

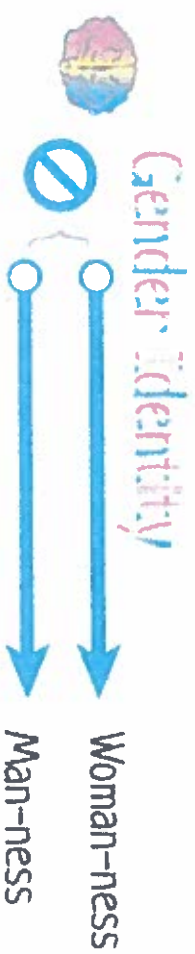
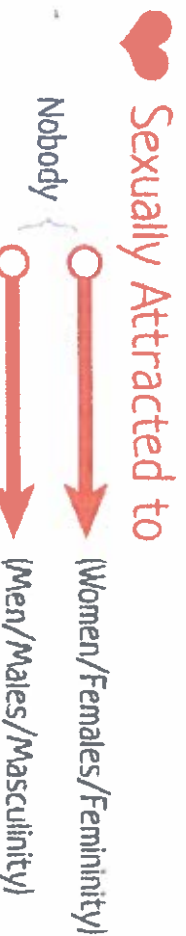
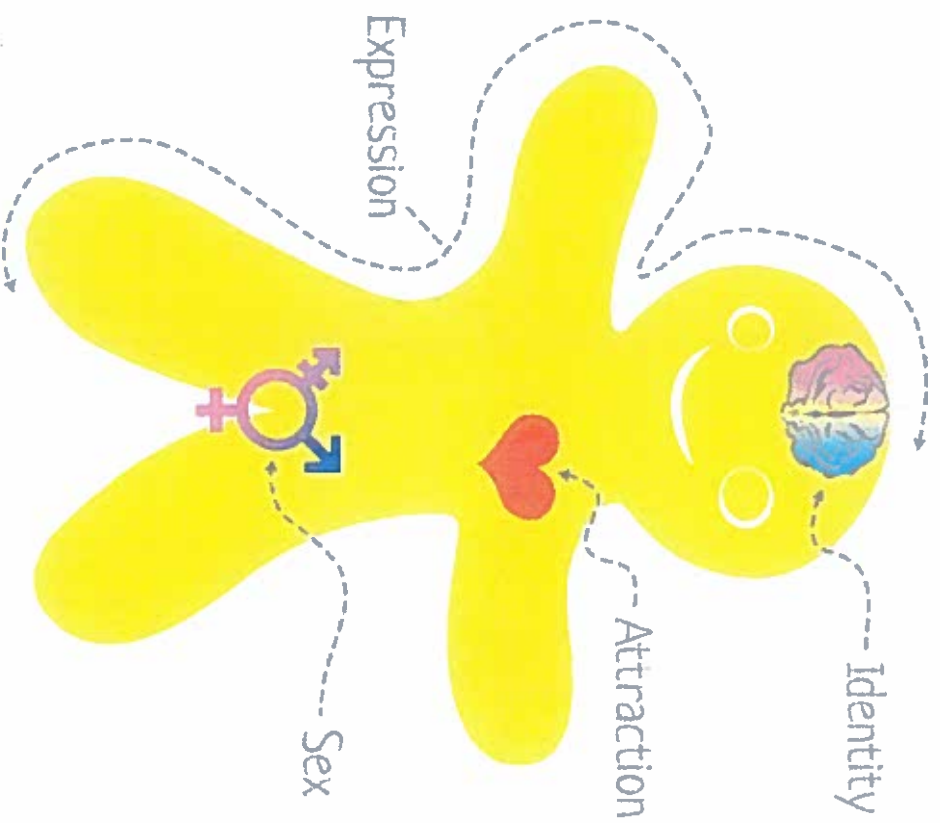
Gender Identity



We All Have One

The Genderbread Person

v3.2 by its pronounced **MEIRQ** sexual



Gender Grammar

Problem	Correction	Reason
“transgendered” (adjective)	transgender	Only adjectives that are derived from nouns and/or verbs (unlike transgender) end in “ed.”
“intersexed”	intersex	Only adjectives that are derived from nouns and/or verbs (unlike intersex) end in “ed.”
“transgendered” (verb)	transition	Only verbs can have “ed” added onto the end of the word to become a participle. Transgender is an adjective, not a verb. One does not “transgender,” they transition.
“a transgender,” “transgenders”	a transgender person, transgender people	Transgender is not a noun. “Jake is a transgender” is not only grammatically incorrect, but can be offensive.
“sex change,” “sex reassignment surgery,” “gender reassignment surgery”	gender affirming surgery, genital reconstruction surgery, genital reassignment surgery	Surgery does not change one's sex or gender, only genitalia.

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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
She/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	Perself	Pronounced as it looks
They	Them	Their	Theirs	Themselves	Pronounced as it looks

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THINGS YOU SHOULD KNOW ABOUT TRANS PEOPLE

1

NOT ALL TRANS PEOPLE IDENTIFY AS MALE OR FEMALE. TRANS PEOPLE HAVE ALL SORTS OF DIFFERENT IDENTITIES OUTSIDE THE GENDER BINARY.



2

TRANS FOLKS ACTUALLY HAVE MANY DIFFERENT SEXUAL ORIENTATIONS. GENDER IDENTITY AND SEXUAL ORIENTATION ARE SEPARATE SPECTRA. LEARN MORE AT: WWW.TRANSSTUDENT.ORG/GENDER



TRANS PEOPLE LED THE STONEWALL RIOTS. SYLVIA RIVERA AND MARSHA P. JOHNSON WERE TWO AMONG MANY TRANS WOMEN OF COLOR WHO WERE ON THE FRONT LINES.

3

4

NOT ALL TRANS PEOPLE WANT SURGERY AND EVEN FEWER GET SURGERY.



THE WORD TRANSGENDER WAS POPULARIZED BY ACTIVIST VIRGINIA PRINCE IN 1969. SHE FIRST PUBLISHED THE WORD IN THE DECEMBER 1969 ISSUE OF "TRANSESTIA".

5

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DESIGN BY LANDYN PAN

Common Terms & Definitions

Advocate (noun)- (1) A person who actively works to end intolerance, educate others, and support social equity for a marginalized group. (verb) (2) To actively support/ plea in favor of a particular cause, the action of working to end intolerance, educate others, etc.

Affirming: The unequivocal support for an individual person's gender identity or expression, regardless of the biological sex they were assigned at birth; the systematic support to ensure that transgender people and communities are fully represented, include, valued and honored.

Affirmed gender (noun)- The gender by which one wishes to be known. This term is often used to replace terms like "new gender" or "chosen gender", which imply that the current gender was not always a person's gender or that the gender was chosen rather than simply in existence.

Affirming Pronouns: Refers to the most respectful and accurate pronouns for a person, as defined by that person. That is also sometimes referred to as "preferred gender pronouns", although this phrasing is increasingly outdated. To ascertain someone's affirming pronouns, ask: "What are your pronouns?"

Agender (adj)- Describes a person who identifies as having no gender. Sometimes called gender neutrois, gender neutral, or genderless.

Ag/aggressive: A Black or Latina lesbian with a very masculine gender presentation, often being read as boys or men, but usually not identifying as male.

Ally (noun)- a (typically straight- or cis- identified) person who supports, and respects members of the LGBTQ community.

Androgyn/ous (adj)- (1) A gender expression that has elements of both masculinity and femininity; (2) Occasionally used in place of "intersex" to describe a person with both female and male anatomy.

Androsexual/ androphilic (adj)- Attraction to men, males, and/ or masculinity.

Anti-androgens: Drugs that are used to block the production or interfere with the action of male sex hormones. Often used in combination with estrogen in MTF hormone therapy; commonly used anti-androgens are spironolactone and finasteride. See also "estrogen" and "hormone therapy".

Anti-gay Violence: Bias-related violence and crimes committed against lesbians, gays, and bisexual individuals; includes physical assault, abuse, rape, vandalism, terrorism, and murder. Hate crimes are now reportable under federal Hate Crimes Statistics Act, but are often under prosecuted.

Aromantic (adj)- An orientation that describes a person who experiences little or no romantic attraction to others and/ or a lack of interest in forming romantic relationships.

