Resource Packet

Table of Contents

www.lnuey.ca

Follow on Instagram:
[@lnuey.ca](http://instagram.com/lnuey.ca)

We live on the historical territory of the Mi'kmaq peoples. This territory remains unceded and the Indigenous peoples of this land have never surrendered their rights to the lands and resources they had traditionally used and occupied.

We encourage you to think about your own engagement with issues affecting Indigenous peoples today. For resources and more information, follow L'nuey, an initiative focused on protecting, preserving, and implementing the constitutionally entrenched rights of the Mi'kmaq of Epekwitk.

2SLGBTQ+
Media Resources

You can find our ever-evolving 2SLGBTQ+ list of media resources (videos, podcasts, apps, social media, and more here:
www.bit.ly/3C2Kha5

2SLGBTQ+ Inclusive
Book List

You can find our ever-evolving 2SLGBTQ+ Inclusive Book List here:
www.bit.ly/3n4quAQ

Gender Neutral
Stock Photos

You can find gender neutral / nonconforming stock photos here:
www.genderphotos.vice.com

P.E.E.R.S.™ ALLIANCE+

2SLGBTQ+ - WHAT DOES IT ALL MEAN?

2SLGBTQ+ is an acronym that means:
Two-spirit (2S), Lesbian, Gay, Bisexual, Trans, and Queer

The + is added because people often use "2SLGBTQ" to talk about all of the communities included under the "LGBTTTQQIA" rainbow!
Lesbian, Gay, Bisexual, Trans, Transgender, Two-spirited, Queer, Questioning, Intersex, Asexual, Ally, +Pansexual, +Agender, +Gender Queer, +Bigender, +Gender Variant, +Pangender, and more!

Inclusive Language:
Inclusive language respects and promotes all people as valued members of society. Using inclusive language requires the intentional use of vocabulary to avoid exclusion and stereotyping. When we are talking about inclusive language and the 2SLGBTQ+ community, we're really talking about challenging our assumptions around gender and sexual orientation. Rather than asking someone if they have a boyfriend or girlfriend, for example, it would be more inclusive to ask about a person's partner. Similarly, choosing someone's pronoun based on how they appear to you is presumptuous – some members of the 2SLGBTQ+ community use plural or gender-neutral pronouns like they/them or ze/zir. If you're not sure about someone's pronouns, you can always ask!

Glossary of Terms:
Please note, this list is nowhere near exhaustive and the terms included here may mean different things to different people - language is always changing. The best place to start is from a place of respect – ask someone their name & pronouns and respect their answers. If you don't understand, take time to do some research on your own, or respectfully ask the person for more information. If they choose not to disclose further information, recognize the burden this person may feel educating someone else and respect that as well.

This document is intended to create a starting point for increasing vocabulary and understanding. For more information about queer subcultures (i.e. kink community, leather community, etc.) you can visit https://lgbtqia.ucdavis.edu/educated/glossary.html

For more information about gender diversity please visit https://www.genderspectrum.org/quick-links/understanding-gender/

For more information about being the parent of a gender creative child, please visit: https://gendercreativekids.ca/ or https://www.mykidisgay.com/resources/

For more information on how to be an effective ally, please visit: https://egale.ca/how-to-be-an-lgbtq-ally/

GENDER

The behavioral, cultural, or psychological traits *typically* associated with a person's assigned sex at birth. Related to beliefs about femininity and masculinity.

SEX ASSIGNED AT BIRTH (or Sex Designated At Birth)

Commonly referred to by the misnomer "biological" or "natal" sex; the sex assigned at birth is based on the appearance of genitalia. A term used to refer to the anatomical, chromosomal, and hormonal characteristics that are used to classify an individual as female, male, or intersex.

GENDER BINARY

The idea that sex and gender are inextricably linked, and that there are only two linked categories of each – male/men and female/women.

GENDER SPECTRUM

The idea that gender exists on a spectrum and includes a range of identities – including a range of masculine, feminine, trans, fluid, and non-binary identities.

GENDER SOCIALIZATION

The ongoing social process of learning about and being taught the expectations and attitudes (or "norms") associated with sex assigned and birth. Socialization can occur explicitly or implicitly.

GENDER NORMS

A culturally specific set of social standards or customs that communicate acceptable, appropriate, or desirable behaviors based on perceived sex assigned at birth.

