

3RD EDITION GSA GUIDEBOOK

NEED-TO-KNOW SERIES



LGBTQ Basics

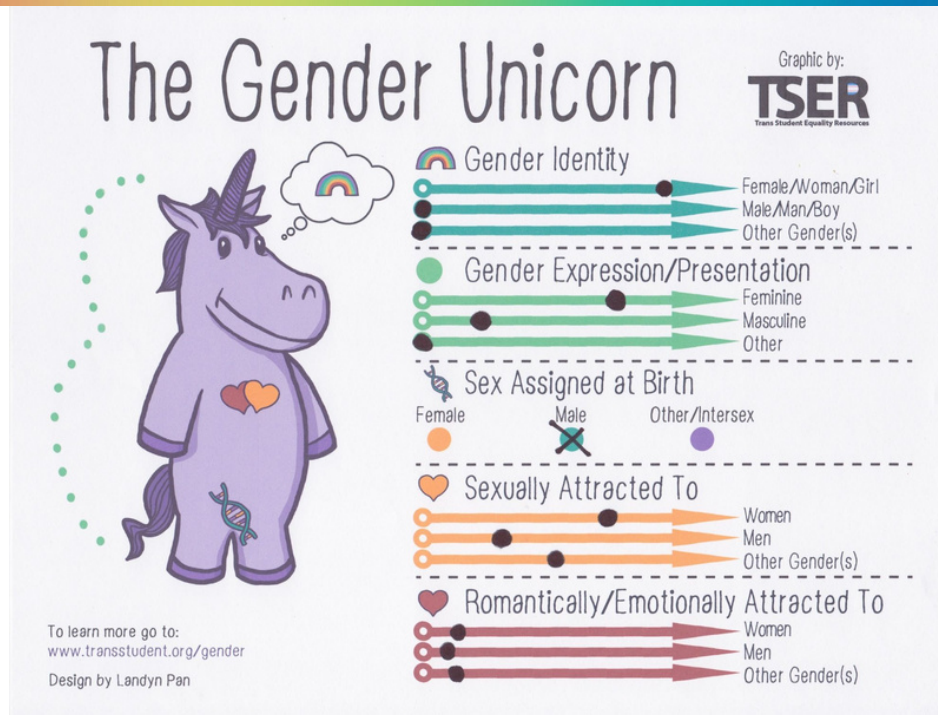
Use this chapter to learn more about foundational aspects of the LGBTQ+ community and as a reference for key celebrations and observances that honor the community's history, struggles, and achievements.

Contents:

- **Gender and pronoun 101**
- **Introduction to being an ally**
- **Pride flag and terms glossary**
- **LGBTQ community calendar**

GENDER 101

Gender is not the same as biological sex.



The gender unicorn shows different parts of our identity's on a spectrum

Gender/Gender Identity - A person's internal sense of self, related to gendered society and world.

Gender Expression/Presentation - The ways in which a person displays and/or themselves along the lines of femininity, masculinity, both, or neither. This could be done through mannerisms/behavior, appearance (clothing, hair, makeup), way of speaking, and action.

Sex Assigned at Birth - The assignment and classification of a person as male, female, intersex, or another sex at birth. Typically assessed by the baby's presenting anatomy but could also be based on the **combination** of anatomy, hormones, and chromosomes.

Sexual Orientation - A person's sexual and physical attraction to other people along the lines of gender. This *might* align with a person's romantic orientation

Romantic/Affectional Orientation - A person's romantic and emotional attraction to other people along the lines of gender.

Conceptions of gender and gender expression are largely determined by a person's culture. Something considered masculine in America might not be regarded as masculine in another country.



