



# LGBTQIA+ INFORMATION KIT



## TABLE OF CONTENTS:

- LGBTQIA ALLIES
- ASSESSING YOUR PERSONAL BELIEFS
- UNDERSTANDING YOUR OWN BELIEFS
- LET YOUR ACTIONS SPEAK FOR YOU
- TALKING THE TALK - GLOSSARY OF LGBTQIA- RELATED TERMS
- SUPPORT RESOURCES FOR THE LGBTQIA COMMUNITY
- REFERENCES



# LGBTQIA ALLIES

What is an LGBTQIA+ Ally?

"An ally is an individual who speaks out and stands up for a person or group that is targeted and discriminated against. An ally works to end oppression by supporting and advocating for people who are stigmatized, discriminated against or treated unfairly.

For the LGBTQIA+ community, an ally is any person who supports and stands up for their rights. Allies have been involved in almost all movements for social change, and allies can make a significant contribution to the LGBTQIA+ rights movement. It is important for allies to demonstrate these people are not alone as they work to improve society climate, and to take a stand in places where it might not be safe for LGBTQIA+ people to be out or visible."



1. [www.glsen.org](http://www.glsen.org)

GLSEN Safe Space - Be an ALLY to LGBTQ Youth!

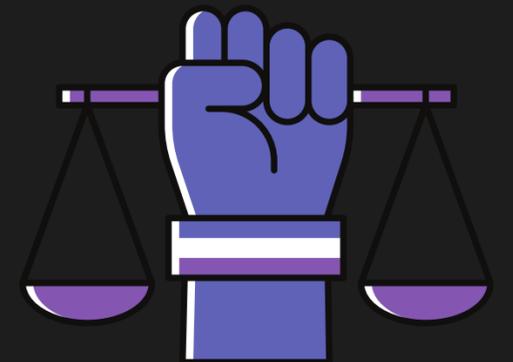


# Assessing Your Personal Beliefs

People aren't born prejudiced, so where does it come from? From the moment we are born, we are inundated with messages, spoken and unspoken, about different types of people. Often we learn stereotypes and prejudices without even realizing it. Some of these messages may have been about ourselves and what we are "supposed to" or not "supposed to" be.

All of us, LGBTQIA+ and non-LGBTQIA+, have learned messages about LGBTQIA+ people. What were the earliest messages we received and where did they come from? Were they positive, negative or neutral? Understanding the messages we receive can help us identify our own beliefs and biases that we can then challenge, helping to make us stronger allies.

Use the "Check Yourself" Exercise below to explore your own biases.





# Check Yourself: Understanding Your Own Beliefs

Anti-LGBTQIA+ bias is all around us. Yet we tend to overlook the subtle biases. Subtle or not, bias has the power to hurt and isolate people. Our work towards being an ally of this community includes recognizing and challenging our own biases.

Try to answer each question honestly:

1. If someone were to come out to you as LGBTQIA+, what would your first thought be?
2. How would you feel if your child, mother, father or sibling came out to you as LGBTQIA+?
3. Have you ever been to an LGBTQIA+ social event, march or worship service? Why or why not?
4. Can you think of three historical figures who were LGBTQIA+?
5. Have you ever stood up for an LGBTQIA+ person being harassed? Why or why not?
6. If you do not identify as LGBTQIA+, how would you feel if people thought you were LGBTQIA+?

Based on your responses to these questions, do you think you have internalized some of the anti-LGBTQIA+ messages spreading in our world? The more aware we are of our own biases and their impact on our behavior, the easier it is to ensure that our personal beliefs don't undermine our efforts to support the LGBTQIA+ community.



# Let Your Actions Speak for You

## ♥ Make no Assumptions

When engaging with people, do not assume you know their sexual orientation or gender identity. Don't assume that everyone is heterosexual or fits into your idea of gender roles — be open to the variety of identities and expressions. In our society, individuals constantly receive the message that everyone is supposed to be straight. Try to show that you understand there is no one way a person “should” be.

## ♥ Use Inclusive Language

Through casual conversation, we should make sure the language we are using is inclusive of all people. When referring to people in general, try using words like “partner” instead of “boyfriend/girlfriend” or “husband/wife,” and avoid gendered pronouns, using “they” instead of “he/ she.” Using inclusive language will help LGBTQIA+ people feel more comfortable being themselves and coming to you for support.

## ♥ Respond to anti-LGBTQIA+ Behavior

Responding to anti-LGBTQIA+ behavior when it occurs or when we hear about it will let others know that we do not tolerate homophobia or transphobia. It sends a strong message that anti-LGBTQIA+ behavior is not acceptable to us and not supported in Human Made.