Asexual (adj)- Describes a person who experiences little or no sexual attraction to others. Asexuality is not the same as celibacy. Asexuality is often viewed as a spectrum- meaning there are varying levels and identities regarding someone's emotional, spiritual and romantic attraction. The best way to refer to the asexual community is to use the umbrella term "ace" or "aces" in the "ace community", which acknowledges that spectrum.

Assigned sex at birth (noun)- The sex (male or female) assigned to a child at birth, most often based on the child's external anatomy. Also referred to as birth sex, natal sex, biological sex, or sex.

Assumed gender (noun)- The gender a person is assumed to be based on the sex they are assigned at birth.

Bear: The most common definition of a 'bear' is a man who has facial/body hair, and a cuddly body. However, the word 'bear' means many things to different people, even within the bear movement. Many men who do not have one or all of these characteristics define themselves as bears, making the term a very loose one. 'Bear' is often defined as more of an attitude and a sense of comfort with natural masculinity and bodies.

Berdache: A generic term used by European colonists/explorers to refer to a differently-gendered or cross-gendered Native people. The term "berdache" is generally rejected as inappropriate and offensive. More appropriate Native terms for gender variant people will depend on the group or nation being described. See also "two-spirit".

Bi (adj)- Bisexual.

Bicurious: A curiosity about having sexual relations with same gender/ sex person.

Bigender (adj)- Describes a person who gender identity is a combination of two genders.

Bigenderist: A person who develops and expresses a distinctly male persona and a distinctly female persona. A bigenderist might, for example, work as a woman and socialize as a man.

Bicurious (adj)- A curiosity about having attraction to people of the same gender/ sex (similar to questioning).

Bilateral mastectomy: See "chest surgery" and "double incision".

Binary System (noun)- A binary system is something made up of two opposing parts. Traditional European Gender (man/ woman) and sex (male/ female) are examples of binary systems.

Binding (noun)- The process of tightly wrapping one's chest in order to minimize the appearance of having breasts. This is achieved through use of constrictive materials such as cloth strips, elastic or non-elastic bandages, or specially designed undergarments.

Biological Sex (noun)- A medical term used to refer to the chromosomal, hormonal, and anatomical characteristics that are used to classify an individual as female or male or intersex. Often referred to as simply "sex", "physical sex", "anatomical sex", or specifically as "sex assigned (or designated) at birth".

Biphobia (noun)- A range of negative attitudes (e.g fear, anger, intolerance, resentment, erasure, or discomfort) that one may have/ express towards bisexual individuals. Biphobia can come from and be seen within the queer community as well as straight society. **Biphobic (adj)** a word used to describe an individual who harbors some elements of this range of negative attitudes towards bisexual people.

Bisexual (adj)- A sexual orientation that describes a person who is emotionally and sexually attracted to people of their own gender and people of other genders.

Boi: Pronounced “boy”. A female-bodied person who intentionally or non-intentionally expresses and/or presents culturally/stereotypically masculine, particularly boyish, characteristics. Also, one who enjoys being perceived as a young male, and/or intentionally identifies as being a “boy” rather than a “man”.

Bottom: A person who is said to take a more submissive role during sexual interactions. Sometimes referred to as ‘pasivo’ in Latin American cultures. Also known as ‘Catcher’ (See also ‘Top’).

Bottom surgery (noun)- Colloquial way of describing gender affirming genital surgery.

Butch (noun & adj)- A person who identifies themselves as masculine, whether it be physically, mentally or emotionally. “Butch” is sometimes used as a derogatory term for lesbians, but is also be claimed as an affirmative identity label.

Catcher- See ‘Bottom’. This term may be considered offensive by some people.

Chest surgery, chest reconstruction surgery: Surgical reconstruction to create a more male or more female appearing chest. Sometimes also referred to as “top surgery”.

Chest surgery is the most common surgical procedure sought by FTMs. There are two basic procedures that are usually performed for FTMs. 1. Double incision/Bilateral mastectomy, or 2. Keyhole/Peri-areolar incision (see individual entries for more detail).

For MTFs, chest surgery may involve breast implants, which are sometimes used to augment the amount of breast development that may have already been achieved through estrogen hormone therapy.

Cisgender (adj)- A person whose gender identity and assigned sex at birth correspond (i.e a person who is not transgender).

Cissexism (noun): Prejudice or discrimination against transgender people.

Cisnormativity (noun)- The assumption, in individuals or in institutions, that everyone is cisgender, and that cisgender identities are superior to trans* identities or people. Leads to invisibility of non-cisgender identities.

Closeted (adj)- An individual who is not open to themselves or others about their (queer) sexuality or gender identity. This may be by choice and/ or for other reasons such as fear for one’s safety, peer or family rejection or disapproval and/ or loss of housing, job, etc. Also known as being “in the closet”. When someone chooses to break this silence they “come out” of the closet. (See coming out).

Coming out (noun)- The process by which one accepts and/ or comes to identify one’s own sexual orientation or gender identity (to come out to oneself). Also the process by which one shares one’s sexual orientation or gender identity with others (to come out to friends, etc).

Constellation (noun)- the arrangement or structure of a polyamorous relationship.

Cross-dresser (noun)- someone who wears clothes of another gender/ sex.

Cultural Competence- The ability to know one’s culture and to interact effectively with people of different cultures.

Cypionate: Short for testosterone cypionate, one of the main injectable forms of testosterone prescribed to FTMs in the United States. See also “testosterone”.

D & D: An abbreviation for drug and disease free.

Demisexual (noun)- An individual who does not experience sexual attraction unless they have formed a strong emotional connection with another individual. Often within a romantic relationship.

Disclosure (noun)- Word that some people use intently and others avoid with equal intent, preferring to use the term “coming out” to describe the act or process of revealing one’s transgender or gender nonconforming identity to another person in a specific instance. Some find the term offensive, implying the need to disclose something shameful, while others prefer disclosure, finding “coming out” offensive.

Discrimination: Prejudice + power. It occurs when members of a more powerful social group behave unjustly or cruelly to members of a less powerful social group. Discrimination can take many forms, including both individual acts of hatred or injustice and institutional denials of privileges normally accorded to other groups. Ongoing discrimination creates a climate of oppression for the affected group.

Disorders of Sex Development (DSD) (noun)- Group of rare conditions where the reproductive organs and genitals do not develop as expected. Some DSDs include Klinefelter Syndrome and Androgen Sensitivity Syndrome. Sometimes called differences of sex development. Some people prefer to use the term intersex. Many people are offended by this term.

Double incision: Also called “bilateral mastectomy”. A type of FTM chest surgery procedure that is effective for individuals with a medium to large amount of breast tissue. In this method, large incisions are made horizontally across each breast, usually below the nipple. The skin is then peeled back so that the mammary glands and fatty tissue can be removed with a scalpel. The muscles of the chest are not touched. Certain areas of hard-to-reach fatty tissue may also be removed via liposuction (such as areas near the armpits). Once the extraneous tissue has been removed, the excess skin is trimmed and the incisions closed, leaving two seams/ scars just below the line of the pectoral muscles. Nipples are usually resized and grafted into place. See also “chest surgery”.

Down Low or D/L: A label adopted by some African American men, who seek same sex relations but do not identify as gay or bisexual.

Drab: A term often used by trans* individuals to indicate wearing the clothes traditionally associated with your birth sex. A male to female trans* would be “in drab” if he was wearing a man’s suit.

Drag (noun)- The performance of one or multiple genders theatrically. Those who perform are called Drag Kings and Drag Queens.

Drag King (noun)- Someone who performs masculinity theatrically.

Drag Queen (noun)- Someone who performs femininity theatrically.

Dyke (noun)- A term referring to a masculine presenting lesbian. While often used derogatorily, it is adopted affirmatively by many lesbians (and not necessarily masculine ones) as a positive self- identity term.

E: See “estrogen”

Electrolysis: The painful and costly procedure of having hair permanently removed. MTFs and some cross dressers remove facial and body hair through electrolysis, while some FTMs undergo electrolysis before certain types of phalloplasty.

Emotional/ Spiritual Attraction (noun)- An affinity for someone that evokes the want to engage in emotional intimate behavior (e.g sharing, confiding, trusting, interdepending), experienced in varying degrees (from little-to-non, to intense). Often conflated with **romantic attraction and sexual attraction**.

Enanthate: Short for testosterone enanthate, one of the main injectable forms of testosterone prescribed to FTMs in the United States. See also “testosterone”.

