

Situations

1. Anne was born biologically male, but she started showing interest in female clothing at a young age and has since had gender reconstructive surgery. She is attracted to both men and women, but is currently in a romantic relationship with a female.
2. Stacy has self-identified as heterosexual throughout her life and finds herself strongly attracted to a new female co-worker.
3. Gwen is biologically female, identifies as female but does not engage in any “typical” female activities such as dressing up, playing with dolls or wearing jewelry/makeup. She is also not romantically attracted to males or females.
4. Tyler was born with ambiguous genitalia (externally female and internally male). Because he was externally female, his parents raised him as female, however, he identifies more with the male gender and is attracted to both men and women.
5. Morgan was born with male genitalia and is romantically and sexually attracted to males but does not identify or express themselves as any particular gender identity.

Follow-up Questions

1. Have you seen people make jokes that are stereotypes (usually negative) of lesbians, gay men or bisexual people?
2. If students make a humorous remark based on a stereotype, do you point that out or do you just laugh?
3. Have you heard people use negative slang about LGBTQ?
4. What are some things that people say that aren't clearly negative, but might give a negative attitude towards a particular gender or sexuality?
 - a. Ex. You fight like a girl.
5. What are some things you could say to someone that does or says these types of things?

SEXUAL ORIENTATION AND GENDER IDENTITY TERMS AND DEFINITIONS

Note on Definitions: Please know that all definitions and labels do not mean the same to all people. This list represents common usages and meanings of these terms, but is not exhaustive nor universal.

- 1) **Gender:** The wide set of characteristics that distinguish between the two institutionally recognized sexes: male and female. Can shift over time. Gender has at least three parts:
 - a) **Physical Markers** – Aspects of the human body
Ex. genitalia, chromosomes, hormones, secondary sex characteristics, and internal reproductive organs.
 - b) **Role/Expression** – Aspects of behavior and outward presentation that may communicate gender to others
Ex. clothing, body language, hairstyles, socialization, relationships, career choices, interests, and presence in gendered spaces (restrooms, places of worship, etc).
 - c) **Gender Identity** – One’s internal view of their gender. This will often influence name and pronoun preference for an individual.

- 2) **Sexual Orientation:** How people describe their sexual attractions. Can shift over time. Sexual orientation has at least three parts:
 - a) **Attraction** – One’s own feelings about to which gender they are drawn to. Can be sexual, emotional, spiritual, and/or psychological.
 - b) **Behavior** – What one does sexually and/or with whom.
 - c) **Sexual Identity** – The terms one uses to refer to their sexual orientation. Can also be influenced by family, culture, and community.

- 3) **Transgender:** Individuals who identify differently from the sex assigned at birth or a term used by people for whom the sex they were assigned at birth is an incomplete or incorrect description of themselves.
 - a) **Transman** – An individual assigned as female at birth, but starts to identify in a more male-oriented way.
 - b) **Transwoman** – An individual assigned as male at birth, but starts to identify in a more female-oriented way or as a woman.

- 4) **Intersex:** A term referring to people who physically differ from the medical definitions of male or female in their genitalia or other sex organs.

- 5) **Gay:** Most frequently used by male-identified people who experience attraction primarily or exclusively for other male-identified people.

- 6) **Lesbian:** Most frequently used by female-identified people who experience attraction primarily or exclusively for other female-identified people.

- 7) **Bisexual:** A term used to indicate attraction or potential for attraction to more than one gender.
- 8) **Pansexual:** A term used to indicate attraction or potential for attraction to any gender, preferred by some over “bisexual” because it does not imply the existence of only two genders.
- 9) **Heterosexual/Straight:** A term used to indicate attraction primarily or exclusively for people of the opposite sex.
- 10) **Queer:** A political and sometimes controversial term that some LGBT people have reclaimed, while others consider it derogatory. Can refer either to gender identity, sexual orientation, or both and can be used by any gender.
- 11) **Questioning:** An identity or a process of introspection whereby one learns about their own sexual orientation and/or gender identity. Can happen at any age in and multiple times throughout one’s lifetime.
- 12) **Cross-dresser:** One who dresses in the clothing of the opposite sex. Cross-dressing is not an indication of one’s sexual orientation or gender identity.
- 13) **Drag:** Drag performers parody gender for an audience, usually for entertainment value. Drag performers do not necessarily identify as the gender they are parodying.
- 14) **Gender Nonconforming:** This term can refer to gender identity, or gender role and refers to someone who falls outside or transcends what is considered to be traditional gender-norms for their assigned sex.
- 15) **Androgynous:** Can refer to a person’s gender presentation or identity. An androgynous person may identify and appear as both male and female, or as neither male nor female, or as in between male and female.
- 16) **Transphobia:** Societal, systemic, and interpersonal oppression against people of transgender experience. Also something experienced by some gender queer and gender nonconforming people.
- 17) **Homophobia:** Societal, systemic, and interpersonal oppression against LGBTIQ people and communities. Also can be experienced by those who are perceived to be LGBTIQ.
- 18) **Heterosexism:** Belief that heterosexuality and the binary gender system are superior. Also, the overall creation of institutions that benefit heterosexual people exclusively and/or oppress LGBTIQ people.

**A note on gender pronouns: People tend to refer to someone as either “he” or “she” based on physical appearance. Like names, pronouns are identity terms that can be chosen or rejected. A person can identify as “he,” “she,” both, or another pronoun (like “they”).