Format

Rather than reading this booklet all at once, or if you’re looking for help on a specific term, please go to the corresponding slide. Slide 4 (coming up next!) will have the term list that we use in our workshops. This is our table of contents.

Each term will have its definition, alongside helpful graphics, any commentary that is important and helpful for connecting the dots, and potentially resources to explore.
Table of Contents

- Introduction
- Format
- Ally
- Asexual
- Assigned Sex at Birth
- Cisgender
- Cissexism/Cisnormativity
- Christian Normativity
- Coming Out
- GSD
- Genderqueer/Genderfluid
- Gender Binary
- Gender Expression
- Gender Identity
- Gender Non-Conforming, Gender-Variant
- Heterosexism/Heteronormativity
- Internalized Homophobia/Internalized Oppression
- Intersectionality
- Intersex
- LGBT+
- Misogyny
- Polyamory
- Privilege
- Queer
- Same Gender Loving
- Sexual Orientation
- Sexual Preference
- Transgender
- The Religion Question
Introduction

This is a booklet with the basics of GSD inclusion. If you have already attended a SOJOURN workshop, this booklet will reiterate in some places, as well as provide accessible images to reference, and some elaboration that we think will be helpful along the way.

Please use this as a reference guide for your continued education, and as a place if you’d like clarification and do not know where to begin.

Thank you.
Introduction cont.

Why terms? You’re an adult! A word list might bring you back to your childhood school days, and you’re not that person anymore (or maybe you are—in which case you are an extremely advanced child). This word list, however, is an incredibly helpful, productive means of discovering what you don’t know, and then replacing your lack of knowledge with hard facts, perspective, and appreciation for GSD individuals.

These terms aren’t meant to overload you: they aren’t meaningless vocab, nor are they intentionally confusing or shocking. It may surprise you to find out that people in the LGBT+ community are familiar with these words. As part of our lived experiences, these words and concepts are second nature and perhaps more relevant to our everyday lives. As such, it’s okay for these terms to be unusual to you, and it’s okay for it to be difficult to understand why they’re necessary.

This booklet is to help you on your journey to fully appreciating these terms—so that you know what they mean, and more importantly knowing why we want you to know them. Before you can do your job of allyship, whether informally, as a family member, or as a professional who knows that you may interact with LGBT+ people and doesn’t want to do them a disservice, acknowledging that you’re in new territory is a crucial step. By reading this booklet, you are taking any discomfort you may feel at this new knowledge and creating something productive and positive— a more knowledgeable you.
ALLY

Definition: A person who supports a community with which they do not identify.
Something scary will happen when you start on a path to allyship. As you learn more and more about the realities of transmisogyny and heterosexism, or about other axes of oppression, you become more sensitive to it. Something that you may have once laughed at will make you feel sick to your stomach, or someone you love and respect may say something that you know is more than wrong, it’s oppressive. This is okay. Use any of the negative feelings that come with understanding that these oppressions exist and are ubiquitous and focus that energy towards being an ally. Just know that the people that face these oppressions experience all these things every single day.

Understand that the most difficult, and most crucial, think that allies can do isn’t correcting people that endure internalized oppression (), but instead correcting those within the allies own communities. By absorbing this information, the task of the ally is solely to defend and protect the oppressed. Reading this booklet is a good start.
IMPORTANT NOTE!

Knowing how to apologize is essential when you’ve been called out for a behavior that enforces oppression of a marginalized group. But unfortunately, we don’t always do a great job at it.

What do non-apologies look like, and how can you avoid giving them? How do you apologize for your behavior in a way that is meaningful and genuine?
A IS FOR ASEXUAL!

Definition: A person who does not experience sexual attraction (or limited attraction) to any people.
• Asexuality does NOT mean “not being in the mood”. Asexual people simply to not have a sexual inclination. Nothing is wrong with asexuality, it is part of human diversity.

• No, asexuals cannot reproduce by means of pollination: they aren’t plants, and jokes like this get old for asexuals. Asexuals aren’t looking to have their asexuality made a joke of, just acknowledged or accepted.

• One common misconception that we can clear up is that asexuals can, and do, have committed relationships. Asexual people create a dichotomy that may not exist for sexual people: that is one of sexual orientation versus romantic orientation. Asexual people have no sexual orientation, but they can have a romantic orientation. So a heterromantic asexual man may have zero sexual attraction, but can have a committed, fulfilled, happy relationships with a woman. An asexual lesbian may feel no sexual attraction, but she can have committed, fulfilled, and happy relationship with a woman.
Here’s a term that may be helpful: **sex repulsion**. Is every asexual sex repulsed? No. Do you need to be asexual to be sex repulsed? Also no. But sex repulsed is a reality for many asexuals. All that sex repulsion refers to is being activity repulsed by sex and sexuality. Discussions of sex (let alone the act itself) makes sex repulsed people feel disgusted.

What to do if you find yourself interacting with a sex-repulsed asexual? Why... don’t talk about sex! It’s easy. And don’t worry about why they’re sex repulsed. If there’s one thing asexuals dislike, it’s being pathologized. The need to find a reason for asexuality makes their asexuality seem like a symptom, when really it’s just a type of being.

That being said, there could be reasons; as many asexuals as there are who were born asexual and have always been asexual, there are asexuals that found the language for what they were feeling later in life, asexuals who have experienced sexual violence, lots of things. The point is appreciating people for who and what they are, and knowing that if someone tells you they’re asexual, it doesn’t mean they want you to “fix” them, it just means that they want you to know another part of them.
Let’s look at some debunked myths about asexuality from an asexual (ace) person..
Myth: Asexuality = Celibacy

Asexuality and celibacy are two entirely different things. One is the willful choice to abstain from sexual activity due to either religious or personal beliefs... while the other is an orientation and is not a choice.