INTRODUCTION TO PRONOUNS

Pronouns are a regular part of our language, which we use to help identify ourselves. Much like a name, pronouns are used to communicate our gender identity. We are familiar with "he/him/his" pronouns to describe a man and "she/her/hers" to describe a woman. Individuals who identify as gender non-binary, gender non-conforming, and genderqueer may use "they/them/theirs" as their pronouns, which is ok. It is important to respect a person's pronouns as it validates an individual's identity. Not respecting someone's pronouns is an example of misgendering and could have adverse effects on their person's safety and well-being.

Practicing pronouns is the best way to become comfortable using them. The following websites are great resources:

<https://www.mypronouns.org/>
<https://pronouns.minus18.org.au/>

Some pronouns you may already be familiar with:

She	He	They
Her	Him	Them
Hers	His	Their

Allyship 101

An Ally is a privileged person who works to end the oppression of a marginalized group of people. Allyship is not a status or identity but an ongoing process involving consistent self-reflection, education, advocacy, and even making mistakes.

Oppression & Privilege

In our society, certain marginalized groups of people experience **oppression**. Oppression is the unjust treatment that is historically built into every institution, such as education, government, employment, housing, and healthcare. On the other hand, privilege is the advantages enjoyed by a non-marginalized group.

These marginalized groups are based on identity factors like race, class, gender identity/expression, sexuality, ability/disability, religion, nationality, age, etc. These categories overlap, creating individuals that likely experience some form of oppressions and privileges

An ally is a person who uses their privileges to support a marginalized group's effort for justice and equity.

Listening & Education

When folks are willing to share their experiences around oppression, it's important to listen. Pay attention to your assumptions about other people and how those assumptions could be misguided or hurtful.

It's important to respect the labels people use to talk about themselves and respect their confidentiality. Respect the boundaries people set, including language and topics they ask you to avoid. If someone is trusting you, believe what they say about *their* experience of living *their* identity.

Make a real effort to educate yourself about folks who are different from you. You can seek out movies, podcasts/books, events, and more that offer new perspectives.

In educating yourself:

- Ask thoughtful & appropriate questions - (How would *you* feel answering a very personal question?)
- Understand your own privileges - How have they shaped your perspective (or lack of perspective)?
- Reflect on your past mistakes - How have you contributed to oppression?
- Educate yourself on common mistakes

You'll likely make mistakes! True allies listen to feedback, hold themselves accountable, and avoid repeating the same mistakes going forward.

Advocacy

The ultimate purpose of allyship is to advocate. Ask the folks around you, "how can I help". You can dedicate time, energy, attention, money, and social capital.

Oftentimes, your privileges will make advocacy easier. If you share identities with the people in power, they might be more likely to listen to you. You can use this position to educate others and make asks that improve the standing of marginalized groups.



Pride Flags Guide:

While the rainbow is seen as a traditional symbol for the LGBTQ community, there are many identities and subcultures within the community who want to be represented. This is a small sample of the flags you may see proudly on display at a Pride Celebration.



Gilbert Baker Pride Flag:

Flown at the San Francisco Gay Freedom Day Parade in 1978, Gilbert Baker was tasked by out politician Harvey Milk to create this flag. It has eight colors, two more than the Gay Pride Flag traditionally seen today.

Gay Pride Flag:

The most recognizable LGBTQ pride flag, the traditional Gay Pride Flag consists of six colors of the rainbow, each color bearing a different meaning to be celebrated in the Pride festivities.



Philadelphia Pride Flag:

In 2017, the city of Philadelphia added two colors - black and brown - to the Gay Pride Flag to acknowledge the queer people of color who often are not fully included within the LGBTQ community.

Lesbian Pride Flag:

This flag, displaying various shades of pinks and reds, celebrates people in the Lesbian community. This is one of several flags symbolizing Lesbian pride. Another has two interlocking Venus symbols.



Bisexual Pride Flag:

Designed in 1998, the Bisexual Pride Flag uses pink and blue to overlap and make lavender, symbolizing individuals who are attracted to both people of their gender and other genders



Pansexual Pride Flag:

People identifying as pansexual are attracted to others regardless of their sex or gender. Pink represents women, blue represents men, and yellow represents nonbinary and gender nonconforming people.



