



THE ACADAMI

Ignite . Elevate . Empower

LGBTQIA+

LANGUAGE &

CONCEPTS

HANDOUT

2023

DISCLAIMER:

EVERYONE'S JOURNEY IS THEIR OWN! PLEASE REMEMBER THAT NOT ALL TERMS/PHRASES FEEL GOOD FOR EVERYONE. NO ONE PERSON IS EXACTLY ALIKE ANOTHER AND WITH THAT, DIFFERENT PEOPLE UTILIZE DIFFERENT PRONOUNS, TERMS, AND SO ON.

PLEASE REMEMBER TO NEVER ASSIGN THINGS TO PEOPLE, INCLUDING YOUR OWN ASSUMPTIONS OR ANY OF THESE TERMS.

THIS IS FOR YOUR KNOWLEDGE AND UNDERSTANDING. IT IS NOT A BLANKET STATEMENT AND IT IS CERTAINLY NOT FOR YOU TO UTILIZE TO CALL PEOPLE ANYTHING.

THE HOPE HERE, IS THAT THIS UNDERSTANDING WILL HELP YOU TO STAY OPEN AND RESPECT HOWEVER ANOTHER PERSON IDENTIFIES THEMSELVES TO YOU.

Sex and (Gender) Identity (this is who I am):

GSM- Gender, Sexual Minority- A term used to refer to LGBTQ folks, being that lesbians, gay men, and bisexual are sexual minorities in society and transgender folks are a gender minority. This term can be used interchangeably with LGBTQ.

Sex Assigned at Birth (SAAB)/Sex Designated at Birth (SDAB) – Biological, anatomical, assigned by doctor at birth; conversationally and often times body related.

Cisgender – Someone who identifies in a way aligning with their biological sex at birth (this is the majority population; think- “not transgender”).

Transgender – Someone who identifies differently from their biological sex assigned at birth (this person may or may NOT wish to take medical steps to change their bodies to align with their identity); suggested practice: always refer to people by their pronouns and/or as the gender they identify, regardless of biological genitals (body) or expression.

- Transphobia- Irrational fear or hatred of, violence, harassment or discrimination perpetrated against transgender people.
- Transition- The process through which SOME transgender people live and express as the gender with which they identify, rather than the one typically associated with their sex assigned at birth.
 - Social- may include things such as changing names, pronouns, hairstyle, and clothing.
 - Medical- may include medical components like hormone therapy and gender affirming surgeries.

!! Not all transgender individuals seek medical care as part of their transition or have access to such care. The decision about which steps to take as part of one’s transition is a deeply personal and private choice. You should never ask someone if they have had any medical procedures, and you should respect the privacy of a student’s (anyone’s) transition process.

Gender Expansive- Refers to a wider, more flexible range of gender identities or expressions than those typically associated with the binary gender system. Example: a child that we are not sure is transgender, but they are expressing contrary to “typical gender norms” may be referred to as having a gender expansive expression; this could also be considered gender non-conforming.

Gender Identity is ALWAYS SELF IDENTIFIED (no one can tell YOU how YOU identify, regardless of assumptions or biological sex), these terms are always changing and are delicate to each individual

Gender Binary- A social system that constructs gender according to two discrete and opposite categories – male or female.

Gender Spectrum- An understanding of gender as encompassing a wide range of identities and expressions.

Gender Dysphoria- An intense and persistent discomfort with the primary and secondary sex characteristics of one's assigned birth sex. Affirming and supporting a person's gender identity can help to significantly decrease their dysphoria. Conversely, rejecting or requiring a person to conceal their gender identity can exacerbate their level of dysphoria.

Gender Neutral/Gender Queer/A-gender/ (trans) non-binary (ENBY/NB)- These are vast "umbrella" terms and again, we should remember that terms mean something unique to every individual that experiences them.

Generally though, this may be someone to whom the gender binary is often referred to as a societal creation with which they do not agree, "fit," and/or will not conform to. This person may or may not prefer to be addressed by no gender pronoun at all. Rather, gender neutral pronouns such as "them/they" in a singular context or Xe/Xyr; Ze/Zir; etc... Suggested practice: if this is difficult for you, try to refrain from using pronouns at all and refer to the person by name alone; Note: If you do this, make sure you are using the name with which they identify and not a dead name.

Dead name: the birth name of a transgender person who has changed their name as part of their gender transition. Ex: "Gregory is her dead name"

Dead naming: To call (a transgender person) by their birth name when they have changed their name as part of their gender transition. Ex: "He was addressed with the wrong pronouns and deadnamed"

Two-Spirit/Third Gender – Culturally appropriate terms to what many in Western culture may refer to as Transgender, (but there isn't really an accurate translation. In some cases, a better comparison would be Queer.) A person that identifies with and can embody both male and female roles in the tribe (two-spirit). These are cultural terms and invite understanding of respective cultures, traditions, and language.

