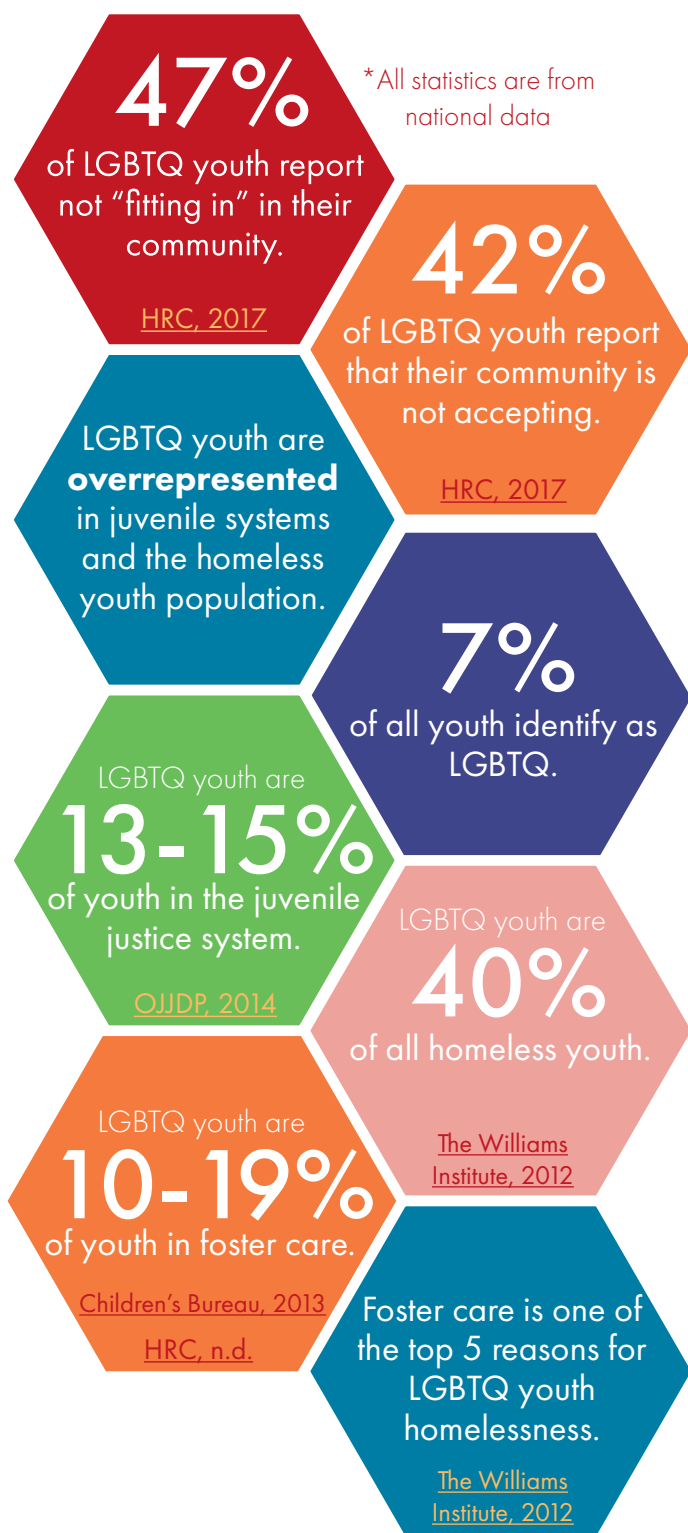


Supporting LGBTQIA2S Youth in Your Courtroom

Everything on the reverse, plus:



Insist the child welfare agency care for the youth in an affirming way. Two of the most important things you can do are:

Ensure that every effort is made to **find LGBTQ youth supportive and affirming placements**, and;

Ensure that transgender youth are able to access medical and mental health services from qualified health care practitioners knowledgeable about their healthcare needs. (Note: OHP covers gender transition-related medical care)

If the agency fails to provide affirming care, **consider making a "no reasonable efforts" finding.**

Require the child welfare agency to find LGBTQ-specific social support opportunities, programs, and services for youth in their care (informal and formal).

Respect a youth's decision to change their legal name and/or gender marker and understand that it may be helpful for the youth to file the necessary paperwork with you, someone with whom they are familiar.

If negative responses to the child's sexual orientation or gender identity led to or were related to placement, **require parents and family members to participate in counseling and parent support groups** to help them accept and support the child and **work toward an emotionally safe reunion.**

Ensure that transgender youth are **placed based on their self-identified gender identity** and not their sex assigned at birth.