Estrogen or Estradiol: Sometimes shorted to “E”. A hormone responsible for producing feminine secondary sex characteristics such as breast growth and increased fat distribution around the hips and waist. Estrogen therapy is administered to MTFs to induce the presence of feminine secondary sex characteristics. It may also cause softening of the skin, slowing or stopping of scalp hair loss, decrease in muscle mass, decrease in sex drive, decreased erection, and decrease in testicular size. Estrogen can be taken in pill, patch, or injection forms.

Fag(got) (noun)- Derogatory term referring to a gay person, or someone perceived as queer. Occasionally used as a self-identifying affirming term by some gay men, at times in the shorted form “fag”.

Fag Hag: A term primarily used to describe women who prefer the social company of gay men. While this term is claimed in an affirmative manner by some, it is largely regarded as derogatory.

Feminine Presenting; Masculine Presenting (adj)- A way to describe someone who expresses gender in a more feminine or masculine way, for example in their hair style, demeanor, clothing choice, or style. Not to be confused with Feminine of Center and Masculine of Center, which often includes a focus on identity as well as expression.

Feminine of Center; Masculine of Center (adj)- A word that indicates a range of terms of gender identity and gender presentation for folks who present, understand themselves, relate to others in a more feminine/ masculine way. Feminine of Center individuals may also identify as femme, transfeminine, or more; masculine of center individuals may also often identify as butch, stud, boi, transmasculine, or more.

Femme (noun & adj)- Someone who identifies themselves as feminine, whether it be physically, mentally or emotionally. Often used to refer to a feminine- presenting queer woman.

Femme Queen: A term used to describe someone who is male bodied but identifies as and expresses feminine gender. Used primarily in urban communities, particularly in communities of color and ballroom communities.

Fluid(ity) (adj)- Generally with another term attached, like gender- fluid or fluid- sexuality, fluid(ity) describes an identity that may change or shift over time between or within the mix of the options available (e.g man and woman, bi and straight).

Finasteride: Brand name “Propecia”, and anti-androgen often prescribed in combination with estrogen therapy for MTFs. See also “anti-androgen”, “estrogen”, and “hormone therapy”.

FtM/F2M; MtF/M2F (adj)- Abbreviation for female-to-male transgender or transsexual person; abbreviation for male-to-female transgender or transsexual person.

Full-time: Going full-time, or living full-time, in the social role of the sex opposite that assigned at birth.

Gaff: A device used to conceal a biological male’s penis so that no “bulge” is visible.

Gay (adj) (1) A term used to describe individuals who are primarily emotionally, physically, and/ or sexually attracted to members of the same sex and/ or gender. More commonly used when referring to males/ men- identified people who are attracted to males/ men- identified people, but can be applied to females/ women- identified people as well. **(2)** An umbrella term used to refer to the queer community as a whole, or as an individual identity label for anyone who does not identify as heterosexual.

Gender (noun)- An idea created by society (A.K.A. A social construct) that tells us what certain genders are “supposed” to be like, based on a group of emotional, behavioral and cultural characteristics (like how we express our feelings or how we dress).

Gender affirming surgery (GAS) (noun)- Surgeries used to modify one’s body to be more congruent with one’s gender identity. Also referred to as sex reassignment surgery (SRS) or gender confirming surgery (GCS).

Gender Bending: Now considered a defamatory statement. Dressing in such a way as to question the traditional feminine or masculine qualities assigned to articles of clothing or adornment. Gender bending may be part of “fashion”, or possibly a political statement.

Gender binary structure (noun)- The idea that there are only two genders, boy/ man/ male and girl/ woman/ female, and that a person must strictly fit into one category or the other.

Gender Confirming Surgery: Medical surgeries used to modify one’s body to be more congruent with one’s gender identity. See “Sex Reassignment Surgery”.

Gender Conforming: A person whose gender expression is perceived as being consistent with cultural norms expected for that gender. According to these norms, boys/ men are or should be masculine, and girls/ women are or should be feminine. Not all cisgender people are gender conforming and not all transgender people are gender non-conforming. (For example, a transgender woman may have a very feminine gender expression).

Gender Creative (adj)- People (typically children) who don’t conform to traditional or stereotypical gender norms; a developmental position in which the child transcends the culture’s normative definitions of male/ female to creatively interweave a sense of a gender that some neither totally from the inside (the body, the psyche), nor totally from the outside (culture, others’ perception), but resides somewhere in between. Sometimes referred to a gender non- conforming.

Gender Cues: What people use to attempt to tell the gender/ sex of another person. Examples include hairstyle, vocal inflection, body shape, body movements and gestures, facial hair, etc. Cues vary by culture.

Gender Diversity: Refers to the extent to which a person's gender identity, role, or expression differs from the cultural norms prescribed for people of a particular sex. This term is becoming more popular as a way to describe people without reference to a particular cultural norm, in a manner that is more affirming and potentially less stigmatizing than gender nonconformity.

Gender Dysphoria (noun)- Distress experienced by some individuals whose gender identity does not correspond with their assigned sex at birth. Manifests itself as clinically significant distress or impairment in social, occupational, or other important areas of functioning. The Diagnostic Statistical Manual of Mental Disorders (DSM-5) includes gender dysphoria as a diagnosis.

Gender- expansive (adj)- Conveys a wider, more flexible range of gender identity and/ or expression than typically associated with the binary gender system.

Gender Expression (noun)- This term describes the ways (e.g feminine, masculine, androgynous) in which a person communicates their gender to the world through their clothing, speech, behavior, etc. Gender expression is fluid and is separate from assigned sex at birth or gender identity.

Gender fluid (adj)- Describes a person whose gender identity is not fixed. A person who is gender fluid may always feel like a mix of the two traditional genders, but may feel more one gender some of the time, and another gender at other times.

Gender Identity (noun)- The internal perception of one's gender, and how they label themselves, based on how much they align or don't align with what they understand their options for gender to be. Common identity labels include man, woman, genderqueer, trans, and more.

Gender Identity Disorder (GID): A condition identified by psychologists and medical doctors wherein a person who has been assigned one gender at birth identifies as belonging to another gender.

Gender Marker: The marker (male or female) that appears on a person's identity documents (e.g birth certificate, driver's license, passport, travel or work visas, green cards, etc). The gender marker on a transgender person's identity documents will be their sex assigned at birth until they undergo a legal and logistical process to change it, where possible.

Gender neutral (adj)- Not gender based. Can refer to language (including pronouns), spaces (like bathrooms), or identities (like being gender queer, for example). Many people prefer the term "all gender", as they do not identify as gender neutral.

Gender Neutral Language: Language that does not assume or confer gender. For example "person" instead of "man" or "woman".

Gender non-conforming (GNC) (adj)- Describes a gender expression that differs from a given society's norms for males and females. Other terms include "gender variant" or "gender diverse".

Gender Normative/ Gender Straight (adj)- Someone whose gender presentation, whether by nature or by choice, aligns with society's gender- based expectations.

Gender Oppression: The societal, institutional, and individual beliefs and practices that privilege cisgender (gender-typical people) and subordinate and disparage transgender or gender variant people. Also known as "genderism".

Genderqueer (adj)- A gender identity label often used by people who do not identify with the binary of man/ woman; or as an umbrella term for many gender non-conforming or non-binary identities (e.g agender, bigender, genderfluid). Genderqueer people may think of themselves as one or more of the following, and they may define these terms differently:

- May combine aspects man and woman and other identities (bigender, pangender);
- Not having a gender or identifying with a gender (genderless, agender);
- Moving between genders (genderfluid);
- Third gender or other- gendered; includes those who do not place a name to their gender having an overlap of, or blurred lines between, gender identity and sexual and romantic orientation.

Gender Pronouns- Is the pronoun or set of pronouns that an individual would like others to use when talking to or about that individual.

Gender Role Stereotyping (verb)- Stereotypes based on social and cultural beliefs or expectations about appropriate behavior for men/ boys or women/ girls. This can limit children's aspirations, achievements and well-being.

Gender role (noun)- A set of societal norms dictating what types of behaviors are generally considered acceptable, appropriate, or desirable for a person on their actual or perceived sex.

Gender Spectrum (noun)- The broad range along which people identify and express themselves as gendered beings or not.

Gender transition (verb)- The process by which some people strive to more closely align their internal knowledge of gender with its outward appearance. Some people socially transition, whereby they might begin dressing, using names and pronouns and/ or be socially recognized as their true gender. Others undergo physical transitions in which they modify their bodies through medical interventions.