GENDER IDENTITY

The internal perception of one's gender - one's personal experience of gender. Gender identity can correlate with sex assigned at birth or can differ from it. Gender identity involves how the self is understood and experienced. (*Think: Gender is in the mind, Sex is in the pants*)

GENDER EXPRESSION

The aspects of a person's behaviour, mannerisms, interests, and appearance that are *typically* associated with gender in a particular cultural context. The external display of one's gender, through a combination of dress, demeanor, and social behavior. Related to femininity, masculinity, and androgynous (gender neutral) presentations of self.

CISGENDER

A person whose self-defined gender identity matches the gender associated with their assigned sex. Someone whose gender identity aligns with the sex they were assigned at birth. (*ie. Gender identity of "man" for someone who was assigned male at birth*)

TRANSGENDER

Transgender is a term that may be used to specifically refer to people who have, or who are, going through a process of gender transition. Also used as an umbrella term for people whose gender identity differs from the sex they were assigned at birth; sometimes abbreviated to trans. (*ie. Gender identity of "woman" for someone assigned male at birth*)

TRANS (Sometimes written as trans*)

Trans is an umbrella term for people whose gender identity differs from what is typically associated with the sex they were assigned at birth. This includes folks who have transitioned and those who identify with a fluid or non-binary gender. Gender diverse and gender creative are other terms that highlight the wide range of possible gender identities. *Note: not all people who identify as non-binary or gender non-conforming will identify with the label "trans".*

TRANSITION

Transition refers to the unique process an individual goes through in order to live and express their gender identity in ways that feel right for them. Sometimes transition is about a person making changes regarding how they identify and present in the world, but transition is also about other people transitioning to a place of understanding and acceptance.

Social transition – refers to a number of changes that can be made in the social world. This process may, or may not, include; using a new name, using a different pronoun, changing style of dress, cutting or growing out hair, using gender affirming products like binders (compression garments that flatten the chest) or breast forms (undergarments that create the appearance of breasts) or gaffs (underwear-like garments that assist in hiding the appearance of assigned male genitals)

Legal transition – refers to a process resulting in the legal recognition of a person's gender identity. This process may, or may not, include; legal name change, changing the gender marker listed on a birth certificate, divers licence, passport, and/or within government records, and changing marriage and/or family documents in ways that reflect appropriate titles.

Medical transition – refers to medical interventions that change sex characteristics to better match a person's gender identity. Medical transition may, or may not, involve hormone replacement therapies, hormone blockers, and/or gender-affirming surgical procedures. Although many trans people access medical services to feminise or masculine their bodies, non-binary folks may also pursue medical transition to neutralize their bodies in ways that feel right for them.

TRANSSEXUAL

Transsexual is a term that has largely been rejected, as trans communities reclaim the experience of transition as affirming the gender they always were - rather than a process of changing their gender. Transsexual is a medical term used describe people who have pursued, or who are pursing, gender affirming surgeries. *Note: many trans folks find the term transsexual **offensive** and the terms is quickly falling out of use.*

NON-BINARY

An umbrella term for gender identities which fall outside of traditional binary genders. Folks who identify as non-binary may consider their gender to be *between, outside, or fluid* when compared with binary gender identity. Numerous varying identity labels have emerged under the umbrella of non-binary, and these identities mean different things to different individuals who wear them.

GENDER NON-CONFORMING

Gender non-conforming people are those who do not subscribe to traditional gender expressions or roles expected of them in any given society.

AGENDER

Agender people - also called genderless, genderfree, non-gendered, or ungendered people - are those who identify as having no gender or being without any gender identity. This category includes a very broad range of identities that do not conform to traditional gender norms.

GENDERQUEER

Genderqueer is an umbrella term for gender identities that are not exclusively masculine or feminine—identities which are thus outside of the male/masculine-female/feminine gender binary.

BIGENDER

Bigender is a gender identity where the person moves between feminine and masculine gender identities and expression, sometimes depending on context and sometimes depending on preference. Some bigender individuals express two distinct "female/feminine" and "male/masculine" personas, others find that they identify as two genders simultaneously.

GENDER VARIANT

Gender variance, or gender nonconformity, is an academic term referencing behaviour or expression that does not match masculine-feminine gender "norms." People who exhibit gender variance may be called gender non-conforming, gender diverse or gender atypical, and may – or may not - be transgender.

2SLGBTQ+ - WHAT DOES IT ALL MEAN?

