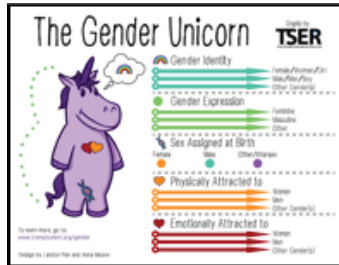


GENDER AND SEXUALITY ARE SPECTRUMS



Gender and sexuality are complex. It is easier to understand transgender and intersex identities when you consider the various 'spectrums' involved.

(Check out the 'Gender Unicorn' at transstudent.org/gender)



CHECK OUT THESE RESOURCES

"LGBTQ+ Definitions"
transstudent.org/definitions

"How to Be an Ally to Queer People of Color (QPOC)"
goo.gl/Fn2eGw

"The Gender Book"
www.thegenderbook.com

"What Is Heteronormativity - And How Does It Apply to Your Feminism? Here Are 4 Examples"
goo.gl/9CZzea

"Intersex 101: Respecting Variations in Biological Sex"
goo.gl/lfeRfk

"5 Good Reasons Why the LGBTQIA+ Acronym Shouldn't Include 'Ally'"
goo.gl/LE7mHm

"The Artivism of Julio Salgado's I Am Undocuqueer! Series" - Carrie Hart
goo.gl/c2eZQ9



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LGBTQIA+ Identity and Steps Towards Allyship

This information resource was created to aid students, faculty, staff, and individuals of the broader community to better understand LGBTQIA+ Identities and to take steps towards active allyship. The aim of this resource is to foster intergroup dialogue on campus, in the workplace, and in the Tucson community.



HETERONORMATIVITY

Heteronormativity is “a system that works to normalize behaviors and societal expectations that are tied to the presumption of heterosexuality and an adherence to a strict gender binary” (everydayfeminism.com)

Heteronormativity is problematic because it does not account for those with identities and experiences that deviate from this norm, and it underpins the discrimination, invisibilization, and systemic and cultural violence that LGBTQIA+ individuals face.

WHAT IS THE ACRONYM?

There are many different acronyms used to try to represent the vast amount of non-heterosexual, gender non-conforming, intersex, and transgender identities. One of these acronyms is LGBTQIA+, which stands for Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex, Asexual/Aromantic. The “+” attempts to include those identities not explicitly named. For example, some members of the queer community are polyamorous, meaning that they practice non-monogamous romantic and/or sexual relationships with more than one partner.

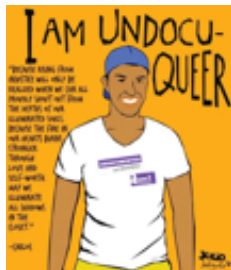
ISN'T QUEER A SLUR?

Queer has a very complex history. Originally, it was a pejorative term, but beginning in the late 1980s, the term began to be reclaimed by some members of the LGBTQIA+ community. Unlike many other slurs, which have only been reclaimed for intragroup use, because of its unique history, the word “queer” has become more broadly accepted as an umbrella term to describe many types of non-normative sexualities and gender identities. That said, there are some members of the LGBTQIA+ community who still do not like the term “queer” and find it offensive.

INTERSECTIONALITY



LGBTQIA+ individuals have a diverse set of experiences that vary even further when one considers the intersections of gender and sexuality with race, disability, class, nationality, religion, and other identity markers.



QTPOC (Queer & Trans People of Color), especially trans women of color, experience some of the highest rates of violence in the United States. Some members of the LGBTQIA+ community are undocumented, which both places them at additional risk and leads to their invisibilization.

Historically, many LGBTQIA+ spaces have been dominated by upperclass white, cisgender gays and lesbians. It is vital to make sure that LGBTQIA+ spaces are also consciously working against systems of racism, sexism, ableism, and classism. The first step to this is acknowledging that one can have privilege in one area even when they are being marginalized in another.

STEPS TOWARDS ALLYSHIP



Do not make assumptions: Do not make assumptions about a person’s gender, sexuality, or anatomy. Because our culture is structured by heteronormativity, we have to actively work on dismantling these conscious and unconscious presumptions.

Practice using gender non-specific language: For example, instead of telling someone they can bring their boyfriend or girlfriend to a department event, use the term “partner(s).” Respect the language — including pronouns — that queer folks use to talk about themselves.

Educate yourself on LGBTQIA+ issues: Marriage equality is far from the only or most important issue affecting the queer community. Educate yourself about other forms of discrimination and violence faced by LGBTQIA+ folks and work on becoming an active advocate for queer justice.

Intervene: If you hear or see someone enacting homophobia or transphobia — as well as other forms of oppressive behavior — don’t just watch. Address their actions.

