

Appendix B

Definitions for LGBTQ Communities and Allies

Bi-gendered: One who has a significant gender identity that encompasses both genders, male and female. Some may feel that one side or another is stronger, but both sides are there.

Bisexual: Type of sexual orientation in which a person is emotionally, socially, and perhaps sexually attracted to two sexes and/or genders.

Coming Out: The process by which a person begins to self-identify as gay, lesbian, bisexual, transgender, transsexual, or queer. Coming out can happen over a long or short period of time and at different levels (i.e., a person may be out to their friends, but not to their family).

Cross-dresser: A term for people who dress in clothing traditionally or stereotypically worn by another gender, but who generally have no intention to live full-time as the other gender.

Drag King: used to refer to a person, often a woman, who dresses as a man for the purpose of entertaining others at bars, clubs, or other events.

Drag Queen: Used to refer to a person, often a man, who dresses as a woman for the purpose of entertaining others at bars, clubs, or other events. It is also used as slang, sometimes in a derogatory manner, to refer to all transgender women.

FTM: “Female-To-Male,” A person assigned at birth as female who identifies as masculine or male and is transitioning to live as male/man (may identify as man, transman or transgender man).

Gay: A term most commonly used by male-identified people who are primarily or exclusively attracted to other male-identified people. It also is a term that is at times inaccurately used to describe the LGBT communities. It may be inaccurate because gay primarily refers to sexuality and LGBT includes sexuality as well as gender identity depending on how an individual self identifies their sexuality and/or identity.

Gender: A social construct. The set of meanings assigned by a culture or society to someone’s perceived biological sex. Gender is not static and can shift over time. Gender has at least three parts:

1. **Physical Markers** – Aspects of the human body that are considered to determine sex and/or gender for a given culture or society, including genitalia, chromosomes, hormones, secondary sex characteristics, and internal reproductive organs.
2. **Role/Expression** – Aspects of behavior and outward presentation that may (intentionally or unintentionally) communicate gender to others in a given culture or society. It includes clothing, body language, hairstyles, voice,

socialization, relationships, career choices, interests, and presence in gendered spaces (restrooms, places of worship, etc.):

3. Identity – An individual’s internal view of their gender. Their own innermost sense of themselves as a gendered being and/or as masculine, feminine, androgynous, etc. This will often influence name and pronoun preference.

Genderqueer: A person who identifies within a spectrum of gender and/or as gender neutral and/or outside of the binary system of male/female gender and/or refuses gender all together.

Gender Expression: Aspects of behavior and outward presentation that may (intentionally or unintentionally) communicate gender to others in a given culture or society. It may include clothing, body language, hairstyles, voice, socialization, relationships, career choices, interests, and presence in gendered spaces (restrooms, places of worship, etc.).

Gender Identity: An individual’s internal view of their gender, their own innermost sense of themselves as a gendered or non-gendered being and/or as masculine, feminine, androgynous, gender-queer, etc. This will often influence name and pronoun preference. Everyone has a gender identity.

Gender Non-Conforming: A term used for individuals whose gender expression is different from the societal expectations based on their assigned sex at birth.

Hermaphrodite: Considered a derogatory term, referring to a person who is intersex.

Heterosexism: A belief that male/female sexuality is the only natural or moral mode of sexual behavior. It is an oppression that reinforces the belief in heterosexual superiority and validity over LGBTQ orientations and gender identities. Gives people who follow more culturally traditional heterosexual lifestyle greater power, as well as increased opportunities for legal, medical, and economic social privilege, assistance, and status.

Heterosexual: Type of sexual orientation in which a person is emotionally, socially, and perhaps sexually attracted to the “opposite” sex (males attracted to females, females attracted to males).

Heterosexual privilege: The basic civil rights, social privileges, and status automatically awarded to heterosexuals, and that is automatically denied to LGBTQ communities based solely on sexual orientation. Kissing or showing affection toward your partner in public, or being able to talk openly about your relationship are both examples of heterosexual privilege.

Homophobia: the belief of stereotypes, negative feelings, attitudes, and behaviors against and/or active fear and hatred of lesbian and gay people because they have feelings of love for and/or sexual attraction for members of the same gender. Bisexual and queer people can experience homophobia when they are perceived as gay or lesbian and/or when in relationship with others of the same gender.

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Homosexual: Type of sexual orientation in which a person is attracted to the same sex (males attracted to males, females attracted to females). A term originally used by the medical community to “diagnose” people who were not heterosexual. Considered a derogative term to some people who prefer the terms “gay,” “lesbian,” or “queer”.

Intersex: A term that is used for people who are born with external genitalia, chromosomes, or internal reproductive systems that are not traditionally associated with either a “standard” male or female.

Lesbian: A term most commonly used by female-identified people who are primarily or exclusively attracted to other female-identified people. It also can refer to the community and culture of women who love/are attracted to other women.

