



UNM | *LGBTQ Resource Center*

Safe Zone



LGBTQ* 101
Training Manual

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The goal of this LGBTQ* 101 training is to give basic information about the LGBTQ* community and its members. The goal is to widen knowledge and visibility, thus allowing for in-depth discussion surrounding these topics.

This training is designed to give people the information they need to serve as allies and as people of support to members of the LGBTQ* community.

The information covered in this training serve as a starting-point. We highly encourage everyone to further their knowledge and experience. (The UNM LGBTQ Resource Center offers an advanced Safe Zone training that you can ask about.)

Ally Quiz

1. _____ I use the words “gay” and “lesbian” instead of “homosexual”.
2. _____ I use non-gender specific language like, “Are you seeing someone?” or “Are you in a committed relationship?” instead of “Do you have a boyfriend/girlfriend?” or “Are you married?”
3. _____ I feel it is okay to assume the sexual orientation of another person when they are in a committed relationship.
4. _____ I understand transgender identities.
5. _____ If someone of the same sex discloses their sexual identity to me, they do so because they are attracted to me.
6. _____ I believe there are gender roles for a reason and people should not diverge from those roles.
7. _____ If a person assigned male at birth identifies as female, “he” is an okay pronoun to use when referring to them.
8. _____ I am not offended by statements and jokes about LGBTQ* people.
9. _____ I don’t speak out against statements and jokes about LGBTQ* people.
10. _____ I don’t have to learn about LGBTQ* history, culture, and issues because I am not gay.

LGBTQ* 101 Terminology

Base Line:

Sex

Gender Identity

Gender Expression

Sexual Orientation

Ally

Androgyny

Bisexual*

Cisgender

Closeted

Coming out

Dyke

Fag/Faggot

Gay

Gender Binary

Genderqueer

Heterosexism

Heterosexual Privilege

Homophobia

Homosexual

Intersex

Lesbian

Masculine of Center (MoC)

Men who have Sex with Men (MSM)

Metrosexual

Outing

Queer

Pansexual

Polysexual

Transgender*

Transsexual

Transvestite

LGBTQ* 101 Terminology

Ally: Refers to an individual who opposes heterosexism, homophobia, transphobia, cissexism, and all other forms of LGBTQ* discrimination/prejudice. This individual is open to new information and stands in solidarity with the LGBTQ* community, individuals, and causes.

Androgyny: Presenting a gender expression (and gender cues) identified in this culture as both “female” and “male” (or sometimes as neither), to the extent that it is difficult for others to identify the individual’s sex and/or gender identity.

Bisexual*: As a sexual orientation, this indicates attraction to individuals of two genders (these genders are generally “men” and “women”), but not necessarily simultaneously or equally. As an umbrella (*) term, this includes all individual’s whose attraction falls somewhere “in between” heterosexual and homosexual, but who are not asexual*. This includes, but is not limited to, bisexuals, pan-/poly-/omni-sexuals, pan-/poly-/omni-romantics, and fluid-identified individuals.

Cisgender: The opposite of transgender; a term used to describe those whose a gender identity is the same as the one which they were assigned at birth. “Cis” is the Latin prefix meaning “on the same side as”.

Closeted: Refers to when an individual keep one (or multiple) of their identities hidden. Individuals may stay in this state because of fear of rejection, harassment, and anti-LGBTQ* violence. They may also be out to certain people or in certain groups, situations, etc. (For example: One may consider themselves out, but closeted at work.)

Coming out: The process in which an individual acknowledges, accepts, and tells others about their identity or identities. One may do this multiple times.

Dyke: Once used negatively, this term has been reclaimed by some in the LGBTQ* community to refer to women - typically those who display or are perceived to be displaying more “masculine” characteristics – who identify as or are perceived as members of the LGBTQ* community. Some use it as a gender identity and/or sexual orientation. It is still often used as a derogatory slur.

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

Gay: A sexual orientation that indicates an individual whose primary sexual attraction (and, generally, other forms of attraction) is to members of the same sex and/or gender. Most prefer this term instead of the term homosexual.

Gender Binary: The structured and socially-upheld idea that there are only two genders and sexes – man/woman and male/female - and that gender and sex must “match”, respectively.

Gender Expression: This term refers to the outward characteristics that an individual takes on and how those characteristics are perceived to indicate gender. (Societally, the binary options are “masculine” and “feminine”.) An individual’s gender expression may or may not seem congruent with their gender identity (for example: not all male-identified individuals will present in a masculine manner).

Gender Identity: How an individual sees and knows themselves to be, regardless of the external expectations place on them. (Societally, the binary options are “man” and “woman”.) This conviction is not contingent upon the person’s sex, nor “proven” by their gender expression.