- **Social Transition:** This can include a name change, change in pronouns and change in appearance, clothes or hairstyle.
- **Legal transition:** The process of updating identity documents, such as birth certificates and drivers' licenses, to reflect a person's authentic gender and name. Different states and localities have different rules, often making this process very challenging.
- **Medical transition:** For children, this may include the use of hormone blockers to delay the onset of puberty. It may also include cross- sex hormones to induce a puberty that is more consistent with the child's gender identity, or for adults, to promote physical changes. It can also include affirmation surgery.

Gender Variant (adj)- Someone who either by nature or by choice does not conform to gender- based expectations of society (e.g transgender, intersex, gender-queer, cross- dresser, etc).

Genderism: See "Gender Oppression".

Genderstraight: See "Gender Normative"

Genital Reconstructive Surgery (GRS): Sometimes also referred to as “genital reassignment surgery”. For FTMs, this is usually the process of orchiectomy, or removal of the testes, and vaginoplasty, where the outer skin of the penis is surgically inverted to create a clitoris and vagina. See also “orchiectomy” and “vaginoplasty”.

For FTMs, this is usually the process of constructing a phallus/penis from an individual’s own donor tissue (this is usually referred to as “phalloplasty”), or the process of “freeing up” the enlarged clitoris from its connective tissue (the clitoris is typically elongated and changed somewhat in appearance from testosterone therapy) so that it is presented on the body in a more phallic/penis- like manner (this is usually referred to as “metoidioplasty”). Scrotal implants may or may not be added during these procedures. See also “phalloplasty” and “metoidioplasty”.

Gynexual/ Gynephilic (adj)- Attracted to woman, females, and/ or femininity.

Herbals: General term used to refer to over-the-counter herbal hormones that claim to simulate natural or prescription female or male hormones.

Hermaphrodite: An out-of-date and offensive term for an intersexed person. (See “Intersexed Person”).

Heterosexual Privilege: The basic civil rights and social privileges that a heterosexual individual automatically receives, but are systematically denied to gay, lesbian, bisexual, and transgender persons on the sole basis of their gender identity.

Heteronormativity (noun)- The assumption, in individuals or in institutions, that everyone is heterosexual, and that heterosexuality is superior to all other sexuality. Leads to invisibility and stigmatizing of other sexualities. Often included in this concept is a level of gender normativity and gender roles, the assumption that individuals *should* identify as men and women, and be masculine men and feminine women, and finally that men and women are a complimentary pair.

Heterosexism (noun): (1) Discrimination or prejudice by heterosexuals against the LGBTQ Community. (2) The assumption that all people are heterosexual and that heterosexuality is superior and more desirable.

Heterosexual (straight) (adj)- A sexual orientation that describes women who are emotionally and sexually attracted to men, and men who are emotionally and sexually attracted to women.

Heterosexual Privilege: Those benefits derived automatically by being heterosexual that are denied to homosexuals and bisexuals. Also, the benefits homosexual and bisexual receive as a result of claiming heterosexual identity or denying homosexual or bisexual identity.

Hir: A gender-neutral pronoun, used in place of him/her. Pronounced “here”. See also “ze”.

Homophobia (noun)- An umbrella term for a range of negative attitudes (e.g fear, anger, intolerance, resentment, erasure, or discomfort) that one may have towards members of LGBTQ community. The term can also connote a fear, disgust, or dislike of being perceived as LGBTQ. The term is extended to bisexual and transgender people as well; however, the terms biphobia and transphobia are used to emphasize the specific biases against individuals of bisexual and transgender communities.

Homosexual (adj)- [medical]- Term used to describe a person primarily emotionally, physically, and/ or sexually attracted to members of the same sex/ gender. This term is considered stigmatizing due to its history as a category of mental illness, and is discouraged for common use (use gay or lesbian instead).

Hormone Therapy (also Hormone Replacement Therapy, HRT, Hormonal Sex Reassignment): Administration of hormones to affect the development of masculine or feminine secondary sex characteristics. Hormone therapy is usually continued for life. Androgens (testosterone) are used for FTMs; Estrogens and anti-androgens are used for MTFs. See also “anti-androgens”, “estrogen”, and “testosterone”.

Hysterectomy: Sometimes shorted to “hysto”. The surgical removal of the uterus. This surgery is often pursued by FTMs as part of the transition process, as well as for health reasons. A hysterectomy is required by some states in order to legally change one’s gender status from female to male. See also “oophorectomy”.

Hysto: See “hysterectomy”.

Identity Sphere: The idea that gender identities and expressions do not fit on a linear scale, but rather on a sphere that allows room for all expression without weighting any one expression as better than another.

In the Closet: Refers to LGBT or intersex person who will not or cannot disclose their sex, sexuality, sexual orientation or gender identity to their friends, family, co-workers, or society. An intersex person may be closeted due to ignorance about their status since standard medical practice is to “correct”, whenever possible, intersex conditions early in childhood and to hide the medical history from the patient. There are varying degrees of being “in the closet”; for example, a person can be out in their social life, but in the closet at work, or with their family. Also known as “Downlow” or D/L”.

Intergender: A person whose gender identity is between genders or a combination of genders.

Internalized Homophobia: The experience of shame, aversion, of self-hatred (caused by society at large) in reaction to one’s own feelings of attraction for a person of the same sex.

Intersectionality (noun)- The idea that identities are influenced and shaped by race, class, ethnicity, sexuality/ sexual orientation, gender/ gender identity, physical disability, national origin, etc., as well as by the interconnection of all of those characteristics. It’s also a practice in recognizing these interconnections in activism in other settings.

Intersex (noun)- Group of rare conditions where the reproductive organs and genitals do not develop as expected. Some prefer to use the term disorders (or differences) of sex development. Intersex is also used as an identity term by some community members and advocacy groups.

Institutional Oppression: Arrangements of a society used to benefit one group at the expense of another through the use of language, media, education, religion, economics, etc.

Internalized Oppression: The process by which a member of an oppressed group comes to accept and live out the inaccurate stereotypes applied to the oppressed group.

Keyhole: A type of FTM chest surgery procedure that is effective for individuals with small amounts of breast tissue. In the keyhole method, a small incision is made along the border of the areola (usually along the bottom), and the breast tissue is removed via a liposuction needle through the incision. The nipple is left attached to the body via a pedicle (a stalk of tissue) in order to maintain sensation. Once the breast tissue has been removed, the incision is closed. The nipple is usually not resized or repositioned. See also “chest surgery”.

Lesbian (adj, noun)- A sexual orientation that describes a woman who is emotionally and sexually attracted to other woman.

Lesbian Baiting: The heterosexist notion that any woman who prefers the company of woman, or who does not have a male partner, is a lesbian.

LGBTQ/GSM/DSG/+ (noun)- Initials used as shorthand or umbrella terms for all folks who have a non-normative (or queer) gender or sexuality, there are many different initials people prefer. **LGBTQ** is Lesbian, Gay, Bisexual, Transgender, and Queer (sometimes people add a + at the end in an effort to be more inclusive); **GSM** is Gender and Sexual Minorities; **DSG** is Diverse Genders and Sexualities. Other popular options included the initials GLBT and the acronym **QUILTBAG** (Queer [or Questioning], Undecided, Lesbian, Trans*, Bisexual, Asexual [or Allied], and Gay [or Genderqueer]).

Lipstick Lesbian (noun)- Usually refers to a lesbian with a feminine gender expression. Can be used in a positive or a derogatory way. Is sometimes also used to refer to a lesbian who is assumed to be (or passes for) straight.

Living openly (verb)- A state in which LGBTQ people are comfortably out about their sexual orientation or gender identity- where and when it feels appropriate to them.

Lower Surgery: See “genital reconstruction surgery”.

Male Lesbian: A male-bodied person who identifies as a lesbian. This differs from a heterosexual male in that a male lesbian is primarily attracted to other lesbian, bisexual or queer identified people. May sometimes identify as gender variant, or as a female/woman. (See “Lesbian”).

Masculine of Center (adj)- A word that indicates a range personal understanding both in terms of gender identity and gender presentation of lesbian/ queer women who present, understand themselves, relate to others in a more masculine way. These individuals may also often identify as butch, stud, aggressive, boi, trans- masculine among other identities.

Medical Transition: A long- term series of medical interventions that utilizes hormonal treatments and/ or surgical interventions to change a person’s body to be more congruent with their gender identity. Medical transition is the approved medical treatment for Gender Dysphoria.