Celibacy: I took a vow of chastity.
Abstinence: I'm waiting for the right person.
Asexuality:
Additionally, asexuals do not abstain out of some false sense of moral superiority, despite what a lot of people seem to believe.

You think you're better than me?!

What? No.

They're simply either not interested, or do not experience sexual attraction. That's it.

It's important to note that not everyone has the exact same lifestyle.

Be respectful of other people's sexual habits, whether they abstain from them or not.
MYTH: ASEXUALS ARE COLD, LOVELESS & THEY HATE SEX

Quite the contrary! Asexuals have the capacity to form healthy and loving relationships, based upon romantic orientation.

Romantic orientation is what determines the kind of person you’re attracted to emotionally or romantically, rather than sexually.

Heteroromantic
Homoromantic
Bioromantic
Panromantic

Some also identify as asexual, meaning they have no interest in forming romantic relationships with anyone of any gender.

Not to say that asexual people are unable to love anyone at all! Their interest lies in love that is more familial than romantic.

© Sojourner
MYTH: ASEXUALS HAVE A HISTORY OF MENTAL ILLNESS OR SEXUAL ABUSE

THIS IS, UNFORTUNATELY, A VERY COMMON--AND VERY UNTRUE--BELIEF ABOUT ASEXUALITY. THAT THE LACK OF SEXUAL ATTRACTION IS THE RESULT OF SEXUAL ABUSE OR A MENTAL ILLNESS OR DISORDER.

NOT ONLY IS THIS WILDLY IGNORANT AND OFFENSIVE TO ASEXUALS, BUT ALSO TO THOSE WHO HAVE EXPERIENCED SEXUAL ABUSE OR WHO HAVE A MENTAL ILLNESS OR DISORDER.

SEXUAL ORIENTATION IS NOT EXCLUSIVELY DETERMINED BY A PERSON'S HISTORY, AND THIS IS JUST AS TRUE FOR ASEXUALS. IT IS NEVER APPROPRIATE TO ASSUME WHAT ANYONE'S "REASONS" ARE FOR THEIR RESPECTIVE ORIENTATIONS.
MYTH: ASEXUALS DON'T EXPERIENCE OPPRESSION OR DISCRIMINATION

While it is true that, as a group, asexuals are not societally oppressed for their asexuality, individuals can be and often are oppressed for their respective Romantic Orientations or their gender identity.

Asexuals are also at high risk for sexual harassment and violence, including what’s known as “corrective rape”—a rape that’s committed with the intent of “fixing” the victim’s orientation.

© SOJOURN
Indeed, the amount of ignorance in regards to asexuality, even when it’s non-hostile, can lead to very problematic and isolating behavior.

When someone comes out as an asexual, it is not an open invitation to begin asking invasive, personal questions and micro-managing their sexual habits, even if your intentions are innocent.

Asexuals do not come out to seek “help” for their asexuality, nor do they do it to be self-serving or to somehow “take away” recognition and awareness from those of differing orientations.
ASSIGNED
SEX AT
BIRTH

Definition: The gender that people are assigned at birth.
So how does this work? Well, in our culture we have gendered our bodies. We have decided that there are girls, and there are boys, and we have decided that our bodies can tell us which is which. This means, that a child is born with a penis, and everyone is confident to say that this child is male, that he is a baby boy and will one day be a teenage boy and will one day be a man.

But this doesn’t work. This doesn’t work for a lot of people, and that’s important because when people get old enough to clarify, to say that “hey, something’s up because I’m worried about my gender in ways that no one else seems to be... I think I was labeled the wrong one”, people respond negatively. It isn’t “whoops, we got that wrong”, but instead a series of traumatizing processes to invalidate the person’s actual gender.

ASAB (the accepted abbreviation) culminates in different ways, and can be AMAB (Assigned Male at Birth) or AFAB (Assigned Female at Birth). What does this mean? Well, it means a whole lot, but that’s a discussion for another time. Here’s what you need to know:

Assigned sex at birth is not an identity. No one is identifying as someone “assigned sex at birth” because every person born is assigned a sex at birth. But by acknowledging that this happens, by conceding that people are assigned a sex at birth, our language creates room for transgender people, and cisgender people can better appreciate how society is organized.
LET'S TALK PRONOUNS!
The pronouns we use to describe ourselves and others may sound extremely trivial, but for people who are accustomed to being misgendered, using the proper pronouns really makes a huge difference in people’s safety and comfort. Adjusting to people’s pronouns can be difficult and you will make mistakes. But it is a really great way to show people respect. **Refusing to call a trans person who has done bad things by their correct pronouns enforces the idea that trans folks have to earn basic human decency afforded to even the worst cis people.**
CISGENDER

Definition: When someone’s gender is the one they were assigned at birth
This may feel unusual, but if you were born and called a girl and, hey, it turns out that you were a girl and are now a woman, congratulations, you are a cisgender women. Shortened to cis (just as transgender is shortened to trans), this is an adjective that becomes important because of how adversely trans people are treated. By calling cis people cis, we normalize the realities of being assigned a sex, and therefore bring attention to what it means for those people who were assigned the wrong sex.

There are loads of things allotted to cis people that aren’t to trans people, things that cis people may not realize until they become more familiar with what trans people have to face. If you are persistently referred to by your actual gender, if you haven’t had to correct medical officials on your gender, heck, if there is and has always been a bathroom available for you to use safely, these are all life experiences given to you specifically because you are cisgender.
“She’s too young to decide to be a girl”

Said no one ever to the cisgender girl.

Cis comes from Latin and means ‘on this side of’. For example: cis-atlantic vs. trans-atlantic. Cis is also used in chemistry.

By using cisgender to describe the gender of those who are not trans, we break down structures that posit cis individuals as ‘normal’, when neither is more ‘normal’ than the other.

A simple explanation is that if you identify with the gender you were assigned at birth, you are cis.

