



CASA LGBTQIA+ Support Guide

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What is the CASA/LA LGBTQIA+ Committee?

The CASA LA LGBTQIA+ Committee includes staff, CASA volunteers, the court, and community stakeholders dedicated to ensuring that our organization is culturally humble¹ to the LGBTQIA+ community.

Together we work to:

- 1) Identify resources within LA County
- 2) Build partnerships with other agencies that share our values
- 3) Provide ongoing learning opportunities to staff, CASA volunteers, and the court regarding how best to advocate, support, and uplift youth involved in child welfare
- 4) Ensure that CASA/LA policies, processes, and community information are inclusive; and
- 5) Identify the different forms of intersectionality² as well as strive to actively educate and promote equity between these relationships.

How do I get in touch with the CASA/LA LGBTQIA+ Committee?

Our committee is reachable for any LGBTQIA+ advocacy/support related questions.

Please contact us at: LGBTQIAcommittee@casala.org

Why is Advocacy Important for LGBTQIA+ Foster Youth Specifically?

There is vast amount of children/youth who identify as LGBTQIA+ within the LA County Child Welfare system.

As a program that aims to provide advocates to the most vulnerable sub-populations of LA County's child welfare system it is extremely important that CASA/LA recognize the above heightened challenges that LGBTQIA+ foster youth face. Our volunteers can be a pivotal resource by advocating for safe and supportive placements, schools, etc. Additionally, a CASA can be an affirming ally to these young people and ensure that they have access to affirming services and other adults.

19%

of children/youth in the LA County Child Welfare System identify as LGBTQ+

11.1%

of youth identify as Gender Non-Conforming/Transgender

10-14%

of youth in LA County identify as LGBTQ+

5%

of youth identify as Transgender

One Half

of these identifying youth reported being treated poorly while involved in dependency the Dependency System.

Almost ALL

of these youth shared that they felt they experienced discrimination due to their sexual orientation and/or gender identity

Lastly, LGBT foster youth tend to experience more living transitions, placements within Short Term Residential Treatment Programs (STRTPs) as well as hospitalizations in comparison to non-identifying LGBT youth. These types of challenges can have detrimental impacts on a youth's permanency and well-being.

Info from: <https://files.lalgbtcenter.org/pdf/rise/Los-Angeles-LGBT-Center-RISE-LAFYS-Executive-Summary.pdf>

¹ Culturally Humble means the ability to maintain an interpersonal stance that is other-oriented (or open to the other) in relation to aspects of cultural identity that are most important to the person. Cultural humility is different from other culturally-based training ideals because it focuses on self-humility rather than achieving a state of knowledge or awareness.

² Intersectionality means to identify forms of discrimination that are related to one another, and to take these relationships into account when working to promote social and political equity.

Learn More About the LGBTQIA+ Community

Note: The documentaries, TV shows and books suggested in the below lists may contain material that covers sensitive topics, such as: sexual assault, violence, homophobia, self-harm, suicide, among others. We ask that you exercise caution if any of these topics may be triggering. Reach out to your Advocate Supervisor if you feel you need further support or resources. We acknowledge that the lists below are not exhaustive and may not include certain groups/identities within the LGBTQIA+ community. By providing the lists below we simply want to open a window into learning about the LGBTQIA+ community as a whole.

Documentaries

[A Secret Love](#) (2020) | Netflix
[All in My Family](#) (2019) | Netflix
[Disclosure](#) (2020) | Netflix
[Laerte-Se](#) (2017) | Netflix
[How to Survive a Plague](#) (2012) | Sling
[Paris is Burning](#) (1990) | Apply TV

[Queer Japan](#) (2019) | Amazon Prime Video
[Two Spirits](#) (2011) | Vudu
[The Death & Life of Marsha P. Johnson](#) (2017) | Netflix
[The State of Marriage \(2015\)](#) | Tubi
[Transhood](#) (2020) | HBO Max
[Vito](#) (2011) | Amazon Prime Video



Books

- [A Guide to Gender](#) | Sam Killerman
- [Sister Outsider: Essays and Speeches](#) | Audre Lorde
- [Beyond Magenta: Transgender Teens Speak Out](#) | Susan Kuklin
- [The Meaning of Matthew](#) | Judy Shepard
- [A Queer History of the United States](#) | Michael Bronski
- [Pedro and Me](#) | Judd Winick

LGBTQIA+ News

[Them.](#) | [Subscribe](#)

A next-generation community platform with a YouTube channel, “them” chronicles and celebrates the stories, people and voices that are emerging and inspiring all of us, ranging in topics from pop culture and style to politics and news, all through the lens of today’s LGBTQIA+ community.

[American Civil Liberties Union \(ACLU\)](#) | [Subscribe](#)

The ACLU works to ensure that lesbian, gay, bisexual, transgender, & queer people belong everywhere and can live openly and authentically without discrimination, harassment, or violence. The ACLU has a long history of defending the LGBTQ community, dating back to 1936.

[Human Rights Campaign \(HRC\)](#) | [Subscribe](#)

By inspiring and engaging individuals and communities, the Human Rights Campaign strives to end discrimination against LGBTQ people and realize a world that achieves fundamental fairness and equality for all.

[The Trevor Project](#) | [Subscribe](#)

Founded in 1998 by the creators of the Academy Award®-winning short film TREVOR, The Trevor Project is the leading national organization providing crisis intervention and suicide prevention services to lesbian, gay, bisexual, transgender, queer & questioning (LGBTQ) young people under 25.

[Children’s Rights](#) | [Subscribe](#)

Children’s Rights began as a project of the New York Civil Liberties Union and, later, the American Civil Liberties Union, and in 1995 became an independent nonprofit organization. They’ve won landmark legal victories in Connecticut, Georgia, Michigan, Mississippi, New Jersey, Oklahoma, Tennessee, Washington, DC and Wisconsin and engaged in advocacy efforts that are changing the way child welfare is practiced in the United States. Children’s Rights is proving that failing child welfare systems not only can be fixed, but can be made to run well.

How Can You Better Support LGBTQIA+ Youth?

It is crucial to remember that, before any support or advocacy is offered in this area, the child/youth must give you their expressed permission and agree to receive the support. If LGBTQIA+ children/youth are open with you regarding their identity, this does not exactly translate to blanket permission for you to advocate for LGBTQIA+ specific goals/needs, nor does it allow you to share or disclose any information with anyone regarding this part of their identity. Always be mindful of preserving the confidentiality of a child/youth's identity. Ask the youth who they've shared this part of their identity with and whether or not they feel comfortable with you speaking with those individuals about it. It's always important to consider that not everyone in the youth's life might be fully aware of how the youth identifies. Be mindful about sharing or speaking with others about the youth's SOGIE.

Many children or youth are open about their identities on social media and with their friends. However, they may not be as open about it in other spaces/networks, which is why it's important to respect their privacy. It's important to keep in mind that we should never make them feel like their identity should be treated as a "secret", or that it is in any way shameful. A youth's SOGIE can be a sensitive topic for them but, as their CASA, you can be an open/affirming support to them.

Being an affirming adult in their life means using the name/pronouns the youth uses for themselves, encouraging them to be their authentic selves, and addressing/correcting biases within their team. The hope is that your support can make them feel safe and help them to embrace their identities in other settings/aspects of their lives.

Lastly, know that your learning will always be ongoing. If you make mistakes, see them as learning opportunities, acknowledge them/hold yourself accountable if you make a mistake and then commit to do better moving forward. Additionally, it is not a youth's responsibility to continuously educate you or be a sole representative for LGBTQIA+ community matters. There are plenty of resources at your disposal to help keep you informed (*including your handy Advocate Supervisor and the CASA/LA LGBTQIA+ Committee!*).

There are several ways that you, as a CASA, can help your LGBTQIA+ youth. One of these ways is by reviewing the [DCFS Child Welfare Policy Manual](#) to ensure that your youth receives all the services and supports they have the right to.

Here are a few other ways that you can support your youth that are separated by specific area of advocacy:

Sexual Orientation, Gender Identity, and Gender Expression (SOGIE)

- Advocate for changes in youth's legal name and/or gender marker within Children's Court.
- Ensure and advocate that youth have access to clothing, cosmetics/hygiene items, and anything else that matches their gender identity/expression.
- Check to see if youth feel comfortable with their service providers and offer to help find alternatives if needed.
- Advocate for a youth's right to competent and supportive physical/mental health care providers that address their needs (*including transition related treatment*).
- If a child/youth is in a service area that does not have the appropriate LGBTQIA+ supports, you can advocate for exploration of funding/transportation resources for them to have access to those services.