Men who have sex with men/ Women who have sex with women (MSM/ WSW) (noun)- Categories that are often used in research and public health settings to collectively describe those who engage in same- sex behavior, regardless of their sexual orientation. However, people rarely use the terms MSM or WSW to describe themselves.

Meta: See “metoidioplasty”.

Metoidioplasty: Sometimes spelled “metoidioplasty”; sometimes shortened to “meta”. The surgical process of “freeing up” the enlarged clitoris from its connective tissue (the clitoris is typically elongated and changed somewhat in appearance from testosterone therapy) so that it is presented on the body in a more phallic or penis-like manner. Scrotal implants may or may not be added. See also “genital reconstruction surgery”.

Metrosexual (noun & adj)- A man with a strong aesthetic sense who spends more time, energy, or money on his appearance and grooming than is considered gender normative.

Microaggressions: Small, individual acts of hostility or derision toward transgender or gender non-conforming people, which can sometimes be unintentional. Examples of microaggressions include: use of non-affirming name or pronouns, derogatory language, asking inappropriate or offensive questions, and exhibiting looks that reveal distaste or confusion.

Minority stress (noun)- Chronic stress faced by members of stigmatized minority groups. Minority stress is caused by external, objective events and conditions, expectations of such events, the internalization of societal attitudes, and/ or concealment of one’s sexual orientation.

Misgender (verb)- To refer to someone, especially a transgender person, using a word, especially a pronoun or form of address, which does not correctly reflect the gender with which they identify.

MTF/ M2F: Abbreviation to male-to-female transgender person.

Mx. – Is a title (e.g Mr., Ms., etc) that is gender neutral. It is often the option of choice for folks who do not identify with the cisgender binary.

Non-Binary: A continuum or spectrum of gender identities and expressions, often based on the rejection of the gender binary’s assumption that gender is strictly an either/ or option of male/men/ masculine or female/ woman/ feminine based on sex assigned at birth. Words that people may use to express their non-binary gender identity include “agender”, “bigender”, “genderqueer”, “genderfluid”, and “pangender”.

Non-op (also non-operative): Individuals who have not attained and may not desire to attain gender reassignment surgery, and may or may not take hormone therapy. For many individuals, self-identification and self-expression, through cross-living or other methods of gender identity achieve harmony or congruence between one’s body and one’s gender identity and there is no need felt for surgical reconstruction.

Oppression: The systematic subjugation of a group of people by another group with access to social power, the result of which benefits one group over the other and is maintained by social beliefs and practices.

Oophorectomy: The surgical removal of one or both ovaries. This surgery is often pursued by FTMs, usually in combination with a hysterectomy, as part of the transition process, as well as for health reasons. See also “hysterectomy”.

Orchiectomy: Orchiectomy (or “orchidectomy”) refers to the surgical removal of the testes. This causes sterilization and greatly reduces the production of testosterone. It should not be confused with penectomy, which is the removal of the penis. Some MTFs undergo orchiectomy as an initial stage before vaginoplasty, while others may choose it as their only genital surgery. Orchiectomy, sometimes in combination with vaginoplasty, is often required to legally change one’s gender status from male to female. See also “vaginoplasty”.

Out (adj)- Describes people who openly self- identify as LGBTQ in their private, public, and/ or professional lives. Some people who are transgender prefer to use the term “disclose”.

Outing (verb)- Involuntary or unwanted disclosure of another person’s sexual orientation, gender identity or intersex status.

Packer: See “packing”.

Packing: The process of creating a male-looking bulge in one’s crotch. This can be accomplished through a home-made or store-bought pants stuffer, or through a realistic- looking prosthetic device. A packing device may be referred to as a “packer” or “packy”, or as an “STP packer” if it can also be used to pee through while standing up (STP= Stand To Pee). Some guys simply refer to their packer or prosthetic as a cock and balls, a dick, etc.

Some FTMs do not pack at all-some find it too hot and/ or sticky, others find it uncomfortable and/or inconvenient, and still others find it personally unnecessary. Some FTMs pack simply for the sake of creating a realistic-looking bulge in their pants. Others may pack only on certain occasions (while swimming, while in the locker room, or wearing tight-fitting pants). Still others may feel incomplete and/or conspicuous without wearing a packer or prosthetic device. Some have realistic prosthetics that are affixed to the skin for wear throughout the day and night. For some FTMs, the term “packing” itself is not even an accurate descriptor for the wearing of a prosthetic device-a prosthetic may be considered more an extension of the body rather than merely a pants-stuffer.

Pangender (adj)- Describes a person whose gender identity is comprised of many genders.

Pansexual (adj)- A sexual orientation that describes a person who is emotionally and sexually attracted to people of all gender identities.

Passing (verb) (1) A term for trans* people being accepted as, or able to “pass for”, a member of their self-identified gender/ sex identity (regardless of birth sex). **(2)** An LGB/queer individual who is believed to be perceived as straight.

Peri: See “peri-areolar”.

Peri-areolar: Sometimes shortened to “peri”. A type of FTM chest surgery procedure that is effective for individuals with small to medium amounts of breast tissue. In the peri-areolar method, an incision is made along the entire circumference of the areola. The nipple is usually left attached to the body via a pedicle in order to maintain sensation. Breast tissue is then “scooped out” by scalpel, or with a combination of scalpel and liposuction. The areola may be trimmed somewhat to reduce its size. Excess skin on the chest may also be trimmed away along the circumference of the incision. The skin is then pulled taut toward the center of the opening and the nipple is reattached to cover the opening-much like pulling a drawstring bag closed. Thus, this procedure is also sometimes referred to as the drawstring or “purse string” technique. The nipple/areola may be repositioned slightly, depending on original chest size and available skin. See also “chest surgery”.

Phallo: See “phallosplasty”.

Phalloplasty: Sometimes shorted to “phallo”. A type of genital reconstruction surgery in which a phallus/penis is constructed from an individual’s own donor tissue (usually taken from the forearm, leg, and/or abdomen) that has been shaped and grafted into place. Phalloplasty operations are usually done in stages requiring multiple surgeries. Scrotal implants may or may not be added. See also “genital reconstruction surgery”.

Pitcher: See “Top”. This term may be offensive to some people.

Polyamory/ Polyamorous (noun/ adj)- Refers to the practice of, desire to, or orientation towards having ethically, honest, consensually non-monogamous relationships (i.e relationships that may include multiple partners). This may include open relationships, polyfidelity (which involves more than two people being in romantic and/ or sexual relationships which is not open to additional partners), amongst many other set ups. Some poly(amorous) people have a “primary” relationship or relations(s) and then “secondary” relations(s) which may indicate different allocations of resources, time, or priority.

Post-op (also post-operative): Trans* individuals who have attained one or more gender reassignment surgery procedures.

Prejudice: A conscious or unconscious negative belief about a whole group of people and its individual members.

Pre-op (also pre-operative): Trans* individuals who have not attained gender reassignment surgery, but who desire to and are seeking that as an option. They may or may not cross-live full time and may or may not take hormone therapy.

Progesterone or progestins: A hormone sometimes used in the treatment of both FTM and MFT trans* individuals. On occasion, FTMs are treated with progesterone to treat menstrual issues in early transition (though the use of testosterone usually eventually suppresses menses in FTMs). MTFs are occasionally prescribed progesterone in combination with estrogen, but there is some disagreement about this practice. See also “hormone therapy”.

Pubertal Suppression: A low-risk medical process that “pauses” the hormonal changes that activate puberty in young adolescents. The result is a purposeful delay of the development of secondary sex characteristics (e.g breast growth, testicular enlargement, facial hair, body fat redistribution, voice changes, etc). Suppression allows more time to make decisions about hormonal interventions and can prevent the increased dysphoria that often accompanies puberty for transgender youth.

Pushout: A student who leaves school before graduation due to the encouragement of school personnel, often to enable the school to achieve a performance goal or to lower disruption within the school or because the school views the student as too much trouble. This term is in contrast to “drop out” to highlight the institutional influence on individual behavior.

QPOC (noun)- An acronym that stands for Queer Person of Color or Queer People of Color.

Queer (adj)- An umbrella term used by some to describe people who think of their sexual orientation or gender identity as outside of societal norms. Some people view the term queer as more fluid and inclusive than traditional categories for sexual orientation and gender identity, Due to its history as a derogatory term, the term queer is not embraced or used by all members of the LGBT community.

