The HDHS LGBTQ+ Community students & student leaders present

The LGBTQ+ Language Toolkit

Many thanks to Bex Bothwell – O'Hearn Founder of the Suffolk DEI Educators network for the toolkit template & ideas.

This is why we did it .....

Language is powerful and can help to shift attitudes and behaviours. Inclusive language can help to promote and embed equality, diversity and inclusion within our community. We need to be considerate of the impact of the words and phrases we use. Everyone has different individual personal preferences about language and identity and as the language we use is constantly evolving and changing, understanding some key principles will help you to adopt a more inclusive approach.

We understand that communicating in a more inclusive way can be about changing deeply embedded habits and it will take time. It is okay to make mistakes. Apologise, correct what you have said, learn from the mistake and work to communicate more inclusively next time.

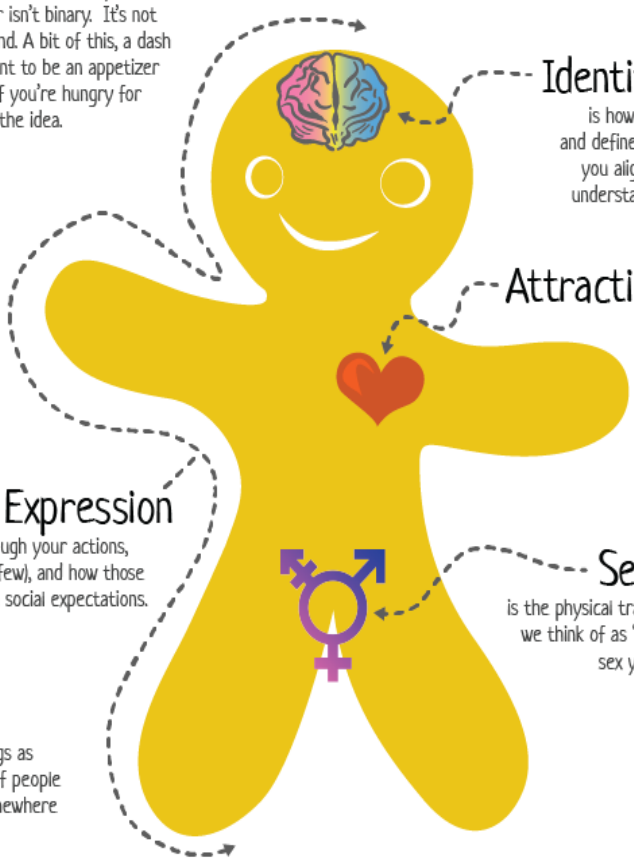
The aim of this booklet is to give you the language that the LGBTQ+ community feels is the most appropriate. This booklet should be used to help you in your conversations with LGBTQ+ people. Don't be afraid to use this booklet- it is always ok to ask if you are not sure. We would rather you did this than use inaccurate terminology.

We hope that you find this useful and that it gives you more confidence to engage in discussions around LGBTQ+. Just by learning these key terms and using them appropriately, you are sending a clear message to the LGBTQ+ community that they are safe, included, valued and more importantly celebrated.

The Genderbread Person

by it's pronounced METROsexual .com

Gender is one of those things everyone thinks they understand, but most people don't. Gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for gender understanding. It's okay if you're hungry for more after reading it. In fact, that's the idea.



Identity

is how you, in your head, experience and define your gender, based on how much you align (or don't align) with what you understand the options for gender to be.

Attraction

is how you find yourself feeling drawn (or not drawn) to some other people, in sexual, romantic, and/or other ways (often categorized within gender).

Expression

is how you present gender (through your actions, clothing, and demeanor, to name a few), and how those presentations are viewed based on social expectations.

Sex

is the physical traits you're born with or develop that we think of as "sex characteristics," as well as the sex you are assigned at birth.