Safety

- Listen and provide a safe space for them to be their authentic self.
- Check in with them to ensure they have access to other supportive individuals to help them maintain their own safety.

- If the youth is on board, you can be a strength based and affirming voice in Child and Family Team (CFT) meetings, transitional meetings, and safety planning meetings. Additionally, you can help educate the youth's support network regarding LGBTQIA+ issues in general, or specific ones that are affecting your youth.
- Advocate for respect and be sensitive to the youth's right to privacy and confidentiality.

Permanency

- Follow up with your child/youth to ensure that their placement is a LGBTQIA+ safe and accepting place for them. If it isn't, talk with them about moving placements, and help advocate for those changes, as needed.
- Ensure that the child/youth has access to accepting peers/adults in their placement who can be of support if issues arise. If none are identified, you can help be a voice and support for them by advocating for any needed changes.

Well-Being

- Help increase their access to positive social interactions. These can come through their own experience/relationships, or events that you take them to during your CASA visits.
- Check-in with them to see if there are any LGBTQIA+ serving organizations, groups or online communities they are interested in exploring. You can be the connector to those and help create a space for them to feel more supported.

Education

- Become the adult who cares about their school experience and support their involvement in LGBTQIA+ centered/affirming extracurricular activities. Show up for important events and milestones in their life.
- If you are the child/youth's Educational Rights Holder (ERH), help enroll the youth into a school that has supports, such as Gay Straight Alliances (GSAs), LGBTQIA+ friendly curriculums, and/or antibullying/harassment practices. It is important to ensure that the child/youth feels safe and respected by staff and peers.
- If issues arise at school, speak with the child/youth to see how you can better support and advocate for them.
- If you observe harmful practices that target LGBTQIA+ youth, such as multiple school transitions, become a catalyst for change and advocate for prevention measures.

Juvenile Justice Involved LGBTQIA+ Youth

- Speak with your youth about writing a supportive advocacy statement for them. If they agree, you can utilize these statements to speak about the youth in a way that respects their identities and shares their information in an accurate manner. Furthermore, you can also utilize these statements to request supportive services for them, if needed. *Note that Juvenile Justice statements follow a different format, so always make sure to check-in with your Advocate Supervisor.*
- Ensure that you do not share any info with child welfare case parties except for their CLC/dependency attorney when it is related to charges on their juvenile justice case. DCFS and children's court are privy to some info. However, it's important that you do not become the source for information that could be prejudicial to decisions that are related to the youth's dependency status.
- If you have questions regarding your youth's juvenile justice case or your mandated reporter responsibilities, discuss them with your Advocate Supervisor.

LGBTQIA+ CASA Report Guidance



We acknowledge that writing your CASA report can sometimes be a little difficult or confusing. This is especially true when you're trying to figure out what information is and isn't appropriate to include. It's always important to keep in mind the youth's confidentiality and privacy rights as they relate to your youth's LGBTQIA+ identity. Therefore, here are a few tips and tricks that can help you along the way!

Quick Tips Before Writing Your Report

- Always make sure that, before sharing any LGBTQIA+ identifying information in your report, you received the youth's permission to do so.
- Make sure that the information you are sharing is actually relevant for the report.
 - Do not disclose health information about gender related/affirming treatments or medications unless it is absolutely necessary for your child/youth's advocacy and the youth has consented to the disclosure. This information should be explored on a case by case basis and discussed with your Advocate Supervisor as well as the child/youth. (*An example of an instance where a CASA can include such information is when they have the consent of the youth and if that young person is encountering a barrier with transportation/funding for treatment/medicine*)
- Respectfully ask your youth how they want to be referred to in the report and during the hearing (i.e. name, gender, and pronouns).
- If the name, gender, and/or pronouns they use differ from their legal documents, acknowledge, honor, and use the name, gender identity, and pronouns that the youth uses.

Here's an example of how you would reference this at the beginning of your report, before the Case History section:

Youth identifies as non-binary and has requested that they be referred to with he/they pronouns, and by the name Luca Brown. CASA's report will reflect this accordingly.



[CLICK HERE FOR AN EXAMPLE OF A FULL CASA REPORT REQUESTING A NAME/GENDER MARKER CHANGE](#)

Quick Tips for the Dependency Hearing:

- If you are attending a hearing online via WebEx and the youth has expressed wanting case parties (attorneys, judges, etc.) to use their chosen name/pronouns you can share these with the court via the chat function before their hearing is called or ask that the attorney share this.
- If you are attending a hearing in person, you can speak with case parties before the hearing directly to ensure that your young person's name/pronouns are used.

Guidance for CASAs Completing Essential History Reports

- If you are writing an Essential History report, you will refer to the youth by the name, gender and pronouns they themselves are using at the time of the most recent document in the youth's case

file. You will reference it after the identifying information of the Essential History report. Here's an example:

At the writing of this report, youth has identified as non-binary and has referred to themselves as Jade Gomez and with they/them pronouns. The Essential History report will reflect this accordingly.

Benefits

- When CASAs take the time to ensure that their youth is properly represented in their report, the way the youth wants to be, it fosters an environment of inclusivity that helps affirm their identity. When we show our youth the respect of identifying them correctly, it can reduce the adverse effects of social oppression.

Things to NOT DO When Writing Your Report

- DO NOT make assumptions about your youth's identity. This can be triggering for the youth when they read your report. If you are not sure which pronouns the youth uses, use the youth's name or respectfully ask the youth.
- DO NOT refuse to represent the youth in the way they would like - This includes referring to the youth based on their legal documents alone if the youth uses a different name or pronoun. Respect and use the name and identity terms that the youth uses.
- DO NOT include information in your report that the youth has shared with you in confidence. If it is unclear to you, make sure to double check with your youth.

Have more questions about your report? Email us at LGBTQIAcommittee@casala.org

Resources for LGBTQIA+ Youth



It is crucial to remember that, before any support or advocacy is offered to an LGBTQIA+ youth, they must give you their expressed permission and agree to receive the support. The following resources are meant to help support your advocacy and your youth. If you have any questions regarding the resources or whether or not a resource is appropriate, make sure to consult with your Advocate Supervisor.

Note: Resources marked with an (*) help provide support for Spanish speaking youth/families and resources that are marked with a (♦) are local/accessible to residents of the Antelope Valley.

Peer to Peer Resources / Support Groups

<u>Gender Spectrum Lounge</u> *♦	A lounge for teens, parents, and professionals to connect with one another. Members can form their own groups and participate in our broader online community. Meet new people and connect with friends and colleagues online.
<u>TrevorSpace</u> *♦	TrevorSpace is an affirming international community for LGBTQ young people ages 13-24.
<u>Peer Chat</u> ♦	A space online that is anonymous and confidential where you can connect with a trained LGBTQ peer support volunteer to have a conversation about many different issues and concerns.
<u>Trans Lifeline</u> *♦	Trans Lifeline's Hotline is a peer support phone service run by trans people for our trans and questioning peers.
<u>Coming Out Support Groups</u> *	The LA LGBT Center offers safe, nurturing workshops for anyone who is facing their own coming out process. Call 877-OUT-4-LIFE for recorded information and instructions for enrollment.
<u>Trans*Lounge</u>	Los Angeles LGBT Center offers an education & empowerment program dedicated to serving Los Angeles' trans and gender expansive community. Whether you need to embrace your true gender identity or share it with loved ones, these labs can help.
<u>GLBT Near Me</u> *	GLBT Near Me houses the largest collection of LGBTQ resources. LGBT members can find the closest social and support resources, community centers, youth groups, and much more.
<u>Trans Defense Fund</u>	Trans Defense Fund LA provides trans individuals living in Los Angeles with safety kits and self-defense classes.
<u>Trans Latina Coalition LA</u> *	Trans Latina Coalition LA provides a variety of support programs: workforce development, re-entry, anti-violence, legal services, transitional housing, ESL classes, and a drop-in center.
<u>Trans Wellness Center</u> *	The Trans Wellness Center provides comprehensive resources and services for transgender and non-binary people. Offered supports include: medical and sexual health, youth focused, mental health, social support groups, legal services, housing, employment, clothing, among others.
<u>The Aphrodite Project</u> ♦	The Aphrodite Project is a diverse group of people who are passionate about supporting the transgender youth community. Their mission is to empower and inspire the next generation to become advocates not only for themselves, but for the world. CASA/LA currently has an ongoing partnership with The Aphrodite Project to offer make-up workshops to trans youth. For more information on supporting your youth in getting involved e-mail lgbtqia@casala.org .
<u>The OUTreach Center</u> ♦	The OUTreach Center proudly serves the interests of Lesbian, Gay, Bisexual, and Transgender people, their friends, and

	families living in the Antelope Valley. The Center seeks to achieve equality, understanding, and respect for the diversity of the Antelope Valley LGBT community while also providing quality support services, events, and professional resources for the development and well-being of individuals and groups.
<u>San Gabriel Valley LGBTQ Center</u> ♦	The San Gabriel LGBTQ Center offers an array of programs that focus on peer support, community education, and community building. Anyone interested can call their main line at 626-578-5772

