

LGBTQIA+ STUDENT GUIDE



A Resource Packet for Faculty Members

Prepared by Brandon Bakka

Last Updated May 2021 by Brandon Bakka and
Madeleine Jennings

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LGBTQIA+ Glossary

Please note that this is not an exhaustive list. Language surrounding LGBTQIA+ communities and identities is continually changing. It is an ally's responsibility to remain up-to-date on appropriate terminology.

Ally (Heterosexual Ally, Straight Ally) Someone who is a friend, advocate, and/or activist for LGBTQ people. A heterosexual ally is also someone who confronts heterosexism in themselves and others. The term ally is generally used for any member of a dominant group who is a friend, advocate or activist for people in an oppressed group (i.e. White Ally for People of Color).

Androgynous Term used to describe an individual whose gender expression and/or identity may be neither distinctly "female" nor "male," usually based on appearance.

Asexual A sexual orientation generally characterized by not feeling sexual attraction or desire for partnered sexuality. Asexuality is distinct from celibacy, which is the deliberate abstention from sexual activity. Some asexual people do have sex. There are many diverse ways of being asexual. Often abbreviated to "Ace"

Biphobia The fear, hatred, or intolerance of bisexual people; separate from Homophobia, and can be propagated by those in the LGBT+ community

Bisexual, Bi An individual who is physically, romantically and/or emotionally attracted to men and women. Bisexuals need not have had sexual experience with both men and women; in fact, they need not have had any sexual experience at all to identify as bisexual.

Cisgender a term used to describe people who, for the most part, identify as the gender they were assigned at birth.

Closeted Describes a person who is not open about his or her sexual orientation.

Coming Out A lifelong process of self-acceptance. People forge a lesbian, gay, bisexual or transgender identity first to themselves and then may reveal it to others. Publicly identifying one's orientation may or may not be part of coming out.

Demisexual a person who does not experience sexual attraction unless they form a strong emotional connection with someone. It's more commonly seen in (but by no means confined to) romantic relationships. The term demisexual comes from the orientation being "halfway between" sexual and asexual. Nevertheless, this term does not mean that demisexuals have an incomplete or half-sexuality, nor does it mean that sexual attraction without emotional connection is required for a complete sexuality.

Demiromantic a person who does not experience romantic attraction unless they form a strong emotional connection with someone.

Drag Queen/Drag King Used by people who present socially in clothing, name, and/or pronouns that differ from their everyday gender, usually for enjoyment, entertainment, and/or self-expression. Drag queens typically have everyday lives as men. Drag kings typically live as women when not performing. Drag shows are popular in some gay, lesbian, and bisexual environments. Unless they

are drag performers, most Trans people would be offended by being confused with drag queens or drag kings.

Gay The adjective used to describe people whose enduring physical, romantic and/or emotional attractions are to people of the same sex (e.g., *gay man*, *gay people*). In contemporary contexts, *lesbian* (n. or adj.) is often a preferred term for women.

Gender Expression Refers to how an individual expresses their socially constructed gender. This may refer to how an individual dresses, their general appearance, the way they speak, and/or the way they carry themselves. Gender expression is not always correlated to an individual's gender identity or gender role.

Gender Identity Since gender is a social construct, an individual may have a self perception of their gender that is different or the same as their biological sex. Gender identity is an internalized realization of one's gender and may not be manifested in their outward appearance (gender expression) or their place in society (gender role). It is important to note that an individual's gender identity is completely separate from their sexual orientation or sexual preference.

Gender Neutral This term is used to describe facilities that any individual can use regardless of their gender (e.g. gender neutral bathrooms). This term can also be used to describe an individual who does not subscribe to any socially constructed gender (sometimes referred to as "Gender Queer").

Gender Non-Conforming/Gender Diverse A person who is, or is perceived to have gender characteristics that do not conform to traditional or societal expectations.