© SOJOURN
Here is what a trans woman has to say about the word “cisgender”:

“The most important reason why we need the word “cis” in our lexicon is because it tells the thousands of young trans people out there right now who are struggling with their sense of identity, some of whom do not even realize yet that that is what they are doing, that there is something that you can be that is not what you were told you could be.

I did not know the word “cis” when I was 8 years old, imitating the handwriting of the girls in my class. I did not possess this language when I was 15, and attempting to put on makeup in secret without the guidance of my mother or my aunts, and copying the clothing styles of the girls in my high school. I did not have this language when I was 24, with hair down to my waist, wearing my girlfriend’s clothes to work. I did not have this language at 33 years old, before I proposed to my wife, or at 37, when we decided to have a child before we got any older.

I didn’t even know this language at 40, when I finally understood that the days of my life were not going to be many more in number if I did not attempt to find out if the feelings I had been feeling all my life would lead me to a better life.

But I certainly knew the word “transsexual”. I knew the words, “Renée Richards” and “Wendy Carlos”. I knew the word “freak”. I knew the word “mutilation”. I knew the words “liver damage”. I knew the words “shorter life span”. I knew the words “no children”. I knew the word “faggot”.

We need the word “cis”, because those children need to know that their choices aren’t limited, not anymore. Those children need to know that the alternative to “man” isn’t “freak” and the alternative to “woman” isn’t “abomination”. Those children need to know that “abnormal” means “statistically fewer in number”, not “unnatural”.

We need the word “cis”, because all the children of this Earth need to know that is just one thing you can be, and not what you necessarily are.”

- Gemma Seymour, 6 March 2013
Cissexism really comes form the invalidation of lived trans realities, and of the reification of what it is to be a man or a woman. That we meet someone and assume that we can correctly gauge their gender is a facet of cisnormativity, but the recognition of cissexism is something that may take more training.

And this has real meaning and implications. Because trans women are told that hey “don’t look like real women” they face incredible amounts of violence, not to mention the massive blow to their self esteems!

What being aware of cissexism and cisnormativity means, if that you are making sure to not further marginalize people, and that you’re not actively making people feel unsafe.
So, for example, when people use genitals as signifiers of gender, that’s cissexist. When people look at a man and says “they don’t look like a man”, that’s cissexist.

© SOJOURN

POLICE YOUR OWN GENDER
AND NOT SOMEONE ELSE’S

BUT WHATS YOUR REAL GENDER?

BUT I SEE YOU AS...

YOU CAN’T WEAR THAT, IT’S FOR...

THAT’S NOT A _____ IT’S A _____

YOU HAVE NO RIGHT TO TELL SOMEONE WHO THEY ARE, WHAT THEIR BODY IS, HOW THEY SHOULD DRESS, OR HOW THEY CAN FEEL OR REACT. NO RIGHT.
One central way cissexism manifests in our society is through the various institutional barriers trans people face. Let’s walk through this next graphic together...
Barriers to Changing Gender

- Court Order: Some states require a court order to update a driver's license. Low-income trans people may find the cost of the hearing prohibitive.
- Name change publication: Others require a notice of name change in a paper chosen by the court—which could lead to unwanted outing.
- Surgical requirements: For states that call for medical intervention before an official gender change, requirements can be unclear, and many insurance companies do not cover transition-related care.
- Psychologist or psychiatrist approval: Some states require gender-change applicants to be under the care of a mental-health professional who can sign off on the transition.

Banned: States such as Kansas and Idaho will not issue corrections to the sex listed on a birth certificate. Tennessee is the only state that has a statute specifically forbids the correction of sex designations on birth certificates for transgender people.

First off, “Changing Gender” seems like a big uh-oh. And you’re right!

This infographic is attempting to convey the difficulties of officially having your gender recognized by the government (and is specific to the US, I might add).

This isn’t a pass to say that trans people “change their gender”. If “Changing Gender” stood out for you as wrong when you first looked at this graphic, congratulations! Your ally literacy is increasing.
Many trans folks face a series of obstacles in getting their gender recognized in an official capacity. Not only are there barriers in the paperwork, but there is the frequent trauma of being misgendered. Transgender people also encounter a lot of medical gatekeeping. Trans people need their doctors to know their true gender so that they can be treated properly. A trans woman doesn’t have the same health needs as a cis man, but medical documentation and being at the mercy of doctors can create serious obstacles.

Many of the issues in this infographic pertain to some of the immediate medical needs of trans people. For example, that trans people could find a court ordered license revision unaffordable is a serious issue since trans people are much more likely to live in poverty than cis people.
The “unwanted outing” under the “name change” category points to the kind of oppression that trans people face, in which being in the closet becomes a necessity.

In the South, where trans people could be fired for being trans, many trans people need to choose between living authentically, or else be “outed” by the official pathways of gender affirmation and therefore bear the consequences.
This brings us to another issue you should know about. **Deadnaming.**

Relatedly, these same trans people already are going through the trauma of “deadnaming”. Deadnaming refers to referring to trans people by their birth name. *Deadnaming* communicates to the trans person that their safety and wellbeing are meaningless to you. So call Caitlyn Jenner by her name! CAITLYN!

NOW...BACK TO THE GRAPHIC...
Barriers to Changing Gender

- State laws can make it difficult—or impossible—to change gender on government-issued IDs and records.
- **Court Order**
  - Some states require a court order to update a driver’s license. Low-income trans people may find the cost of the hearing prohibitive.
- **Name change publication**
  - Others require a notice of name change in a paper chosen by the court—which could lead to unwanted outing.
- **Surgical requirements**
  - For states that call for medical intervention before an official gender change, requirements can be unclear, and many insurance companies do not cover transition-related care.
- **Psychologist or psychiatrist approval**
  - Some states require gender-change applicants to be under the care of a mental-health professional who can sign off on the transition.
- **Banned**
  - States such as Kansas and Idaho will not issue corrections to the sex listed on a birth certificate. Tennessee is the only state that has a statute specifically forbids the correction of sex designations on birth certificates for transgender people.

