



**MAGIC CITY  
Acceptance Center**  
A BAO Affiliated Program

**Creating Inclusive and  
Affirming Spaces for the  
LGBTQ Community**

**Satellite Conference and Live Webcast  
Monday, February 10, 2020  
12:00 – 2:00 p.m. Central Time**

Produced by the Alabama Department of Public Health  
Video Communications and Distance Learning Division

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**The Magic City Acceptance Center (MCAC)  
is a safe and affirming space for LGBTQ  
individuals in Birmingham, Alabama.**

**MCAC has provided social and supportive  
services to nearly 1,060 youth and children  
since 2014, with an average of 23 new youth  
joining MCAC programs each month.**

**Cultural Humility**

**An approach to cultural competency  
trainings that proposes change through a  
lifelong process of learning, including self-  
examination and refinement of one's  
own awareness, knowledge, behavior and  
attitudes on the interplay of power, privilege  
and social contexts.**

**Group Agreements and  
Intention-Setting**

- **Open and honest**
- **No one is the expert of anything but  
themselves when it comes to identity**
- **Change in terminology over time**

**Group Agreements and  
Intention-Setting**

- **Assume best intentions**
- **What feels obvious and old news to  
you may feel new for someone else**
- **What else?**

# LGBTQ

What does it mean?

## LGBTQ

A collection of identities short for lesbian, gay, bisexual, trans, queer, questioning. "LGBTQ" is the most standardized use of this acronym but you may also see LGBTQIAPP2+ and other combinations.

## Queer

A term for people of marginalized gender and sexual identities who are not straight.

Note: Mirror Language

## Sexual Identity

What does it mean? Which letters are represented?

Sexual Identity and Gender Identity are not the same.

## Breaking Down the Binary



Gender Binary- the societal construct that there are only two genders and that every person is one of those two.

## Gender Identity

One's internal sense of being male, female, neither of these, both, or other gender(s).

*Everyone has a gender identity, including you.*

### **Transgender/Trans**

**An umbrella term for people whose gender identity differs from the sex they were assigned at birth.**

**The term transgender is not indicative of gender expression, sexual identity, hormonal makeup, physical anatomy, or how one is perceived in daily life.**

### **Incorrect Language**

**“A Transgender,” “transgendered,” “transgenderism,” and “transgenders” are not appropriate.**

**Transgender should be used as an adjective, not a noun.**

### **Language: Transition**

- **Not all trans individuals choose medical transition, as it is a very individual decision and does not necessarily affirm one’s gender.**
- **Not all trans individuals can afford access to medical transition.**

### **Language: Transition**

- **When speaking generally about transition-related care, use “Transition:” A person’s process of developing and assuming a gender expression to match their gender identity. Transition can include: coming out to one’s family, friends, and/or co-workers; changing one’s name and/or sex on legal documents; hormone therapy; and possibly (though not always) some form of surgery. It’s best not to assume how one transitions as it is different for everyone.**

### **Cisgender/Cis**

**Term for someone who exclusively identifies with their sex assigned at birth.**

**Someone who is not transgender.**

### **Non-binary**

**An umbrella term for gender identities other than strictly female/male or woman/man.**

**Used as an adjective (e.g. Jesse is a non-binary person).**

**Not all non-binary people identify as trans and not all trans people identify as non-binary.**

## Genderqueer

An identity commonly used by people who do not identify or express their gender within the gender binary. Those who identify as genderqueer may identify as neither strictly masculine nor feminine, may see themselves as outside of or in between the binary gender boxes, or may simply feel restricted by gender labels.

Also: Genderfluid, Gender Expansive, Gender Non-Conforming, Gender Non-Compliant, Gender Creative, Pangender, Polygender.

## Gender Expression

The physical expression of one's gender identity through clothing, hairstyle, voice, body shape, etc.

Not all may be safe to express gender in ways that feel authentic, for many reasons including safety.

**The Gender Unicorn** Graphic by: **TSER**

- Gender Identity:** Female/Woman/Girl, Male/Man/Boy, Other Gender(s)
- Gender Expression:** Feminine, Masculine, Other
- Sex Assigned at Birth:** Female, Male, Other/Intersex
- Physically Attracted to:** Women, Men, Other Gender(s)
- Emotionally Attracted to:** Women, Men, Other Gender(s)

To learn more, go to: [www.transstudent.org/gender](http://www.transstudent.org/gender)  
Design by Landyn Pan and Anna Moore

## Pronouns

Ask for pronouns rather than assuming:

*“What’s your name? What are your pronouns?”*

Recognize that people’s pronouns may change.

## Misgendering

If you make a mistake, apologize quickly and move on.

**Gender Pronouns**

Please note that these are not the only pronouns. There are an infinite number of pronouns as new ones emerge in our language. Always ask someone for their pronouns.

Subjective	Objective	Possessive	Reflexive	Example
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.
They	Them	Theirs	Themselves	They are speaking. I listened to them. The backpack is theirs.
Ze	Wir/Zir	Mirs/Zirs	Hirself/Zirself	Ze is speaking. I listened to hir. The backpack is zirs.

For more information, go to [transstudent.org/graphics](http://transstudent.org/graphics)

TSER

## Gendered Language

Avoid using gendered language unnecessarily. Use:

- Partner/spouse
- People/Folks/Everyone
- Y'all



## Inappropriate Terminology

- ~~“Born a Boy/Girl”~~- The determination made about a newborn’s sex at the time of birth. The appropriate phrase is “Sex assigned at birth”
- ~~Sexual Preference~~ is an outdated term, now replaced with “sexual identity.” This is separate from gender identity.
- ~~Homosexual~~ is another outdated term. It has been replaced with “gay,” “queer,” or other terms/labels people give themselves. Also avoid “admitted” or “avowed” which suggest shame or guilt.

## Inappropriate Terminology

- ~~Lifestyle~~- There is no single lesbian, gay or bisexual lifestyle. Lesbians, gay men and bisexuals are diverse in the ways they lead their lives. The phrase "gay lifestyle" is used to denigrate lesbians, gay men, and bisexuals suggesting that their sexual identity is a choice and therefore can and should be "cured"

## Tips for LGBTQ Inclusion

- LGBTQ individuals exist and are not “all the same.”
- Examine your own beliefs and attitudes that might affect your behavior.

## Tips for LGBTQ Inclusion

- Identities:
  - Do not assume someone's identity before they've shared their identity with you.
  - Do not “out” someone just because, or without direct permission.
  - Gatekeeping

## Tips for LGBTQ Inclusion

- Avoid curiosity and probing questions:
  - “What did you look like before?”
  - “Tell me your dead name so I don’t use it”
  - “Who’s the man in the relationship?”

## Tips for LGBTQ Inclusion

- **Avoid curiosity and probing questions:**
  - “When are you having the surgery?”
  - “They, Them?”

## Demonstrating Support

Have a genuine willingness to address the fact that you may not have experience in a subject, but make it known that underlying support is present.

- **Make a commitment to educating yourself.**
- **Make a commitment to educating others when overhearing disparaging remarks, humor that demeans LGBTQ individuals, or outdated terminology in the workplace.**

## Demonstrating Support

- **Be open to education from your LGBTQ friends and loved ones. Invite them to share openly with you when you say or do something that is upsetting – but recognize that they may be tired of having to explain.**
- **Make an active effort to use language and terms that demonstrate inclusion.**
- **Ask names and pronouns of those around you without awkwardness, and commit to using them.**



## QUESTIONS?

Contact us!

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Find us on Facebook and Instagram (@MCACbham)!