PANGENDER

Pangender people are those who feel they identify as all genders. The term has a great deal of overlap with genderqueer.

CROSS DRESSER

Cross dresser is a term used to describe a person who dresses, at least partially, as a member of a gender other than the one associated with their sex assigned at birth. Some 2SLGBTQ+ folks find the term cross dresser **offensive** – *although this term has replaced "transvestite" which has been overwhelmingly rejected by the LGBTQ2+ community.*

DRAG KING

Typically used in the context of performance; a person who dresses and performs as a man, often for the purpose of parody or impersonation of gender. This has no implications regarding a person's lived gender identity. Drag kings can be cisgender or transgender.

DRAG QUEEN

Typically used in the context of performance; a person who dresses and performs as a woman, often for the purpose of parody or impersonation of gender. This has no implications regarding a person's lived gender identity. Drag queens can be cisgender or transgender.

SEXUAL ORIENTATION

Sexual orientation relates to one's sexual attraction, or non-attraction, to other people. People use a variety of labels to describe their orientation; some people experience a fluid orientation (i.e. attracted to men and women) and for others its more fixed (i.e. attracted to men only).

LESBIAN

Traditionally, a lesbian is a woman who experiences sexual and/or romantic attraction towards other women. Women do not need to be cisgender to identify as a lesbian.

GAY

Traditionally, gay is often used to describe men who experience sexual and/or romantic attraction towards other men. Has also come to be used as an umbrella term for the 2SLGBTQ+ community regardless of gender identity, though this is coming out of favour in the younger generations of 2SLGBTQ+ community (see *Queer*).

BISEXUAL

People who experience romantic attraction and/or sexual attraction towards people of diverse identities (i.e. attracted to men and women). People who experience romantic and/or sexual attraction to people of any sex or gender may also identify using the label 'bisexual', but this is sometimes termed pansexuality or queer.

TWO-SPIRIT

Two-Spirit is a modern umbrella term used by some North American Indigenous communities to describe same-sex attraction and diverse gender identities. Typically the term is used by people who identify as within the LGBTQ+ community and Indigenous or First Nations communities. The creation of the term two-spirited is attributed to Albert McLeod, who proposed its use during the Third Annual Inter-tribal Native American, First Nations, Gay and Lesbian American Conference, held in Winnipeg in 1990. Importantly, not all LGBTQ+ Indigenous people identify with the term, nor do all First Nations communities use the term in the same way.

PANSEXUAL (or Omnisexual)

Pansexuality, or omnisexuality, is sexual attraction, romantic love, or emotional attraction toward people of any sex or gender identity. For pansexual people, gender and sex are insignificant factors in determining attraction.

QUEER

Queer is an umbrella term for sexual and gender minorities – folks who don't identify as straight and/or cisgender. Queer was originally used as an insult but, beginning in the late-1980s, queer scholars and activists began to reclaim the word. Given the history, some older 2SLGBTQ+ folks may not identify with the term.

QUESTIONING

Questioning generally refers to the process of exploring one's gender identity and/or sexuality. The term may also be used by people who are unsure about certain aspects of identity and/or folks who are hesitant about adopting a social label for various reasons.

INTERSEX

Intersex is a category that reflects naturally occurring variations in biological sex. Intersex is a general term used for a range of presentations in which a person is born with reproductive or sexual anatomy that does not fit neatly into society's male-female categories. A person might be born with a vulva, for example, but have mostly male-typical anatomy on the inside - or a person may be born with genitals that seem to be in-between male-female categories. There are over 20 diagnoseable intersex "conditions" that reflect sex anatomy variations. Intersex can also be a variation in hormones, chromosomes or internal sex organs. *Hermaphrodite is an outdated, inaccurate, and often **offensive** term that has been used to describe intersex people in the past.*

PERISEX

A person whose genitalia does not vary from the traditional sex categories of male or female. Someone who was not born with an intersex condition.

2SLGBTQ+ - WHAT DOES IT ALL MEAN?

ASEXUAL (or Nonsexual)

A person who experiences the lack of sexual attraction to anyone, or low interest in participating in sexual activity (low or absent sexual desire). Asexuality may be considered a distinct sexual orientation (like gay or bisexual), or it may be thought of as the lack of sexual orientation.

ALLOSEXUAL

A person who experiences sexual attraction and/or desire for other people. Someone who is not asexual.