Questioning (adj)- Describes an individual who is unsure about or is exploring their own sexual orientation and/ or gender identity.

Real Life Test (RLT): A period of time in which a trans* person is required to live full time in the role of the gender they identify with (i.e a trans* person born female would be living full time as a male) before the medical community will begin the medical gender reassignment process. The RLT is required under the World Professional Association for Transgender Health Standards of Care, but other standards of Care do not require a RLT or may use discretion in determining the length of a RLT. Individual mental health and medical professionals may also use discretion when determining if a RLT is necessary for a given individual.

Romantic Attraction (noun)- An affinity for someone that evokes the want to engage in relational intimate behavior (e.g flirting, dating, marriage), experienced in varying degrees (from little-to-non, to intense). Often conflated with **sexual attraction** or **emotional/ spiritual attraction**.

Same gender loving (SGL) (adj)- A term used as an alternative to the terms gay and lesbian. SGL is more commonly but not exclusively used by members of the African American/ Black community.

Same-Sex Attraction (SSA) (noun)- A term that is used to describe the experience of a person who is emotionally and/ or sexually attracted to people of the same gender. Individuals using this term may not feel comfortable using the language of sexual orientation (ie. Gay, lesbian, bisexual) for personal reasons. Use of the term is not indicative of a person’s sexual behavior, it is used most commonly in religious communities.

Secondary sex characteristics: Physical traits that distinguish a body as more “male” or “female” in appearance, but that are not directly part of the reproductive system/gonads. They include facial and body hair growth, muscle development, fat pattern distribution, voice changes, and breast development, etc.

Sex (noun)- See assigned sex at birth. One's biological and physical attributes- external genitalia, sex chromosomes and internal reproductive structures- that are used to assign someone as male or female at birth.

Sex Assigned at Birth (noun)- See assigned sex at birth. This is generally by external genitalia at birth- female, male, or intersex.

Sexual Attraction (noun)- An affinity for someone that evokes the want to engage in physical intimate behavior (e.g kissing, touching, intercourse), experienced in varying degrees (from little-to non, to intense). Often conflated with **romantic attraction** or **emotional/ spiritual attraction**.

Sex change operation: See "sex reassignment surgery".

Sex Identity: How a person identifies physically: female, male, in between, beyond, or neither.

Sexual Orientation (noun)- The type of **sexual, romantic, emotional/ spiritual attraction** one feels for others, often labeled based on the gender relationships between the person and the people they are attracted to (often mistakenly referred to as sexual preference).

Sexual Preference- (1) The types of sexual intercourse, stimulation, and gratification one likes to receive and participate in. (2) Generally when this term is used, it is being mistakenly interchanged with "sexual orientation", creating an illusion that one has a choice (or "preference") in who they are attracted to.

Sex Reassignment Surgery/ SRS- A term used by some medical professional to refer to a group of surgical options that alter a person's biological sex. "**Gender confirmation surgery**" is considered by many to be a more affirming term. In most cases, one or multiple surgeries are required to achieve legal recognition of gender variance. Some refer to different surgical procedures as "top" surgery and "bottom" surgery to discuss what type of surgery they are having without having to be more explicit.

For MTFs, SRS usually indicates vaginoplasty and/or orchiectomy. Breast augmentation/implants may or may not be needed or desired by MTFs. For FTMs, there are several surgical procedures involved with gender transition, including chest reconstruction surgery, hysterectomy/oophorectomy, and different types of genital reconstruction surgery (GRS).

Many FTMs undergo chest surgery, but not GRS. Some have chest surgery and a hysterectomy, but not GRS. Some have all three procedures (which may total more than three surgeries, as GRS can often involve several surgical procedures).

Both MTFs and FTMs may not be able to afford any surgery at all, yet live very successfully as women or men in society through ongoing hormone treatment.

The requirements for "changing gender" under the law (i.e changing one's legally recognized sex) vary from state to state, and often depend on the amount and type of surgery or hormone therapy one has had. A few states will not allow for a change in legal sex no matter how much surgery or treatment one has had. Thus, the idea that there is one, clear-cut surgical solution for "changing gender" is a bit misleading. See also "chest surgery", "genital reconstruction surgery (GRS)", "hysterectomy", "oophorectomy", "orchiectomy", and "vaginoplasty".

Sexuality: A person's exploration of sexual acts, sexual orientation, sexual pleasure, and desire.

Silicone injections: Sometimes used by MTF women to augment the appearance of breasts, hips, thighs, buttocks, legs, cheeks, chins, and lips. Considered to be hazardous to the health of the recipient.

Skoliosexual (adj)- Attracted to genderqueer people and expression (people who don't identify as cisgender).

SOC: See "Standards of Care".

Social Transition: A transgender person's process of creating a life that is congruent with their gender identity, which often includes asking others to use a name, pronoun, or gender that is more congruent with their gender identity. It may also involve a person changing their gender expression to match their gender identity.

SOFFA: An abbreviation for Significant Others, Friends, Family, and Allies of trans people.

Spiro lactone: Brand name "Aldactone", an anti-androgen often prescribed in combination with estrogen therapy for MTFs. See also "anti-androgen", "estrogen", and "hormone therapy".

Spivakian pronouns: New terms proposed to serve as gender-neutral, third-person, singular, personal pronouns in English. See also "hir" and "ze".

Standards of Care (SOC): When someone uses the term "Standards of Care", they are often (but not always) referring to the World Professional Association for Transgender Health (WPATH), which are a set of standards and guidelines used by professionals for the medical and mental health treatment of trans* individuals. Certain health clinics and gender clinics have devised their own Standards of Care for trans* people, which may differ from WPATH.

Stealth (adj)- A term used to describe transgender or gender- expansive individuals who do not disclose their transgender or gender- expansive status in their public or private lives (or certain aspects of their public lives). * The term is increasingly considered offensive by some as it implies an element of deception. The phrase "maintaining privacy" is often used instead.

Stem: A person whose gender expression falls somewhere between a stud and a femme. See also "femme" and "stud".

Stereotype: A preconceived or oversimplified generalization about an entire group of people without regard for their individual differences. Through often negative, can also be complimentary. Even positive stereotypes can have a negative impact, however, simply because they involve broad generalizations that ignore individual realities.

Stone: A person who may or may not desire sexual contact with the genitals or breasts. Often used as "stone butch" or "stone femme".

Straight (adj)- The slang term for heterosexual; Not LGBTQ+.

Straight- Acting: A term usually applied to gay men who readily pass as heterosexual. The term implies that there is a certain way that gay men should act that is significantly different from heterosexual men. Straight-acting men are often looked down upon in the LGBTQ community for seemingly accessing heterosexual privilege.

STP device: Short for “Stand to Pee” device. A device designed to aid the user in standing to pee at a urinal or toilet. There are a few different types of STP devices, both homemade and store-bought.

Structural stigma (noun)- Negative stereotypes and social status of a person or group based on perceived characteristics that separate that person or group from other members of a society.

Stud (noun)- A term most commonly used to indicate a Black/ African- American and/ or Latina masculine lesbian/ queer woman. Also known as “butch” or “aggressive”.

Switch: A person who is both a “Top” and a “Bottom”, there may or may not be preference for one or the other.

T: See “testosterone”.

Testosterone: Sometimes shortened to “T”. An androgenic hormone responsible for producing masculine secondary sex characteristics such as facial hair growth, deepening of the voice, increased body hair growth, and increased muscle development. Testosterone therapy is administered to FTMs to induce the presence of masculine secondary sex characteristics.

Testosterone gel: A form of testosterone applied directly to the skin on a daily basis. Care must be taken to avoid skin-to-skin contact with a partner on the site of application. Transfer of the testosterone from site can be prevented by keeping the area covered. See also “testosterone”.

Third Gender (noun)- A term for a person who does not identify with either man or woman, but identifies with another gender. This gender category is used by societies that recognize three or more gender, both contemporary and historic, and is also a conceptual term meaning different things to different people who use it, as a way to move beyond the gender binary.

Top: A person who is said to take a more dominant role during sexual interactions. May also be known as “Pitcher”.

Top surgery (noun)- Colloquial way of describing gender affirming surgery on the chest.

Tracheal shave: A surgery sometimes obtained by MTFs to reduce the cartilage in the area of the throat to conform to more feminine dimensions, to greatly reduce the appearance of an Adam’s apple.