We can think about all these things as existing on continuums, where a lot of people might see themselves as existing somewhere between 0 and 100 on each

⊘ means a lack of what's on the right side

Gender Identity

⊘ → Woman-ness

⊘ → Man-ness

personality traits, jobs, hobbies, likes, dislikes, roles, expectations

common GENDER IDENTITY things

Gender Expression

⊘ → Femininity

⊘ → Masculinity

style, grooming, clothing, mannerisms, affect, appearance, hair, make-up

common GENDER EXPRESSION things

Anatomical Sex

⊘ → Female-ness

⊘ → Male-ness

body hair, chest, hips, shoulders, hormones penis, vulva, chromosomes, voice pitch

common ANATOMICAL SEX things

Identity ≠ Expression ≠ Sex

Gender ≠ Sexual Orientation

Sex Assigned At Birth

☐ Female ☐ Intersex ☐ Male

Typically based solely on external genitalia present at birth (ignoring internal anatomy, biology, and change throughout life), Sex Assigned At Birth (SAAB) is key for distinguishing between the terms "cisgender" (when SAAB aligns with gender identity) and "transgender" (when it doesn't).

Sexually Attracted to... and/or (a/o)

⊘ → Women a/o Feminine a/o Female People

⊘ → Men a/o Masculine a/o Male People

Romantically Attracted to...

⊘ → Women a/o Feminine a/o Female People

⊘ → Men a/o Masculine a/o Male People

For a bigger bite, read more at www.genderbread.org

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Key terms	Definition – what does it mean?
LGBTQ+	Stands for lesbian, gay, bisexual, trans, questioning and the + includes other sexual identities and genders

Gender

Key terms	Definition – what does it mean?
Cisgender (Cis)	Someone whose gender identity is the same as the sex they were assigned at birth. Non-trans is also used by some people. Example – if someone is born a male and identify as male, they are cis. The word "cis" comes from the Latin for "same".
Trans	An umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) transgender, transsexual, gender-queer (GQ), gender-fluid, non-binary, gender-variant, genderless, agender, nongender, third gender, bi-gender, trans man, trans woman, trans masculine, trans feminine and neutrois.
Trans Man (ffm)	A term used to describe someone who is assigned female at birth but identifies and/ or lives as a man. This may be shortened to trans man, or FTM, an abbreviation for female-to-male. Note – not everyone is comfortable being referred to in this way and you should ask what language people prefer.
Trans Woman (mff)	A term used to describe someone who is assigned male at birth but identifies and lives as a woman. This may be shortened to trans woman, or MTF, an abbreviation for male-to-female. Note – not everyone is comfortable being referred to in this way and you should ask what language people prefer.
Intersex	A term used to describe a person who may have the biological attributes of both sexes or whose biological attributes do not fit with societal assumptions about what constitutes male or female. Intersex people may identify as male, female or non-binary.
Gender Identity	A person's innate sense of their own gender, whether male, female or something else (see non-binary below), which may or may not correspond to the sex assigned at birth.
Non-binary	An umbrella term for people whose gender identity doesn't sit comfortably with 'man' or 'woman'. Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely.

Key terms	Definition – what does it mean?
Gender	Often expressed in terms of masculinity and femininity, gender is largely culturally determined and is assumed from the sex assigned at birth.
Gender dysphoria	Used to describe when a person experiences discomfort or distress because there is a mismatch between their sex assigned at birth and their gender identity. This is also the clinical diagnosis for someone who doesn't feel comfortable with the sex they were assigned at birth. However not all trans people experience dysphoria. "Gender incongruence" is the medial diagnosis nowadays. Incongruence is simply a "disconnect between your gender and the sex you were designated at birth". Dysphoria comes from incongruence, but incongruence doesn't always lead to dysphoria.
Pronoun	Words we use to refer to people's gender in conversation - for example, 'he' or 'she'. Some people may prefer others to refer to them in gender neutral language and use pronouns such as they/their and ze/zir.
Transitioning	The steps a trans person may take to live in the gender with which they identify. Each person's transition will involve different things. For some this involves medical intervention, such as hormone therapy and surgeries, but not all trans people want or are able to have this. Transitioning also might involve things such as telling friends and family, dressing differently and changing official documents.
Gender stereotypes	A set idea about how men, women and non-binary people should behave and how they should look. These ideas are often wrong and outdated. We should not let them hold us back or challenge us.
Transphobia	The fear or dislike of someone based on the fact they are trans, including denying their gender identity or refusing to accept it. Transphobia may be targeted at people who are, or who are perceived to be, trans. It is often discriminatory and negative in attitude.
Sexism	Prejudices and/ or discrimination based upon sex or gender.