DEMISEXUAL

A person who only experiences sexual desire or attraction once an emotional bond has been formed with another person or persons.

HETERONORMATIVITY

Heteronormativity highlights the existence of norms, practices, and institutions that promote a binary alignment of assigned sex, gender identity, and gender roles *while privileging straight relationships* (i.e. having a prom king and queen, assuming marriage is the goal of every relationship, etc.). Assumes heterosexuality as a fundamental and natural norm; privileges reproductive sex above all other sexual practices.

CISNORMATIVITY

Related to heteronormativity, cisnormativity highlights the existence of norms, practices and institution that promote and assume that one's gender identity matches their sex assigned at birth.

HETEROSEXISM

Heterosexism is the (often ubiquitous) assumption that all people are, or should be, heterosexual (straight). Heterosexism excludes the needs, concerns, and life experiences of 2SLGBTQ+ people. It is often a subtle form of oppression, which reinforces realities of silence and erasure.

CISSEXISM

Related to heterosexism, cissexism assumes that all people should be cisgender. Cissexism excludes the needs, concerns, and life experiences of trans people. It is a form of oppression which reinforces silence and erasure, while also reinforcing the pathologization/medicalization of trans people.

HOMOPHOBIA

A broad term used to signify an intense dislike of - or prejudice against – 2SLGBTQ+ people. Members of this community have been moving away from words like homophobic and homophobia because these words inaccurately describe systems of oppression as irrational fears. Words like heteronormativity, oppression, and discrimination are viewed as more meaningful.

TRANSPHOBIA

A broad term used to signify an intense dislike of - or prejudice against – trans or gender non-conforming people. Members of the 2SLGBTQ+ community have been moving away from words like transphobia and transphobic because these words inaccurately describe systems of oppression as irrational fears. Words like heteronormativity, cisnormativity, oppression, and discrimination are viewed as more meaningful.

MISGENDERING

Misgendering involves attributing a gender to someone that is incorrect/does not align with their gender identity. Often occurs when using pronouns, gendered language (i.e. "Hello ladies!" or "Hey guys"), or assigning genders to people without knowing how they identify.
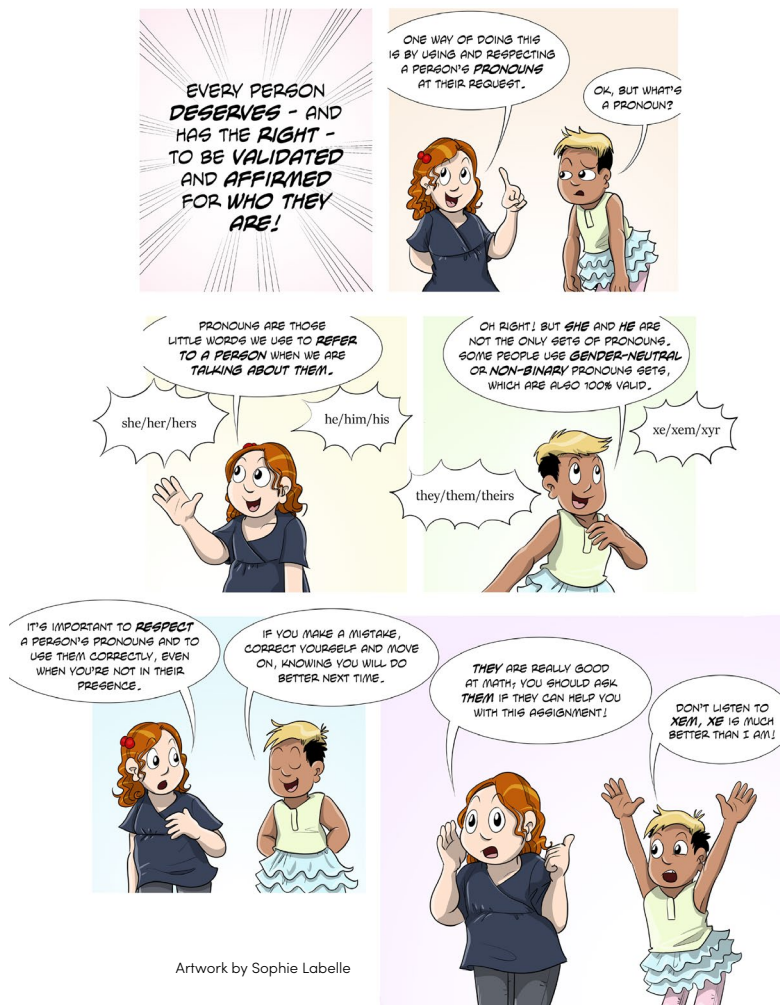
OPPRESSION