Mental Health

<u>LA LGBT Center Mental Health Services</u> *	The Los Angeles LGBT Center offers individual, couples, family, and group therapy, as well as psychiatric care.
<u>LGBTQ+ Clinic – The Alexis Project</u> *	A partnership between The Alexis Arquette Family Foundation and Violence Intervention Program (VIP) at the LAC+USC Medical Center. The Alexis Project is an extension of VIP’s hallmark medical, mental health and support programs targeted at the LGBTQ+ population. Queer youth can find safety at the Alexis Project with specialized medical and mental health staff who understand their needs.
<u>Crisis Text Line</u> *♦	Text HOME to 741741 from anywhere in the United States, anytime. Crisis Text Line is here for any crisis. A live, trained Crisis Counselor receives the text and responds, all from our secure online platform. The volunteer Crisis Counselor will help you move from a hot moment to a cool moment.
<u>NAMI HelpLine</u> *♦	HelpLine volunteers are working to answer questions, offer support and provide practical next steps. <i>The NAMI HelpLine can be reached Monday through Friday, 10 a.m.–8 p.m., ET.</i> Call 1-800-950-NAMI or email info@nami.org
<u>Talk to Someone Now</u> *♦	If you’re thinking about suicide, are worried about a friend or loved one, or would like emotional support, the Lifeline network is available 24/7 across the United States. The Lifeline is available for everyone, is free, and confidential. Call 1(800) 273-8255.
<u>We Exist at Tarzana Treatment Centers</u> *	We Exist is a program, through Tarzana Treatment Centers, which is dedicated to expanding access and improving services for LGBTQI2S+ young folks and the people who care for them. We provide Support groups for LGBTQI2-S Transition Age Youth and their families/caregivers, Referrals to LGBTQ+ affirming services (therapy, STI testing, legal services like name change, etc.), and Community presentations and trainings on a number of topics that impact LGBTQI2-S Youth. For more information email WeExist@TarzanaTC.org .

Physical Health

<u>LGBTQ+ Clinic – The Alexis Project</u> *	A partnership between The Alexis Arquette Family Foundation and Violence Intervention Program (VIP) at the LAC+USC Medical Center. Primary care resources at the Alexis Project LGBTQ+ Clinic include: routine well child care, routine well adult care, sick visits, vaccinations, gender affirming hormone therapy, pubertal suppression therapy, and reproductive health services.
<u>LA LGBT Center Health Services</u> *	The Los Angeles LGBT Center offers an array of health services, such as: primary care services for men and women, HIV care, transgender a health program, and sexual health and prevention services.

<p style="text-align: center;"><u>CDC*</u>♦</p>	<p>The Centers for Disease Control and Prevention (CDC) shares on its Lesbian, Gay and Transgender Health page different resources, networks and supports, organized by state, for people who are LGBTQIA+.</p>
<p>Clinics</p>	
<p style="text-align: center;"><u>UCLA Gender Health Program*</u></p>	<p>To provide healthcare for people who are transgender or gender diverse that is sensitive to everyone’s individual needs. Everyone’s journey is unique. At UCLA we recognize that every person requires something different and we want to get to know you so that we can take care of the whole you.</p> <p><u>Location</u> Multiple facilities across LA County</p> <p><u>Contact</u> Program Care Coordinator (310) 267-4334</p>
<p style="text-align: center;"><u>Los Angeles LGBT Center, Transgender Health Program*</u></p>	<p><i>Medical services:</i> LGBT Center’s medical providers specialize in the care of transgender women and men and provide the expert treatment and consultation that you deserve. In addition to a full range of primary care services, our <i>Program providers offer:</i> Hormone therapy, including education and management Pre- and post- surgical care Trans-sensitive pap smears, pelvic exams, and prostate exams At the Center, you also have the benefit of providers work as one team and under one roof, so if you need counseling, your doctor can consult with a Center therapist about your situation, just as your doctor can consult with Center pharmacists, nutritionists, and other relevant staff about your unique needs. We accept Medi-Cal, Medicare, most major insurance plans, and some HMOs. If you are uninsured, we can help you get insurance through Covered California or determine your eligibility for medical and drug assistance programs.</p> <p><u>Location</u> 1625 N. Schrader Blvd. Los Angeles, CA 90028-6213</p> <p><u>Contact</u> (323) 993-7500</p>
<p style="text-align: center;"><u>St. John's Transgender Health Program</u></p>	<p>Transgender health services in a safe and welcoming environment where you are free to be yourself. Also, holds monthly free name and gender marker change clinics. You will receive guidance and information on how to fill out and file your paperwork.</p> <p><u>Locations</u> Warner Traynham Clinic 326 W. 23rd Street, Los Angeles CA 90007"</p> <p>Williams Health Center 808 W 58th Street, Los Angeles, CA, 90037</p> <p><u>Contact</u> Rizi Timane, LCSW, PhD. Transgender Health Program Manager (323) 541-1600 ext. 1068</p>
<p style="text-align: center;"><u>Gender Wellness of Los Angeles</u></p>	<p>Gender Wellness of Los Angeles (GWLA) provides counseling for the transgender community and their families at any point of the journey</p>

	<p>(one-on-one therapy for transgender and gender-nonconforming adults; one-on-one therapy for adults coping with issues related — but not limited — to sexual orientation; couples therapy, child and adolescent therapy, counseling via Skype and FaceTime), group therapy, on site academic and corporate orientation. Provides sensitivity training to companies seeking to expose its workforce to — and align itself better with — the transgender community.</p> <p><u>Location</u> 11340 W Olympic Blvd Los Angeles, California 90064</p> <p><u>Contact</u> (310) 478-0411</p>
<p><u>Cedars Sinai Transgender Surgery and Health Program</u></p>	<p>The Cedars-Sinai program is available to all patients seeking gender-affirming surgery and healthcare, including those covered by Medi-Cal and Medicare. Our program includes specialists and experts in:</p> <p>Patient education, Comprehensive male-to-female and female-to-male gender-affirming surgeries, Complex revision surgeries, Urologic surgery, Plastic surgery, Otolaryngology (ear, nose, throat and facial) surgery, Hysterectomy, Colorectal reconstructive surgery, Radiology diagnostic and surgical planning, Adolescent medicine, Geriatric transgender medical and surgical care, Infectious disease care/HIV specialty care, Vocal cord and speech therapy, Dermatology and permanent hair removal, Fertility preservation Hormone management, Comprehensive gender-affirming care for adolescents, Mental health and psychiatry services, Internal medicine, primary care and family medicine.</p> <p><u>Location</u> 8635 W. 3rd St., Suite 1070W Los Angeles, CA 90048</p> <p><u>Contact</u> (310) 423-1500 1-800-CEDARS-1 (1-800-233-2771)</p>
<p><u>CHLA's Center for TransYouth Health and Development*</u></p>	<p>Gender-affirming medical treatment and mental health services; Family support services and linkage to outside resources; Case management services, including assistance with legal name and gender marker changes; Peer Support groups; Sexual health education including groups, one-on-one navigation services and HIV/STD (Sexually Transmitted Disease) screening and treatment; Access to PEP (Post Exposure Prophylaxis) and PrEP (Pre-Exposure Prophylaxis) for HIV prevention.</p> <p><u>Location</u> 5000 W. Sunset Blvd, 4th Floor Los Angeles, CA 90027</p> <p><u>Contact</u> (323) 361-5372</p>
<p><u>Kaiser Permanente Southern California Transgender Services*♦</u></p>	<p>Care management (coordinating care and assisting members through surgical process); Endocrinology (providing endocrinology services to transgender members, including hormone therapy; pediatric endocrinologists with experience and training in treating gender nonbinary youth, including hormone blockers and hormone therapy); Gynecologic services (routine gynecologic care, postoperative care, hysterectomy, oophorectomy), Transition Pathways Clinic (specialized medical clinic for transgender and non-binary patients to address all</p>