Gender Confirmation Surgery Refers to a surgical procedure to transition an individual from one biological sex to another. This is often paired with hormone treatment and psychological assistance.

Gender Role A societal expectation of how an individual should act, think, and/or feel based upon an assigned gender in relation to society's binary biological sex system.

GRSM An acronym for Gender, Romantic, and Sexual minorities. Although "LGBTQIA+," "queer," "GRSM," and other acronyms or names are hotly contested within the queer community, "GRSM" is becoming more prevalent to refer to the LGBTQIA+ community, especially in academic circles.

Heterosexual an adjective used to describe people whose enduring physical, romantic and/or emotional attraction is to people of the *opposite* sex. Also *straight*.

Heteronormativity is the belief that people fall into distinct and complementary genders (male and female) with natural roles in life. It assumes that heterosexuality is the only sexual orientation or only norm, and that sexual and marital relations are most (or only) fitting between people of opposite sexes.

Heterosexism is a system of attitudes, bias, and discrimination in favor of opposite-sex sexuality and relationships. Heterosexism as discrimination ranks gay men, lesbians, bisexuals and other sexual minorities as second-class citizens with regard to various legal and civil rights, economic opportunities, and social equality in many of the world's jurisdictions and societies. Heterosexism is often related to homophobia.

Homosexual An adjective used to describe people whose enduring physical, romantic, and/or emotional attraction is to people of the *same* sex. (Also *gay* and *lesbian*.) Outdated clinical term considered derogatory and offensive by many gay and lesbian people. The Associated Press, *New York Times* and *Washington Post* restrict usage of the term.

Homophobia Fear of lesbians and gay men. *Prejudice* is usually a more accurate description of hatred or antipathy toward LGBT people.

Intersex People who develop primary and/or secondary sex characteristics that do not fit neatly into society's definitions of male or female. Many visibly intersex babies/children are surgically altered by doctors to make their sex characteristics conform to societal binary norm expectations. Intersex

people are relatively common, although society's denial of their existence has allowed very little room for intersex issues to be discussed publicly. Has replaced "hermaphrodite," which is inaccurate, outdated, problematic, and generally offensive, since it means "having both sexes" and this is not necessarily true, as there are at least 16 different ways to be intersex.

Lesbian A woman whose enduring physical, romantic and/or emotional attraction is to other women. Some lesbians may prefer to identify as gay (adj.) or as gay women.

LGBTQQIA+ An acronym used to refer to all sexual minorities: "Lesbian, Gay/Gender Neutral/Gender Queer, Bisexual/Bigender, Transgender/Transvestite/Transsexual, Questioning/Queer, Intersex, and Androgynous/Asexual."

Men Loving Men (MLM) Commonly used by online communities to denote the attraction of men to men.

Men Who Have Sex with Men men, including those who do not identify themselves as homosexual or bisexual, who engage in sexual activity with other men (used in public health contexts to avoid excluding men who identify as heterosexual).

Neopronouns Pronouns that are gender neutral, that are not they/them. Examples include ze/zir/zirs, xe/xem/xyr, and fae/faer/faers.

Openly Gay Describes people who self-identify as lesbian or gay in their personal, public and/or professional lives. Also *openly lesbian*, *openly bisexual*, *openly transgender*.

Outing The act of publicly declaring (sometimes based on rumor and/or speculation) or revealing another person's sexual orientation or gender identity without that person's consent. This is incredibly harmful and inappropriate

Pansexual is the sexual, romantic or emotional attraction towards people regardless of their sex or gender identity. Pansexual people may refer to themselves as gender-blind, asserting that gender and sex are not determining factors in their romantic or sexual attraction to others.

Queer Traditionally a pejorative term, *queer* has been appropriated by some LGBT people to describe themselves. However, it is not universally accepted even within the LGBT community and should be avoided unless someone self-identifies that way.

Questioning The process of considering or exploring one's sexual orientation and/or gender identity.