Ensure that LGBTQ youth are not required to participate in juvenile sex offender treatment as a punishment merely because of their identities or for being in a same-sex relationship.

Have LGBTQ resources available in your courtroom to share with LGBTQ youth, their families, and lawyers.

Remember that LGBTQ youth in child serving systems often face severe consequences for coming out, and for this reason are constantly negotiating the need to be themselves with their desire to have stability and certainty. **Be sensitive to this delicate balancing act and try to meet the youth where they are in any given interaction.**

To learn more:

ABA Center on Children and the Law, [Opening Doors for LGBTQ Youth in Foster Care: A Guide for Lawyers and Judges](#) (2008).
NCJFCJ, [Access to Justice Irrespective of Sexual Orientation, Gender Identity and Gender Expression](#) (2017).

Links for Further Education:

2018 LGBTQ Youth Report from the Human Rights

Campaign:

<https://www.hrc.org/resources/2018-lgbtq-youth-report>

Lambda Legal National Recommended Best Practices for Serving LGBT Homeless Youth:

<https://www.lambdalegal.org/publications/national-recommended-best-practices-for-lgbt-homeless-youth>

Toolkit to Support Child Welfare Agencies in Serving LGBTQ Children, Youth, and Families:

<https://capacity.childwelfare.gov/states/focus-areas/workforce/agencies-serving-lgbtq-toolkit/>

Working with Transgender and Gender Nonconforming Youth:

<https://www.lambdalegal.org/know-your-rights/article/youth-tgnc>

LGBTQ Youth in the Foster Care System:

<https://assets2.hrc.org/files/assets/resources/HRC-YouthFosterCare-IssueBrief-FINAL.pdf>

LGBTQ Youth Risk Data:

https://www.lambdalegal.org/sites/default/files/gdtb_2013_20_youth_risk_data.pdf

Resource List for LGBTQIA+ Youth in Oregon

Benton County

Corvallis Transgender Support Group-Supports events that are technically all ages, but it is mostly people over 18. The group does occasionally have younger teens, but not frequently. Generally, younger folks tend to come with a parent or older sibling, which is recommended because it helps youth feel more comfortable in a room full of adults. shorta@oregonstate.edu

LGBTQ Clubs-Linus Pauling and Cheldelin Middle schools in Corvallis have LGBTQ clubs.

OSU Pride Center-Provides programs and resources for LGBTQ+ OSU community members and their allies. Provides education, trained peer support, outreach, community development, visibility and advocacy. <https://dce.oregonstate.edu/pc>

Out N' About Youth Group (Linn/Benton)- is a LGBTQ+ social and support group for high school aged students (13-18). The group primarily serves Linn and Benton counties, but is open to youth students from any area. Out 'N About partners with Jackson Street Youth Shelter to support their LGBTQ+ clients which run a separate support group for LGBTQ+ students in Albany at their Albany location. Out 'N About also works with the staff at the Children's Farm Home/Trillium Services to provide support and referrals for their LGBTQ+ clients. In addition to weekly meetings, Out 'N About also supports the students who put on the annual Alternative Prom (Alt Prom) for LGBTQ+ and Allied High School students.

Tristen Shay Tristen.Shay@oregonstate.edu

Clackamas County

The Living Room-A safe haven for LGBTQ+ youth ages 14-20 in Clackamas County.

<https://thelivingroomyouth.org>,
<https://facebook.com/TheLivingRoomLGBTQ/>

Clatsop County

Lower Columbia Q Center-, 1636 Exchange Street Astoria, OR 97103.

info@lcqcastoria.org, <http://www.lcqcastoria.org>

Columbia County

Youth Era The Drop Model- safe, welcoming, and inclusive drop in center for youth.

<https://www.youthera.org/drop-model-1>

Coos County

PFLAG Coos Bay/South Coast

541-361-6453; pflagcoosbaysouthcoast@gmail.com,
<https://www.facebook.com/PFLAGcoosbaysouthcoast/>

Deschutes County

Central Oregon Community College LGBTQ Programs- 2600 N.W. College Way Bend, OR 97703

<https://www.cocc.edu/departments/multicultural/lgbtq-programs/default.aspx>

Human Dignity Coalition-Working in Central Oregon to advance and safeguard human rights, dismantle oppression and promote equality for the LGBTQ+ community in Central Oregon., PO box 6084, Bend, OR, 97708,, 541-385-3320.

humandignitycoalition@gmail.com,
<https://www.facebook.com/HumanDignityCo>

Out Central Oregon: LGBTQ Meetup-Bend, OR.