Intersex- This is a person born with both, pieces of both, or ambiguous biological genitals' or chromosomal make up. This may or may not define their identity. Please, understand that even a person born intersex (this is a biological sex), may have an identity other than intersex; previously (in history) referred to as hermaphrodite but that term is no longer medically or socially considered most appropriate or respectful.

Orientation (this is who I am attracted to):

Heterosexual ("straight")- a self-identified person that is attracted to the "opposite" identified sex.

Homosexual ("gay/lesbian")- A self-identified person that is attracted to those of the same identified sex.

Bisexual- a self-identified person that is attracted to both self-identified men and women.

A-Sexual – A person who does not base their relationships on sexual attraction. This does not mean they do not have romantic relationships. A-sexual orientations have many sub-identities. It is important to note, as well, that orientation, sexual behavior, and romantic/relationship behavior(s) are all different things.

Pan/Omnisexual- This is a person who is attracted to all variations of gender identity, this includes transgender, intersex people, male, female, gender queer, etc...

(There are a TON more orientation and it is a vast concept. These are just some of the orientations that may frequently be shared with you.)

Expression (this is how I show myself to you):

“Traditionally Masculine” – Meets society’s pre-set of what a man “should” look like: wears “men’s” clothing, cologne as opposed to perfume, “men’s” shoes, other traditionally labeled “men’s” things.

“Traditionally Feminine” –Meets society’s traditional preset of what a woman “should” look like: wears “women’s” clothing, perfume instead of cologne, “women’s” shoes, and other traditionally labeled “women’s” things.

Non-Conforming –Someone who appears in their expression, opposite or “different” from society’s preset expectations of their gender, I.E. a self-identified woman that wears “men’s” clothing, cologne, etc... and vise-versa. Often times, gender neutral/queer/fluid may be labeled as non-conforming, but it is important to remember that if someone does not identify to a gender or believe in the binary, their expression may not necessarily be mapped here.

Androgynous –This is someone whose dress and other aspects of their expression may be someone what traditionally masculine and somewhat traditionally feminine at the same time. I.E. a self-identified woman that wears women’s clothing but never overtly feminine, maybe has short hair, etc...think, Ellen DeGeneres(ish).

Queer - Queer is a blanket statement that can be applied to gender identity, orientation, and expression, meaning that, they do not have the desire to specify but they are sharing with you their closeness to the LGBTQIA+ community. This is also a way for LGBTQIA+ folxs to take this word Queer and its meaning “back,” from harmful and hurtful to empowering and positive.

!! Queer is historically a very hurtful and scary term, please do not use terms towards or call people anything-especially this, but know that some LGBTQ folxs will identify themselves this way to you.

Non-Binary- for expression is the same as a non-binary identity, this is someone whom does not wish to conform to society’s idea that there are only two genders and they will frequently “mix and match” traditional forms of expression to fit them best in any way they see fit.

Fluid- This is someone whose expression and/or identity may shift between traditionally masculine and traditionally feminine, to include all those “in-between” on the spectrum.

Gender Pronouns:

This is how a person wants to be referenced as far as gender pronouns. This is how someone wants to be referred to in a gendered way, which may or may not indicate their gender identity and/or biological sex.

For example, "My name is Ami, I identify as non-binary but also female (regardless of biological sex), and my pronouns are They/them or She/her." People who identify as non-binary or neutral may ask to not use a pronoun at all, as I do, and many may have a combination of pronouns that can be used. Typically, when sharing or writing pronouns, the most respectful will be listed or shared first.

How to ask:

"How do you identify?"

"What pronouns shall I use for you?"

"Is ___ the name you go by?"

!! As before, some communities/regions/people appreciate and respect when pronouns are asked; some do not and receive it as disrespectful or even become fearful by the question. Please be respectful no matter their reaction or response. Tips to do this include: lead with "I know this is really personal, but I just want to make sure I am as respectful as I can be..."

DO NOT target, profile, or only ask certain people within a group. This should be a regular, normalized practice between everyone.

Once you have asked and know someone's pronouns, respect that unless asked to change that by the person.

This is especially important when working with students or youth. If they share their identity, orientation, and/or pronouns with us, we should always ask: "who else knows and who do you want to know?" It may be very dangerous to accidentally (or on purpose) share a person (especially a student's) chosen name and/or pronoun with someone they did not want to know.

