

Basic Definitions

LGBTQIA Acronym to describe the community

Lesbian: More or less woman/female identified attracted to more or less woman/female identified

Gay: More or less man/male identified attracted to more or less man/male identified

Bisexual: Attracted to both men and women

Transgender: Umbrella term of someone whose sex assigned at birth does not correlate with their sense of gender identity (includes non-binary and genderfluid communities)

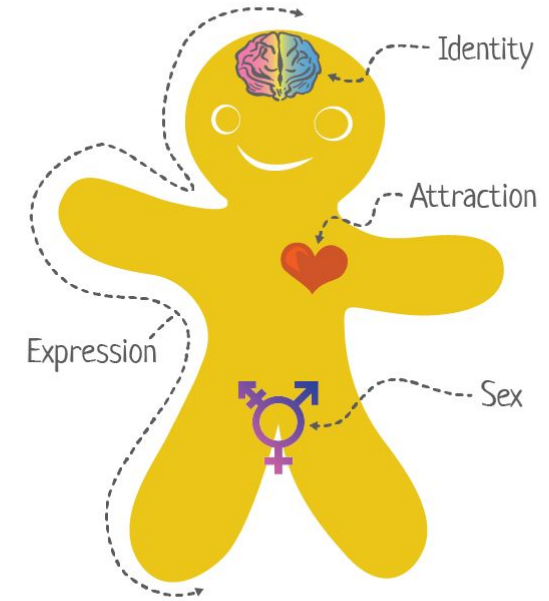
Queer (also questioning): Reclaimed word (historically derogative) to describe non-cisgender and non-heterosexual people

Intersex: Someone who is born with both male and female biological characteristics

Asexual (historically also included ally): Someone who is not interested in sexual relationships or activities

“Allyship” is not an identity; it is an action
 Instead of asking “am I an ally?” ask “what have I done to be an ally?”

The Genderbread Person v4 by its pronounced METROsexual.com



⊖ means a lack of what's on the right side

Gender Identity

- Woman-ness
- Man-ness

Gender Expression

- Femininity
- Masculinity

Anatomical Sex

- Female-ness
- Male-ness

Identity ≠ Expression ≠ Sex
 Gender ≠ Sexual Orientation

Sex Assigned At Birth
 Female Intersex Male

Sexually Attracted to... and/or (a/o)

- Women a/o Feminine a/o Female People
- Men a/o Masculine a/o Male People

Romantically Attracted to...

- Women a/o Feminine a/o Female People
- Men a/o Masculine a/o Male People

Genderbread Person Version 4 created and uncopyrighted 2017 by Sam Killermann [For a bigger bite, read more at www.genderbread.org](http://www.genderbread.org)

Other terms you may hear

- Pansexual: Sexual orientation of an individual who has no sexual or romantic preference of gender identity
- Aromantic: Someone who is not interested in romantic relationships
- Non-binary: Someone whose gender identity does not match with the “binary” of “male” and “female”
- Two spirit: certain indigenous Native American and First Nations term for having “both male and female spirits” and they identify as both (not for use outside of indigenous American communities)
- AFAB/AMAB: Assigned Female at Birth and Assigned Male at Birth; terms used by the transgender and non-binary community to describe sex assigned to a child at birth

Dos and Don'ts for allies

DO:

- Ask someone's name and pronouns ("what do you want me to call you? What pronouns do you use?) even when you think you know what someone uses
- Use the name and pronouns you are provided
- Let go of the need to "fully understand" someone's sexual orientation/gender identity. All that matters is that you understand how they understand themselves (to whatever degree they would like you to)
- Before you know how someone identifies, use neutral language that doesn't assume someone's sexual orientation/gender identity. For example, use "partner" or "spouse" instead of "husband" or "wife." This includes "parent" instead of "mother" or "father"
- Briefly apologize and correct yourself you use the wrong name or pronouns

DON'T

- Ask "just curious" questions. These often feel (very) intrusive and can make someone feel like they must defend their identity. It is not an LGBTQIA individual's job to educate you, unless they choose to do so
- Hold others to your own definition of identities. This can look like "well, I thought non-binary people were like.." or "she's a lesbian, so she must..."
- Use historically derogatory terms like "tranny," "dyke," "fag," "it," "hermaphrodite," etc. "Homosexual" has become a derogatory term as well. Some of these terms have been reclaimed, but generally, these are not available for those outside certain communities
- Use the word "queer" unless you are invited to do so. Queer is a reclaimed term that is more commonly used to refer to the LGBTQIA community, although allies should refrain from using it at least initially
- "Over-apologize" if you use the wrong terminology or name. This makes the person responsible for comforting you and "doing the emotional work" for you