<https://www.meetup.com/OUTCentralOregonLGBTQ/>

Jackson County

Lotus Rising Project-711 Medford Ctr #154, Medford, OR 97504.

info@lotusrisingproject.org, www.lotusrisingproject.org

PFLAG Ashland/Rogue Valley-, 541-512-0326 or 541-488-1142.

bettygo@ashlandhome.net, <http://www.pflag.org>

Southern Oregon Pride Festival-Promotes equality, peace, and basic rights for all. Serving the Greater LGBTQ community in Southern Oregon.

sopride.org

Lane County

Amazon Community Center- LGBTQ Youth Group, weekly drop-in support and referral for ages 13-18. 541-684-3466 / 541-682-5373

Art Exploration Camp-Jordan Schnitzer Museum of Art – University of Oregon, 1-day art camp for transgender and gender nonbinary youth.

Eugene Trans-Gender Support Group-social/support group for transgender/gender diverse.

www.meetup.com/Eugene-Transgender-Support-Group

LGBT Education and Support Services for University of Oregon students

<http://dos.uoregon.edu/lgbt>

Looking Glass Youth & Family Support-Counseling www.lookingglass.us
and supportive services for children and families
aimed at helping them navigate the challenges of
childhood, adolescence, and adulthood.

Ophelia's Place- 1577 Pearl St. #100, Eugene, OR 9740. www.opheliasplace.net
A prevention based organization dedicated
to helping girl-identified youth make healthy life
choices through empowerment, education, and
support.

PFLAG Florence-Family, friends, and allies offering www.pflagflorenceoregon.org
support to LGBTQ+ individuals, their families,
friends, and allies to cope with an adverse society,
to provide education to enlighten an ill-informed
public, and to advocate to end discrimination and
secure equal civil rights.

Trans*Parent Support Group-Monthly support uoteachout@uoregon.edu
group meetings – 3rd Thursday of every month at
17:30 at the Unitarian Universalist Church of
Eugene, 1685 W. 13th Ave, Eugene, OR 97402.

Trans*Ponder- Eugene-based non-profit <http://transponder.community>
organization providing support, education, and
advocacy for trans/gender diverse community.
Not youth specific but does have support groups
for parents. 541 Willamette St #310, Eugene, OR
97401, 508-443-6337.

University of Oregon - U OUT-Connecting the UO <https://dos.uoregon.edu/lgbt>
LGBTQIA community with resources and referrals
to other social justice and ally building resources.

Women's Space- Nonprofit organization that serves victims and survivors of domestic violence in intimate partner relationships. 1577 Pearl St. #400, Eugene, 541-485-6513.

<http://womenspaceinc.org>

Lincoln County

Oregon Central Coast PFLAG -Parents, Family, Friends, and Allies of LGBTQ+.

<http://occpflag.org/>

Linn County

Jackson St. Youth Services/Shelter at the Albany House.

<https://www.facebook.com/Lgbtq-Corvallis-207915375916919/>

Out N' About Youth Group (Linn/Benton)- is a LGBTQ+ social and support group for high school aged students (13-18). The group primarily serves Linn and Benton counties, but is open to youth students from any area. Out 'N About partners with Jackson Street Youth Shelter to support their LGBTQ+ clients which run a separate support group for LGBTQ+ students in Albany at their Albany location. Out 'N About also works with the staff at the Children's Farm Home/Trillium Services to provide support and referrals for their LGBTQ+ clients. In addition to weekly meetings, Out 'N About also supports the students who put on the annual Alternative Prom (Alt Prom) for LGBTQ+ and Allied High School students.

Tristen Shay Tristen.Shay@oregonstate.edu

UniQ-A social group for young adults interested in the queer community of Corvallis and Albany. Come to our meetings to hang out and have fun, discuss queer issues, and meet friends. Straight-identified people more than welcome. 18 and up or out of high school.