Sexual Orientation The term for an individual's enduring physical, romantic and/or emotional attraction to members of the same and/or opposite sex, including lesbian, gay, bisexual and heterosexual (straight) orientations.

Sexual Minority An all inclusive, politically oriented term referring to individuals who identify with a minority sexual orientation, sex identity, or gender expression/gender identity.

Straight Pop culture term used to refer to individuals who identify as a heterosexual, meaning having a sexual, emotional, physical and relational attraction to individuals of the "opposite" gender/sex.

Transgender (Trans*) someone who has a gender identity or gender expression that differs from their assigned sex. Transgender is also an umbrella term: in addition to including people whose gender identity is the opposite of their assigned sex (trans men and trans women), it may include people who are not exclusively masculine or feminine (people who are genderqueer/non-binary, e.g. bigender, pangender, genderfluid, or agender). Being transgender is independent of sexual orientation:^[9] transgender people may identify as heterosexual, homosexual, bisexual, asexual, etc., or may decline to label their sexual orientation.

Transitioning is the process of changing one's gender presentation and/or sex characteristics to accord with one's internal sense of gender identity – the idea of what it means to be a man or a woman,^[1] or genderqueer (in-between). This may involve medical treatment (Such as sex reassignment surgery,

or hormone replacement therapy), but doesn't always have to. Someone can transition without medical intervention.

Women Loving Women (WLW) - Commonly used by online communities to denote the attraction of women to women.

Zie & Hir The most common spelling for gender neutral pronouns. Zie is subjective (replaces he or she) and Hir is possessive and objective (replaces his or her). There are many other gender neutral pronouns.

Outdated and Inappropriate Terms

Lifestyle Inaccurate term used by anti-gay extremists to denigrate lesbian, gay, bisexual and transgender lives. As there is no one straight lifestyle, there is no one lesbian, gay, bisexual or transgender lifestyle.

Preferred Pronouns Pronouns are a direct artifact of one's gender identity. Asking for pronouns "preference" implies that their gender identity is a choice. Instead of asking what somebody's preferred pronouns are, instead ask them what pronouns they use.

Queer Although the word queer has been reappropriated by the LGBTQIA+ community, it is still typically regarded as offensive for non-LGBTQIA+ people to use, unless they are referring to somebody who explicitly identifies as queer.

Sexual Preference Refers to an individual's sexual activities or actions (what a person does sexually). Though often an individual's sexual orientation is in line with their sexual behavior, it is not always the case. Not a way to describe someone's sexual orientation, since it implies it's a choice or preference.

Transvestite An umbrella term, which refers to people who wear the clothing of the "opposite" gender. These individuals can be transgender, transsexual, cross dressers, Drag performers, or individuals who express their gender in a unique way. This term is often thought to be outdated, problematic, and generally offensive, since it was historically used to diagnose medical/mental health disorders.

"Transgendered" or "A Transgender" Inaccurate terms used to dehumanize trans* people. These discursive choices are also grammatically incorrect, as "trans*" or "transgender" is an adjective, not a noun.

What to do if...

*****Remember, everyone is different and this advice doesn't apply to everyone. Take everyone on a case-by-case basis, and ask that person how you can best support them. *****

... A person comes out to you

- Give them your attention and show your support
- Thank them for sharing with you
- Ask who they have shared with, and what their comfort level is
 - For example, a trans student may not want to use their preferred name in class right away as they work on coming out to other students
- Ask how you can support them moving forward, and how you can support them in the classroom
- Stress that you are an ally and they can come to you if they don't feel comfortable confronting problematic attitudes, language, etc. in the class or department
- Know when to refer them to outside resources and have them available to give out on request
- NEVER out someone for any reason, question them, or continue using their old pronouns, if applicable.
- NEVER push a someone to come out, they will tell you when they are comfortable and if they feel like you need to know
- DON'T share negative opinions, despite your personal opinions and beliefs someone coming out is not the time or place to discuss these.
 - This diminishes the likelihood of them continuing to come out in the future