The majority of trans people never undergo surgery. Much of this is financial cost (insurance companies may not cover the procedures they need). On the other hand, there are many trans people that never want to go through surgery. For a trans man, this means that he recognizes that his genitals are male, despite how cisgender people might envision normative male genitalia; this is a part of the widespread gendering of bodies.

By making a surgical requirement for the state to officially recognize a trans person’s gender, while at the same time not substantiating the great costs of these procedures, trans people are kept from being officially recognized while simultaneously being coerced into procedures that others, not them, might find necessary.
This becomes similarly problematic in relation to psychological evaluation, in which the psychiatrists and medical officials making these decisions aren’t themselves trans. This means that trans people are told repeatedly that they are not the authority on their lived experiences and their bodies, a reality that cis people couldn’t imagine. After likely years of deliberating over their gender, to have trans people then told that this isn’t good enough for the state is just another way that a cisnormative society has devalued trans people and their perspectives.

Barriers to Changing Gender

- **Court Order**: Some states require a court order to update a driver’s license. Low-income trans people may find the cost of the hearing prohibitive.

- **Name change publication**: Others require a notice of name change in a paper chosen by the court—which could lead to unwanted outing.

- **Surgical requirements**: For states that call for medical intervention before an official gender change, requirements can be unclear, and many insurance companies do not cover transition-related care.

- **Psychologist or psychiatrist approval**: Some states require gender-change applicants to be under the care of a mental health professional who can sign off on the transition.

- **Banned**: States such as Kansas and Idaho will not issue corrections to the sex listed on a birth certificate. Tennessee is the only state that has a statute specifically forbids the correction of sex designations on birth certificates for transgender people.

We also shouldn’t pathologize the people that do need surgery. There are cis people that undergo surgeries that aren’t medically necessary, and they aren’t legally barred from doing so, nor is anyone really wondering at the need (no one is looking at celebrities with breast augmentation and wondering why they wanted the surgery, or if it means they’re not real women—this line of thinking is as ludicrous when applied to trans women).
“But I thought that trans people wanted to change their bodies...?”
Well, yes and no.

Some trans people need surgeries and procedures, and some do not. To quote a trans woman, many trans-identified people are not disaffected by their bodies, but rather by the gendered meanings, expectations, and associations attached to their bodies. Sometimes, it's both. Sometimes it's one or the other.

The issue concerns appreciating trans peoples' own perspective and ownership over their bodies, and supporting them at all possible times.

For more reading on this, please turn to http://www.bilerico.com/2013/03/the_pathologization_of_trans_identity.php#QzG5aI3ZGxilkmdD.99
However, there is one thing that trans people may experience more of than cis people, dysphoria.

Dysphoria is by no means a necessary part of being transgender. There are many trans people that will never experience dysphoria.

But for those that do feel dysphoria, the inability to get medical procedures is cruel and inhumane.

To understand this, though, first we must look at what dysphoria means. Since the best perspective will come from someone with first-hand experience, we’ll look at Amy Dentata’s explanation of dysphoria.
She describes the optical illusion of Ngui’s chair. That “chair” looks like this.
"In her words..."

My face looks hypermasculine to me, even though I regularly get read as a cis woman. This is clearly a problem with self-image. It doesn’t correlate to reality. It’s an emotional distortion. On good days, my face looks dramatically different. I stop seeing “the old boy” in the mirror, replaced with a face that feels right. It actually looks a lot like my face before I went through puberty the wrong way.

However, my face only feels right when I look at it straight on, in even lighting. Viewed directly from the front, without any shadows to reveal depth, my face registers as my own. It feels right. If I slowly turn my head, the dimensions of my face gradually stretch and become less and less recognizable. My face morphs into someone else’s. The effect is similar to perspective-based optical illusions where a model or image appears to have a familiar form until you change your viewing angle:

A “chair” by Singaporean artist Matthew Ngui that loses coherence when viewed at different angles...
...The feeling invoked when I look in the mirror is the same as when I view these illusions. They are confusing, disorienting, and unsettling. To me, these emotions are the defining characteristic of body dysphoria. Beauty has nothing to do with it: When Ngui’s chair breaks apart into several pieces, it no longer makes sense as an object. Parts that appear connected are, in reality, separate pieces. Half of the chair’s seat is actually a painting on the floor. The brain creates a spatial model of the chair, and then that model is violently torn to shreds when exposed to physical reality...
The viewer is upset: this was supposed to be a chair, and this is not what a chair is supposed to be at all!

Trans medical procedures such as FFS offer a permanent, tangible solution to dysphoria. Instead of the illusion of a chair, you get an actual chair!

The chair may not be as pretty as you had hoped, but damn it, at least it’s actually a chair! You can finally give your sore legs a rest without falling on your ass! And it’s a chair no matter what angle you view it from.”

© SOJOURN

—Amanda Dentata, March 2013
When someone comes out as transgender, it’s common for people to have a jerk response that it’s just a phase or the individual is confused. Trans folks who ARE interested in seeking gender affirming surgeries or hormones are almost always discouraged if not violently rejected because they might “regret it” and want to “Switch back”. This is wrong for two reasons!

1) Trans people were always the gender they say they are, so that’s that.
2) It’s just statistically not the case.
Let’s debunk a few more myths about gender affirmation surgery!

1. “It’s not life or death’ FALSE access to these procedures reduces suicidality between 67-84% (PS it shouldn’t be life or death to be accessible!)

2. “These people need therapy, not surgery” FALSE there’s nothing wrong with transgender people

3. “It’s cosmetic” FALSE every major psychiatric and medical organization says these procedures are not cosmetic. They have also been proven to improve functionality in family life, mental health, and socioeconomic status.

4. “I’m a cat trapped in a human’s body. Can I get surgery to make me a cat?” This is just disrespectful. This kind of response assumes trans folks are mentally ill and/or delusional.