UniQcorvallis@gmail.com

Marion County

Salem Pride-Resource Guide for the LGBTQ community in Salem, OR. Providing free news, information, resources and networking opportunities. salempride.com

Salem Rainbow Youth-Serving LGBTQIA+ youth in Marion and Polk Counties. Meetings for middle and high school aged youth, 18 and under. Meetings held at First Congregational Church, 700 Marion St. NE, Salem., P. O. Box 5644 Salem, OR 97304. www.salemrainbowyouth.org

Salem Transgender Network-Provides social activities, networking opportunities, peer support and local referrals for transgendered or intersexed. www.salemtg.net

Multnomah County

Basic Rights Oregon-Works to ensure that all LGBTQ+ Oregonians experience equality by building a broad and inclusive politically powerful movement, shifting public opinion, and achieving policy victories. 310 SW 4th Avenue, Suite 300, Portland, OR 97204, 503-222-6151. www.basicrights.org

Bridge 13-A community education program that shares knowledge and skills to build LGBTQ+ equity, and is designed to address root causes of discrimination impacting the LGBTQ+ community and help create system-wide change to improve short- and long-term outcomes for a particularly marginalized population. newavenues.org/archives/4243

Cascade AIDS Project-, 520 NW Davis St., Suite 215, Portland, OR 97209, (503) 223-5907. <http://www.cascadeaids.org/>

New Avenues for Youth-Prevention and intervention of youth homelessness. Programs and services include drop-in day services (meals, showers, laundry, respite from the streets, engagement activities and legal counsel); individualized wraparound supports, education, job training and employment, social purpose enterprise, supportive housing, counseling, transitioning from foster care, Sexual & Gender Minority Youth Resource Center (SMYRC); outreach and youth supports for housing instability and homelessness and support and services involved in sex trafficking. 1220 S.W. Columbia St.; 503-224-4339.

newavenues.org

Northwest Gender Alliance-A Portland, OR social, support and educational group for individuals desiring to explore and express another gender. NWGA accepts any gender role.

nwgenderalliance.org

Outside In-Helping homeless youth and other marginalized people move toward improved health and self-sufficiency. In addition to providing LGBTQ+-affirming health services and housing resources, Outside In hosts queer youth groups and offers two programs specific to the needs of trans individuals. 1132 S.W. 13th Ave.; 503-535-3800; • Outside In Medical Clinic: 503-535-3860

outsidein.org, info@outsidein.org

PFLAG Portland-People, LGBTQ+ and straight, parents, friends, and allies, working together to make a better future for LGBTQ+ youth and adults. 503-232-7676.

<https://www.pflagpdx.org>,: info@pflagpdx.org ;
<https://www.pdx.edu/wrc/resources-for-lgbtq-community>

Portland State Queer Resource Center

<https://pdx.edu/queer/community-lgbtq-resources>

Portland Community College Queer Resource Centers-PCC and local LGBTQ resources. <https://www.pcc.edu/queer/district-efforts/resources/>

Pride Northwest-Annual Portland Pride Waterfront Festival and Parade. www.pridenw.org

Prism Health-Compassionate healthcare for the LGBTQ+ Community including primary care, prevent HIV transmission, Mental Health, Pharmacy, HIV/STI Testing, Se Habla Espanol. <https://prismhealth.org>

Q Center-Provides community-based support for LGBTQ2SIA+ community. Programs include 30+ peer led Affinity groups including support for coming out, recovery, resource sharing, social connection, and organizing for social change as well as information and referral services. Q Center is a fiscal sponsor and community incubator for smaller nonprofits who complement mission, vision, and values. www.pdxqcenter.org

Sexual & Gender Minority Youth Resource Center (SMYRC)-Safety and support for LGBTQ+ youth in Oregon through empowerment, community building and education. Drop-in center with groups and health services, free mental health counseling to youth 23 and unders. Services include assessment, individual treatment, groups, couples, and family therapy. SMYRC partners with the Q Center. www.smyrc.org

Tranz Guys PDX-Portland,OR-based inclusive peer- support/discussion/social group for those assigned female at birth who now identify otherwise, such as : trans, MTO, genderfluid, MTM, transman, genderqueer, affirmed male, boi, FTM, male, butch, two-spirit, bi-gender, Ag/Aggressive, transexual, 3rd gender, androgynous, intersex, questioning and/or, etc. dev.pdxqqcenter.org/programs/transgender/tranz-guys

NAYA Family Center:- 5135 N.E Columbia Blvd., 503-288-8177. nayapdx.org/services/critical-services/homeless-youth-services/

Janus-503-233-6090. janusyouth.org/find-help

P:ear mentor program-P:ear mentors Portland's homeless youth to affirm personal worth and create healthier lives and communities. 338 N.W. Sixth Ave.; 503-228-6677 info@pearmentor.org ; pearmentor.org

Washington County

Washington County Gay Straight Alliance, <http://www.wcgsa.org/>

Washington County Pride Project c/o SMYRC- 503-872-9664 info@smyrc.org/node/12

Statewide Resources

Northwest Rainbow Alliance of the Deaf-For, with, and about Deaf, Deaf-Blind, and HH GLBTQ+. www.nwad.org
NWRAD represents members from Vancouver, BC, Washington, and Oregon

OGALLA-Promoting the fair and just treatment of all people under the law regardless of sexual orientation or gender identity. OGALLA is the LGBTQ+ Bar Association of Oregon, an association of lawyers, judges, legal workers, law students, and others who support the association's purposes.

ogalla.org

Oregon Post Adoption Resource Center/LGBTQ Family Resources-LGBTQ+ Family Resources including parent support groups, as well as resources for LGBTQ+ youth and children of LGBTQ+ parents.