LGBT: Common abbreviation for (L)esbian, (G)ay, (B)isexual, and (T)ransgender. Often also abbreviated GLBT, but letters could appear in any order. Abbreviation sometimes includes a (Q)ueer/(Q)uestioning

MSM: Men who have Sex with Men, but who may not identify as gay. An abbreviation created by the Centers for Disease Control and Prevention to address the needs of HIV prevention programs in reaching this population.

MTF: Male-To-Female, A person assigned at birth male who identifies as feminine or female and is transitioning to live as female/woman (may identify as woman, transwoman or transgender woman).

Passing: A term that is used by people who are transgender to mean that they are seen as the gender by which they self-identify; for example, a transgender man (born female) who most people see as a man. Passing is sometimes used to mean a person who identifies within the LGBT community and may appear to be included in the heterosexual society. Inclusion can be based physical makers, role/expression, and identity typically associated with a heterosexual society.

Queer: A political and sometimes controversial term that some LGBT people have reclaimed, while others still consider derogatory. Used frequently by younger LGBTQ people, activists, and academics; the term can refer either to gender identity, sexual orientation, or both, and can be used by people of any gender. Queer is a political statement that advocates breaking the binary of straight/gay as well as man/woman to seeing both sexuality and gender identity as fluid. Due to the stigma, some LGBT people do not like the term Queer.

Sex: 1. Verb: Consensual, intimate physical contact between adults. 2. Noun: Biologically based and socially constructed determination of a person’s label of “female” or “male.” Often based on a doctor’s visual assessment of a baby’s genitalia.

Sexual Orientation: A term describing a person’s attraction (physical or emotional) to people of a specific gender(s). It is the culturally defined set of meanings through which people describe their sexual attractions. Sexual orientation is not static and can shift over time. Sexual orientation has at least three parts:

1. Attraction – One’s own feelings or self-perception about to which gender(s) one

feels drawn. Can be sexual, emotional, spiritual, psychological, and/or political.

2. Behavior – What one does sexually and/or with whom.

3. Sexual identity – The language and terms one uses to refer to their sexual orientation. It may or may not be based on either of the above and also can be influenced by family, culture, and community.

Sex Reassignment Surgery: Surgical procedures that change one's body to make it conform to a person's gender identity. This may include "top surgery" (breast augmentation or reconstruction) or "bottom surgery" (altering genitals). Contrary to popular belief, there is not one surgery; in fact there are many different surgeries. "Sex change surgery" is considered a derogatory term by many.

Straight Ally: Someone who is not LGBT, but advocates for the fair treatment of individuals who are.

Transgender: An umbrella term for people whose gender identity, expression, or behavior is different from those typically associated with their assigned sex at birth, including, but not limited to individuals who are transsexual, cross-dressers, individuals who are androgynous, genderqueer, and people who are gender non-conforming. Transgender is a broad term and is usually good for providers to use. It is important to keep in mind that not all people who might fit under this umbrella will self-identify as transgender.

Transgender Man: A term for an individual who is transgender and currently identifies as a man (see also FTM).

Transgender Woman: A term for an individual who is transgender and currently identifies as a woman (see also MTF).

Transition: The period during which a person begins to live as their new gender. Transitioning MAY include changing one's name, taking hormones, having surgery, or changing legal documents (e.g. driver's license, Social Security number, birth certificate) to reflect their new gender. This process can take many years.

Transsexual: A term for people whose gender identity is different from their assigned sex at birth. Often, but not always, individuals who are transsexual alter their bodies through hormones or surgery in order to make it match their gender identity.

Transvestite: A term for a cross-dresser that is considered derogatory by many.

Two Spirit: The definition of a person who is Two Spirited varies across the Native American cultures in which they appear. In general, individuals who are Two Spirited are born one sex, and end up fulfilling the roles assigned to both sexes, or other roles reserved for an individual who is two-spirited. Some people consider Two Spirit a term that can refer to people who are lesbian, gay, bisexual, and transgender, while others think it is best used only for individuals who are transgender.

Appendix C

Gender neutral pronouns

The following chart is a quick reference guide to traditional and gender neutral pronouns. Four versions of gender neutral pronouns are included. Many others exist, but this chart should help you conjugate any type of pronoun.