Genderqueer: As a gender identity, this indicates one who identifies somewhere in between or outside of the gender identity and/or who rejects the gender binary completely. Can be used an umbrella term to indicate anyone who falls outside of a transgender and cisgender identity. Sometimes used in conjunction with other terms (such as: “ftm genderqueer” – indicates gender identity, as well as choices in physicality changes, or “femme genderqueer” – indicates both gender identity and expression).

Heterosexism: A system of oppression that reinforces (heteronormativity) the belief in the inherent superiority of heterosexuality and heterosexual relationships. Enforcing this is often done hatefully – as it is with racism, sexism, etc – and can be incredibly hurtful or traumatic to those to who are affected by it.

Heterosexual Privilege: The inherent rights and leniencies that heterosexual individuals, and those perceived to be heterosexual, receive without question. These include things like: greater knowledge of their own safety, not having to come out (over and over again), partner benefits through their place of employment, and much more.

Homophobia: Negative feelings, attitudes, actions or behaviors towards anyone who is lesbian, gay, bisexual or transgendered, 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, and discrimination in adoption, marriage, employment etc.

Homosexual: A sexual orientation that indicates that one is sexually attracted (and generally otherwise attracted as well) to members of the “same” sex and/or gender.

Intersex: A set of medical conditions that features congenital anomaly of the reproductive system. That is, an individual with this condition is born with sex chromosomes, external genitalia, or an internal reproductive system not considered “standard” for either male or female. It is estimated that anywhere from 1 in 100 to 1 in 2,000 infants are born this way.

Lesbian: A sexual orientation that generally indicates a female-identified individual whose primary sexual attraction (and, generally, other forms of attraction) is towards other female-identified individuals.

Men who have Sex with Men (MSM): This term refers to sexual practice. It is often used in the medical field and 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 or other identities. It was brought about largely during the start of the HIV/AIDS epidemic to create an inclusive category for identifying those at higher risk.

Metrosexual: A contestable term that popularized in the 1990s, which refers to a heterosexual male who assumes characteristics associated with gay male stereotypes. While the term seems to imply a shift in sexual orientation, it actually refers to gender expression. Some individuals still identify themselves this way.

Masculine of Center (MoC): As a gender identity, this term indicates an individual who tilts toward the “masculine” side of the gender identity and/or expression scale. (The term includes a wide range of identities such as butch, stud, boi, transmen, two-spirit, etc.) This term is most commonly used by queer individuals whose assigned sex at birth is female, though it is also used by cisgender males. As an adjective, this term is used to describe anyone whose gender identity and/or expression is (or is perceived as) more “masculine”.

Outing: Reveling the identity of another individual. Typically, when this term is used, it refers to when the identity of an individual is revealed by someone else and without the permission of the individual.

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.

Sex: A medically assigned “identity” based on biology – chromosomes, hormones, reproductive organs, and genitalia - that does not indicate anything about one’s other identities, though is often used to assert how one is expected to identify their gender.

Sexual Orientation: A term that refers to how one identifies to whom their sexual attractions are directed. It does not necessarily indicate sexuality or sexual practices.

Transgender*: As an identity, it typically refers to an individual who identifies with the gender that is “opposite” that which they were assigned at birth. As an umbrella (*) term, it refers to those who do not identify as cisgender. This includes, but is not limited to, identities such as: genderqueer, Masculine of Center, androgyne, bigender, transgender, transvestite, and many more. When speaking about the transgender* community, the term also includes those who are perceived as members of the trans* community, though they may not identify as such.

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

Transvestite: An individual (typically male) who derives pleasure (sexual or otherwise) from adopting the dress, and often behavior, that is typically associated with the “opposite” gender. Identifying as such does not necessarily imply one’s gender identity or sexual orientation. Many consider this word outdated and/or offensive/pejorative.

Categories of *Micro-Aggressions* that Target the LGBTQ* Community and Individuals

Micro-aggressions are defined as “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”*

1. **The use of heterosexist and genderist language**
 - a. Making offensive jokes
 - b. Using disparaging phrases like “that’s so gay”
 - c. Intentionally using inappropriate gender pronouns to refer to trans* individuals
 - d. Calling trans* or intersex individuals them “it”

2. **The endorsement of hetero-/gender-normative and binary culture and behaviors**
 - a. Assuming everyone is heterosexual and cisgender
 - b. Telling a gay person not to “act so gay” in public
 - c. Forcing a child to dress according to their assigned gender or judging an individual who breaks gender norms
 - d. Enforcing that people can only identify as male or female and/or that individuals can only be attracted to one gender or “the other”