<https://www.orparc.org/resources-lgbtq-family.php?tn=6>

Oregon Safe Schools and Communities Coalition-OSSCC believes that all youth deserve to feel safe and welcome in our schools and communities. Data collection, support services, education.

<https://oregonsafeschools.org>

Pride Foundation-A regional community foundation serving the NW region of Alaska, Idaho, Montana, Oregon, and Washington. Giving to expand opportunities and advance full equality for LGBTQ+ people across the NW.

<https://pridefoundation.org/region/oregon/>

Southern Oregon LGBTQ Resources-Information and events for LGBTQ+ folks in southern Oregon

www.facebook.com/solgbtq

The Northwest Network-for bi, trans, lesbian & gay survivors of abuse.

<https://nwnetwork.org>

Information

CWLA Best Practice Guidelines: Serving LGBT Youth in Out-of-Home Care-Report from the Model Standards Project aims to provide information and guidelines to improve services and outcomes for LGBTQ youth based on knowledge and practical experience of experts in the field.

www.nclrights.org/wp-content/uploads/2013/07/bestpracticeslgbtyouth.pdf

Supporting & Caring for Transgender Children-24 page guide designed for anyone who knows a transgender or gender-expansive child, or wants to learn more. Reviews what medical and education experts know about transgender children, explores some myths about gender transition in childhood, and offers suggestion for adults with a transgender child in their life. Published by the American Academy of Pediatrics and the Human Rights Campaign Foundation.

https://www.aap.org/en-us/Documents/solgbt_resource_transgenderchildren.pdf

Transgender Companion-A resource guide for the trans-community covering Clark County in Washington, and Clackamas, Multnomah, and Washington Counties in Oregon. Sections include Groups/Clubs, Therapists and Medical Resources, Trans-Friendly Businesses, Supportive Groups-Legal Assistance, Recommended Lists, Spiritual & Religious Support, Emergency Services, Stories & Poetry by Transgendered Individuals.

nwgenderalliance.org/wp-content/uploads/2019/02/Transgender-Companion.pdf

Other States

Guidance from New York City Administration on Children and Families gives information pertaining to a variety of disclosure/discussions/ and information consideration for court and legal parties. <http://www1.nyc.gov/assets/acs/policies/init/2012/C.pdf>

The **Massachusetts Trial Court** developed an online learning module about how to best serve Transgender People in the Trial Court. It is a succinct and effective training: http://matrialcourt.donahue-institute.org/Transgender-People-in-the-Trial-Court-3.26.18/story_html5.html

National

GLAAD (The Gay & Lesbian Alliance Against Defamation)-Empowerment, shared stories, holding media accountable, helping grassroots organizations communicate effectively. GLAAD promotes understanding, increases acceptance, and advances equality. <https://www.glaad.org>

GLSEN (Gay, Lesbian & Straight Education Network)-Championing LGBTQ issues in K-12 education since 1990. Mission is to create safe and affirming schools for all, regardless of sexual orientation, gender identity, or gender expression. <https://www.glsen.org>

Lambda Legal-committed to achieving full recognition of the civil rights of LGBTQ+ people and everyone living with HIV through impact litigation, education, and public policy work. Operates a Legal Help Desk to respond directly to queries from those who seek legal information and assistance with discrimination related to sexual orientation, gender identity and expression. <https://www.lambdalegal.org>

PFLAG-Parents, Family, Friends, and Allies of LGBTQ+. pflag.org

The Trevor Project-Provides crisis intervention and suicide prevention for LGBTQ+ youth. 1-866-488-7386, [https://www.thetrevorproject.org/#sm.0001f0pjw115jhe5qz\)gtuctji026](https://www.thetrevorproject.org/#sm.0001f0pjw115jhe5qz)gtuctji026)

Transgender Crisis Hotline [877-565-8860](tel:877-565-8860)

TransActive Gender Center- 1631 NE Broadway St info@transactiveonline.org
355-T, Portland, OR 97232, 503.252.3000

Trans Lifeline-(Hotline staffed by transgender people for transgender people), 1-877-330-8860, <https://www.translifeline.org/>

LGBT National Help Center- LGBT National Youth Talkline 1-800-246-PRIDE (7743) <http://www.glbtnationalhelpcenter.org>

NAVIGATING PRONOUNS

What are the different kinds of gender pronouns?