5. “Treat the depression, not the dysphoria” Would you treat chronic back pain with Vicodin or a surgery that would address the problem?

Read more here: http://everydayfeminism.com/2014/10/gender-confirmation-surgery/
COMING OUT

Definition: The never-ending process of revealing one’s sexual orientation or gender identity, whether to oneself or to others.
DO!

• First! Don’t Panic!
• Start non verbally. Smile and open your body language
• Affirm your connection to the person
• Thank them for coming out to you
• Celebrate them
• Offer support
DON’T

• Chastise them for not coming out sooner
• Ask if they’re sure
• Share your religious beliefs
• Ask nosy questions about their sex life
• Shout “Duh! I knew it!”
GENDERQUEER / GENDERFLUID

Definition: A person whose gender is non-binary, is beyond genders, is multiple genders, or some combination thereof.
I got another ask! It’s asking if I could define genderfluid. For those new to my comic: I already did!

But I figured I would make a new one!

Being genderfluid means you switch between genders, generally male and female—like me!

I personally am just going through the process of being known by ‘they’ pronouns. But genderfluids can also use:
- he, him, his
- she, her, hers
- ze, zer, zeirs
And whatever else! There’s really too many for me to name.

Genderfluids can have a diverse look.

Some genderfluids constantly dress masculine or feminine, while some dress androgynous. No matter how you look, your gender is still valid.

I’m using the term ‘genderfluid’ loosely. Everyone is different. Don’t be afraid to ask someone their preferred gender pronoun. Do some research if you are unsure about anything. Ask them other questions only if they are comfortable. Use your best judgement to decide if a question is appropriate or not.

Just be willing to learn and accept.

I am...

GENDERFLUID

My Gender Identity, part one

1. What’s that?
   A genderfluid person may fluctuate between 2 or more different genders.

2. How does that work?
   Sometimes, I switch between transgender & agender.
   Some of people may feel more feminine or masculine depending on the situation.
   <Female>, <Butch>, <Agender>

3. I still don’t get it...
   I sometimes like to describe myself as a computer with two operating systems. Different presentations of the same data.
   Female, <Butch>, Agender

4. Does that mean a gender fluid person is two different people??
   Not typically. While some gender fluid people may be part of a multiple or DED/MPD, I am just one person. No matter what gender I wake up as, I am still me!
GENDER BINARY

Definition: The incorrect assumption that there are only two genders, male and female.
SOME WAYS TO IDENTIFY IN RELATION TO THE BINARY

- Between, such as on a spectrum
- Back and forth
- On top of
- Encircling
- Depending on weather
- Both
- A whole bunch
- Bits of each
- One of them, sometimes
- But also, very importantly,
- Neither
- A different gender(s) entirely
- Not even on the same page dude

This is NOT a complete list! There are actually ONE MILLION BAZILLION ways to do it.
GENDER EXPRESSION

Definition: The outward manifestation of one’s gender, including make up, clothing, and other style choices.
IMPORTANT! You can’t assume someone’s gender identity based on their gender expression or their pronouns. If you don’t know, ask!
GENDER IDENTITY

Definition: A person’s view or interpretation of their gender.
Gender 101

Gender Binary:
The categorization of gender into two distinct, opposite sexes.

Trans*/Transgender:
An umbrella term applied to those whose gender identity is not the same as the sex they were assigned at birth.

Cisgender:
Someone who is not transgender.

Genderqueer:
A term applied to individuals who do not identify within the gender binary.

Transition:
The process of changing one's gender expression to match their gender identity.

For more information, go to www.transstudent.org
You’ve just met Joe
You wouldn’t ask him how he has sex...
...so why would you if you knew he was transgender?

END TRANSPHOBIA

You’ve just met Liz
You wouldn’t ask her about her genitals...
...so why would you if you knew she was transgender?

END TRANSPHOBIA

© SOJOURN
HETEROSEXISM / HETERO-NORMATIVITY

Definition: The assumption or belief that everyone is or should be heterosexual.
The compulsion to be heterosexual is the sweaty, nervous, feeling of terror I get at family functions. Who is going to ask me if I have a boyfriend? How am I going to lie? Is it safe to tell anyone that I am dating a woman? Will my family be mad and embarrassed if their friends know? How will people react? Should I just ditch the party and hide in the bathroom?
Here are some things to be aware of so you don’t contribute to heterosexism!

- Assuming that every same sex interaction is sexual, or potentially sexual.
- Avoiding touching or becoming close to LGBTQ people in fear they will take it the ‘wrong’ way.
- Remarking, “It doesn’t matter to me that you’re gay.” Sexual identity is significant and should matter.
- Expecting LGBTQ people not to talk of their relationships as many heterosexual people do, assuming that sexual orientation should not be talked about.
- Remarking things such as, “I don’t care what they do in bed, but don’t tell me about it.”
- Not understanding that in our culture, which is alternately oblivious to LGBTQ people, or dangerous for them, sexuality and gender identity is already a political issue.
- Thinking non-heterosexual orientation is a phase.
- Putting the burden of responsibility for education and for working for change on the LGBTQ person.
INTERNALIZED HOMOPHOBIA / INTERNALIZED OPPRESSION

Definition: Fear or self-hate of one’s own (GSD) identity; often occurs in those who grew up hearing negative messages about GSD (or their specific group of) people.
Internalized Oppression

is when you see yourself through the lens of every limitation, judgement, assumption or idea

that has been imposed on you

It's insidious (inside you: us)

it happens through conditioning

© SoJourn
So is internalized homophobia as bad as homophobia?