Transgender Pride Flag:

Designed by trans woman and advocate Monica Helms, the pink and light blue were selected to represent girls and boys, respectively. The white represents people transitioning or having an undefined gender.



Intersex Pride Flag:

Intersex is an umbrella term used to describe people born with a combination of hormones, chromosomes, and anatomy that do not fit medical definitions of male or female. This flag was created in Australia in 2013.



Genderfluid Pride Flag:

People who identify as genderfluid have a changing gender identity that is not always fixed or anchored to one specific gender. The colors of this flag symbolize the fluidity of gender identity expressed by certain people.

Nonbinary Pride Flag:

People whose gender does not conform to the gender they were assigned at birth. The colors of the flag were selected to acknowledge all gender identities.



Progress Pride Flag:

A combination of the traditional Pride Flag, Philadelphia Pride Flag, and Trans Pride Flag, creator Daniel Quasar designed a flag to place a greater emphasis on unity and inclusion within the LGBTQ community.

Glossary:

This is a vocabulary list to use as a foundation for talking about different identities. By no means is this a comprehensive list. Rather, it is a start for having meaningful conversations. Please note: No definition should be taken as legal or medical counsel.

Asexual – a person who experiences no sexual attraction to others, but may be attracted to others in different ways.

Aromantic – experiencing no romantic attraction to others, but may be attracted to others in different way.

Ally – a non-LGBTQ individual who advocates for and supports LGBTQ causes; a person who advocates for and supports the causes of a community of which they are not a part.

Bisexual – a person who is romantically, sexually, and/or emotionally attracted to a person regardless of gender; a person who is attracted to the own gender and others.

Cisgender – a term used to describe a person whose gender identity corresponds to their sex assigned at birth.

FTM – an abbreviation of female to male. May be used to describe a transgender man.

Gay – a person who is romantically, sexually and/or emotionally attracted to people of the same gender, typically used to describe men who are attracted to other men.

Gender Binary – the belief that every person must identify with one of two genders.

Gender Expression – the external representation of a person’s gender through clothing, hairstyles, speech, behavior, and other physical characteristics.

Gender Dysphoria – the emotional distress a person experiences when they realize that their gender identity does not align with their sex assigned at birth; the condition of feeling one's emotional and psychological identity as male or female to be different to one's biological sex.

Genderfluid – a gender identity that is not fixed or anchored to one specific gender and changes over periods of time.

Gender Identity – a person’s innermost sense of gender often connected to names and gender pronouns.

Gender Non-Conforming – a person whose gender identity may or may not conform with the gender they were assigned at birth. People with this identity may or may not identify with the "transgender" identity.

Genderqueer – a person whose gender identity may or may not conform with the gender they were assigned at birth. People with this identity may or may not identify with the "transgender" identity.

Homophobia – the fear, hatred, or dislike of LGB people which can often manifest through acts of harassment and discrimination.

Intersex – an umbrella term used to describe people born with a combination of biological traits - including hormones, chromosomes, or anatomy - that does not fit medical definitions of female or male.

Lesbian – a woman or nonbinary person who is romantically, sexually, and/or emotionally attracted to other women.

MTF – an abbreviation of male to female. May be used to describe a transgender woman.

Outing – voluntary or unwanted disclosure of another person’s sexual orientation, gender identity, gender expression, or intersex status.

Pansexual – a person who is romantically, sexually, and/or emotionally attracted to people regardless of their sex, gender identity, or gender expression.

Passing – a term used to describe a transgender person whose gender identity is correctly perceived by others without also being identified as transgender.

Pronouns – the set of terms that people use to refer to individuals in place of their names.

Queer – a term used to describe people with fluid or nonfixed gender identities and/or sexual orientations; once used as a derogatory term to shame LGBTQ people, it is now an reclaimed term similar to LGBTQ

Questioning – a term used to describe a person who is exploring or unsure of their own sexual orientation or gender identity.