Gendered Pronouns	She/Her/Hers/Herself
	He/Him/His/Himself
Gender Neutral Pronouns	They/Them/Their/Theirs/Themself
	Plus many others!!

Why do pronouns matter?

- Pronouns are a big part of many languages, and a common way that many of us refer to one another in conversation. **Using someone's pronouns correctly is an important part of showing basic respect, just like using someone's correct name.** For example, it would be disrespectful to call your friend Tom by "Thomas" or to refer to your client Brittany as "Brad."
- It's normal to feel challenged by adjusting when someone changes pronouns, learning pronouns that are new to you, or using pronouns that are different than the way you perceive someone. While it may require you to stretch outside of your comfort zone, using respectful pronouns is a critical way that you can begin to reexamine assumptions about gender that particularly harm trans communities.

How do you find out what pronouns someone uses?

- ~~Just guess based on what they look like!~~ This commonly practiced method can lead to making mistakes. We can't tell what pronoun someone uses based on how they look/how we are reading their gender expression.
- Ask them!
 - If you are eventually going to use a person's pronouns in conversation, you should find out which pronouns the person uses
 - If you're going to ask some people, ask all people! Don't isolate only people you read as gender nonconforming. The question can sound like, "I use he/him pronouns, what pronouns do you use?" (Share your own even if you never get referred to with the wrong pronouns!)
 - If someone is confused by the question, they may not know what a pronoun is! Sharing your own can help give them an example, or you could phrase your question more specifically (e.g. "How do you like to be referred to by others? Some people use she or he or they...")
 - If someone gets upset or defensive, they likely do not understand why you are asking. You might take a moment in advance to explain why you're asking: "I'm working on not making assumptions about which pronoun people use based on how I see them", or "This is something we do at our organization/agency to make sure we're being respectful of everyone."

When do you ask about pronouns?

- When you're meeting someone new! Pairing the pronoun question up with the name question can help to know when you might ask.
- If you are a provider, you can add a question about pronouns on your intake form along with other identifying information. If not on your intake form, you can ask during an intake interview. See above for example language.
- You can add pronouns to the list of what folks should share in a meeting when you would usually go around and share names and departments.

Isn't asking for pronouns outing* someone? (*To "out" someone is to disclose their identity without their consent)

- Actually, pronouns are not private. Pronouns are social! You and others will use pronouns for someone regardless of whether space is created for them to share the ones they actually use. If you ask everyone, you won't be targeting anyone in particular or isolating them.
- It is true that some people use different pronouns in different spaces and not respecting this could out them. Find out if a client, colleague, or friend only uses their pronouns in some spaces and uses different pronouns in others. (e.g. a student who uses one pronoun at school and another at home for safety reasons.)

What if I haven't had the opportunity to find out what pronouns someone uses? This might also come up because you have incredibly limited interactions with clients/students/colleagues, which do not often warrant a pronoun conversation.

- Use gender neutral language! Here are some examples:
 - "A client/student/customer up front is wondering where to go to turn the paperwork in..."
 - "I don't know what pronouns that person uses" or "I liked what that person said about..."
 - "There's someone here I don't recognize; have you met them? Over there with the glasses..."

What do I do if I accidentally use the wrong pronouns for someone? How should I react?

- Acknowledge your mistake. This can sound like simply changing to the correct pronoun mid-sentence. (e.g. "I was telling her....um, him to come by in the afternoon.")
- Move on quickly. Do not sit in the moment stewing over the mistake (e.g. "Oh shoot! I've been so good at getting it right lately! It's tough, I mean I knew him before he was a him!"). Get back to whatever you were talking about as soon as you've changed to the right pronoun.
- Center the needs of the person who was mispronounced, not your own. Your needs are probably to be assured you are still a good person/ally or affirmed in the work you've been doing to respect that person's identity ("I've been trying! I've been getting better!"). Do not look to be taken care of by the mispronounced person (e.g. "Cut me some slack" or otherwise putting them in the position to say, "it's ok"); take care of them in that moment by correcting yourself and moving on. If you need to process what happened, do it later, on your own time, with someone other than that person.