Sexual orientation

Key terms	Definition – what does it mean?
Sexual orientation	A person's sexual attraction to another person or lack of. Along with romantic orientation, this forms a person's orientation identity. The term "orientation" can be used to describe sexual and romantic orientations.
Lesbian	Refers to a woman who has a sexual and /or romantic orientation towards women. Some non-binary people may also identify with this term.
Gay	Refers to a man with a romantic and / or sexual orientation towards men. Also, a generic term for lesbian and gay sexuality – some women define themselves as gay rather than lesbian.
Bisexual/ bi	An umbrella term to describe a romantic and /or sexual orientation towards more than one gender. Bi people may describe themselves using one or more of a wide variety of terms including but not limited to bisexual, pan, and queer.
Pansexual	Attraction to two or more genders, sometimes described as "regardless of gender". Broadly overlaps with bisexual but the distinction matters to some people and that is ok.
Ace	An umbrella term to describe a wide group of people who experience a lack of, varying, or occasional experiences of romantic and/ or sexual attraction, including a lack of attraction. This may incorporate and people may describe themselves as (but not limited to) asexual, grey, ace, demi-ace and other ace-spec identities.
Homophobia	Discrimination and negative attitudes towards people who identify or assumed to be gay or lesbian.
Biphobia	Discrimination and negative attitudes towards people who identify or are assumed to be bisexual.
Asexual	A person who does not experience sexual attraction. Some asexual people experience romantic attraction, while others do not.

Other useful terms

Key terms	Definition – what does it mean?
Ally	A (typically) straight and/or cis person who supports members of the LGBTQ+ community.
Coming out	When a person discloses their sexual orientation or gender identity to someone else.
Outed	When a person's sexual orientation or gender identity is disclosed to someone else without their consent.
Queer	A term used by those wanting to reject specific labels of romantic orientation, sexual orientation and/or gender identity. It can also be a way of rejecting the perceived norms of the LGBTQ+ community (racism, sizeism, ableism etc). Although some LGBTQ+ people view the word as a slur, it was reclaimed in the late 80s by the queer community who have embraced it.
Questioning	The process of exploring your own sexual orientation and/ or gender identity.

How to be an LGBTQ+ Ally

Allies can be some of the most effective and powerful voices of the LGBTQ+ movement. Many LGBTQ+ people come out for the first time when they are at school. Learning that someone you know is LGBTQ+ can open up a range of emotions and it may be difficult to know how best to react and support them. The important thing to remember is that if someone comes out to you - whether directly or indirectly - they are telling you that you are someone they value and that they want to be genuine and honest with you. There is no one right way to be a great ally, but here are some ways in which you can become a more supportive friend or teacher. 5 top tips for being an ally.

1 **Diversify your reading and watching lists**

The most important thing you can do is be open minded and ready to listen and learn. You can also do some research to raise your awareness. There is so much out there for you to embrace LGBTQ+ culture- you just need to look it up! You can also use the resources section of this booklet to help. Educating yourself will equip you with the knowledge and the confidence to have discussions with others around LGBTQ+ topics.

2 **Don't make assumptions**

Please don't assume you know someone's gender, sexuality or pronouns. Just because someone has or has previously had a boyfriend or a girlfriend, you cannot assume how they identify based just on this.

3 **Use this LGBTQ+ Language Toolkit to help you understand terminology**

Language is so important. Try to learn some of the key terms in the toolkit and put them into practice when talking about LGBTQ+ topics or with LGBTQ+ people. Remember though, every person is different. For example, some people do not like the term 'lesbian' and prefer the term 'gay'. The most important thing is to find out what language people are comfortable with. You could say, "I really want to learn more about this so do please let me know which words you feel comfortable with". It's always ok to ask, if your intention is to genuinely learn from it.

4 **It's ok to make mistakes**

Being an ally is not about knowing it all and never making mistakes. We all get things wrong sometimes and that is ok. If you accidentally mis-gender someone or use the wrong language, don't worry. Apologise and learn again. You could try something like this: "I'm sorry, that wasn't the word I meant to use. I'm trying to be a better ally and learn the right terminology, but I'm still working on it. If you hear me misuse something, I'd really appreciate if you could let me know."

5 **Don't be a bystander**

This one is so important. It is one thing saying you are an ally to the LGBTQ+ community but actions DO matter. Make sure you stand up to homophobia and transphobia. Report it. Being an ally means standing in solidarity with everyone, not just standing by. Silence helps breed prejudice

How can I help?

