



LGBTQ 101

IHS Series

Gender vs. Sexual Orientation

- Sexual orientation refers to an enduring emotional, romantic, physical, sexual, or affectionate attraction toward others.
- Gender is a social construct and has historically defined one's behavior and role within society.

LGBTQ Terminology

- **L G B T Q-**
- **Queer-**
- **Cisgender-**
- **Transgender-**
- **Intersex-**
- **MSM-**
- **Two-Spirit-**
- **Gender Binary-**
- **Homophobia-**
- **Transphobia-**

LGBTQ Terminology

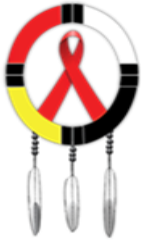
- **L G B T Q:** Lesbian, Gay, Bisexual, Transgender, Queer/Questioning
- **Queer:** as a sexual orientation, this term refers to an individual who does not identify as heterosexual. It is used by people of all and any sexual practices. As an umbrella term, it is used to include anyone who is not both heterosexual and cisgender, as well as used in place of an initialization to refer to the LGBTQ* community. It was originally used in a derogatory sense and is now being reclaimed by many within the LGBTQ* community as a proud name for themselves and their community.
- **Cisgender:** A term used to describe those having a gender identity or gender role that society considers appropriate for one's sex; the opposite of transgender.
- **Transgender:** A term used both as an umbrella term and as an identity. Broadly, it refers to those who do not identify with their assigned gender and/or gender roles and who transgress traditional sex and gender categories. As an identity, it typically refers to an individual who identifies with the gender that is opposite of the sex of which they were assigned at birth.

LGBTQ Terminology

- **Intersex:** A set of medical conditions that features congenital anomaly of the reproductive system. That is, a person born with sex chromosomes, external genitalia, or an internal reproductive system not considered “standard” for either male or female.
- **M S M:** Men who have sex with Men. This term is often used when discussing sexual behavior and sexual health. It is inclusive of all men who participate in this behavior regardless of how they identify their sexual orientation.
- **Two-Spirit:** Native American concept present in some indigenous cultures that traditionally refer to people who display both masculine and feminine sex and gender characteristics. It may also imply a masculine spirit and a feminine spirit living in the same body

LGBTQ Terminology

- **Gender Binary:** The idea that there are only two genders and sexes- male/female or man/woman- and that gender and sex must “match”, respectively.
- **Homophobia:** Negative feelings, attitudes, actions or behaviors towards anyone who is lesbian, gay, bisexual, transgendered, queer, or perceived to identify as any of the above. It can manifest itself in a variety of ways, including verbal threats, jokes, physical/emotional violence, discrimination in adoption, marriage, employment, etc.
- **Transphobia:** Fear, hatred, or discomfort with transgender people and with the blurring of gender boundaries manifested through violence, harassment, and various forms of discrimination and invisibility. May be present in gay/lesbian communities as well as in broader societies.



Concept of Two-Spirit

- The term/identity of two-spirit does not make sense unless it is contextualized within a Native American frame
- Two-Spirit within a traditional setting was a gender analysis and not a sexual orientation
- Today, most people associate the term with LGBT Natives; however, the work of the two-spirit organizations is more akin with the traditional understanding

LGBT Coming Out Process

..."coming out" is typically a declaration of an independent identity: an GLBT person musters their courage and, anticipating conflict, announces their sexuality to a friend or family member - at the risk of being met with anger, resistance, violence or flat-out rejection or abandonment...

Two-Spirit Coming In Process

...an Aboriginal person who is GLBT comes to understand their relationship to and place and value in their own family, community, culture, history and present-day world. "Coming in" is not a declaration or an announcement; it is simply presenting oneself and being fully present as an Aboriginal person who is GLBT...

Heterosexual Privilege

Heterosexual privilege is living without ever having to think twice, face, confront, engage, or cope with anything on this list. Marriage, which is a right for heterosexual people and a privilege afforded to only select LGBTQI people, includes the following benefits/ heterosexual privileges:

Family

- Family-of-origin support for a life partner/lover/companion.
- Adopting children and foster-parenting children.
- Immediate access to your loved ones in cases of accident or emergency

Employment

- Working without always being identified by your sexuality/culture (e.g. you get to be a farmer, brick layer, artist, etc. without being labeled the lesbian farmer, the gay nurse, the trans teacher etc.)
- Being employed as a teacher in pre-school through high school without fear of being fired any day because you are assumed to corrupt or “convert” your students.

Benefits

- Paid leave from employment and condolences when grieving the death of your partner/lover (i.e. legal members defined by marriage and descendants from marriages).
- Inheriting from your partner/lover/companion automatically under probate laws.
- Sharing health, auto, and homeowners’ insurance policies at reduced rates.

Public Recognition

- Public recognition and support for an intimate relationship. (Kissing, hugging, and being affectionate in public without threat or punishment.)
- Receiving validation from your religious community.
- Not having to hide and lie about same-sex social events. (Source: <http://clem.mscd.edu/glbts/safezone.html>)

Micro-Aggressions

- ***Microaggressions* are “brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative slights and insults toward members of oppressed groups”****

**Kevin L. Nadal, “Preventing Racial, Ethnic, Gender, Sexual Minority, Disability, and Religious Microaggressions: Recommendations for Promoting Positive Mental Health,” *Prevention in Counseling Psychology* 2 (2008): 22-27.

Micro-Aggressions Examples

1. Discomfort/disapproval of LGBTQ* experiences

- a. thinking that people identify as bisexual or transgender because it is “trendy”
- b. feeling repulsed by displays of affection between same-sex couples but not different-sex couples
- c. being afraid of social interactions with LGBTQ* people for fear of being seen as LGBTQ* yourself or being “hit upon”
- d. denying equal treatment to individuals who are or are perceived as LGBTQ*

2. The endorsement of hetero- and gender-normative cultures and behaviors

- a. assuming everyone is heterosexual and cisgender
- b. telling a gay person not to “act gay” in public or a lesbian not to “act so butch”
- c. forcing a child to dress according to their assigned gender

3. The assumption of pathology/abnormality

- a. seeing transgender people as mentally ill
- b. believing that transsexual women and men are not “really” women and men, respectively
- c. believing that all gay and bisexual men have HIV/AIDS

4. The use of heterosexist and gendered language

- a. making offensive jokes
- b. using disparaging phrases like “that’s so gay”
- c. intentionally using inappropriate gender pronouns to refer to transgender people

Being an Ally!

“Straight But Not Narrow”: How to Be an Ally to LGBTQ, and Intersex People

An ally:

- Is an advocate for LGBTQQIA people
- Works to develop an understanding of heterosexism, homophobia, transphobia, and cissexism
- Chooses to align with LGBTQQIA people and support them
- Is a safe person, committed to providing support and maintaining confidentiality with whoever comes to them, including an LGBTQQIA roommate, friend, or family member
- Can give referrals to another ally if they feel they cannot assist with a particular concern
- Expects to make some mistakes, but uses them as learning tools- not an excuse for non-action
- Knows that as an ally, they have the right and ability to initiate change through personal, institutional, and social justice
- Does not put down other groups of people on the basis of their race, religion, culture, gender, social status, physical or mental abilities, sexuality, age, or for any other reason
- Looks within themselves to unlearn the myths that society has taught about the LGBTQQIA community and other marginalized groups
- Promotes a sense of community and knows that they are making a difference in the lives of others

Thank you!



For further questions please contact the UNM LGBTQ Resource Center.

Phone: (505)277-LGBT(5428)

Email: safezonetrainings@gmail.com / lgbtqrc@unm.edu