How do you use gender neutral pronouns in a sentence?

They "They are bringing their friend with them because they don't like being by themselves."
-"Whose is this?" -"It's theirs"

Who uses gender neutral pronouns?

- ~~Only young people.~~ People of any age use gender neutral pronouns! Age and pronouns do not correlate in any particular way.
- ~~Only people of certain genders.~~ Gender neutral pronouns are used by people who hold a variety of different gender identities.

Other best practices to remember:

- **Say "gender pronoun" rather than "preferred pronoun."** Pronouns are often not simply a preference (such as "I prefer chocolate ice cream to vanilla, but I'll take whatever") but a key part of respecting one another.
- **Talk about specific pronouns such as she, he, they, etc. rather than saying "female pronouns" or "male pronouns."** Though gendered pronouns are culturally associated with gender identities (e.g. men use "he" and women use "she"), this does not apply to everyone. For example, some people who use "she" do not identify as women but may use "she/her" pronouns for safety reasons or in different situations.
- **If you've never had your pronouns questioned, be mindful of how you share your pronouns.** For example, if you say "I don't care" or "you can use any pronoun for me," make sure that you understand the impact of being called pronouns that do not fit your identity.

LANGUAGE: VOCABULARY & DEFINITIONS

A few notes on language: Language is fluid, it changes over time, and it is regionally and culturally specific. The definitions of these terms are open to debate and interpretation, and this is not an exhaustive list of terms that individuals and/or communities use. We encourage self-identification and honoring/reflecting back language that folks use to describe themselves.

Agender – A term to describe folks who do not identify with a gendered experience.

Ally – A person who supports and advocates for marginalized identities to which they do not necessarily belong. An Ally interrupts disrespectful or problematic remarks and actions of others, and is willing to explore forms of bias and privilege within themselves. Ally is not a static identity but something a person is always working on becoming.

Asexual – A person who is not interested in or does not desire sexual activity. Although some asexual people may not engage in sexual relationships with other people, they may desire loving, affectionate, romantic connections with others.

Assigned sex - Sex recorded at birth by a birth attendant based, usually, on the appearance of external genitalia. Often shortened to FAAB (female assigned at birth) or MAAB (male assigned at birth).

Bisexual – A person attracted to some male-identified and some female-identified people.

Cisgender – A person whose gender identity aligns with the gender they were assigned at birth (often shortened to ‘cis’ as an umbrella term; Latin for ‘on the same side.’)

Closeted – Hiding one’s sexual orientation and/or gender identity.

Coming out – becoming aware of one’s own sexual orientation and/or gender identity or revealing one’s sexual orientation and/or gender identity to others. Coming out is generally a life-long process.

Crossdress – When a person periodically dresses in the clothing typically associated with another gender, but may not identify with a different gender than they were assigned at birth. They may dress up for a variety of reasons including self-expression, personal enjoyment, and/or sexual gratification. Many people who crossdress identify as heterosexual, but someone who crossdresses can be of any gender identity or sexual orientation.

Drag Queen/King - People who dress as members of another gender periodically for the purpose of entertainment, making a political statement, and/or other forms of self-expression. They do not necessarily identify as another sex or gender, although they may refer to themselves as someone of another gender while in drag.

Equity – The unequal distribution of time, resources, or focus, with the explicit intention of creating equal outcomes; an inclusive practice, process, or system. Equity is not a synonym with equality.

FTM/F2M –Female to male; trans* people assigned female at birth who identify as male.

Gay – A male-identified person who is attracted to some other male-identified people. Also can be used by a person of any gender who is attracted to some people of their same gender. Even more broadly, gay can be used as an umbrella term for the entire LGBTQ+ community (i.e. “gay pride parade”), however, can be understood as exclusionary of those who are not male-identified when used in this way due to its other, more specific use.

Gender – Various traits, characteristics, and roles that a culture associates with or assigns to physical sex.

Gender Binary System –A culturally defined code of acceptable and expected identities and behaviors, which teaches that there are men and women, who are masculine and feminine, and are heterosexual. The code presumes and naturalizes the idea that there are no people who fall outside of this system. Most discussions on gender assume a binary gender system.

Gender Dysphoria - significant emotional distress and impairment, caused by a lack of congruence between gender identity and biological sex assigned at birth. Experiences vary based on the individual, i.e. this discomfort can be focused on the physical body or experience in social interactions and the way one is being perceived.