Sex Assigned at Birth – the sex determined at birth by doctors, primarily based on the external anatomy of the child.

Sexual Orientation – the romantic, sexual, and/or emotional attraction to other people with the potential to form a relationship.

Transitioning – the process by which a person develops a gender expression which more closely affirms with their gender identity. Transitioning may mean changes in name, pronouns, and/or physical appearance.

Transgender (or Trans) – a term used to describe a person who does not identify or exclusively identify with their sex assigned at birth.

Transphobia – the fear, hatred, or dislike of trans people which can often manifest through acts of harassment and discrimination.

LGBTQ CALENDAR*



JANUARY

- 27th - International Holocaust Remembrance Day

FEBRUARY - BLACK HISTORY MONTH

- Week after Valentine's Day - Aromantic Spectrum Awareness Week
- 28th - HIV Is Not A Crime Awareness Day

MARCH - WOMENS' HISTORY & BISEXUAL HEALTH AWARENESS MONTH

- Week varies - National LGBT Health Awareness Week
- 21st - International Day for the Elimination of Racial Discrimination
- 31st - International Transgender Day of Visibility

APRIL

- 6th - International Asexuality Day
- Third Friday: Day of Silence
- 18th - Nonbinary Parents Day
- 26th - Lesbian Visibility Day/week

MAY -

ASIAN/PACIFIC AMERICAN, JEWISH AMERICAN HERITAGE & MENTAL HEALTH AWARENESS MONTH

- 17th - International Day Against Homophobia, Transphobia, and Biphobia
- 18th - HIV Vaccine Awareness Day
- 19th - Agender Pride Day
- 22nd - Harvey Milk Day
- 24th - Pansexual and Panromantic Awareness and Visibility Day

JUNE - LGBTQ PRIDE MONTH

- 5th - HIV Long-Term Survivors Day
- 12th - Pulse Remembrance Day
- 19th - Juneteenth
- 27th - National HIV Testing Day
- 28th - The Stonewall Riots Anniversary
- 30th - Queer Youth of Day

*Not exhaustive

LGBTQ CALENDAR

JULY

- 6th - Omnisexual Visibility Day
- 11th - 17th Nonbinary Awareness Week
- 14th - International Nonbinary Day
- 16th - International Drag Day

AUGUST

- 9th - International Day of the World's Indigenous Peoples
- 26th - Womens' Equality Day

SEPTEMBER

- 16th - 23rd Bisexual Awareness Week
- 23rd - Bisexual Awareness Day/week

OCTOBER - LGBTQ HISTORY MONTH

- 11th - National Coming Out Day
- 26th - Intersex Awareness Day
- 3rd Wednesday - International Pronouns Day
- 3rd Thursday - Spirit Day (wear purple to stand against bullying)
- 22nd - 28th - Asexual Awareness Week
- 26th - Intersex Awareness Day

NOVEMBER - TRANSGENDER AWARENESS MONTH

- First Sunday - Transgender Parent Day
- 8th - Intersex Solidarity Day
- 13th - 19th Transgender Awareness Week
- 20th - International Transgender Day of Remembrance

DECEMBER

- 1st - World AIDS Day
- 8th Pansexual/Panromantic Pride Day
- 10th - Human Rights Day

24/7 Hotlines

If you need to speak with someone immediately, the following resources are available 24 hours a day, 7 days a week. If this is an emergency, please call 911:

The Iowa Victim Service Call Center
1-800-770-1650 or text 'iowahelp' to 20121

The Trevor Project
1-866-488-7386

CommUnity Crisis Services
1-855-325-4296 or Chat at www.IowaCrisisChat.org

The National Sexual Assault Hotline
1-800-656-4673

Trans Lifeline
1-877-565-8860

National Suicide Prevention Lifeline
1-800-273-8255