	<p>phases of transition, including hormone therapy and preventive medicine), primary care, mental health services (individual, group, spouse/parent)</p> <p><u>Location</u> Kaiser Permanente Southern California Transgender Services are offered at many locations in the Southern California Region. To schedule an appointment with a provider, call your local medical center.</p> <p><u>Contact</u> (323) 857-3818</p>
<u>Trans Services, LGBTQ Center of Long Beach Trans Services*</u>	<p>Social & support groups, HIV+STI screening, support services for people living with HIV, mental health counseling, legal services, family support, Trans-Verse (social and support group for young people ages 16-24)</p> <p><u>Location</u> 2017 E. 4th Street, Long Beach, CA 90814</p> <p><u>Contact</u> (562) 434-4455</p>
<u>Los Angeles Gender Center*</u>	<p>Counseling for individuals and couples, counseling for children, adolescents, and they families, support groups. (Épanoui is a summer program for transfeminine youth ages 10-12)</p> <p><u>Location</u> 1923 Westwood Blvd, Los Angeles, CA 90025</p> <p><u>Contact</u> (310) 475-8880</p>

Legal Resources

<u>Los Angeles LGBT Center Legal Services*</u>	The Los Angeles LGBT Center is the nation’s largest community-based provider of LGBT-related legal services. They serve the legal needs of all LGBT people with a special focus on survivors of violence, undocumented immigrants, and transgender people.
<u>Lambda Legal*</u>	Lambda Legal is a nonprofit national organization committed to achieving full recognition of the civil rights of <i>lesbians, gay men, bisexuals, transgender people</i> and everyone living with <i>HIV</i> through <i>impact litigation, education and public policy work</i> .

LA County Related Resources

<u>DCFS Office of Equity LGBTQIA2S+ Program*♦</u>	The Office of Equity will lead efforts for oversight and management of ending disparities within the foster care system. In addition, the Office of Equity will target racial disproportionality and marginalization, the unique needs of African-American, Latino, and LGBTQ youth and families, the empowerment of women and girls, the engagement of fathers, support of relative caregivers, and tackle disparities throughout all LA County communities. The Office of Equity will also identify opportunities to reduce implicit bias within the workforce, and actively engage stakeholders, experts in the field, and individuals with lived experience to inform and implement strategies to arrive at lasting change for LA County’s foster youth.
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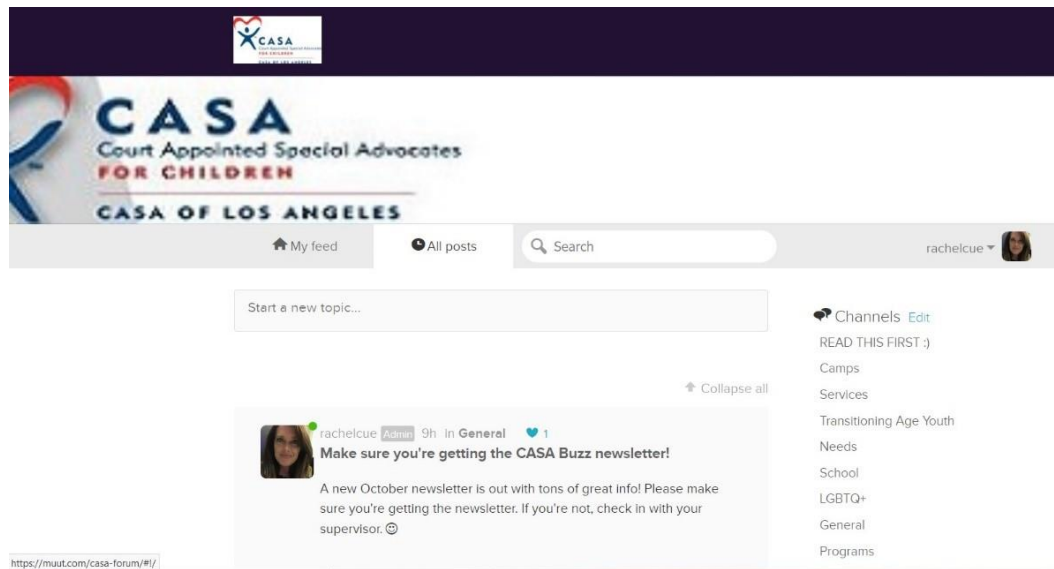
	<p><u>Contact:</u></p> <ul style="list-style-type: none"> ▪ Jamie Estrada, LGBTQQIA2S+ Program Manager estraja@dcfs.lacounty.gov 323-821-3578
<p><u>DCFS Youth Ombudsman Office</u>*♦</p>	<p>The LA DCFS Youth Ombudsman Office is for young people who have questions, comments, or complaints. Youth must contact the office directly to seek their support on their case.</p> <p><u>Contact:</u></p> <ul style="list-style-type: none"> ▪ Phone: 877-694-5741 (877-MY ILP 411) or (213) 351-5720 ▪ Fax: (213) 487-4431 ▪ E-mail: pinquiries@dcfs.lacounty.gov
<p><u>LA County STRTP Ombudsman</u>*♦</p>	<p>The STRTP ombudsmen is a personal rights advocate for youth placed in Short-Term Residential Therapeutic Programs (STRTPs) by the Los Angeles County Department of Children and Family Services. They provide an informal and confidential process to help youth resolve concerns while in group placement.</p> <p><u>Contact:</u></p> <ul style="list-style-type: none"> ▪ Michelle Day, Ombudsperson for Youth in STRTPs Department of Auditor-Controller Office: 213-253-0117 Cell: 213-476-2392 E-mail: mday@auditor.lacounty.gov ▪ Michelle Lucarelli-Beltran, Ombudsperson for Youth in STRTPs Department of Auditor-Controller Phone: (213) 342-5755 Email: mlucarelli-beltran@auditor.lacounty.gov
<p><u>LA County Probation Department Office of the Ombudsman</u>*♦</p>	<p>The Office of the Ombudsman is a confidential, informal and neutral resource. Probation clients, their families and the community at large can seek assistance with their concerns related to service delivery, policies, and/or procedures. As an information fact finder and consultant, the Ombudsman is not responsible for due process but can initiate investigations of complaints. The Ombudsman assists in achieving efficiency and justice by ensuring that a thorough and complete investigation is conducted.</p> <p><u>Contact:</u></p> <ul style="list-style-type: none"> ▪ Toll Free: 1 (877) 822-322 TDD 1 (844) 303-4911 ▪ Email: Ombudsman@probation.lacounty.gov

Want more resources?

Have feedback on the support that these LGBTQIA+ resources provided?

Use Muut!

[Muut](#) is an easy to use forum/discussion board website to connect CASAs. You can explore resources for your youth, write notes on the support the resources provided to your young person, as well as talk to other CASAs who support LGBTQIA+ youth!



Questions? Email the CASA Forum Administrator Rachel Quaintance at rquaintance@advocatecasala.org

LGBTQIA+ Holidays



January

27th

Holocaust Remembrance Day

February

7th

National Black HIV/AIDS Awareness Day

15th – 21st

Aromantic Spectrum Awareness Week

March

22nd – 26th

National LGBTQIA+ Health Awareness Week

31st

International Transgender Day of Visibility

April

17th

Day of Silence

26th

Lesbian Visibility Day

May

17th

International Day Against Homophobia,
Transphobia, and Biphobia

19th

Agender Pride

22nd

Harvey Milk Day

24th

Pansexual and Panromantic Visibility Day

June

(LGBTQIA+ Pride Month)

12th

Pulse Night of Remembrance

26th

US Legalization of Same-Sex
Marriage Anniversary

July

14th

International Non-Binary People's Day

July (cont.)