... You are unsure of a someone's pronouns

- You could introduce yourself with your pronouns. This gives the opportunity for them to do the same.
- Never push someone to share their pronouns. Instead, create space for them to bring it up organically.
- If they still don't share their pronouns, then just use their name.
 - Instead of "he/she/they is/are" doing this, for example say "Hayden/Sam/Alex is" doing this

... You accidentally use the wrong pronouns/name when interacting with a trans* person

- First, **Don't Panic!** We all make mistakes.
- Don't over apologize or go overboard with correcting your mistake, as this will just draw more attention to it and make the situation more awkward if others are around.
 - This is especially true in a classroom setting with other students
 - Be aware of what name and pronouns to use in class, as they might differ from private conversations
- If one on one, feel free to apologize and share that you caught your mistake and that you will fix your usage of their pronouns
 - Don't say that you are having such a hard time with it because you first met them as (insert dead name here)
- Make an effort to use their correct pronouns during the rest of the conversation.
- Apologize privately when you get a chance to

... Someone uses the wrong pronouns for another person

- If you know that this person is out and that the one who is using the pronouns is just making a mistake, feel free to insert the pronouns of the person in context to subtly remind the individual without having to call the out in public
 - For example if a person were to say “ I think he brought up an important point during our discussion about the product cost ” you might follow up with “Yes, that is a really good point that she made, material costs are a big factor in design”
- If the person who is being misgendered and is not out or you don’t know if they are out, then make sure to use their name instead of their pronouns when talking about them with the other student
 - If the LGBTQIA+ student was a part of the conversation, find time to chat with the person afterwards and ask them how they are doing with being misgendered and ask them what they would like for you to do in a situation that arises like that in the future if they were not a part of the conversation
 - If the LGBTQIA+ person was not part of the conversation, feel free to chat with them when you see them next. Mention that you were thinking about how to address them when they aren’t in the room and ask them what spheres they would like for you to use their correct pronouns in. If they are unsure of what pronouns to use in a particular social situation, tell them that you will just use their name if that is what makes them most comfortable.

... Someone expresses their concern about with another person they think is LGBTQIA+

- Assess the concern first, are they worried about how others are treating this person poorly?
- If they are expressing negative thoughts or opinions about someone being LGBTQIA+
 - The best manner is to subtly question them and challenge their thoughts about the person in question
 - Example: “I am afraid that ___ is gay”, “**Well, why are you worried or afraid about that?**” “Well, I am worried that he is going to hit on me/check me out in the bathroom/etc.” “**Well do you hit on all of the people of the gender you are attracted to? Just because someone is attracted to your gender doesn’t necessarily mean they will hit on you...**” etc.
 - The importance of this is trying to subtly challenge their preconceived notions as opposed to declaring that they are wrong, which may make them feel defensive.
- Follow up with the LGBTQIA+ student to make sure they feel comfortable and respected. The safety and wellbeing of this student is the most important. You shouldn’t force them to stay in an emotionally or physically dangerous situation.

... You hear homophobic, sexist, transphobic, or other inappropriate language

- Confront it, but don’t attack the person who said it
 - View this is an opportunity to help someone learn, not make them feel bad
- Refer back to class rules discussed in the syllabus
 - Make it clear that offensive language is not tolerated in the classroom
- Bring it back to the ways that it affected you specifically
 - Use I statements
- Guide them to the idea of how their language impacts others in the community (don’t mention or out specific people).

As an ally who has power and privilege, the LGBTQIA+ community needs you to stand up against injustices against us. Support your students and colleagues who identify as LGBTQ+ and strive to learn about their experiences, community, and culture. Learn more about LGBTQ+ issues, and challenge the preconceived stereotypes and notions you hold. Always confront problematic behavior and language, because that can be the hardest thing for an LGBTQI+ person to do. Finally, give yourself grace as you learn more about how to support the LGBTQIA+ community. Mistakes happen, so remember that what's important is that you are actively trying to become a better ally.