Subjective	Objective	Possessive adjective	Possessive pronoun	Reflexive	Pronunciation
She	Her	Her	Hers	Herself	pronounced as it looks
He	Him	His	His	Himself	pronounced as it looks
Ze	Zim	Zir	Zirs	Zirself	Pronounced as it looks
Sie/Zie	Hir	Hir	Hirs	Hirself	pronounced: zee, here, here, heres, hereself
Zie	Zir	Zir	Zirs	Zirself	pronounced: zee, zere, zere, zeres, zereself
Ey	Em	Eir	Eirs	Eirself	pronounced: A, M, ear, ears, earsself
Per	Per	Pers	Pers	Persself	pronounced as it looks
They	Them	Their	Theirs	Themself	Pronounced as it looks

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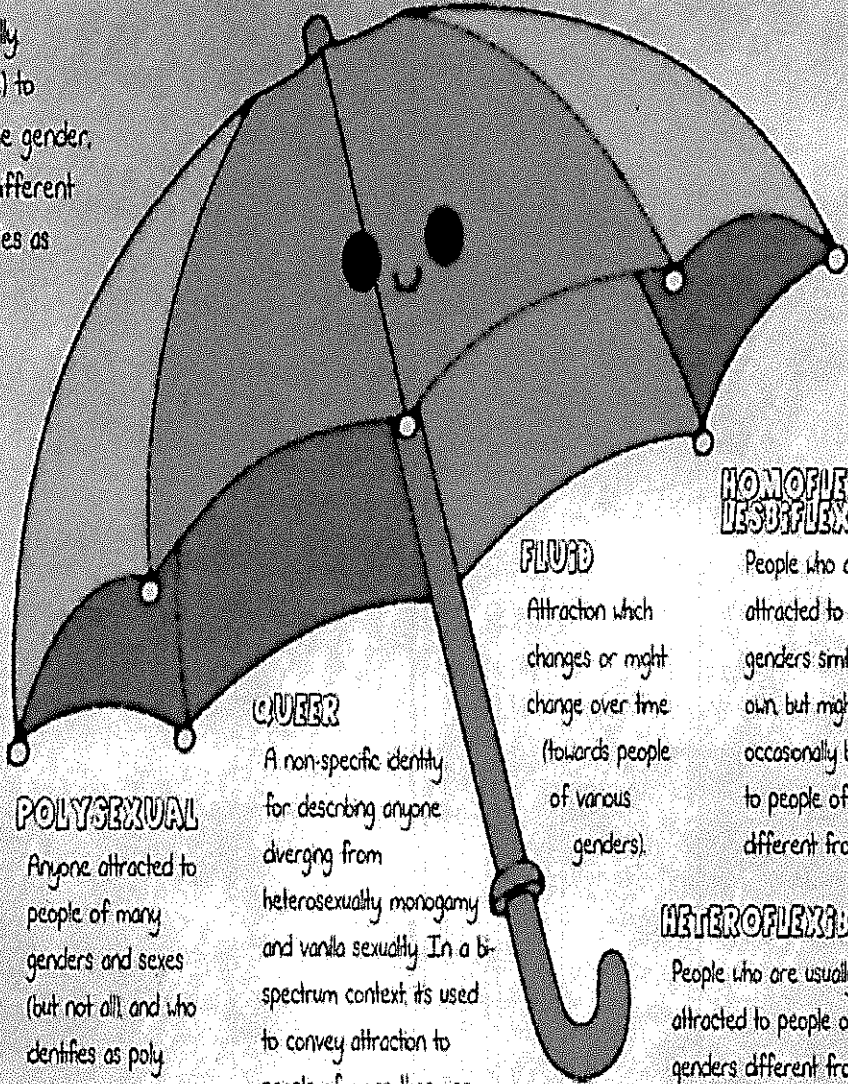
Source: Compiled from the Wingspan Anti-Violence Project and *Transitioning Our Shelters* published by the National Gay and Lesbian Task Force Policy Institute; National

THE BISEXUAL* UMBRELLA

BISEXUAL*

Anyone attracted (sexually, romantically or otherwise) to people of more than one gender, or to people of similar/different genders, and who identifies as bisexual.

- This text represents one person's opinion and is not meant to speak for anybody else.
- The umbrella only includes people who identify under it and want to be included.



PANSEXUAL/ OMNISEXUAL

Anyone attracted to people of all genders and sexes, or regardless of sex and gender, and who identifies as pan or omni.

POLYSEXUAL

Anyone attracted to people of many genders and sexes (but not all) and who identifies as poly.

QUEER

A non-specific identity for describing anyone diverging from heterosexuality monogamy and vanilla sexuality. In a bi-spectrum context, it's used to convey attraction to people of more than one or to many gender(s).

FLUID

Attraction which changes or might change over time (towards people of various genders).

HOMOFLEXIBLE/ LESBIANFLEXIBLE

People who are usually attracted to people of genders similar to their own, but might occasionally be attracted to people of genders different from their own.

HETEROFLEXIBLE

People who are usually attracted to people of genders different from their own, but might occasionally be attracted to people of genders similar to their own.

OTHER BI* IDENTITIES

Include: biromantic, panromantic, bisexual, pansensual, bi/dyke, dyke, bisexual-lesbian, umbisexual, anthrosensual, multisexual, gender-blind, panosexual, and many more.

BI-CURIOUS

Describes people who are usually gay, lesbian or heterosexual, and who are curious about experimenting with people of genders different from their usual preference.