16th

International Drag Day

28th

Stonewall Uprising Anniversary

August

No known holidays for this month

September

23rd

Celebrate Bisexuality Day

October

(LGBTQIA+ History Month)

11th

National Coming Out Day

12th

Remembering Matthew Shepard

17th

International Pronouns Day

3rd Thursday of October | Spirit Day (Exact
dates vary every
year)

20th – 26th

Asexuality Awareness Week
(Exact dates vary every year)

26th

Intersex Awareness Day

November

8th

Intersex Day of Remembrance

2nd Week of November

Transgender Awareness Week
(Exact dates vary every year)

20th

Transgender Day of Remembrance

December

1st

World AIDS Day

10th

Pansexual Pride

Understanding LGBTQIA+ Terms

The letters above are what the CASA/LA LGBTQIA+ Committee uses. You may find that our acronym differs from other versions/interpretations. That is okay. As you develop a working vocabulary relating to relevant topics in LGBTQIA+ communities, recognizing how acronyms and terms can evolve and grow will help you more effectively understand the language used in discussions regarding queer issues.

The seven terms we list below are brush-strokes. Each contains links to an entry that explores it more fully within this guide. **When supporting others, we want to always let them share the terms they use for themselves and then actually use them.** Listening and being open to discussing the topics that have a greater effect on others than they have on you (*particularly if they make you feel uncomfortable*) is a good step toward becoming more culturally humble and opening the door toward becoming an ally.

This Glossary and the Umbrella Terms section that follows is not all-inclusive, nor do these definitions fully explore the nuance of each word or the history of their usage. However, they have been gathered and expanded upon from a variety of relevant sources. You are strongly encouraged to familiarize yourself with these terms, and to take time to explore them in a more expansive way.

Lesbian | **Gay** | **Bisexual** | **Transgender** | **Queer/Questioning** | **Intersex** | **Agender/Asexual**

Lesbian: An individual who identifies their own gender as a woman who is attracted to individuals of the same or similar gender. Learn more. See [Lesbian](#) in Umbrella Terms.

Gay: An individual of any gender who is attracted to individuals of the same gender. See [Gay](#) in Umbrella Terms.

Bisexual: An individual who is attracted to individuals of the same gender and a different gender or genders. See [Bisexual/Bi+](#) in Umbrella Terms.

Transgender: An individual whose gender identity or expression differs from what is typically associated with the gender they were assigned at birth. Learn more. See [Transgender](#) in the Glossary.

Queer: An individual that falls outside of and/or rejects cultural norms about sexuality, gender identity, and expression. See [Queer](#) in the Glossary.

Intersex: A difference in chromosomes, gonads, hormones, internal sex organs, and/or external sexual anatomy that is outside the binary patterns of male or female. These differences are naturally occurring sex variations and are not medical problems. See [Intersex](#) in the

Questioning: An individual who is unsure about or exploring their own sexual orientation, gender identity, or gender expression (SOGIE). See [Questioning](#) in the Glossary.

Agender: A person without gender identity, or with a gender identity that is neutral. See [Agender](#) in the Glossary.

Asexual: An individual who doesn't experience or experiences very little sexual attraction. See [Asexual](#) in the Glossary.

A-Spec / A-Spectrum: See (or click on) [A-Spec](#) in Umbrella Terms.

Ace/Asexual: See (or click on) [A-Spec](#) in Umbrella Terms.

Akoiromantic: See (or click on) [A-Spec](#) in *Umbrella Terms*.

Ally: A person (typically straight and/or cisgender) or organization that actively supports, respects, and affirms the human rights of members of the LGBTQIA+ community. Allies actively work to end intolerance, educate others, and take action to support social equality and demonstrate respect for LGBTQIA+ communities. *A person or organization that merely expresses affection or tolerance is not considered an ally.*

Agender: See (or click on) [Non-Binary](#) in *Umbrella Terms*.

Androgynous: See (or click on) [Non-Binary](#) in *Umbrella Terms*.

Androgynous: A gender expression that matches with neither the generally accepted perceptions of gender feminine expression or gender masculine expression, or which blends both feminine and masculine elements.

Androsexual: An individual attracted to men or masculinity. It describes attraction related to gender expression rather than gender identity. A slang, pejorative equivalent is “masculine acting” or “masculine appearance.”

Anti-Gay bias: See (or click on) [Bias](#) in *Umbrella Terms*.

Antisexual: See (or click on) [Bias](#) in *Umbrella Terms*.

Anti-Transgender Bias: See (or click on) [Bias](#) in *Umbrella Terms*.

Bias: See (or click on) [Bias](#) in *Umbrella Terms*.

Bicurious: See (or click on) [Bisexual/Bi+](#) in *Umbrella Terms*.

Bigender: See (or click on) [Non-Binary](#) in *Umbrella Terms*.

Binarism: Hatred, prejudice, discrimination or aversion toward people with identities outside a gender binary.

Binder: A compression undergarment used to alter or reduce the appearance of an individual’s breasts, often used as a form of gender expression. *Binding can provide significant emotional benefits and social safety, and can be done with reasonable physical safety, but it is not without physical risk. It is best for a youth to seek advice from a physician or therapist with specific transgender-related training and skills.*

Current guidelines are that binders should only be used for 6-8 hours (or less if negative side effects are experienced). Those with illnesses, including lung or spinal disorders, should use caution. Ace bandages, duct tape or similar methods are unsafe alternatives.

Biological sex: An antiquated term to avoid. It is now regarded as a binary—typically “male” or “female”— sometimes used to ignore intersex individuals, or those whose gender identity doesn’t match one of the related bodily characteristics. The preferred term is “Sex assigned at birth.”

Biphobia: See (or click on) [Bias](#) in *Umbrella Terms*.

Bioromantic: See (or click on) [Bisexual/Bi+](#) in *Umbrella Terms*.

Bisexual / Bi+: See (or click on) [Bisexual/Bi+](#) in *Umbrella Terms*.

Bottom Surgery: A slang or umbrella term used to refer to gender affirmation surgery related to the genital regions. Examples: clitoral release or metiodoplasty (penis creation), hysterectomy with bilateral salpingo-oophorectomy (uterus, ovaries, and fallopian tubes removal), orchiectomy (testacles removal), phalloplasty (penis and scrotal sac creation), or vaginoplasty (vagina and vulva creation). An individual may choose to share this information, but it is inappropriate to inquire or share information about an individual’s genitalia or the status of their surgery. Even if you are part of a youth’s support team arranging for court approval of surgery, the youth may consider the nature of that surgery to be private information only discussed with their physicians.

Butch: See (or click on) [Lesbian](#) in *Umbrella Terms*.

Cisgender: An individual whose gender identity or expression matches what is typically associated with the sex their sex assigned at birth. It can be used as an umbrella term for people who would not describe themselves under the transgender umbrella. *Those who do not identify as “transgender” may not necessarily identify with the term “cisgender.” Yet a cisgender person may be part of other LGBTQIA+ communities. For instance, individuals who are intersex may identify as cisgender. The term modifies a noun, i.e. “A cisgender person,” not “A cisgender.” A cisgender identity is not dependent upon physical appearance. When pertinent and*

appropriate, it is best to check with the individual as to their preferred term.

Cisnormative: The assumption—by an individual or an institution—that cisgender identities are the right way or only way to be and deemed superior to other genders. In the extreme, any behavior, identity or relationship—actual or perceived—that is not cisgender is denied, denigrated, or stigmatized.

Cissexism: involves one group having social or institutional power to carry out and expand systematic discrimination, through institutional policies and practices against another group. This is done by shaping or supporting cultural beliefs and values that cause hatred, prejudice, discrimination or aversion toward individuals with less power, due to their gender, perceived gender, or associations with persons of a perceived gender. This system of beliefs and biases is informed by the idea that cisgender identities are the right way or only way to be and deemed superior to other genders. In the extreme, any behavior, identity or relationship—actual or perceived—that is not cisgender is denied, denigrated, or stigmatized.

Coming Out: Coming out to oneself is the process of accepting one's own sexuality and/or gender identity. Coming out to others is the process by which one shares one's sexuality and/or gender with others. Coming out is a deeply personal decision. It is also an ongoing process, not a one-time event.

Conversion therapy: A range of discredited practices that falsely claim to change a person's sexual orientation, gender identity, and/or gender expression. These practices have been rejected by every mainstream medical and mental health organization.

Cross-dresser: Someone who wears clothing typically associated with the gender expression of another sex. This term is antiquated, and can be offensive when used to refer to someone who is trans* or mislabeling for someone who performs as a drag queen or drag queen.

