**Resource Guides for Safe Spaces, Safe Places: Intro to Creating Welcoming areas for LGBTQ+ Folks**

Movement Advancement Project: Equality Profile: <https://www.lgbtmap.org/equality-maps/profile_state/ME>

Language is every changing and having a glossary for this training can be extremely helpful. Please remember that definitions can be broad and might have deeper or different meanings for others. We can always learn and grow our use of that language.

* AFAB/AMAB: Acronyms meaning “assigned female/male at birth” (also designated female/male at birth or female/male assigned at birth). We are assigned our sex/gender at birth but as we develop, it might not be what best fits us.
* Asexual (Ace): asexuality is an umbrella term, and exists on a spectrum. Asexual people – also known as “Ace” or “Aces” – may have little interest in having sex, even though most desire emotionally intimate relationships. Within the ace community there are many ways for people to identify.
* Bisexual: A person who has the capacity to form enduring physical, romantic, and/or emotional attractions to those of the same gender or to those of another gender. People may experience this attraction in differing ways and degrees over their lifetime. Bisexual people need not have had specific sexual experiences to be bisexual; in fact, they need not have had any sexual experience at all to identify as bisexual.
* Cisgender: refers to people whose gender identity and expression matches the biological sex they were assigned when they were born.
* Deadnaming: Deadnaming occurs when someone, intentionally or not, refers to a person who’s transgender by the name they used before they transitioned. You may also hear it described as referring to someone by their “birth name” or their “given name.”
* Femme: **Fem/Femme/Feminine/Fem of Center -** set of attributes, society's expectations behavior that are typically associated with women or girlsGay: The adjective used to describe people whose enduring physical, romantic, and/or emotional attractions are to people of the same sex. Sometimes lesbian is the preferred term for women.
* Gender Non-Conforming (GNC)- denoting or relating to a person whose behavior or appearance does not conform to prevailing cultural and social expectations about what is appropriate to their gender.
* Genderfluid- is an identity under the [multigender](https://nonbinary.miraheze.org/wiki/Multigender), [nonbinary](https://nonbinary.miraheze.org/wiki/Nonbinary), and [transgender](https://nonbinary.miraheze.org/wiki/Transgender) umbrellas. Genderfluid individuals have different [gender identities](https://nonbinary.miraheze.org/wiki/Gender_identity) at different times. A genderfluid individual's gender identity could be multiple genders at once and then switch to none at all, or move between single gender identities, or some other combination therein.
* Genderqueer: someone who **does** not follow binary gender norms. They may be non-binary, agender, pangender, genderfluid, or another gender identity. ... People now use it to describe all sorts of gender identities that don't fall into the male and female binary.
* Heteronormative: denoting or relating to a world view that promotes heterosexuality as the normal or preferred sexual orientation.
* Heterosexual: of, relating to, or characterized by sexual or romantic attraction to or between people of the opposite sex.
* Hijra: a person whose gender identity is neither male nor female, typically a person who was assigned male at birth but whose gender expression is female.
* Intersex- Intersex is a general term used for a variety of conditions in which a person is born with a reproductive or sexual anatomy that doesn’t seem to fit the typical definitions of female or male.
* Lesbian: A woman whose enduring physical, romantic, and/or emotional attraction is to other women. Some lesbians may prefer to identify as gay or as gay women.
* LGBTQ+: LGBTQ+ is an acronym for lesbian, gay, bisexual, transgender and queer or questioning. These terms are used to describe a person’s sexual orientation or gender identity.
* Masc: Masculine/ Masculine of Center -set of attributes, society's expectations behavior that are typically associated with men or boys.
* Misgendering: Misgendering occurs when you intentionally or unintentionally refer to a person, relate to a person, or use language to describe a person that doesn’t align with their affirmed gender. For example, referring to a woman as “he” or calling her a “guy” is an act of misgendering.
* Non-binary (Enby): People believe we are either male or female. But some people don't neatly fit into the categories of "man" or "woman," or “male” or “female.” For example, some people have a gender that blends elements of being a man or a woman, or a gender that is different than either male or female. Some people don't identify with any gender. Some people's gender changes over time.
* Outing:  is the act of disclosing an **LGBT** person's sexual orientation or gender identity without that person's consent.
* Pansexual: A person who is sexually attracted to all or many gender expressions.
* Queer: An adjective used by some people whose sexual orientation is not exclusively heterosexual. Typically, for those who identify as queer, the terms lesbian, gay, and bisexual are perceived to be too limiting and/or fraught with cultural connotations they feel don’t apply to them. Some people may use queer, or genderqueer, to describe their gender identity and/or gender expression. Once considered a pejorative term, queer has been reclaimed by some LGBTQ people to describe themselves; however, it is not a universally accepted term even within the LGBTQ community.
* Q+: Shortened LGBTQ+
* QBIPOC: Queer Black, Indigenous, People of Color. BIPOC is significant in recognizing that Black and Indigenous people are severely impacted by systemic racial injustices.
* Transgender: An umbrella term for people whose gender identity and/or gender expression differs from what is typically associated with the sex they were assigned at birth. People under the transgender umbrella may describe themselves using one or more of a wide variety of terms— including transgender. Some transgender people are prescribed hormones by their doctors to bring their bodies into alignment with their gender identity. Some undergo surgery as well. But not all transgender people can or will take those steps, and a transgender identity is not dependent upon physical appearance or medical procedures.
* Trans\*: Used as shorthand to mean transgender or transsexual - or sometimes to be inclusive of a wide variety of identities under the transgender umbrella. Because its meaning is not precise or widely understood, be careful when using it with audiences who may not understand what it means. Avoid unless used in a direct quote or in cases where you can clearly explain the term's meaning in the context of your story.
* Two-Spirit: Though Two-Spirit may now be included in the umbrella of LGBTQ, The term "Two-Spirit" does not simply mean someone who is a Native American/Alaska Native and gay. Traditionally, Native American two-spirit people were male, female, and sometimes intersexed individuals who combined activities of both men and women with traits unique to their status as two-spirit people. In most tribes, they were considered neither men nor women; they occupied a distinct, alternative gender status. In tribes where two-spirit males and females were referred to with the same term, this status amounted to a third gender. In other cases, two-spirit females were referred to with a distinct term and, therefore, constituted a fourth gender.

Links to Videos:

Microaggressions: <https://www.youtube.com/watch?v=ho_WW7M5E3A>

Pronouns: <https://www.youtube.com/watch?v=r-al4liNLBU&list=PLYKlt9IsLR6Qvpwj4sY3Cg9EW6upXquQ5>

Why Pronouns Matter: <https://www.youtube.com/watch?v=Nn1TC7VEpf4>

How to be an ally: <https://www.youtube.com/watch?v=gtALM4fOy0E>

Performative Allyship: <https://www.youtube.com/watch?v=bm355j6HdKM>