Resources

Pronouns: A How to Guide

These are not the only pronouns that gender diverse people use. Language changes with time; thus, allies should continue to educate themselves about appropriate LGBTQIA+ terminology.

Subjective	Objective	Possessive	Reflexive	Example
they	them	theirs	themselves	They are speaking. I listened to them. The backpack is theirs.
ze	hir	hirs	hirsself	Ze is speaking. I listened to hir. The backpack is hirs.
she	her	hers	herself	She is speaking. I listened to her. The backpack is hers.
he	him	his	himself	He is speaking. I listened to him. The backpack is his.
What pronouns do you use?				

Pronoun Etiquette

- Instead of assuming you know what pronouns someone uses, ask!
- Share the pronouns you use and ask “what pronouns do you want me/us to use for you in this class/office/space?”
- Instead of asking what pronouns someone “prefers,” just ask what pronouns they use.

- Say the pronouns you use (e.g. ze/hir/hirs or she/her/hers) instead of saying that you use “masculine” pronouns or “feminine” pronouns, because masculinity and femininity mean different things to different people.
- Don’t challenge people’s pronouns or ask them why they use them.
- If this is unfamiliar to you, practice, practice, practice!

Mental Health/Crisis Resources

- **National Suicide Prevention Lifeline**
 - 1-800-273-TALK (8255)
- **The Trevor Project:**
 - 866-488-7386
- **Trans Lifeline:**
 - 877-565-8860
- **Steve Fund Crisis Text Line:**
 - Text STEVE to 741741
 - Are you a young person of color? Feeling down, stressed, or overwhelmed? This is a 24-hour crisis text line for young people of color.

Queer Youth & Adult Resources

- **OutYouth**
 - Phone: 512-419-1233
 - Email: info@outyouth.org
 - Website: www.outyouth.org
- **The Trevor Project**
 - Website: www.thetrevorproject.com
- **The Okra Project**
 - Collective that seeks to address the global crisis faced by Black Trans people by bringing home-cooked meals and resources to the community. www.theokraproject.org HBTW Fund: The Homeless Black Trans Woman Funds is a fund for the community of Black Trans women that live in Atlanta and are sex workers and/or homeless.
 - <https://www.theokraproject.com/>
- **Trans Lifeline**
 - Phone: 877-565-8860
 - Website: www.translifeline.org
- **Zuna Institute - National Advocacy Organization for Black Lesbians**
 - Website: <https://www.zunainstitute.org/>
- **National Black Gay Men’s Advocacy Coalition**
 - Website: <https://www.facebook.com/NBGMAC/>
 - <https://www.hiv.gov/blog/national-black-gay-mens-advocacy-coalitions-new-focus-new-media>
- **The National Center for Black Equity -**
 - Connects members of the Black LGBTQ+ community with information and resources to empower their fight for equity and access.
 - Website: <https://centerforblackequity.org/>

Ally Resources

- **PFLAG – Parents, Family, and Friends of Lesbians and Gays**
 - Website: <https://pflag.org/>
- **GLAAD**
 - Website: <https://www.glaad.org/>
- **LGBTQIA+ Ally Master List of Resources**
 - Website: <https://buffer.com/resources/lgbtqia-resources/>
- **Planned Parenthood:**
 - Website: <https://www.plannedparenthood.org/learn/teens/lgbtq/info-and-resources-lgbtq-teens-and-allies>
- **The Human Rights Campaign**
 - Website: <https://www.hrc.org/>
- **Coalition of Occupational Therapy Advocates for Diversity (COTAD)**
 - COTAD Website: <https://www.cotad.org/lgbtqia-resources>
 - Resource PDF: [LGBTQIA+ Resources](#)

Campus Resources

On-Campus Resources

Student Organizations

For the most up to date list of our orgs, please check out:
<http://tinyurl.com/GSCgroups>

University Centers

Center for Women's and Gender Studies

Academic center at UT that offers interdisciplinary undergraduate and graduate programs and aims to end gender discrimination through academic research, teaching, advocacy, and community partnerships.

