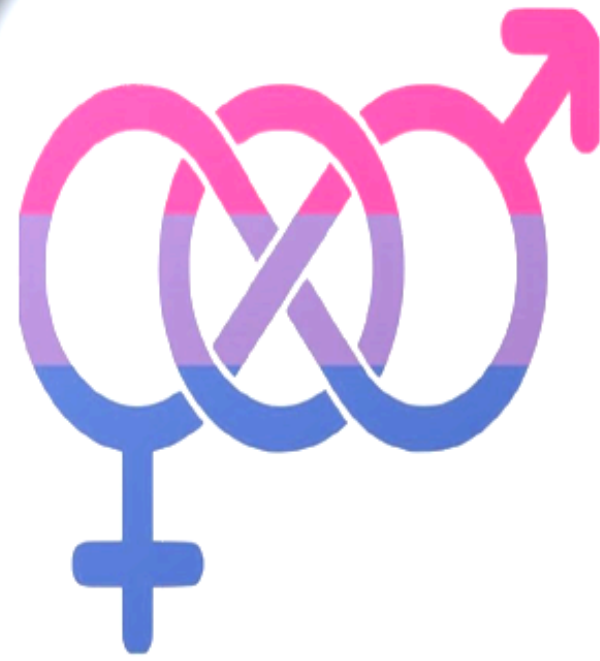
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## Sex, Gender, Sexuality Diagram



## Sex

Biological

Assigned at Birth

- Male
- Female
- Intersex

## Gender

How one relates to themselves

Regardless of bio. sex

Vast & Cultural

- Neutral/Fluid/Queer
- Cis/Trans
- Third/Cultural

## Orientation

- The “direction of one’s affection”
- Heterosexual
- Homosexual
  - Lesbian/Gay
- Bisexual
- Pansexual
- Asexual

