SAFE ZONE
IHS Series

Sex

- Biological, Hormonal, Chromosomal make-up

Male ⟷ Female

Gender Identity

- Internal Identity. When society refers to one gender or the other they say he or she is a…

Man Woman

Gender Expression

- Traits and characteristics used to describe one's gender identity/sex. This can be done through expressions, language, clothing and mannerisms

Masculine Feminine

Sexual Orientation

- Sexual orientation refers to an enduring emotional, romantic, physical, sexual, or affectionate attraction toward others.

Homosexual Heterosexual

LGBTQ Terminology

- **L G B T Q-**
- **Queer-**
- **MSM-**
- **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.

- **MSM:** 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.

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.

Intersections of Identity

- Every individual you come into contact with carries more than one identity. Some examples are: Student, teacher, partner, employee, member of a particular religious group, and so on. Members of the LGBTQQIA* community so often have to hide an essential piece of themselves out of fear of physical, psychological, emotional or mental harm. When someone comes to you looking for support, it is crucial that you look at them as a whole instead of isolating one aspect of them. This will allow for a greater conversation and will help the person receive the support they need.

Intersections of Identity Exercise

- List 4 to 5 Identities that you use to Identify who you are. These Identities can be related to your sexuality, gender, race, religion, nationality or anything else that you feel is important to who you are.

  1)

  2)

  3)

  4)

  5)

Spectrum Review

Male — Female

Man — Woman

Masculine — Feminine

Homosexual — Heterosexual

Trans Terminology

- FAAB/MAAB/UAAB
- FTM/MTF
- PGP
- Cisgender
- Transgender*/Transgender
- Transsexual
- Transvestite
- Drag Queen/Drag King
- Intersex
- Gender Queer

Trans Terminology

- **FAAB/MAAB/UAAB:** Female assigned at birth/Male assigned at birth/Unassigned at birth
- **FTM/MTF:** Female to Male/ Male to Female
- **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.

Trans Terminology

- **Transsexual:** A person whose gender identity differs from what is culturally associated with their biological sex at birth. Generally, these individuals undergo gender confirmation surgery, though they still may refer to themselves as transgender.

- **Transvestite** A person (typically male) who derives emotional and/or sexual pleasure from adopting the dress, and often behaviors, that is typically associated with the opposite sex. Identifying as such does not necessarily imply ones gender identity or sexual orientation.

- **Drag** The act of dressing in gendered clothing as a part of a performance. Dressing in such a way does not indicate sexuality, gender identity, or sex identity

Trans Terminology

- **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

- **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.

- **Gender-Queer** A self identifying term used by someone who rejects the male/female gender binary in favor of more fluid, nontraditional identity that merges or blurs characteristics of gender and gender norms.

LGBTQ Terminology

- **PGP** — An acronym that stands for “Preferred Gender Pronoun.” Is is a phrase that is used by the Tran* Community to ensure that an individual is addressed with their proper gender pronouns.

- **Fag** — A derogatory slur for gay men, now reclaimed by some as a term of pride. The word is an allusion to the Inquisition-era of burning people at the stake for suspected homosexual practices.

- **Dyke** — Although once used negatively, this term has been reclaimed by some in the LGBTQ community to refer to lesbians or bisexual women. However it is still often used as a derogatory slur

- **Tranny** — The term “Tranny” is often thought of to be the shortened form of “transgender” or “transsexual.” However the term is a derogatory term for Trans* women and can be associated with all forms of violence. The term is also associated with “tranny porn” which is often humiliating and objectifying. It can or cannot be reclaimed by Trans* women, but that is their choice.

Internalized Homophobia

- The experience of shame, aversion, or self-hatred in reaction to one's own feelings of attraction for a person of the same sex. This occurs at different levels of intensity for many gay and lesbian individuals who have learned negative beliefs about homosexuality and have internalized the stigmatization of homosexuality.

Homophobia

- Homophobia takes many different forms. Sometimes it takes the form of physical acts of hate, violence, verbal assault, vandalism, or blatant discrimination We often overlook these more subtle actions and exclusions because they seem so insignificant by comparison, but they are not.

Biphobia

- Biphobia is similar to homophobia, but is directed at members of the bisexual* community. It is important to note that these negative attitudes and ideas about bisexual people can come from both the LGBTQ community and society at large.

Phobia's Examples

Homophobia

- Looking at an LGBTQI person and automatically thinking of her/his sexuality rather than seeing her/him as a whole, complex person.
- Changing your seat in a meeting because a lesbian sat in the chair next to yours.
- Feeling repulsed by public displays of affection between lesbians and gay men but accepting the same displays of affection between heterosexuals.
- Worrying about the effect that a LGBTQI volunteer/co-worker will have on your work or your clients.
- Not confronting a homophobic remark for fear of being identified with lesbians and gays.
- Feeling that a lesbian is just a woman who couldn't find a man or that a lesbian is a woman who wants to be a man/ Feeling that a gay man is just a man who couldn't find a woman or that a gay man is a man who wants to be a woman.

Biphobia

- The idea that individuals who identify as bisexual are going through a "phase"
- Assuming that a bisexual person in a monogamous relationship with a person of the opposite sex has "decided" on being straight, or, alternatively, a bisexual person in a monogamous relationship with someone of the same sex has "decided" to be gay.
- The belief that bisexual people are attracted to everyone, indiscriminately.
- Claims that bisexual people are just looking for attention.
- The idea that bisexual people are actually gay/lesbian people who are claiming bisexuality to maintain heterosexual privilege.

Cisgender Privilege

- Readily available access to restrooms
- Health care facilities
- Proper referral to pronouns
- Not having to worry about legal name changes
- Not having to worry about going into a dressing room or other gender binary spaces

Being an Ally to the Trans Community

- **Validate their identity**. Simply acknowledging and believing a transperson's gender can be an extreme relief. Be sure to use their preferred pronoun and name.
- **Just ask!** If you are not sure what pronoun a person prefers or how they identify, just ask. If for some reason asking doesn't feel comfortable, try to speak without using gender-specific pronouns.
- **Respect their privacy.** Many trans individuals want only a few trusted people to know their history or physical status. Make sure it is okay with the person to discuss with other people that they are transgender or other related specifics of their lives.
- **Be aware of gendered spaces.** Be sensitive to the fact that bathrooms, locker rooms, and gender-specific events can be a place of potential embarrassments or violence for trans individuals.
- **If you make a mistake, apologize and move on.** Occasionally you might accidentally use a wrong pronoun or say a wrong name when addressing someone transgender. Apologize and correct yourself, but not too profusely.
- **Acknowledge their experience.** If a trans individual does talk about their body, identity and experience you at times might be surprised to hear that their lives do not match up to your expectations. For instance, a male you know might have given birth at some point. This is simply part of the Trans experience. Accept it and learn!

(Adapted from a publication by Gender Queer (GQ), a subgroup of the University of Oregon Lesbian, Gay, Bisexual, Transgender, and Queer Alliance)

Thank you!

For further questions please contact the UNM LGBTQ Resource Center.
Phone: (505)277-LGBT(5428)
Email: safezonetrainings@gmail.com/ lgbtqrc@unm.edu