Oppression describes a relationship of dominance and subordination between categories of people in which one benefits from the systematic abuse, exploitation, and injustice directed towards the other. Oppression exists when one social group, whether knowingly or unknowingly, exploits another social group for its own benefit. Oppression often exists at multiple levels and manifests differently in different contexts. In Canada, for example, LGBTQ2+ people have been treated as mentally ill and subjected to conversion therapies against their will, they have been targeted by discriminatory laws and practices, and they've been victimized by hate motivated crimes.

MICROAGGRESSIONS

Microaggressions are indirect, subtle, or unintentional forms of discrimination against members of the 2SLGBTQ+ community. These common occurrences, whether intentional or unintentional, communicate hostile, insulting, or negative attitudes related to one's marginalized identity/identities.

ALLY

An ally is a person who does not identify as a member of the 2SLGBTQ+ community but assists the community through supportive actions and efforts to end oppression. Being an ally is the practice of confronting heterosexism, cissexism, sexism, genderism, and allosexism in oneself and others. Allyship is often founded on the belief that dismantling sexism, heterosexism, trans oppression is a social justice issue.

EVERY PERSON **DESERVES** - AND HAS THE **RIGHT** - TO BE **VALIDATED** AND **AFFIRMED** FOR **WHO THEY ARE!**

ONE WAY OF DOING THIS IS BY USING AND RESPECTING A PERSON'S **PRONOUNS** AT THEIR REQUEST.

OK, BUT WHAT'S A PRONOUN?

PRONOUNS ARE THOSE LITTLE WORDS WE USE TO **REFER TO A PERSON** WHEN WE ARE **TALKING ABOUT THEM.**

she/her/hers

he/him/his

OH RIGHT! BUT **SHE** AND **HE** ARE NOT THE ONLY SETS OF PRONOUNS. SOME PEOPLE USE **GENDER-NEUTRAL** OR **NON-BINARY** PRONOUNS SETS, WHICH ARE ALSO 100% VALID.

xe/xem/xyr

they/them/theirs

IT'S IMPORTANT TO **RESPECT** A PERSON'S PRONOUNS AND TO USE THEM CORRECTLY, EVEN WHEN YOU'RE NOT IN THEIR PRESENCE.

IF YOU MAKE A MISTAKE, CORRECT YOURSELF AND MOVE ON, KNOWING YOU WILL DO BETTER NEXT TIME.

THEY ARE REALLY GOOD AT MATH; YOU SHOULD ASK **THEM** IF THEY CAN HELP YOU WITH THIS ASSIGNMENT!

DON'T LISTEN TO **XEM, XE** IS MUCH BETTER THAN I AM!

Artwork by Sophie Labelle

Pronoun Usage Guide

To be inclusive and respectful of gender diversity, use the gender-neutral pronoun set, they, them, theirs, when referring to any person whose pronouns you do not know until you have a chance to find out what they are.

> **Today we have a guest speaker coming in. They are an expert in marine biology. Please give them a warm welcome!**

* Notice how gender binary pronouns are not important in this context. The meaning is not lost. By using gender neutral pronouns, you hold back on making assumptions about a person's gender based on your own perception of them.

If you have trouble remembering someone's pronouns, it is always best simply to ask for the reminder! It is also important to ask if you may use these pronouns in front of other people.

> **Hi Fae! How was your vacation? Can you remind me what your pronouns are again?**

While it is normal to take practice when adopting a new habit, it is also important to demonstrate genuine effort. If you accidentally use the wrong pronoun when referring to someone, even if they are not present, simply correct yourself and commit to getting it right next time.

> **Did you hear that Fae wrote her own, sorry, I mean, their own play over the summer? Sh..They even wrote a score to go with it!**

* Everyone makes mistakes, it is okay. After you have apologized, do not dwell on your mistake. Remember it is not the responsibility of the person you have misgendered to address your feelings about having slipped up.

Pronoun Sets

Here are pronouns that you might see or hear. Please note that this is not an exhaustive list.