No. Gay people aren’t the ones perpetuating heterosexism. Internalized homophobia is just another thing that gay people have to counteract. It is not straight people’s responsibility to reprimand people who aren’t straight.
INTERSECTIONALITY
TERM COINED BY KIMBERLE CRENSHAW

Definition: The understanding that certain cultural oppressions are bound together and influenced by the various systems of society, including race, gender, orientation, and others.
Why is intersectionality important? Well, it forces you to think of people as complex who uniquely interact with the world around them from multiple angles. For example, we as a country can fight for women to be CEO’s of companies, and that’s great! But we can’t ignore the fact that those women will still hire poor black and brown women to care for their children and clean their homes. Intersectional thinking requires us to think about multiple levels of inequality so we can uplift the entire nation.
INTERSEX

Definition: an umbrella term to describe people born with reproductive or sexual anatomy that does not fit our understanding of binary bodies. Intersex differences may be diagnosed prenatally, apparent at birth, found during puberty, or never discovered. Intersex characteristics can be a spectrum of karyotypes, genital arrangements, endocrine activity, reproductive activity, and secondary sexual characteristics.
Truth be known, *most* humans fail to map on to every trait of their assigned binary sex at some point in their lives! There are a myriad of possible karyotypes (XX, OX, XY, XXY, XXX, XYY, etc.) If you have a karyotype other than XX or XY, you could walk around your entire life never knowing!

There are a myriad of genital arrangements, including intersex genital arrangements, and a wide variation of genital arrangements even within the binary sex categories.

There are countless ways in which endocrine function can vary, from insensitivity syndromes to high levels of one hormone or another to deficiency in the production of a hormone, etc.

There are countless ways the reproductive system can vary, and not all people successfully produce gametes, or possesses the associated parts to successfully reproduce. So when we’re talking about bodies, binary sex is woefully inadequate to define what’s actually happening.
To better explain this we can liken the sex spectrum to the color spectrum. There is no question that in nature there are different wavelengths that translate into colors that most of us see as red, blue, orange or yellow. But the decision to distinguish between orange and red-orange is made only when we need it"

For more information ➔ http://www.isna.org/faq/what_is_intersex
MISOGYNY

Definition: The hatred of women. (related: transmisogyny)
When discussing homophobia, a lot of it will come from a presumed proximity to womanhood.

**While no man can ever be the victim of misogyny, misogyny actively informs homophobia.**

For example, when a gay man comes out, homophobia makes people worried about that man undermining his manhood, or becoming “more like a woman”. The root of this homophobia is misogyny. The worst thing a man can be is a woman. Women are the backdrop against which people measure themselves. In this way, when combating homophobia, while it’s valuable to say that “gay men are just as male as straight men”, it’s similarly important to keep in the back of your mind that womanhood, and being “like a woman”, aren’t condemnable acts.
This same dynamic informs the ill-treatment of trans women, although this isn’t the end all, be all of transmisogyny. That is, while transmisogyny marginally about from the notion of “why would anyone want to be a woman”, transmisogyny comes completely from the hatred of the women themselves.

Transmisogyny expresses itself in many forms, and perhaps by understanding what is misogynistic to cis women could help inform what is misogynistic to trans women.

So as much as we might know that it’s misogynistic to tell a cis woman that she looks male, it is similarly misogynistic to tell a trans woman the same.

Or in the case of non-heterosexual women, while it’s misogynistic (and lesbophobic) to accuse cis women’s attraction for other women as predatory, it is similarly misogynistic (and lesbophobic) to call trans women’s attraction to other women predatory.

There is also transmisogyny that has no equivalent for the misogyny cis women face, and this type of hatred often gets undermined and dismissed, instead of rallied against. For example, the phenomena of trans women being placed in male prisons- something that is mortally dangerous to these women—is underrepresented in feminist spaces

Transmisogyny often get’s undermined as “not real misogyny”. This, in itself, is transmisogynistic.
So as much as we might know that it’s misogynistic to tell a cis woman that she looks male, it is similarly misogynistic to tell a trans woman the same.

Or in the case of non-heterosexual women, while it’s misogynistic (and lesbophobic) to accuse cis women’s attraction for other women as predatory, it is similarly misogynistic (and lesbophobic) to call trans women’s attraction to other women predatory.

There is also transmisogyny that has no equivalent for the misogyny cis women face, and this type of hatred often gets undermined and dismissed, instead of rallied against. For example, the phenomena of trans women being placed in male prisons- something that is mortally dangerous to these women—is underrepresented in feminist spaces.

Transmisogyny often get’s undermined as “not real misogyny”. This, in itself, is transmisogynistic.
So, is transmisogyny just another form of misogyny? Well, yes and no.

When thinking of “misogyny” as the umbrella term which subsumes transmisogyny, it’s important to note that there will be experiences that only trans women face, that have no equivalent when talking about cis women. These issues could include the inaccessibility of HRT (Hormone Replacement Therapy) or issues of unemployment caused by people being uncomfortable with employing a trans woman, both of these happening constantly and which cause trauma in ways that cis women can not and will not face.

In this way, to properly refer to misogyny, we need to have an accurate understanding that this includes both cis and trans women, because otherwise instances of transmisogyny may not be appreciated as the women’s issues they are.
Let’s think of a totally different analogy to help us understand this.

**Understanding transmisogyny**

Let’s say...birds. It’s fair to call “bird” an umbrella term, with the different species as different types that are subsumed by the category of “bird”.

In this way, we can understand that different species aren’t representative of the umbrella term. We know that all pelicans are birds, but that not all birds are pelicans. We know that all parrots are birds, but not all birds are parrots.

No bird scientist in their right mind would look at a pelican and say that because it has things specific to a pelican (say, because it doesn’t eat worms but instead eats fish) it can’t count as a bird. Because that’s ludicrous, any scientist that does this has a limited, inaccurate understanding of what a bird is.
This is why “misogyny” is an umbrella term which houses “transmisogyny”, and why all issues of transmisogyny are women’s issues that need to be appreciated fully as such. Because transmisogyny is not qualified as just a *species* of misogyny, it is in its own right misogyny.