Deadnaming: the use of the birth or other former name of a transgender or non-binary person without the person's consent.

Demioromantic: *See (or click on) [A-Spec](#) in Umbrella Terms.*

Demisexual: *See (or click on) [A-Spec](#) in Umbrella Terms.*

Down Low: *See (or click on) [Gay](#) in Umbrella Terms.*

Drag King: Someone who theatrically performs hyper masculinity.

Drag Queen: Someone who theatrically performs hyper femininity.

Dyadic: Chromosomes, gonads, hormones, internal sex organs, and/or external sexual anatomy that is within the binary patterns of male or female. This binary is common to approximately 98% of the population, but not the only medically safe variation of sex characteristics.

Dyke: *See (or click on) [Lesbian](#) in Umbrella Terms.*

Emotional Attraction: The desire to connect with others on a deep emotional level. This could be a feeling of being “drawn” to someone's personality, a desire to become close friends, or a hope to develop a long-term relationship.

Feminine-Presenting/Masculine-Presenting: Terms used to describe the socially constructed and culturally specific gender behaviors and expressions, which line up with the two sides of a gender binary.

Femme: *See (or click on) [Lesbian](#) in Umbrella Terms.*

Fluid/Fluidity: *See (or click on) [Bisexual/Bi+](#) in Umbrella Terms.*

Gay: *See (or click on) [Gay](#) in Umbrella Terms.*

Gender Affirmation: Methods by which an individual may choose to alter their gender expression to better match with their gender identity. These methods can include the way a person chooses to dress, speak, or behave. They may also include hormonal therapy or surgical procedures.

Gender Binary: The division of gender into two distinct and opposite categories (typically man and woman). The gender binary is recognized as a social construct, as there are many gender identities and expressions between and outside of these categories.

Gender Dysphoria: Significant distress caused by the conflict between a person's physical traits and/or sex assigned at birth, and their gender identity. People with gender dysphoria may be very uncomfortable with the gender they were assigned, sometimes described as being

uncomfortable with their body (particularly developments during puberty) or being uncomfortable with the expected roles of their assigned gender. *Note: While many trans* and gender nonconforming people may experience such differences, not all experience gender dysphoria.*

Gender Expansive: An umbrella term used for individuals who broaden their own culture's commonly held definitions of gender, including expectations for its expression, identities, roles, and/or other perceived gender norms. Gender expansive individuals include those who identify as trans*, as well as anyone else whose gender in some way is seen to be stretching the surrounding society's notion of gender.

Gender Expression: How an individual chooses to—or feels compelled to—present their gender. This external display is accomplished through a combination of clothing, grooming, demeanor, social behavior, and other factors.

Gender Fluid: See (or click on) [Non-Binary in Umbrella Terms](#).

Gender Flexible: See (or click on) [Non-Binary in Umbrella Terms](#).

Gender Identity: Gender identity is our internal experience and naming of our gender. It can correspond to or differ from the sex we were assigned at birth. One's gender identity can be the same or different from their sex assigned at birth.

Gender Non-Conforming: An individual whose gender identity or expression differs from what is typically associated with a gender binary.

Gender Norms: Social standards and conventions (typically unspoken) to which individuals are generally expected to conform. These norms are defined within individual societies, cultures and communities, and typically fall along a gender binary.

Gender Queer: See (or click on) [Non-Binary in Umbrella Terms](#).

Gynesexual: An individual whose sexual orientation is such that they are attracted to women or femininity. The term "gynesexual" describes attraction that is about the gender expression of who someone is attracted to, rather than the gender identity of the person stating their attraction.

Heteroflexible See (or click on) [Bisexual/Bi+ in Umbrella Terms](#).

Heteronormative: The assumption—by an individual or an institution—that heterosexuality is the right way or only way to be and deemed superior to other sexualities. In the extreme, any behavior, identity or relationship—actual or perceived—that is not heterosexual is denied, denigrated, or stigmatized.

Heteroromantic: An individual who is romantically attracted to individuals of a different gender—and exclusively to a different gender—typically represented on a binary between man and woman. *It is important to note that, despite being romantically attracted exclusively to a different gender, an individual who is heteroromantic may still have emotional or sexual attractions outside this binary.*

Heterosexism: Heterosexism involves one group having social or institutional power to carry out and expand systematic discrimination, through institutional policies and practices against another group. This is done by shaping or supporting cultural beliefs and values that cause hatred, prejudice, discrimination or aversion toward individuals with less power, due to their gender or sexuality, perceived gender or sexuality, or associations with persons of a perceived gender or sexuality. *This system of beliefs and biases is informed by the idea that heterosexuality is the right way or only way to be and deemed superior to other sexualities.*

Heterosexual/Straight: An individual who is attracted to individuals of a different gender—and exclusively to a different gender. *It is important to note that, despite being attracted exclusively to a different gender, an individual who is heterosexual may still be part of LGBTQIA+ communities. For example, Transgender men who are attracted to women are still transgender. Bisexual people in heterosexual relationships are still bi+. Further, individuals who have sex with other individuals of the same or similar genders may still identify as heterosexual or straight—particularly if their romantic attractions differ from their sexual attractions. When referring to an individual who is cisgender, use person-first language (e.g. "a person who is heterosexual,"). Also, it is often unnecessary or inappropriate to reference or assume a person's sexuality, and a heterosexual identity is not dependent upon physical*

appearance. When it is clearly pertinent and appropriate to the situation, it is best to check with the individual as to their preferred term.

Heterosexual Privilege: The privileges that heterosexual people have because of the societal assumption that all people are heterosexual, that heterosexuality is the only legitimate sexuality, or that heterosexuality is the norm by which other sexualities can be compared.

Homoflexible: *See (or click on) [Bisexual/Bi+](#) in Umbrella Terms.*

Homophobia: *See (or click on) [Bias](#) in Umbrella Terms.*

Homoromantic: An individual who is romantically attracted to individuals of the same gender—and exclusively to the same gender. *It is important to note that, despite being romantically attracted exclusively to the same gender, an individual who is homoromantic may still have emotional or sexual attractions outside their gender.*

In the Closet/Closeted: Describes an LGBTQIA+ person who has not disclosed their sexual orientation or gender identity.

Intergender: *See (or click on) [Non-Binary](#) in Umbrella Terms.*

Intersex: A difference in chromosomes, gonads, hormones, internal sex organs, and/or external sexual anatomy that is outside the binary patterns of male or female. These differences are naturally occurring sex variations in as many as 2% of the population, and are not medical problems. Despite that fact, the frequency of individuals receiving “corrective” genital surgery is almost equal to the number of individuals born with visible, external sex organs that don’t match a doctor’s expectation of male or female (0.1 – 0.2% of live births).

Lesbian: *See (or click on) [Lesbian](#) in Umbrella Terms.*

Lesbiflexible: *See (or click on) [Bisexual/Bi+](#) in Umbrella Terms.*

LGBTQIA+: *See (or click on) [LGBTQIA+](#) in Umbrella Terms.*

Lithromantic: *See (or click on) [A-Spec](#) in Umbrella Terms.*

Mx.: A gender-neutral honorific, used when an individual does not identify with a gender binary honorific (i.e. Ms., Mrs., Mr., etc.).

Neutrois: *See (or click on) [Non-Binary](#) in Umbrella Terms.*

Non-binary: *See (or click on) [Non-Binary](#) in Umbrella Terms.*

Omnisexual: *See (or click on) [Bisexual/Bi+](#) in Umbrella Terms.*

Outing: Exposing someone’s SOGIE to others, without their permission. This can have serious repercussions on employment, economic stability, personal safety, religious issues and/or family situations.

Panromantic: *See (or click on) [Bisexual/Bi+](#) in Umbrella Terms.*

Pansexual: *See (or click on) [Bisexual/Bi+](#) in Umbrella Terms.*

Pronouns: A pronoun is a word that replaces a noun in a sentence, to avoid repeating the same noun over and over again. Gender pronouns are the words that people choose to refer to themselves, which are used to replace the name of the person when you are referencing them. The pronouns people are most often familiar with include they/them/theirs, she/her/hers, and he/him/his. However, there are a variety of pronouns that a person may use, and it is important that an individual’s pronouns are accurately used and respected. Note: There is no need to refer to an individual’s pronouns as “preferred pronouns,” since pronouns aren’t “preferred,” but simply correct or incorrect for a person’s identity.