## Expression

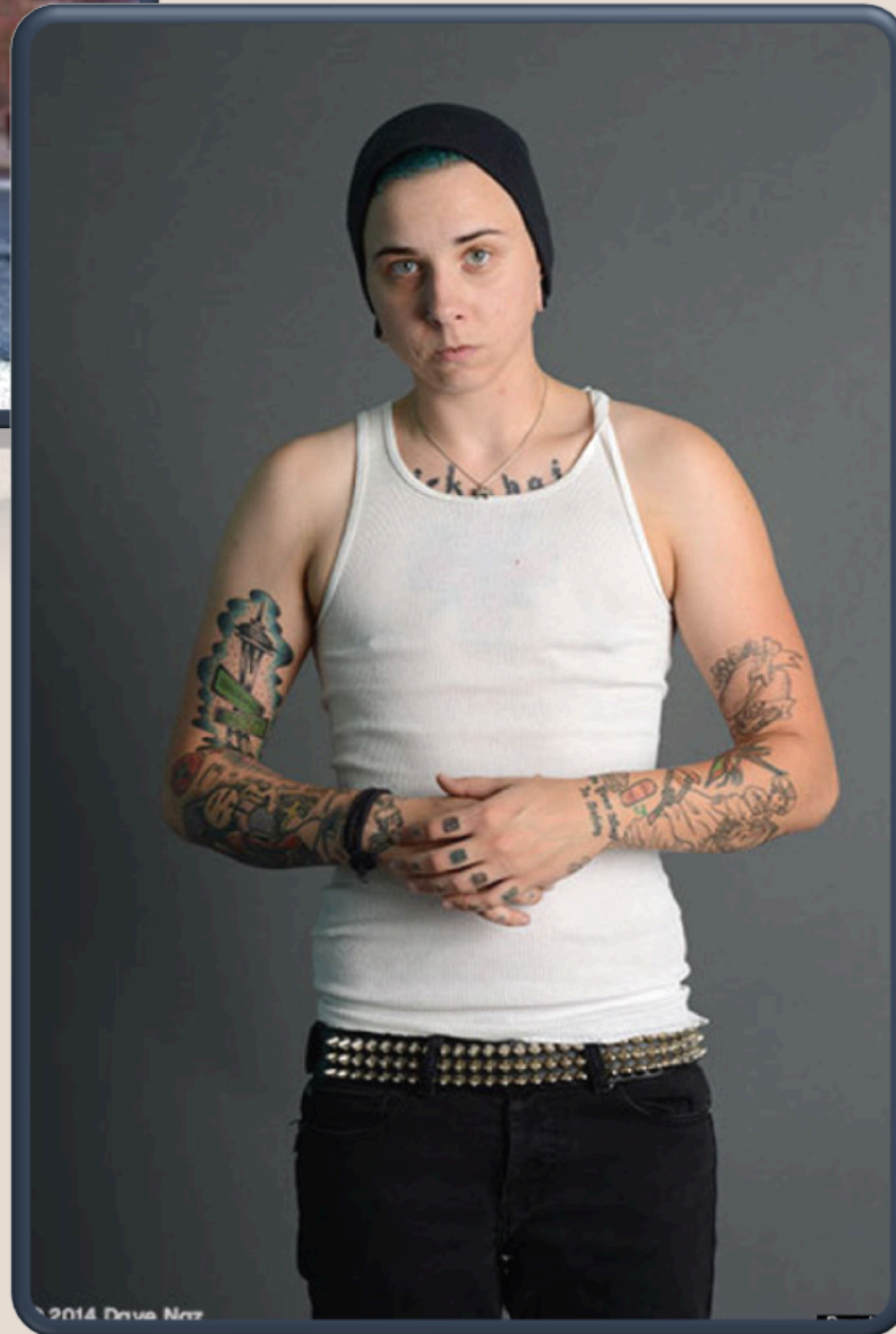
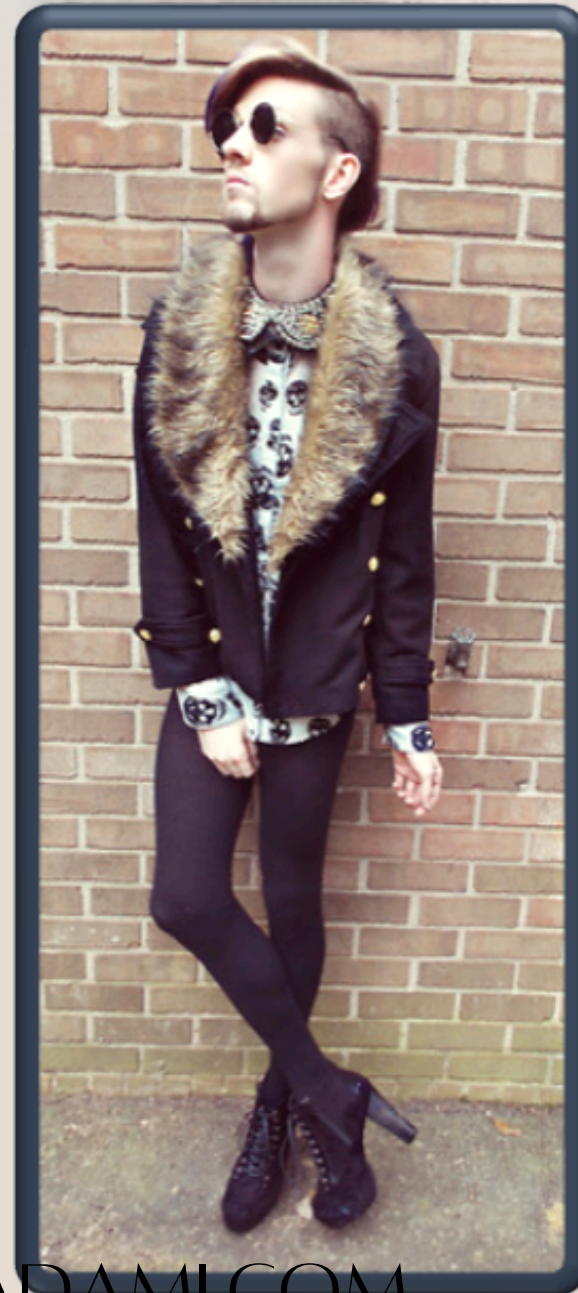
The way the someone is comfortable presenting themselves

- Hair style
- Clothing
- The way we walk, the way we talk, the way we engage with other people













# CAMPAIGNS/SUPPORTS

- "Walking While Trans"
- Project Q
- Social Media Transitions
  - The Trevor Project
- The Matthew Shepard Foundation
  - PRIDE events
- It Gets Better Project



# RESOURCES

- [www.TheAcadami.com](http://www.TheAcadami.com)
- [www.GLSEN.org](http://www.GLSEN.org)
- [www.GenderSpectrum.org](http://www.GenderSpectrum.org)
- [www.pacer.org](http://www.pacer.org)
- [www.thetrevorproject.org](http://www.thetrevorproject.org)
- [www.gsanetwork.org](http://www.gsanetwork.org)
- The Williams Institute at UCLA:  
<https://williamsinstitute.law.ucla.edu/>