If students, parents and colleagues need support around LGBTQ+ issues, education and advice, the most helpful thing to do, if you are unable to help them yourself, is to signpost them to the expert organisations who can really help.

Here is a list of local and national organisations.

Local	
Outreach youth **info@outreachyouth.org.uk**	Outreach youth is committed to enabling Lesbian, Gay, Bisexual, Trans*, Queer and Questioning (LGBT*Q+) young people and their peers, to realise their unique potential and to take a positive role in society, through their involvement and participation in social and informal education youth work opportunities.
The Outhouse **info@theouthouse.org.uk**	Our mission is to develop and promote a sustainable, fair and equal society where all lesbian, gay, bisexual and transgender people can achieve their full potential. www.theouthouse.org.uk
National	
Stonewall	Stonewall campaigns for the equality of lesbian, gay, bi and trans people across Britain. www.stonewall.org.uk
Young Stonewall	Our aim is to support and empower young lesbian, gay, bi and trans people to live their lives free from discrimination and fulfil their potential. www.youngstonewall.org.uk
Mermaids	Supports transgender, non- binary and gender-diverse children and young people until their 20th birthday, as well as their families and professionals involved in their care. mermaidsuk.org.uk
Gendered Intelligence	A registered charity that exists to increase understandings of gender diversity and improve trans people's quality of life. genderedintelligence.co.uk
The Proud Trust	A life saving and life enhancing organisation that helps LGBT+ young people empower themselves, to make a positive change for themselves, and their communities. www.theproudtrust.org
Schools Out	Our overarching goal is to make schools and educational institutions safe spaces for our Lesbian, Gay, Bisexual and Trans (LGBT) communities. www.schools-out.org.uk
UK Black Pride	Europe's largest celebration for LGBTQ people of African, Asian, Caribbean, Middle Eastern and Latin American descent. www.ukblackpride.org.uk
Terrence Higgins Trust	The UK's leading HIV and sexual health charity. www.tht.org.uk
Mindline Trans +	An emotional and mental health support helpline for anyone identifying as transgender, non-binary, genderfluid. mindlinetrans.org.uk
The Classroom	An accessible space for teachers to locate a range of resources to make Lesbian Gay Bisexual Trans people visible in education. the-classroom.org.uk

Top 10 tips for tackling anti-LGBTQ+ behaviour

1 - Don't pretend to ignore it – if you hear it, call it out immediately. When it's not called out immediately it gives the message that you don't mind that sort of prejudice language.

2 - When you want to challenge it but are worried you don't have the right terminology, grab this toolkit and have it in your hand when talking about it if it gives you more confidence. But remember, it's ok to make mistakes.

3 - Use it as a chance to educate the whole class or a wider group of people. Chances are if one person has used anti-LGBTQ+ language, their peers may have too or have certainly been exposed to it.

4 - Don't excuse anti-LGBTQ+ behaviour as being 'out of character' for that person or defend it as 'harmless banter'.

5 - Consider ways in which you can help challenge the stereotypes in the language being used. Can you refer to your own experience of discrimination and prejudice?

6 - Discuss the impact of that language on others: tell them the realities of their words and actions. Make clear the consequences of their behaviour. What effect does that have on the person who hears it? Why should they have to hear this? What gives them the right to make others feel bad? It is important to make very clear to them that LGBTQ+ prejudice is unacceptable because it hurts people and creates an unpleasant and unsafe school.

7- Take time to really explore and to listen. Sometimes people are repeating what they have heard or are struggling with their own identity or sexuality. Explore exactly what the person thinks about LGBTQ+ people. Explore why they feel this way – where do they think this came from? How long have they thought that? What is the justification for that?

8 - Reinforce that every instance of anti-LGBTQ+ behaviour and language in the school will continue to be challenged and that it will be dealt with in line with the school's anti-bullying and behaviour policies.

9 - Commit to including proactive activities around the school and in your lessons which make clear that prejudice is unacceptable and that LGBTQ+ students can expect to be welcomed, celebrated and supported.

10 Be consistent in tackling anti- LGBTQ+ behaviour. Don't deal with one type of discrimination e.g., sexism or racism yet ignore LGBTQ+ discrimination

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