Tranny: Slang for Trans*, usually considered derogatory, though sometimes used as “in-group” slang.

Trans*/ Transgender (adj)- (1) An umbrella term covering a range of identities that transgress socially defined gender norms. Trans with an * is often used to indicate that you are referring to the larger group nature of the term. (2) A person who lives as a member of a gender other than that expected based on sex assigned at birth.

Trans woman/ transgender woman/ male- to- female (MTF) (noun)- A transgender person whose gender identity is female may use these terms to describe themselves. Some will just use the term woman.

Transactivism: The political and social movement to create equality for gender variant persons.

Transfeminine (adj)- Describes a person who was assigned male sex at birth and identifies with femininity to a greater extent than with masculinity.

Transgender (Trans) Community: A loose category of people who transcend gender norms in a wide variety of ways. The central ethic of this community is conditional acceptance of individual exercise of freedoms including gender and sexual identity and orientation.

Transhate: The irrational hatred of those who are gender variant, usually expressed through violent and often deadly means.

Transition(ing) (noun & verb)- For transgender people, this refers to the process of coming to recognize, accept, and express one's gender identity. Most often, this refers to the period when a person makes social, legal, and/ or medical changes, such as changing their clothing, name, sex designation, and using medical interventions. Sometimes referred to as gender affirmation process.

Transman; Transwoman (noun)- (1) An identity label sometimes adopted by female-to- male transgender people to signify that they are men while still affirming their history as assigned female sex at birth. (Sometimes referred to as transguy). (2) Identity label sometimes adopted by male-to-female transgender people to signify that they are women while still affirming their history as assigned male sex at birth.

Transmasculine (adj)- Describes a person who was assigned female sex at birth and identifies with masculinity to a greater extent than with femininity.

Transphobia (noun)- The fear of, discrimination against, or hatred of transgender or gender non-conforming people or those who are perceived as such.

Transsexual (adj)- Sometimes used in medical literature or by some transgender people to describe those who have transitioned through medical interventions. Most Trans* individuals do not use this term, as it is seen as offensive.

Trauma- informed care (noun)- An organizational structure and treatment framework that centers on understanding, recognizing, and responding to the effects of all types of trauma.

Tucking (noun)- The process of hiding one's penis and testes with tape, tight shorts, or specially designed undergarments.

Two- Spirit (adj/ noun)- Describes a person who embodies both a masculine and a feminine spirit. This is a culture specific term used among some Native American, American Indian, and First Nations people.

Vaginoplasty: The surgical creation of a vagina. In MTF vaginoplasty, the skin of foreskin and penis is typically inverted to form a fully sensate vagina. A clitoris supplied with nerve endings can be formed from part of the glans of the penis. In cases of shortage of skin, or when a vaginoplasty has failed, a vaginal lining can be created from skin grafts from the thighs or hips, or a section of colon may be used. These linings may not provide the same sensate qualities as results from the penile inversion method, but the vaginal opening is identical.

Vocal surgery: Because estrogen therapy leave MTF voices unchanged, some transwomen choose to pursue surgery to alter their voices. This procedure carries the risk of impairing a trans women's voice forever, so vocal surgery should be considered with caution.

Ze/ Hir- Alternate pronouns that are gender neutral and preferred by some trans* people. Pronounced zee and here they replace “he” and “she” and “his” and “hers” respectively. Alternatively some people who are not comfortable/ do not embrace he/she use the plural pronoun “they/ their” as a gender neutral singular pronoun.



LGBTQ Local Resources

Pride Center of the Capital Region
332 Hudson Ave
Albany, NY 12210
518.462.6138
www.capitalpridecenter.org

Saratoga Pride
<http://www.saratogapride.com/>

In Our Own Voices
245 Lark Street
Albany, NY 12210
518.432.418
www.inourownvoices.org

Hudson Pride Foundation
P.O Box 656
Hudson, NY 12534
518.303.6122
Hudsonpridefoundation.org

National LGBTQ Resources

Human Rights Campaign (HRC)
www.hrc.org

LGBT National Help Center
www.glnh.org

Gay and Lesbian Advocates and Defenders
(GLAAD)
www.glaad.org

The Trevor Project
www.thetrevorproject.org

Asexual Visibility and Education Network
(AVEN)
www.asexuality.org

BINET USA
www.binetusa.org

American Civil Liberties Union (ACLU)
www.aclu.org

Center Link
<https://www.lgbtcenters.org/>

Lambda Legal
www.lambdalegal.org

National LGBTQ Task Force
www.thetaskforce.org

GLSEN
<https://www.glsen.org/>

Gender Spectrum
<https://www.genderspectrum.org/>

National Center for Transgender Equality
<https://www.transequality.org/>

Trans Youth Equality
<http://www.transyouthequality.org/>

Advocates for Youth
<http://www.advocatesforyouth.org/>



National Trans* Website

True Child

<https://www.truechild.org/>

Human Rights Campaign (HRC)

www.hrc.org

The Intersex Society of North America

<http://www.isna.org/>

Lambda Legal

www.lambdalegal.org

Trans Youth Equality

<http://www.transyouthequality.org/>

National Center for Transgender Equality

<http://www.transequality.org/>

National LGBTQ Task Force

www.thetaskforce.org



Hotlines

Gay and Lesbian National Hotline: 1.888.843.4564

Albany County Crime Victim and Sexual Violence Center- 518.447.7716

Albany County Mobile Crisis: 518.447.9650

National Suicide Prevention Lifeline: 1.800.273.8255

Trevor Project Suicide Prevention Hotline: 866.4-U-TREVOR (488-7366)

Hope-Line Crisis and Suicide Prevention: 919.231.4525 or 877.235.4525

Samaritans Suicide Prevention Center: 518.689.4673 (11am- 11pm)

St. Mary's Mental Health Hotline: 518.842.9111

Saratoga County Crisis Line: 518.584.9030

Spanish Speaking Helpline: 1.877.298.3373

Trans Life Line: U.S- 877.565.8860; Canada- 877.330.6366

GLBT National Help Center: 1.888.843.4564

Equinox Domestic Violence Services: 518.432.7865

National Domestic Violence Hotline: 800.799.SAFE (7233)

Veteran's Crisis Line: 1.800.273.8255



Check Yourself: Understanding Your Own Beliefs

1. If someone were to come out to you as LGBTQ, what would your first thought be?
2. How would you feel if your child came out to you as LGBTQ? How would you feel if your mother, father or sibling came out to you as LGBTQ?
3. Would you go to a physician whom you thought was LGBTQ if they were of a different gender than you? What if they were the same gender as you?
4. Have you ever been to an LGBT social event, march or worship service? Why or why not?
5. Can you think of three historical figures who were lesbian, gay or bisexual?
6. Can you think of three historical figures that were transgender?
7. Have you ever laughed at or made a joke at the expense of LGBTQ people?
8. Have you ever stood up for an LGBTQ person being harassed? Why or why not?
9. If you do not identify as LGBTQ, how would you feel if people thought you were LGBTQ?

Recognizing your own biases is an important first step in becoming an ally. Based on your response to these questions, do you think you have internalized some of the ant-LGBT messages pervasive in our world? How might your beliefs influence your actions as a provider of LGBTQ youth? 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 LGBT youth.

(GLSEN, 2016)

Action Tips for Allies of Trans People

The following are several actions tips that can be used as you move toward becoming a better trans ally. Of course, this list is not exhaustive and cannot include all the “right” things to do or say—because often there is no single, easy, or “right” answer to every situation a person might encounter! Hopefully this list will provide you with food for thought and a starting place as you learn more about trans people, gender identities/presentations, and gender differences.

Don't assume you can tell if someone is transgender.

Transgender and transsexual people don't all look a certain way or come from the same background, and many may not appear “visibly trans.” Indeed, many trans people live most of their lives with very few people knowing their trans status.

Don't make assumptions about a trans person's sexual orientation.

Gender identity is different than sexual orientation. Sexual orientation is about who we're attracted to. Gender identity is about how we know our own gender. Trans people can identify as gay, straight, bisexual, pansexual, or asexual.

Be careful about confidentiality, disclosure, and “outing.”

Some trans people feel comfortable disclosing their trans status to others, and some do not. Knowing a trans person's status is personal information and it is up to them to share it with others. Do not casually share this information, or “gossip” about a person you know or think is trans. Not only is this an invasion of privacy, it also can have negative consequences in a world that is very intolerant of gender difference—trans people can lose jobs, housing, friends, and sadly have even been killed upon revelation of their trans status.

