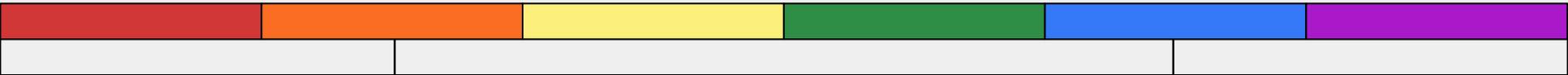
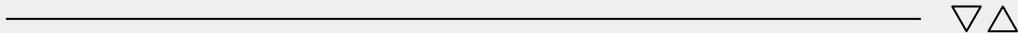
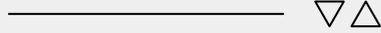


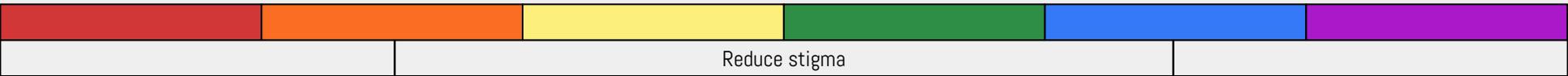
LGBTQ+ Identities



7.2%

Of U.S.adults (18+) are a part of the LGBTQ+ community

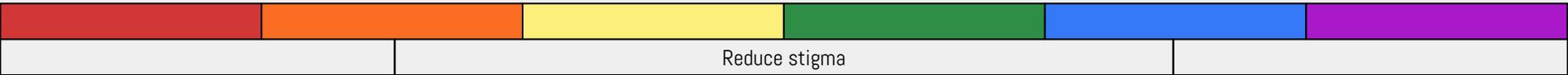
- Gallup, 2022 -



9.5%

Percentage of youth ages 13-17 in the U.S. that identify as LGBTQ+

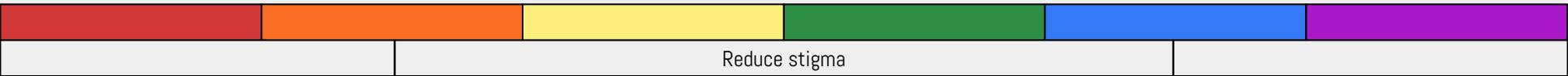
-The Williams Institute, 2020-



382,000

Estimated number of LGBTQ+ people in North Carolina

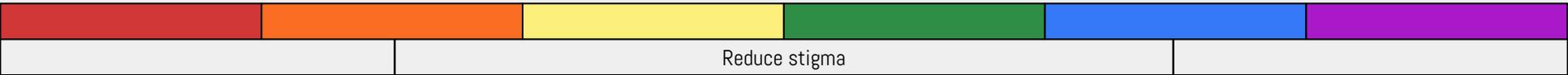
-Campaign for Southern Equality, 2021-



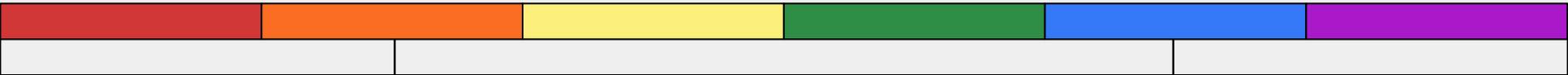
71,300

Number of transgender adults in North Carolina

- Williams Institute, 2022

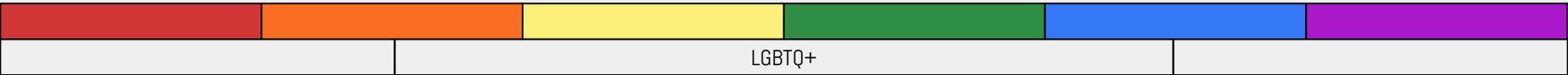


**LGBTQ+ is a
spectrum**



Identity Activity

Sexual Orientation	Sex Assigned at Birth
Gender Identity	Gender Expression



LGBTQIA+

LGBTQ+

LGBT

Lesbian

Gay

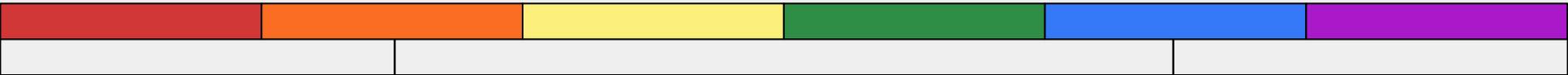
Bisexual

Transgender

Queer/Questioning

Intersex

Asexual



Sexual Orientation (LesbianGayBisexual)

- How a person characterizes their sexuality
- "There are three distinct components of sexual orientation," said Ryan Watson, a professor of Human Development & Family Studies at the University of Connecticut. "It's comprised of **identity** (I'm gay), **behavior** (I have sex with the same gender) and **attraction** (I'm sexually attracted to the same gender), and all three might not line up for all people."

(Don't say "sexual preference," which implies it's a choice and easily changed.)