This is important because often things that are specific to trans women are undermined because not *all* women experience them, but that’s ludicrous. This can only come from a limited, inaccurate understanding of what women are and what they face.
POLYAMORY

Definition: The practice or desire of having more than one intimate relationship at a time, with the consent and knowledge of everyone involved.
Note: Polyamory is not an axis of oppression like being under the LGBTQ umbrella. Polyamorous people may very well experience discrimination, but there are no systematic limitations that dictate the trajectory of their lives or their safety.
PRIVILEGE

Definition: Unearned resources and advantages available to some based solely on social, racial, or other group membership.
If you can use public bathrooms without stares, fear or anxiety, you have cisgender privilege.

CHECK YOUR PRIVILEGE:

- Cisgender
- Male
- Able-bodied
- Heterosexual

If you're confident that the police exist to protect you, you have white male privilege.

CHECK YOUR PRIVILEGE:

- White
- Male
- Able-bodied
- Heterosexual

Becoming aware of privilege should not be viewed as a burden or source of guilt, but rather, an opportunity to learn and be responsible so that we may work toward a more just and inclusive world.
I don't know what you guys are complaining about...

If you want to make it through, **JUST BE YOURSELF!**
Now imagine a wall full of circular holes, that circles can keep walking in and out of with no difficulty. Now imagine that the triangles manage to get the resources together, after years of not being able to fit through the circle’s holes, to drill a single triangle space into the wall.

Now imagine that the circle — who previously supported the triangle’s efforts because they are well-rounded and value equality — comes along and sees the construction project. But instead of being happy, they get angry.

“Well, I won’t be able to fit through your hole!!!! I helped you get the drill!!!! Make it fit me too!!!!” the circle demands. The triangles, barely holding it together enough to get a triangle hole together, stare at the circle in confusion. “You have all the holes you need,” the triangles explain. “This is for us. You don’t need to fit through our hole, too.” “YOU’RE BEING UNEQUAL AND HURTING MY FEELINGS!” the circle wails. “I DON’T SUPPORT YOUR HOLE IF IT DOESN’T FIT ME TOO. GIVE ME MY DRILL BACK.” “It’s not your drill, it’s our drill. You helped us get it, because you said you cared.” “I ONLY CARED WHEN I THOUGHT YOU’D MAKE A HOLE EVERYONE COULD FIT THROUGH. YOU’RE PERPETUATING INEQUALITY!!!!” “Why is it up to us, the small group that has never been able to fit through the wall at all, to make a hole everyone can use? Why isn’t it up to you, the people who have been able to cross back and forth at will for years? We just want to see the other side; why are you yelling at us?” “I DIDN’T ASK TO BE BORN A CIRCLE, OMG. I’VE HAD TO WORK HARD ALL MY LIFE TOO. YOU’RE JUST BEING BIGOTED AGAINST ME BECAUSE OF SOMETHING I CAN’T CONTROL, JUST LIKE EVERYONE IS AGAINST YOU.”
QUEER

Definition: Anyone who chooses to identify as such. A blanket term for any, all, or none of the alphabet letters (LGBT....) Considered by some to be offensive and by others to be a term that has been “reclaimed”.
IMPORTANT NOTE! Queer is a reclaimed slur which means that ONLY people in the LGBTQ community may identify as such. It still carries with it a negative connotation and painful history, and many people choose not to use it. Stick to this rule of thumb! If someone identifies as queer, you’re welcome to refer to them as such. If not, DON’T! This word is not for you!
SAME GENDER LOVING

Definition: A self-identification term often used by POC (people of color) as protest against the typically white-associated terms “gay” and “lesbian.”
Same Gender Loving (SGL): a phrase coined by the African American/Black queer communities used as an alternative for “gay” and “lesbian” by people who may see those as terms of the White queer community.
Let’s hear from a black writer:

"White, gay people have a separate economic base in many communities that consist of an exclusionary grouping of White homosexuals that sustains itself in housing, employment and social settings. These groupings are often headed by White homosexual males—and some White lesbians—who benefit economically from such groups. Very few Black people who are SGL are allowed to enter this privileged private club and private economic existence. Black SGL people are often welcomed into their own Black families more and allowed to thrive inside and outside of their Black families in separate Black SGL groupings such as social groups, church groups, Civic Organizations, support groups and such. These Black SGL groupings have very little—but sometimes growing—economic power among themselves...The term Same Gender Loving is a more folksy, community oriented and generally accepted term that helps stimulate conversation and develop bridges and relationships that will be harder to organize around and relate to and with by using the term gay... SGL Black folks often find the term gay and Queer to be excessive, exclusive, dividing, odd, racist, discriminatory, derogatory & closed socially & economically. They are terms that don’t build bridges in our community and we need bridges... especially in an exclusive, wealthy, racist world where many white gays have little use for reaching out and creating “diversity” by bridging with other groups such as Black people."

SEXUAL ORIENTATION

Definition: The innate romantic or sexual attraction one has to others, often labeled based on gender relationship between a person and the person to whom they are attracted.
Semantics matter! Words to avoid!

1. Sexual Preference: Sexual orientation is neither a preference or up for negotiation. Being gay can’t be “overcome”.
2. Gay Lifestyle: There is no LGBTQ lifestyle.
3. Gay agenda: seeking basic human rights is not and should not be referred to as an agenda. This is a rhetorical device used to derail conversations about structural inequality.
Definition: A person whose biological sex characteristics do not match their internal gender identity. (Latin prefix “trans” = across)
LGBTQ students are three times as likely as non-LGBTQ students to say that they do not feel safe at school.

Almost 61% of all gender non-conforming students have experienced some form of harassment at school.

9 out of 10 LGBTQ students experienced harassment at school.

Almost 20% of all high school students reported feeling unsafe at school.

Almost 190% more likely to use drugs and alcohol than are heterosexuals.