Gender Expression (Gender Cues) – The way a person expresses their gender identity on the outside through behavior and appearance, usually informed by one’s culturally specific understanding of gender, location, and/or time. Gender expression can be read and perceived by others. Includes but is not limited to: clothing style, posture, vocal tone, physical build, hairstyle, facial structure, and demeanor.

Gender Identity – How an individual experiences and conceptualizes their gender, regardless of one’s assigned sex. This is what a person feels or knows about their gender on the inside.

Gender Nonconforming- An individual whose gender expression differs from or does not conform to societal expectations of their gender.

Genderqueer – People who do not necessarily identify as either man or woman, but rather something outside of the binary gender system.

Heterosexual Privilege – The rights and privileges that heterosexuals enjoy as a result of heterosexism, which LGBTQ+ people do not have. This includes institutional benefits like federal or state protected rights, marriage, sharing insurance policies, adoption, income tax breaks and access to spouse in cases of hospitalization, as well as cultural benefits like seeing heterosexual couples on TV, allowing heterosexual couples to be openly affectionate, etc.

Heterosexual – A person who is attracted to people of the other binary gender. The term and concept were defined after and in opposition to homosexuality.

Homophobia – The irrational fear of and/or discomfort with people who are attracted to others of the same gender or who are perceived as being attracted to others of the same gender, and/or the fear of one’s own attraction to others of the same gender. Includes prejudice, discrimination, harassment, and violence.

Intersectionality – A term that refers to the simultaneity that exists in people’s lived experiences; the study of interconnected social identities and related systems of oppression. Coined by legal scholar Kimberlé Williams Crenshaw in 1989.

Intersex – Referring to those born in between; term for a range of conditions for a person born with reproductive, anatomical, or endocrine combinations that do not fit in the current binary system of sex assignment.

Lesbian – A female-identified person who is attracted to some other female-identified people.

LGBTQIA2S+ – One form of the acronym commonly used to refer to lesbian, gay, bisexual, trans, queer and questioning, intersex, asexual, and two-spirit communities en masse. It has a plus sign at the end to indicate the infinite ways people self identify.

Microaggression – A subtle but offensive comment or action directed at a member of a non-dominant group that is often unintentional or unconscious but which reinforces a stereotype or causes harm.

MTF/M2F – Male to female; trans people assigned male at birth who identify as female.

Pansexual – A person who is attracted to some individuals of any gender identity.

Passing - the ability of a person to be regarded as a member of social groups, such as a different race, ethnicity, social class, gender, age and/or disability status, generally with the purpose of social acceptance or to cope with difference anxiety. Can be a problematic term as it insinuates that a marginalized person is trying to “trick” some one else.

Perception / Perceived Gender Expression – The way others read or perceive your gender based on your behaviors and appearances that have gendered meaning. Perception is a way of looking, understanding, or interpreting someone or something; how the body’s nervous system makes meaning through sensory experiences.

Queer – Having a sexual orientation, sex, gender identity, and/or gender expression that differs from cultural norms. The term was traditionally derogatory but has been reclaimed by some (as a personal identity or an umbrella term) because of its broad definition and fluid and political quality.

School-to-prison pipeline – A term that refers to the disciplinary policies and practices that push youth out of schools and into the juvenile justice system; disproportionately impacts differently-abled, queer & trans, and youth of color.

Sex – Categorization of bodies by genitalia and other physical features. Sex is most often assigned as either male or female at birth. Some may be assigned Intersex or In Between outside of these two categories.

Sexual Orientation – Who a person is romantically, emotionally, intellectually, spiritually and/or physically attracted to.

Transgender – An umbrella term for individuals whose gender identity and/or gender expression does not align with the gender they were assigned at birth. Often shortened to ‘trans’; Latin for ‘across.’

Transsexual – This is an older term rooted in the medical community. It is a term a person may use if their gender identity and/or lived sex does not align with their sex assigned at birth and who may desire physical transition, which may include, but is not limited to, hormones and/or gender affirmation surgeries.

Two-spirit – This term was coined in the early ’90s by several Native American and Canadian First Nations communities to describe and honor individuals who manifest a dynamic balance of both masculine and feminine energies and/or those who cross social gender roles, expression, or orientation.

Dyke, fag, homo, queer, hermaphrodite, transvestite, tranny, he-she, she-male, it – These words have historically been used as derogatory terms for LGBTQQ people. Some people within LGBTQQ communities have reclaimed these words. Although some LGBTQQ people use these words positively, they are not considered positive words by all LGBTQQ people, and use of them by non-LGBTQQ people is almost always inappropriate.