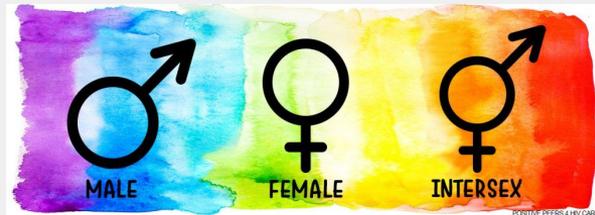




Sex Assigned at Birth



- The sex that doctors assign to an infant after examining external genitalia
- Attributes such as chromosomes present, internal and external genital and reproductive anatomy and hormones can influence the assignment
 - Most common sex assignments are 'male' and 'female'
- Many individuals do not find out they might be intersex until later in life





Gender Identity



- One's concept of self as man, woman or neither
- A person's gender identity may not align with their sex at birth
- NOT related to sexual orientation
- Does not determine someone's sexual orientation
- *Think of it as who you are in your own mind and heart*





Cisgender



- Refers to someone whose gender identity matches the sex they were assigned at birth
- Helps name the unstated assumption that everyone's sex assigned at birth is congruent with their gender identity
- Preferred to "normal/real" because "normal/real" implies that transgender people are "abnormal/not real"
- The prefix "cis" means ***on the same side as*** (that is, the opposite of the prefix "trans")





Transgender



- A term used to describe a person whose sex assigned at birth and gender identity are incongruent, or do not “match”
 - Can include Transgender Man, Transgender Woman, Nonbinary and other genders that do not “match” what they were assigned at birth

Transgender Man	Transgender Woman
The affirming way to refer to a person who identifies as a man but was assigned female at birth	The affirming way to refer to a person who identifies as a woman but was assigned male at birth





Nonbinary



- A gender identity to describe someone that doesn't fit neatly into the "man" or "woman" boxes
 - The term 'nonbinary' can be an umbrella term for some
 - There are many labels people might use within the nonbinary spectrum
 - Genderfluid, Agender, Bigender, etc.
 - All depends on what label someone connects and identifies with





What it's like being

NON-BINARY



Gender Expression



- A person's outward presentation
- Usually comprised of personal style, clothing, hairstyle, makeup, jewelry, vocal inflection and body language
- Typically categorized as masculine or feminine, less commonly as androgynous
- May or may not be congruent with a person's gender identity





Pronouns



Pronouns

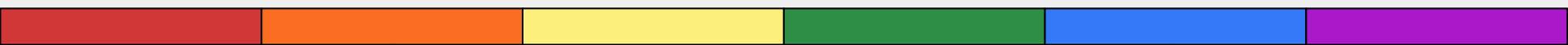


She Her Hers	He Him His	They Them Their(s)
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Why Pronouns Matter:

Mistaking or assuming someone's pronouns without asking first makes assumptions about their gender and sends a harmful message. Using someone's correct gender pronouns is one of the most basic ways to show your respect for their identity.

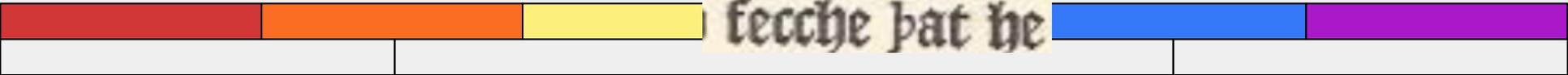
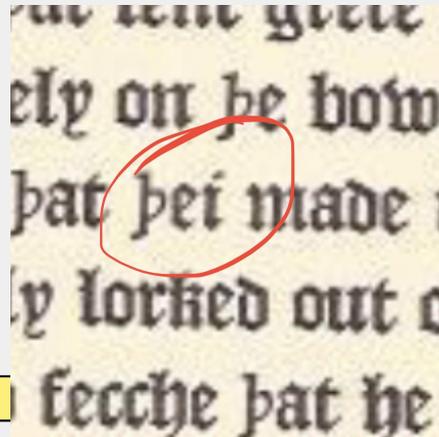




Historical Context

- The Thorn
 - The first use of the singular 'they' pronoun is so old that it predates the letter combination of "th" in favor of the thorn.
- 'William and the Werewolf'
 - French romance poem, translated into English in the 1350's

Þ þ





What happens when you don't respect someone's pronouns?



No one wants to be referred to as something they are not!

This can lead to:

- Fear, loneliness, annoyance, frustration, othered, invisible, exhausted, uncomfortable in your own body





Other Gendered Language



Instead of: “Hello, ladies/gals/guys/gentlemen!” “Hello sir/ma’am.”

Use: “Hello, everyone!” “Hey, y’all!” “Hello, folks!”

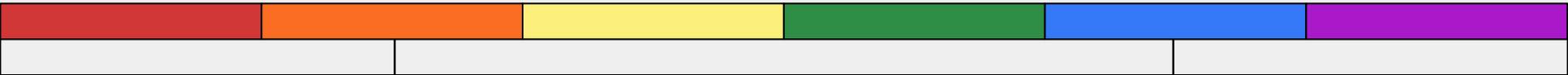
Or: (Just remove from greeting): “Hello/hi/welcome!”

When referring to a client/customer in the third-person, just default to “they”

Instead of using a gendered descriptor, use clothing or hair (e.g. “That person in the green shirt.”)



**Ally
To
Accomplice**





All accomplices are allies, but not all allies are accomplices. While an ally is willing to stand in support of a marginalized voice, risk is rarely involved. An accomplice uses the power and privilege they have to challenge the status quo, often risking their physical and social well being in the process.