He	She	They	Ey	Zi	Xe
Him	Her	Them	Em	Hir	Xem
His	Hers	Theirs	Eirs	Hirs	Xirs

LGBTQ-INCLUSIVE LANGUAGE DOs and DON'Ts

AVOID SAYING...	SAY INSTEAD...	WHY?	EXAMPLE
"Hermaphrodite"	"Intersex"	Hermaphrodite is a stigmatizing, inaccurate word with a negative medical history.	"What are the best practices for the medical care of intersex infants?"
"Homosexual"	"Gay"	"Homosexual" often connotes a medical diagnosis, or a discomfort with gay/lesbian people.	"We want to do a better job of being inclusive of our gay employees."
"Born female" or "Born male" "Female-bodied" or "Male-bodied"	"Assigned female/male at birth"	"Assigned" language accurately depicts the situation of what happens at birth "-bodied" language is often interpreted as as pressure to medically transition, or invalidation of one's gender identity	"Max was assigned female at birth, then he transitioned in high school."
"A gay" or "a transgender"	"A gay/transgender person"	Gay and transgender are adjectives that describe a person/group	"We had a transgender athlete in our league this year. "
"Transgender people and normal people"	"Transgender people and cisgender people"	Saying "normal" implies "abnormal," which is a stigmatizing way to refer to a person.	"This group is open to both transgender and cisgender people."
"Both genders" or "Opposite sexes"	"All genders"	"Both" implies there are only two; "Opposite" reinforces antagonism amongst genders	"Video games aren't just a boy thing -- kids of all genders play them."
"Ladies and gentlemen"	"Everyone," "Folks," "Honored guests," etc	Moving away from binary language is more inclusive of people of all genders	"Good morning everyone, next stop Picadilly Station."
"Mailman," "fireman," "policeman," etc.	"Mail clerk," "Firefighter," "Police officer," etc.	People of all genders do these jobs	"I actually saw a firefighter rescue a cat from a tree."
"It" when referring to someone (e.g., when pronouns are unknown)	"They"	"It" is for referring to things, not people.	"You know, I am not sure how they identify."

"COMING OUT" ..."of the closet." is the process by which someone...

1. Accepts and identifies with their gender identity and/or sexual orientation; and

2. Shares their identity willingly with others.

Sometimes We talk about coming out as if it were a one time thing. But for most folks coming out is a series of decisions – sometimes daily – that LGBTQ people navigate in every new setting they enter. (Most people aren't like Ellen, where they come out once and then the whole world knows.)

People may be "**OUT**" ⤷ in some spaces, and "**IN**" ⤷ in others.
⤷ / ⤷ to Family   ⤷ / ⤷ to Friends   ⤷ / ⤷ to Classmates/Coworkers   ⤷ / ⤷ to Religious Community
A decision to come out to a person or group is one of *safety, comfort, trust, & readiness.*

It's dangerous, unhealthy, and unhelpful to force someone to come out, or to "out" someone else (i.e., disclosing someone's gender identity or sexual orientation to others without the person's consent), **regardless of your intentions** (sometimes people think they're being helpful, or acting on the person's behalf to conquer their fears), but...

IF SOMEONE COMES OUT TO YOU...

DON'T:

1. Say "I always knew," or downplay the significance of their sharing with you.

2. Go tell everyone, bragging about your "new trans friend."

3. Forget that they are still the person you knew, befriended, or loved before.

4. Ask probing questions, or cross personal barriers you wouldn't have crossed earlier.

5. Assume you know why they came out to you.

DO:

1. Know this is a sign of huge trust! (Yay!)

2. Check-in on how confidential this is (Do other people know? Is this a secret?)

3. Remember that their gender/sexuality is just one dimension (of many) of them.

4. Show interest and curiosity about this part of them that they are sharing with you.

5. Ask them how you can best support them.

The Safe Zone Project has a list of amazing resources online! You can find them by scanning the QR below or by following this link:
www.thesafezoneproject.com/resources

SCAN ME

Local Resources

PEERS ALLIANCE

f PEERSAlliance

⊡ peersalliance

🐦 PeersPEI

www.peersalliance.ca | 902-566-2437 | info@peersalliance.ca

PRIDE pei

f PridePEI

⊡ pridepei

🐦 PridePEI

www.pridepei.ca | www.pridepei.ca/contact

P.E.I. Transgender Network

f PEITN

✉ peitn@outlook.com