





What does LGBTQIA+ stand for?

Lesbian

Gav

Bisexual

Transgender

Queer & questioning

Intersex

Asexual

+ (plus!)

Sex vs. gender

Sex

A biological classification based on reproductive organs and functions, chromosomes, and hormone levels. Sex is typically assigned at birth, but there are

assigned at birth, but there are exceptions, such as for intersex people.

Male, female

Gender

A social construct that includes the roles, behaviors, and norms associated with being a man or woman. Gender can vary across societies and change over time. Gender identity and expression can be different from your sex assigned at birth.

Man, woman, non-binary, genderqueer

BIOLOGICAL SEX

(What the doctor assigned you at birth)

MALE INTERSEX FEMAI

GENDER IDENTITY

(How you feel on the inside)

WOMAN

GENDER EXPRESSION

(How you present yourself to others)

MASCULINE ANDROGYNOUS FEMININE

GENDER PRESENTATION

(How the world sees you)

TRANSGENDER WOMAN

SEXUAL ORIENTATION

(Who you like)

EN ASEXUAL TO MEN



Using proper names and pronouns

- Only refer to someone by their preferred name and pronouns
- Ask if you're not sure!
- The name on someone's paperwork may not match their preferred name

We're here to help!

Reach out to the Justice & Inclusion team co-chairs:

Rachel Shaw Callahan Terri Rivera Alex Onion



It's okay to make mistakes!

- Quickly correct yourself and move on
- One "sorry" max!
- Ask for a reminder
- Show gratitude