Polyamory / Polyamorous: The practice of, desire for, or orientation toward having ethical, honest, and consensual non-monogamous relationships. These relationships may include multiple partners in closed relationships (i.e. not having romantic or sexual relationships outside the group), open relationships (i.e. having romantic or sexual relationships outside a single couple or group), or a combination thereof.

Polysexual: *See (or click on) [Bisexual/Bi+](#) in Umbrella Terms.*

Queer: An individual that falls outside of and/or rejects cultural norms about sexuality and/or gender identity or expression—particularly cisheteronormativity. The term “queer” is often

used as an umbrella term for people in LGBTQIA+ communities. However, it is important to note that, while queer is an attempt to be inclusive, it is not a blanket term for all people who are part of LGBTQIA+ communities. Even those individuals who are outside cisheterosexuality may not identify as “queer.” *The term “queer” also has a history of being used as a pejorative term. While the term has been reclaimed by many LGBTQIA+ individuals, use of the term by individuals who are not in-group can be highly charged and potentially offensive. The term should be considered in-group, unless the individual who identifies as “queer” explicitly requests it be used to refer to them. When referring to an individual who is queer, use person-first language (e.g. “a person who is queer,” not simply “a queer”) or as an adjective (e.g. “a queer person”). Also see Bisexual, Lesbian, Gay, Non-Binary.*

Questioning: An individual who (or time when an individual) is unsure about or exploring their own sexual orientation, gender identity, or gender expression (SOGIE).

Romantic attraction: The desire to develop a romantic relationship or experience romantic intimacy with others.

Sex assigned at birth: The classification of a person assigned at birth—typically as “male” or “female”—usually based on the appearance of their external anatomy. The combination of bodily characteristics (including chromosomes, hormones, internal and external reproductive organs, and secondary sex characteristics) do not, however, exist on such a simple binary. Further, it is possible that a person’s sex assigned at birth does not match their gender identity.

Sexism: Sexism involves one group having the social or institutional power to carry out and expand systematic discrimination, through institutional policies and practices against another group. This is done by shaping or supporting cultural beliefs and values that cause hatred, prejudice, discrimination or aversion toward individuals with less power, due to their gender, perceived gender, or associations with persons of a perceived gender.

Sexual orientation: An individual’s physical, sexual, romantic, emotional, and/or spiritual attraction toward another individual or individuals.

Sexual attraction: The desire to be sexually intimate with others. This is often characterized by physical attraction, the desire to experience intimate contact, or to participate in sexual acts with another person.

Skoliosexual: An individual who is primarily sexually, romantically, and/or aesthetically attracted to genderqueer, transgender, and/or non-binary people. The term isn't limited to being attracted to just people who identify as trans* or just non-binary people, and is inclusive of a range of different genderqueer identities. *When referring to an individual who is skoliosexual, use person-first language (e.g. “a person who is skoliosexual,” not simply “a skoliosexual”) or as an adjective (e.g. “a skoliosexual person”).*

SOGIE: An acronym abbreviation for “sexual orientation, gender identity, and gender expression.”

Third gender: A group of individuals whose gender does not fall strictly within a male-female binary. Third gender is typically used to indicate a non-binary social category present in societies that recognize three or more genders.

Top surgery: Slang used to refer to gender affirmation surgery related to the chest region. This type of surgery can include breast augmentation and chest contouring. While an individual may occasionally choose to share this information, it is inappropriate to inquire or share information about an individual’s body or the status of their gender affirmation surgery.

Trans*: Used as a shorthand to indicate an individual who is transgender—particularly when broadly discussing the umbrella usage of the term, to include all non-cisgender identities. *When referring to an individual who is trans, use person-first language (e.g. “a person who is trans”) or as an adjective (e.g. “a trans-person,” “a trans-man,” “a trans-woman”).*

Transgender: An individual whose gender identity or expression differs from what is typically associated with the sex they were assigned at birth. This can be used as an umbrella term for individuals who may describe themselves using one or more of a wide variety of terms—including “transgender,” “gender nonconforming,” or “gender-variant.” However, it is important to note that, while transgender is an attempt to be inclusive, those who identify using another term, may not identify with the

term “transgender.” *When it is clearly pertinent and appropriate to the situation, it is best to check with the individual as to their preferred term.*

Transition: The process by which some individuals strive to more closely align their internal knowledge of gender with their outward appearance. This can include social transition (dressing, use of names, use of pronouns, and/or being socially recognized as their gender), or physical transition (using hormonal and/or surgical treatments to alter their bodies to more closely resemble their internal knowledge of self).

Transphobia: *See (or click on) [Bias in Umbrella Terms](#).*

Two-spirit: A modern, pan-Indian, umbrella term, created in Ojibwe, used by some indigenous people to recognize Native American and First Nations people who fulfill a third-gender or gender variant role in their respective communities. However, there is a different understanding of these concepts within indigenous cultures, compared to the understanding within non-Native cultures. *When referring to an individual who is two-spirit, use person-first language (e.g. “a person who is two-spirit”) or as an adjective (e.g. “a two-spirit person”).* Two-spirit can be used as an umbrella term for indigenous individuals who may describe themselves using one or more of a wide variety of terms, or who don’t use a label for their gender. However, it is important to note that, while “two-spirit” is an attempt to be inclusive, those who identify using another term, may not identify with the term. Further, there are over 500 surviving indigenous cultures in North America, and not all cultures perceive two-spirit individuals in the same way, nor do all accept the term “two-spirit” as synonymous for terms already used by their culture. Similarly, some indigenous communities have historically separate and defined roles for those who are now considered two-spirit, but not all contemporary indigenous communities are supportive of gender-variance and queer individuals. *Note: It should be understood that the term “two-spirit” was chosen to emphasize the differences in experiences of intersectional oppressions among queer indigenous people. It is uniquely tied to cultural context, history, and legacy. It is never appropriate for a person who*

is not from Native American or First Nation cultures to appropriate this term.

Ze/zir: Pronouns used in the trans community instead of “he/she” or “him/her.” These pronouns offer inclusion and accuracy for someone who doesn't identify by the male/female gender classifications. Note: Not all trans people use these pronouns; many use “he” or “she.”

Additional information regarding all of the above terms and definitions can be found through the sources from which the definitions and descriptions were expanded on and compiled from.^[1]

^[1] Glossary compiled and expanded upon from definitions and descriptions from the following sources:

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- Blackless, Melanie, Anthony Charuvastra, Amanda Derryck, Anne Fausto-Sterling, Karl Lauzanne, and Ellen Lee. "How sexually dimorphic are we? Review and synthesis." *American Journal of Human Biology*. DOI: 10.1002/(SICI)1520-6300(200003/04)12:2<151::AID-AJHB1>3.0.CO;2-F
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- Human Rights Campaign. (2019). *Glossary of Terms*. Retrieved from <https://www.hrc.org/resources/glossary-of-terms>
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- Los Angeles LGBT Center. *2019 RISE Training: Working with LGBTQ+ Youth in Foster Care*.
- McKenzie, Macaela. (2018). Are you androsexual or gynesexual? Here's how to tell.
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- The Trevor Project. "Coming Out: A Handbook for LGBTQ Young People." The Trevor Project. Retrieved from <https://www.thetrevorproject.org/wp-content/uploads/2019/10/Coming-Out-Handbook.pdf>
- BC Centre for Disease Control. "Gender-affirming surgeries." *Smart Sex Resource*. Retrieved from <https://smartsexresource.com/topics/gender-affirming-surgeries>
- Washington State University. "Prejudice and Discrimination." *Introduction to Psychology: Social Psychology*. Retrieved from <https://courses.lumenlearning.com/wsu-sandbox/chapter/prejudice-and-discrimination/>

Umbrella Terms: A-Spec / A-Spectrum

An individual who does not experience sexual and/or romantic attraction, or who only experiences sexual and/or romantic attraction in very specific situations.

A person who is a-spec is still capable of feeling arousal and love, may or may not participate in sexual activities, and may or may not desire romantic gestures or relationships. However, sexual and/or romantic feelings, desires and actions are not typically linked to a sense of connection.

When referring to an individual who is a-spec, use person-first language (e.g. “a person who is a-spec,” not simply “an a-spec”). Also, recognize it is often unnecessary or inappropriate to reference or assume a person’s sexual or romantic attractions, and an a-spec identity is not dependent upon physical appearance. When clearly pertinent and appropriate to the situation, it is best to check with the individual as to their preferred term.