LGBTQ youth in rural communities and those with lower educational attainment face particularly hostile school climates.

Sexual minority youth, or teens that identify themselves as gay, lesbian or bisexual, are bullied two to three times more than heterosexuals.

62% of homeless LGB youth will attempt suicide at least once—more than two times as many as their heterosexual peers.

If you are in crisis or thinking about suicide you deserve immediate support. Please call The Trevor Lifeline 1-866-488-7386 www.thetrevorproject.org

LGBTQ young people are three times as likely as non-LGBTQ youth to say that they do not feel safe at school.

It is estimated that between 20% and 40% of all homeless youth identify as transgender, gay, bisexual, and/or transgender.

Almost all transgender students had been verbally harassed (e.g., called names or threatened) in the past year at school because of their sexual orientation (89%) & gender expression (89%).

Statistics:
1. GLSEN National School Climate Survey, 2005
2. GLSEN From Teaching to Tolerance, 2004
3. Nationwide Children's Hospital, Columbus, OH, 2010
4. GLSEN: Youth Bullying, The Experiences of Transgender Youth in Our Nation's Schools, 2009
5. GC, Guyan EI, Jane El: Journal of Youth & Adolescence, 2002

Designed for Simmons College
It Gets Better Project
@jessfaulk

simmons.edu/itgetsbetter

© SOJOURN
Why you should protect trans youth!
Why Support for Trans Youth Matters

Based on a 2012 study of 433 individuals

Reported Life Satisfaction
- Trans Youth with Supportive Parents: 72%
- Trans Youth with Unsupportive Parents: 33%

Described Mental Health as “Very Good” or “Excellent”
- Trans Youth with Supportive Parents: 70%
- Trans Youth with Unsupportive Parents: 15%

Suffered Depression
- Trans Youth with Supportive Parents: 23%
- Trans Youth with Unsupportive Parents: 75%

Reported High Self-Esteem
- Trans Youth with Supportive Parents: 64%
- Trans Youth with Unsupportive Parents: 13%

Faced Housing Problems
- Trans Youth with Supportive Parents: 0%
- Trans Youth with Unsupportive Parents: 55%

Attempted Suicide
- Trans Youth with Supportive Parents: 4%
- Trans Youth with Unsupportive Parents: 57%
Remember when we talked about “intersectionality”? Well here is a perfect example of why it is so important! When we talk about youth homelessness, we have to use an intersectional lens! There can be no intellectually honest campaign to end homelessness without addressing the fact that the majority of homeless youth are non-white LGBTQ kids!
When you hear these slurs, STAND UP! BE AN ALLY!

© SOJOURN
HOMOPHOBIA

Being same sex attracted doesn’t cause problems. It’s the abuse and rejection of same sex attracted people that’s the problem.

That means at a school of 1000 students,

Someone who has been the target of homophobia is up to 6x more likely to complete suicide than their straight friends.

80% say school is the most common place where they experience abuse.

61% say they have experienced verbal abuse.

18% say they have experienced physical abuse.

110 will be experiencing feelings of same sex attraction.

Up to 11% of young people are same sex attracted or unsure about it.

QUEER YOUTH OF COLOR

1 in 3 LGBTQ people identify themselves as people of color.

48% of LGBTQ students of color experienced verbal harassment because of both their sexual orientation and their race or ethnicity.

15% have been physically harassed or assaulted based on both of these aspects of their identity.

13% more likely for black LGBTQ youth to be sent to detention or suspended, than non-black LGBTQ youth.

Colleges completion rates:

79% of LGBTQ youth of color reported that they had interactions with security or law enforcement, compared to 53% of white LGBTQ youth.

20-40% of all homeless youth are LGBTQ.

44% identify as black.

26% identify as Latino.

FOR MORE INFORMATION GO TO TRANSSTUDENTGRAPHICS.MAP

MAP movement advancement project

TSER

INFOGRAPHIC BY LANDYN PAN

SOURCES: GALLUP; GILLEN, LAMBA LEGAL, THE WILLIAMS INSTITUTE, AND CENTER FOR AMERICAN PROGRESS

headspece.org.au/homephobia

© SOJOURN
LGBTQI+ People are at least

8 TIMES
More than 8 times as likely to have attempted suicide

6 TIMES
Nearly 6 times as likely to report high levels of depression

3 TIMES
More than 3 times as likely to use illegal drugs

3 TIMES
More than 3 times as likely to be at high risk for HIV and STDs
Snapshots of transgender life

The National Transgender Center for Equality surveyed 6,450 transgender individuals in the U.S. Full results are available at transequality.org.

The Problem
Lack of understanding of transgender health needs

The Impact
Transgender workers denied needed healthcare and leave:
- Denied health coverage and care
- Denied needed medical leave

The Solution
Equal access to healthcare and leave
- Employers and health insurance companies often discriminate against transgender workers.
- Pass or amend laws to end inappropriate healthcare exclusions for transgender workers.
- Employers can extend needed health insurance and leave to transgender workers.
This isn’t inconsequential. You can read all of these terms every day, incorporate them into your daily lives, but still in your heart of hearts feel that you are doing a disservice to your LGBT+ loved ones by feeling like what they’re doing is against your religious beliefs. We are here to tell you that LGBT+ people are completely, unabashedly, not against the Lord. If you truly believe that all people are made in His name, it isn’t your trans child, or gay coworker that’s going against what He wants for that person (it’s you). Whether individual religious leaders have another prerogative in telling you otherwise, we aren’t here to deconstruct that. Simply, treat LGBT+ people as people, people who deserve your respect, and know that by not doing this you are putting them in mortal, physical danger (again, it isn’t their identity that makes them suffer, it is what you subject them to). As far as our evidence, if you don’t want to take LGBT+ individual’s words for it, here are some resources that you can explore, just as you did this booklet, and we sincerely hope that you find them illuminating. This makes all the difference.