Website: www.utexas.edu/cola/centers/cwgs

Counseling and Mental Health Center

The CMHC provides counseling for UT students. Offers a variety of groups and classes addressing students' needs to work toward self-improvement through peer interaction.

Phone: 512.471.3515 | CMHC Crisis Line : (512) 471-CALL (2255)

Website: <http://cmhc.utexas.edu>

Gender and Sexuality Center: Serving Women and

LGBTQIA+ Communities is UT's LGBTQIA+ student resource center (and women's center). The GSC provides students a place to hang out, check out books and movies, trainings, presentations, and a series of events offered throughout the year. The GSC is YOUR space; come hang out, make new friends, and connect with staff.

SAC 2.112

Phone: 512.232.1831

Website: <http://ddce.utexas.edu/genderandsexuality/>

Longhorn Wellness Center

The LWC provides students with general health information to prevent health-related barriers to students' academic and personal success. HPRC also offers Peer Educator programs in Alcohol and Drugs, Healthy Sexuality, and Nutrition Education.

SSB 1.106

Phone: 512.475.8252

Website: <https://www.healthyhorns.utexas.edu/healthpromotion.html>

LGBTQ Studies

LGBTQ Studies is a program of the Center for Women's and Gender Studies. Our mission is to support teaching and learning about LGBTQ+ people and issues and to work towards a gender-inclusive and LGBTQ-friendly campus.

Email: lgbtq@utlists.utexas.edu

Website: <https://liberalarts.utexas.edu/lgbtq/>

Peers for Pride

Peer Facilitation program for academic credit that aims to build leadership and facilitator skills while exploring LGBTQ+ issues.

Email: hogank@austin.utexas.edu

Website: www.utexas.edu/diversity/ddce/gsc/programs.php

YWCA Greater Austin

2015 South IH 35, Suite 110

512.326.1222

Email: info@ywcaatexas.org

Website: <http://www.ywcaatexas.org>

Off-Campus Resources

LGBTQ Friendly Organizations

allgo – A Statewide Queer People of Color Organization

Phone: 512-472-2001

Email: allgo@allgo.org

Website: www.allgo.org/allgo

Equality Texas

Phone: 512-474-5475

Email: info@equalitytexas.org

Website: www.equalitytexas.org

OutYouth

Phone: 512-419-1233

Email: info@outyouth.org

Website: www.outyouth.org

PFLAG – Parents, Family, and Friends of Lesbians and Gays

Phone: 512.302.3524

Email: info@pflagaustin.org

Website: www.pflagaustin.org

AGLIFF - Austin Gay & Lesbian International Film Festival

Email: info@aglifff.org

Website: <http://aglifff.org/>

Bossbabes

Website: <https://www.bossbabes.org/>

Transgender Student Resources

Gender Inclusive Restrooms on Campus

There are currently more than 100 gender inclusive restrooms located across the UT campus, with more added every year. A complete listing of the gender inclusive restrooms, plus their locations, is located on the GSC website. Use this URL to access the list:

<http://www.tinyurl.com/peeatut>

Transgender Education Network of Texas

Website: www.transtexas.org

Trans and Non-Binary Voices

This weekly discussion group is open to students who identify as transgender, non-binary or gender questioning. The purpose of the group is to create an open, welcoming, respectful and confidential environment where students can receive support from peers and explore topics related to mental health that impact daily life. Examples of discussion topics include exploring coming out challenges, examining experiences of transphobia, identifying strategies for maintaining safety, developing an identity-affirming support system and any other topics that feel relevant to participants.

Email: ejin@austin.utexas.edu or nguyquyn@austin.utexas.edu

Website: <https://cmhc.utexas.edu/groups.html>

Trans Lifeline

Phone: 877-565-8860

Website: www.translifeline.org