Pronoun examples: They/Them/Theirs; She/Her/Hers; He/Him/His; Xe/Xir/Xirs; Ze/Zir/Zirs

!! If you mis-gender someone or ask and offend: simply apologize, correct, and move on in a kind and respectful way.

| 1 | 2 | 3 | 4 | 5 |
|--------|--------|--------|---------|------------|
| (f)ae | (f)aer | (f)aer | (f)aers | (f)aerself |
| e/ey | em | eir | eirs | eirself |
| he | him | his | his | himself |
| per | per | pers | pers | perself |
| she | her | her | hers | herself |
| they | them | their | theirs | themself |
| ve | ver | vis | vis | verself |
| xe | xem | xyr | xyrs | xemself |
| ze/zie | hir | hir | hirs | hirself |

SOME THINGS TO KEEP IN MIND:

♦ NO ONE IS PERFECT, YOUR EFFORTS TO LEARN AND ACT RESPECTFULLY ARE APPRECIATED. DO NOT FEEL DISCOURAGED IF SOME OF THIS IS DIFFICULT FOR YOU. THE KEY IS TO TRY AND TO ASK QUESTIONS IF NEEDED.

♦ TRY TO BE AWARE OF THE MESSAGES AROUND YOU SURROUNDING THE TOPIC OF LGBTQIA+ PEOPLE AND REALIZE THAT WHAT YOU SEE/HEAR IS ALSO WHAT THEY SEE/HEAR.

♦ IF YOU WISH TO SERVE THIS COMMUNITY AND FEEL EQUIPPED TO DO SO, YOU CAN LET THAT BE KNOWN SUBTLY BY PLACING AN ALLY SYMBOL IN YOUR WORK SPACE. PLEASE REMEMBER THAT THESE SYMBOLS ARE A PROMISE TO PROTECT, ADVOCATE FOR, AND WORK RESPECTFULLY WITH LGBTQIA+ PEOPLE. IF YOU PUT THEM UP, BE PREPARED TO KEEP THAT PROMISE.

♦ IF YOU ARE FACED WITH A SITUATION YOU ARE UNCERTAIN ABOUT, THAT IS OKAY. THERE ARE PEOPLE READY AND WILLING TO HELP. GO TO WWW.THEACADAMI.COM/RESOURCES TO FIND SUCH PEOPLE.

♦ REMEMBER, TAKING THE TIME TO ASK APPROPRIATE PRONOUNS AND OTHER IDENTIFYING FACTORS CAN GREATLY INCREASE THE QUALITY OF YOUR RELATIONSHIP WITH LGBTQIA+ FOLXS.

♦ IN THE PAST, THIS COMMUNITY HAS FACED MUCH DISCRIMINATION AND HARD SHIP, ESPECIALLY WITH PROVIDERS. THERE CAN BE A LARGE AMOUNT OF DISTRUST ALREADY “EMBEDDED” IN THEM. THIS MAY NOT BE PERSONAL TO YOU AND ON SOME CASES, ONLY TAKES SOME EFFORT AND UNDERSTANDING TO OVERCOME.

CONGRATULATIONS FOR TAKING THIS STEP IN THE JOURNEY TOWARD BETTER UNDERSTANDING GSM COMMUNITIES AND HOW TO BETTER SERVE THEM. YOUR TIME AND EFFORT IS GREATLY APPRECIATED AND RECOGNIZED.

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RESOURCES

FAITH BASED:

“WHAT IS THE BIBLE” –ROB BELL (ANY ROB BELL BOOK)
HUMAN RIGHTS CAMPAIGN, FAITH RESOURCES: WWW.HRC.ORG
WWW.QUEERGRACE.COM
WWW.QUEERTHEOLOGY.COM
RECONCILING MINISTRIES

VIDEO: “TO THIS DAY” SHANE KOYCZAN;
POEM AND VOICE CAN BE FOUND AT: WWW.TOTHISDAYPROJECT.COM

DOCUMENTARY SUGGESTIONS:

GENDER REVOLUTION, NATIONAL GEOGRAPHIC (YOUTUBE.COM)
CREATING GENDER INCLUSIVE SCHOOLS, JOHNATHAN SKURNIK
EL CANTO DEL COLIBRI, DIRECTED BY MARCO CASTRO-BOJORQUEZ
THE TRANS LIST – HBO
BELIEVER – HBO
THE T WORD – NETFLIX

BOOKS/PUBLICATIONS:

THE TRANSGENDER CHILD: A HANDBOOK FOR FAMILIES AND PROFESSIONALS
BY: RACHEL PEPPER AND STEPHANIE A. BRILL
&
THE TRANSGENDER TEEN
BY: LISA KENNEY AND STEPHANIE A. BRILL

FIRST, DO NO HARM: REDUCING DISPARITIES CALIFORNIA DEPT. OF PUBLIC HEALTH REPORT
[HTTPS://LHC.CA.GOV/SITES/LHC.CA.GOV/FILES/REPORTS/225/REPORTSSUBMITTED/CRDPLGBTQREPORT.PDF](https://lhc.ca.gov/sites/lhc.ca.gov/files/reports/225/reportssubmitted/crdplgbtqreport.pdf)

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