3. **The assumption of universal LGBTQ* experiences (“positive” stereotypes)**
 - a. Assuming that all gay men are interested in fashion and interior design
 - b. Stereotyping lesbians all as “butch”
 - c. Assuming that all trans* people experience gender dysphoria and/or that they wish to undergo some sort of gender conformation
 - d. Stereotyping bisexual people as hyper-sexualized and attracted to “anything that moves”

4. **The exoticization of LGBTQ* people**
 - a. Believing that LGBTQ* people are dramatically different from other people
 - b. Talking about LGBTQ* relationships as purely sexual and ignoring the other aspects that can exist within a relationship
 - c. Believing that all transwomen* are sex workers
 - d. Assuming that one’s LGBTQ* identity is the only identity they hold or the most important one and ignoring the intersections that exist

5. **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. Avoiding social interactions with LGBTQ* people for fear of being identified as LGBTQ* yourself or being “hit on”
 - d. Denying equal treatment to individuals who are (or are perceived as) LGBTQ*
- 6. Demeaning LGBTQ* experiences**
- a. Seeing anti-LGBTQ* oppression as less prevalent or destructive than other forms of oppression
 - b. Assuming that troubles faced by LGBTQ* individuals cannot apply to heterosexual and/or cisgender individuals
 - c. Assuming that acts of prejudice directed at LGBTQ* individuals exist on a personal level and are not part of a larger, societal problem
 - d. Assuming that it is not “as hard” for someone to come out or live as bisexual* because they can just “be/act straight”
- 7. The assumption of pathology/abnormality**
- a. Seeing transgender people as mentally ill and/ or that transgender women and men are not “really” women and men, respectively
 - b. Believing that people are LGBTQ* because of something that happened to them or because they “deserve to be punished”
 - c. Believing that all LGBTQ* men have HIV/AIDS
 - d. Characterizing LGBTQ* people as perverts and/or pedophiles
- 8. Denial of personal prejudice/ignorance/internalized hate**
- a. Believing that, “No, I’m not prejudiced” (“I have a gay friend!”)
 - b. Refusal to acknowledge your own privilege or let others educate you about where you may be misinformed
 - c. Assuming that because you identify as an ally or as LGBTQ*, you do not need to further your knowledge about other identities and experiences
 - d. Identifying as lesbian or gay, but being uncomfortable with trans* or bisexual* individuals

*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.

Scenarios

1. You hear a student calling another student a “fag” and calling a feminine looking guy a “tranny.” How do you respond to this?
2. You overhear a conversation between another student leader and a student. The leader is telling the girl that if she wants to fit in better she should not dress like such a “dyke.” What do you do?
3. A female in your group tells you that she identifies as lesbian. How do you respond?
4. During group activity, a student states that they identify as transgender*. Another group member hugs them and expresses sorrow for their struggle and makes the trans* person uncomfortable. What do you?
5. Everyone in your group is discussing whom they find attractive. One of the shy students in your group expresses interest in someone of the same gender. The rest of the group groans collectively and says they don’t “mind” gay people, but that they don’t want to hear about it. How do you respond?
6. With a group of students, you are all discussing what it’s like to move from home onto campus. One student brings up how it is so much easier for them to be “out” in college than it was when they were at home. Another student asks that they end their story because it doesn’t apply to anyone else in the group. How do you facilitate?
7. During activity, a student states that they identify as transgender. Another student asks the trans students when they realized that they were mentally ill. How do you handle the situation?
8. You consider yourself to be an ally to the LGBTQ* community. A student comes out to you and you realize that you are uncomfortable with it. How do you respond to the student? How do you reconcile the difference between how you identified and how you felt in this situation?

Conclusion & Wrap-Up

- Being an ally to the LGBTQ* community and the people within it means standing in solidarity with that community and those people. It means being open to new experiences, knowledge, and people.
- Identity is different for every person. Make sure to acknowledge how people identify and ask what their identities mean to and for them.
- Prejudice is not always expressed through violence, crime, and outward hate. Remember that little actions can send just as hurtful a message.
- When speaking out against prejudice, keep your own safety in mind. Make sure to step in only when you feel safe and comfortable to do so. Choosing not to speak up doesn't make you any less of an ally!
- With the information you acquired in this training, you can now educate others and change your actions in the world.
- You can engage in thoughtful discussion about issues present to the LGBTQ* community and members of it.
- With this knowledge, you still have the responsibility to further your education, knowledge, and experiences. Try to be open to new ideas!

Reflections?

Questions? Comments? Thoughts?

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