Understand the differences between “coming out” as lesbian, gay, or bisexual (LGB) and “coming out” as trans.

Unlike “coming out” in an LGB context, where the act of disclosing one's sexuality reveals a “truth” about that person's sexual orientation, disclosing one's trans status often has the opposite effect. That is, when a person “comes

out” as trans, the listener often assumes the “truth” about the trans person is that they are somehow more fundamentally a member of their birth sex, rather than the gender/sex they have chosen to live in. In other words, sometimes “coming out” makes it more difficult for a trans person to be fully recognized as the sex/gender they are living in.

Do not tolerate anti-trans remarks or humor in public spaces.

Consider strategies to best confront anti-trans remarks or jokes in your classroom, lab, office, living group, or organization. Seek out other allies who will support you in this effort.

If you don't know what pronouns to use, ask.

Be polite and respectful when you ask a person which pronoun they prefer. Then use that pronoun and encourage others to do so.

Be patient with a person who is questioning their gender identity.

A person who is questioning their gender identity might shift back and forth as they find out what identity and/or gender presentation is best for them. They might, for example, choose a new name or pronoun, and then decide at a later time to change the name or pronoun again. Do your best to be respectful and use the name and/or pronoun requested.

Don't try to tell a person what “category” or “identity” they fit into.

Do not apply labels or identities to a person that they have not chosen for themselves. If a person is not sure of which identity or path fits them best, give them the time and space to decide for themselves.

Over, please...

Don't assume what path a trans person is on regarding surgery or hormones, and don't privilege one path over another.

Affirm the many ways all of us can and do transcend gender boundaries, including the choices some of us make to use medical technology to change our bodies. Some trans people wish to be recognized as their gender of choice without surgery or hormones; some need support and advocacy to get respectful medical care, hormones, and/or surgery.

Don't ask a trans person what their "real name" is.

For some trans people, being associated with their birth name is a tremendous source of anxiety, or it is simply a part of their life they wish to leave behind. Respect the name a trans person is currently using.

Don't ask about a trans person's genitals or surgical status.

Think about it—it wouldn't be considered appropriate to ask a non-trans person about the appearance or status of their genitalia, so it isn't appropriate to ask a trans person that question either. Likewise, don't ask if a trans person has had "the surgery." If a trans person wants to talk to you about such matters, let them bring it up.

Don't ask a trans person how they have sex.

Similar to the questions above about genitalia and surgery—it wouldn't be considered appropriate to ask a non-trans person about how they have sex, so the same courtesy should be extended to trans people.

Don't police public restrooms.

Recognize that gender variant people may not match the little signs on the restroom door—or your expectations! Encourage schools, businesses and agencies to have unisex bathroom options, and offer to accompany a trans person to the bathroom, in a "buddy system," so they are less vulnerable.

Don't just add the "T" without doing work.

"LGBT" is now a commonplace acronym that joins lesbian, gay, bisexual, gay and transgender under the same umbrella. To be an ally to trans people, lesbians, gays and bisexuals need to examine their own gender stereotypes, their own prejudices and fears about trans people, and be willing to defend and celebrate trans lives.

Know your own limits as an ally.

Don't be afraid to admit you don't know everything! When speaking with a trans person who may have sought you out for support or guidance, be sure to point that person to appropriate resources when you've reached the limit of your knowledge or ability to handle the situation. It is better to admit you don't know something than to provide information that may be incorrect or hurtful.

Listen to trans voices.

The best way to be an ally is to listen with an open mind to trans people themselves. They are the experts on their own lives! Talk to trans people in your community. Consult the reading and film lists of this Allies Toolkit to find out where to learn more about trans lives.

WHERE TO LEARN MORE AT UCR

<http://out.ucr.edu/welcome/transguide.htm>

This document was created by MIT as part of the Trans@MIT Toolkit at <http://web.mit.edu/trans>. Some of the above items were adapted from the following resources: "Ideas for Allies of the Transgender and Intersex Communities" by Eli R. Green and Eric N. Peterson of the University of California, Riverside and "Action Steps for Being a Trans Ally" by Samuel Lurie.

PARTICIPANT HANDOUT

10 Components of Being an Effective Ally

- 1.** Allies proactively seek understanding and awareness of the marginalization that transgender people face, and advocate for a safer and more affirming world.
- 2.** Allies actively cultivate transgender people's leadership as a contribution toward creating social change.
- 3.** Allies take primary responsibility for learning about how oppression affects the lives of transgender people.
- 4.** Allies seek out transgender people's perspectives as experts on transgender identities, experiences, and needs. Allies amplify the experiences of transgender people to a broader audience.
- 5.** Allies acknowledge their own cisgender privilege and leverage it for the benefit of transgender people.
- 6.** Allies seek to understand the connections between all forms of injustice, and understand how oppressions intersect.
- 7.** Being a cisgender ally to transgender people means seeking understanding and awareness of transgender lives and experiences, and speaking out against injustice directed at transgender people.
- 8.** Allies take pride in their work without being self-congratulatory.
- 9.** Allies seek out and are receptive to feedback from transgender communities and hold themselves accountable to this feedback.
- 10.** Allies call out and raise awareness about ignorance, bias and discrimination toward transgender people, in both individual instances and broader systems of oppression.

*Note: This is not an exhaustive list.

What Every Super-Rad Straight Ally Should Know

One of the most unique aspects of the Gay-Straight Alliance model is that it brings together LGBTQ individuals *and* straight allies to combat homophobia. Here are some ways to encourage straight allies (or potential allies) to become more actively and effectively involved in your GSA.

TEN WAYS HOMOPHOBIA AFFECTS STRAIGHT PEOPLE

1. Homophobia forces us to act "macho" if we are a man or "feminine" if we are a woman. This limits our individuality and self-expression.
2. Homophobia puts pressure on straight people to act aggressively and angrily towards LGBTQ people.
3. Homophobia makes it hard to be close friends with someone of the same sex.
4. Homophobia often strains family and community relationships.
5. Homophobia causes youth to become sexually active before they are ready in order to prove they are "normal." This can lead to an increase in unwanted pregnancies and STDs.
6. Homophobia prevents vital information on sex and sexuality to be taught in schools. Without this information, youth are putting themselves at a greater risk for HIV and other STDs.
7. Homophobia can be used to hurt a straight person if they "appear to be gay."
8. Homophobia makes it hard for straight people and LGBTQ people to be friends.
9. Homophobia along with racism, sexism, classism, etc. makes it hard to put an end to AIDS.
10. Homophobia makes it hard to appreciate true diversity and the unique traits that are not mainstream or "normal."

For more info, see Homophobia: How We All Pay the Price, edited by Warren J. Blumenfeld, Boston: Beacon Press: 1992.

"HOMOWORK": WAYS TO FIGHT HOMOPHOBIA AS A STRAIGHT ALLY

1. Organize discussion groups in class or after school to talk about the "Ten Ways Homophobia Affects Straight People."
2. Always use neutral labels like "partner" or "significant other" instead of "boyfriend," "girlfriend," etc. when writing papers or talking to others.
3. Bring up LGBTQ issues in conversations with friends or discussions in class.
4. Interrupt anti-LGBTQ jokes, comments or any other behaviors that make homophobia appear OK.
5. Put LGBTQ-positive posters in the halls and classrooms or wear shirts, buttons, etc. that promote tolerance.
6. Don't make assumptions about peoples' sexual orientations or gender identities. Assume there are LGBTQ people in all classes, sports, meetings, daily life, etc.
7. Don't assume that "feminine-acting men" and "masculine-acting women" are not heterosexual.
8. Don't assume that "macho males" or "feminine females" are heterosexual.

**GAY-STRAIGHT ALLIANCE
NETWORK**

www.gsanetwork.org

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For more information and resources for Gay-Straight Alliances, contact GSA Network:
Statewide Office: 160 14th Street, San Francisco, CA 94103, ph: 415.552.4229, f: 415.552.4729
Central Valley Regional Office: 4403 E. Tulare Ave, Fresno, CA 93702, ph: 559.453.9040, f: 559.453.9080
Southern California Regional Office: 605 W. Olympic Blvd, Suite 610, Los Angeles, CA 90015,
ph: 213.534.7182, f: 213.553.1833

