

2SLGBTQIA+ 101 Summary



Key Terminology

2-Spirit / Two-Spirit: An umbrella term, encompassing gender and sexual diversity in Indigenous communities

Lesbian: A woman who is attracted to other women

Gay: A man who is attracted to men OR a person who is attracted to people of the same gender

Bisexual: A person who is attracted to people of more than one gender

Transgender / Trans: An umbrella term referring to a person whose gender identity differs from the sex they were assigned at birth

Queer: An umbrella term used and reclaimed by some whose sexual orientations and/or gender identities fall outside of cisgender/straight norms

Questioning: A period where a person explores their own sexual orientation and/or gender identity

Intersex: A person born with sex characteristics that do not fit the typical medical definitions of male or female bodies

Asexual / Ace: A person who experiences little or no sexual attraction to people of any gender

Non-binary: An umbrella term for gender identities that fall outside of the man-woman binary

Cisgender / Cis: A person whose gender identity is in alignment with the sex assigned to them at birth

Straight: A person who is attracted to people of the opposite gender; heterosexual

Ally: A person who acts in to end the oppression of 2SLGBTQIA+

Key Concepts

Each of these key concepts are protected grounds under the Ontario Human Rights Code and the George Brown College Human Rights Discrimination & Harassment Policy.

Sex: The classification of people as male, female, or intersex; usually assigned at birth

Gender Identity: A person's internal or individual experience of gender

Gender Expression: How a person publicly expresses their gender (e.g. behaviour and outward expression)

Sexual Orientation: The direction of one's attraction (e.g. lesbian, bisexual, gay, etc.)

Pronouns

Pronouns are the words we use to reflect a person's gender identity. Here are some of the most commonly used pronouns:

- She / Her / Hers
- He / Him / His
- They / Them / Theirs
- No pronouns / name only

Tips for Inclusive Language

1. Don't make Assumptions

- Don't make assumptions about gender or sexual orientation
- Example: Instead of asking someone if they have a boyfriend or husband, you can ask if they have a partner or spouse

2. Use Gender Neutral Language

- Eliminate assumptions by using gender neutral language
- Example: Instead of saying "ladies and gentlemen", you can say "everyone," "folks," etc.

3. Use Correct Pronouns

- Using incorrect pronouns to refer to someone can be disrespectful and hurtful
- You can't always know someone's pronouns just by looking at them
- You can learn someone's pronouns by:
 - o Listening to the language they use about themselves
 - o Looking for cues, such as pronouns that may be listed in an email signature
 - o Ask respectfully (Example: "Sorry, I didn't catch your pronouns – I use she/her. What do you use?")
- If you make a mistake and use the wrong pronoun, simply apologize, correct yourself and move on.
- Practice! The more you practice, the easier it will be for you to identify when you are using pronouns and to use the right one.

4. Don't Ask Inappropriate Questions

- Do not ask 2SLGBTQIA+ people to speak on behalf of the whole community, to tell you intimate details about their body or past experiences, or to prove to you that they belong to the 2SLGBTQIA+ community
- Example: It is offensive and dehumanizing to ask transgender people about their bodies, if they have had surgery or procedures, or what name they went by in the past. You are not entitled to their personal information and experiences.