# Talking the Talk

## Glossary of some LGBTQIA+ related terms

The glossary is designed to provide basic definitions of words and phrases commonly used in discussions about LGBTQIA+ people and related issues. All language is constantly evolving; new terms are introduced, while others fade from use or change their meaning over time. This remains true for the following terms and definitions. For terms that refer to people's identities, people must self-identity for these terms to be appropriately used to describe them.

**Ableism:** A system of oppression that benefits able-bodied people at the expense of people with disabilities.

**Asexual:** A person who does not experience sexual attraction, but may experience other forms of attraction (e.g., intellectual, emotional). Asexual people may also identify as "bisexual," "gay," "lesbian," "pansexual," "queer," "straight," and many more.

**Bisexual:** A person who is emotionally and/or physically attracted to two genders. For example, a person attracted to some male-identified people and some female-identified people.

**Cisgender:** A person whose gender identity and expression are aligned with the gender they were assigned at birth.

**Coming out:** The ongoing process that an LGBTQIA person goes through, to recognize their own identities pertaining to sexual orientation and/or gender identity and gender expression, and to be open about them with others.

**Dyke:** A derogatory term directed at a person perceived as a lesbian. It is oftentimes used against women who are gender nonconforming, with the assumption being that their gender nonconformity implies a sexual attraction to women.





**Gay:** A person who is emotionally and/or physically attracted to some members of the same gender. “Gay” often refers to a male-identified person who is emotionally and/or physically attracted to some other males. “Gay” should not be used as an umbrella term to refer to all lesbian, gay, bisexual, transgender and other people.

**Gender:** A set of cultural identities, expressions and roles — codified as feminine or masculine — that are assigned to people, based upon the interpretation of their bodies, and more specifically, their sexual and reproductive anatomy. Since gender is a social construction, it is possible to reject or modify the assignment made, and develop something that feels truer and just to oneself.

**Gender expression:** The multiple ways (e.g., behaviors, dress) in which a person may choose to communicate gender to oneself and/or to others.

**Gender identity:** How an individual identifies in terms of their gender. Gender identities may include, “male,” “female,” “androgynous,” “transgender,” “genderqueer” and many others, or a combination thereof.

**Gender Nonconforming or Gender Variant:** A person who has a gender identity and/or gender expression that does not conform to the gender they were assigned at birth. People who identify as “gender nonconforming” or “gender variant” may or may not also identify as “transgender.”

**Homosexual:** A person who is emotionally and/or physically attracted to some members of the same gender. Many people prefer the terms “lesbian” or “gay,” instead.



**Intersex:** An umbrella term used to describe a variety of conditions in which a person is born with reproductive and/or sexual anatomy that doesn't seem to fit the medical definitions of female or male.

**Lesbian:** A person who is female-identified and who is emotionally and/or physically attracted to some other females.

**Pansexual:** A person who is emotionally and/or physically attracted to some people, regardless of their gender identity.

**Queer:** An umbrella term used to describe a sexual orientation, gender identity or gender expression that does not conform to dominant societal norms. While it is used as a neutral, or even a positive term among many LGBTQIA people today, historically "queer" was used as a derogatory slur.

**Questioning:** A person who is in the process of understanding and exploring what their sexual orientation and/or gender identity and gender expression might be.

**Straight or Heterosexual:** A person who is emotionally and/or physically attracted to some members of another gender (specifically, a male-identified person who is attracted to some females or a female-identified person who is attracted to some males).

**Transgender:** A person whose gender identity and/or expression are not aligned with the gender they were assigned at birth. "Transgender" is often used as an umbrella term encompassing a large number of identities related to gender nonconformity.



If you're personally seeking support due to your sexual orientation or gender identity, here are organisations that provide services free of charge.

### **Worldwide:**

1. The Trevor Project - Saving Young LGBT Lives: 24/7 helpline, chat, text & mental health support  
<https://www.thetrevorproject.org/>
2. LGBTQA+: Lifeline  
<https://suicidepreventionlifeline.org/help-yourself/lgbtq/>
3. Switchboard LGBT+: advice and understanding  
<https://switchboard.lgbt/>
4. South Asia Sexual & Mental Health Alliance  
<https://www.sasmha.org/lgbtq>

### **In the UK:**

1. Switchboard LGBT+ helpline  
Free mental health support across the UK.  
<https://switchboard.lgbt/>
2. Rainbow Project Health services and counseling for the LGBTQIA community in Northern Ireland.  
<https://www.rainbow-project.org/>



## References:

1. [www.glsen.org](http://www.glsen.org)  
GLSEN Safe Space - Be an ALLY to LGBTQ Youth!
2. [https://warwick.ac.uk/services/equalops/a-z/how\\_to\\_be\\_lgbt\\_friendly.pdf](https://warwick.ac.uk/services/equalops/a-z/how_to_be_lgbt_friendly.pdf)  
How to be LGBTQIA Friendly