A-spec can be used as an umbrella term for individuals who may describe themselves using one or more of a wide variety of terms, or who don’t use a label for their attractions. However, it is important to note that, while a-spec is an attempt to be inclusive, those who identify using another term, may not identify with the term. Some groups that may identify under the a-spec umbrella include:

Ace / Asexual

An individual who doesn’t experience or experiences very little sexual attraction. A person who is asexual is still capable of feeling arousal, may or may not participate in sexual activities, and may or may not desire romantic gestures or relationships. However, these feelings, desires and actions are not typically linked to a sense of connection.

Aro / Aromantic

An individual who doesn’t experience romantic attraction. A person who is aromantic is still capable of feeling love, may or may not desire a long-term relationship with another individual, may or may not appreciate romantic gestures (holding hands, cuddling, candlelit dinners, etc.), and may or may not desire sex. However, these feelings, desires and actions are typically platonic in nature, rather than romantic.

Demisexual

An individual who doesn’t experience sexual attraction, unless they have a strong emotional and/or intellectual connection with another person. A person who is demisexual is still capable of feeling arousal. However, these feelings, desires and actions are not typically linked to a sense of sexual connection.

Akoiromantic

An individual who experiences romantic love, but does not want their feelings reciprocated. An individual who is akoiromantic may or may not be okay with romantic relationships. Within the lesbian community, the term “lithromantic” may be used to refer to butch lesbians with the same experience.

Demiromantic

An individual who doesn’t experience romantic attraction, unless they have a strong sexual connection with another person. A person who is demiromantic is still capable of feeling attraction. However, these feelings, desires and actions are not typically linked to a sense of romantic connection.

Lithromantic

An individual—typically a butch lesbian—who experiences romantic love, but does not want their feelings reciprocated. An individual who is lithromantic may or may not be okay with romantic relationships. The term has been appropriated by individuals outside of the lesbian community, but a better term for individuals outside this community may be “akoiromantic.”

Umbrella Terms: Bisexual / Bi+

An individual who is attracted to individuals of the same gender and a different gender or genders. Bi+ here indicates a wide spectrum of individuals who are not exclusively attracted to those who identify as men or women. ***For a broader definition and exploration, see the tables on the pages that follow the glossary.***

When referring to an individual who is bi+, use person-first language (e.g. “a person who is bisexual,” not simply “a bisexual”) or as an adjective (e.g. “a bisexual person”). Also, recognize it is often unnecessary or inappropriate to reference or assume a person’s sexuality, and a bi+ identity is not dependent upon physical appearance. When it is clearly pertinent and appropriate to the situation, it is best to check with the individual as to their preferred term.

Bicurious

An individual who (or time when an individual) is unsure about or exploring their own sexual orientation, outside of heterosexuality. This term may be used in-group, by individuals who are currently questioning their sexuality.

Note: It should go without saying, but using the term “bicurious” or “curious” as a slur or to indicate someone’s sexuality is less legitimate than another’s is never appropriate.

Fluid / Fluidity

Attraction to individuals of various genders, which changes or might change over time.

Homoflexible / Lesbiflexible

An individual who is usually attracted to individuals of the same or similar genders, but might occasionally be attracted to people of a different gender or genders.

Panromantic

An individual who is romantically attracted to individuals of the same gender and different genders. This is different from pansexual, in that pansexuality involves sexual attraction, whereas panromanticism does not.

Polysexual

An individual who is attracted to individuals of the same gender and different genders, but not all genders. For some individuals, polysexual exists in a space between bisexual and pansexual—with attraction focused on expressions of masculinity and femininity, rather than specific gender identities.

Additional Bi+ Umbrella Identities

Ambisexual, Anthrosexual, Bisensual, Bisexual Gay, Bisexual Lesbian, Bdyke, Byke, Genderblind, Multisexual, Pomosexual, Version, and many more

Bioromantic

An individual who is romantically attracted to individuals of the same gender and a different gender or genders.

Heteroflexible

An individual who is usually attracted to individuals of a different gender or genders, but might occasionally be attracted to people of the same or similar gender.

Omnisexual

An individual who is attracted to individuals of all genders. Omnisexuality actively indicates putting aside the binary and any limitations based on gender.

Pansexual

An individual who is attracted to individuals of the same gender and different genders. Pansexuality actively implies recognition of gender attractions outside a binary.

Queer

An individual that falls outside of and/or rejects cultural norms about sexuality and/or gender identity or expression—particularly cisheteronormativity. The term “queer” is often used as an umbrella term for people in LGBTQIA+ communities. However, use of the term by individuals who are not in-group can be highly charged and potentially offensive. The term should be considered in-group, unless the individual who identifies as “queer” explicitly requests it be used to refer to them.

Umbrella Terms: Bias

Hatred, prejudice, discrimination or aversion toward something based off of stereotypes, perceptions and/or associations. Some biases include:

Anti-Gay Bias

Hatred, prejudice, discrimination or aversion toward lesbian, gay and/or bi+ (LGB) people, people perceived to be LGB, or those associated with persons who are LGB.

Often referred to as “homophobia.” “Homophobia,” however, implies these actions are based solely from a place of fear, which may not be the case.

Anti-Transgender Bias

Hatred, prejudice, discrimination and/or aversion toward transgender, gender nonconforming, or gender-variant people, people perceived to be such, or those associated with persons who are transgender, gender nonconforming, or gender-variant. Often referred to as “transphobia.” “Transphobia,” however, implies these actions are based solely from a place of fear, which may not be the case.

Homophobia

Hatred, prejudice, discrimination or aversion to lesbian, gay and/or bi+ (LGB) people, people perceived to be LGB, or those associated with persons who are LGB. “Homophobia,” however, implies these actions are based solely from a place of fear. A more accurate term is likely “anti-gay bias.”

Antisexual

A belief that sexuality is wrong or should be avoided. This is different from asexuality, in that antisexuality is a belief, whereas asexuality is a sexual orientation. Most individuals who are asexual are not antisexual; just as many individuals who are antisexual are not actually asexual.

Biphobia

Hatred, prejudice, discrimination or aversion to bi+ people, people perceived to be bi+, or those associated with persons who are bi+. “Biphobia,” however, implies these actions are based solely from a place of fear. A more accurate term is likely “anti-gay bias,” however, some may still choose to use “biphobia,” because they feel the umbrella term “anti-gay bias” isn’t representative of the specific biases against the bi+ communities.

Transphobia

Hatred, prejudice, discrimination or aversion to transgender, gender nonconforming, or gender-variant people, people perceived to be such, or those associated with persons who are transgender, gender nonconforming, or gender-variant. “Transphobia,” however, implies these actions are based solely from a place of fear. A more accurate term is likely “anti-trans bias.”

Umbrella Terms: Gay

An individual who is attracted to individuals of the same gender. In the past, the term “gay” was used to identify individuals who identify their gender as man. However, it is now common for “gay” to be used for individuals of any gender. ***For a broader definition and exploration, see the tables on the pages that follow the glossary.***

This can be used as an umbrella term for individuals who may describe themselves using one or more of a wide variety of terms for their sexuality. While gay is an attempt to be inclusive, it is not a blanket term for all people who are part of LGBTQIA+ communities.

When referring to an individual who is gay, use person-first language (e.g. “a person who is gay,” not simply “a gay”) or as an adjective (e.g. “a gay person”). When it is clearly pertinent and appropriate to the situation, it is best to check with the individual as to their preferred term.

Note: It should go without saying, but using the term “gay” as a slur or as a synonym for something unpleasant is never appropriate.

Some groups that may identify under this umbrella include:

Bisexual / Bi+

An individual who is attracted to individuals of the same gender and a different gender or genders. Bi+ here indicates a wide spectrum of individuals who are not exclusively attracted to those who identify as men or women. View the entry for “bisexual / bi+” to find groups that may identify under this other umbrella term.

Lesbian

An individual who identifies their own gender as a woman, and who is attracted to individuals of the same gender or similar genders. View the entry for “lesbian” to find groups that may identify under this other umbrella term.

Queer

An individual that falls outside of and/or rejects cultural norms about sexuality and/or gender identity or expression—particularly cisheteronormativity. The term “queer” is often used as an umbrella term for people in LGBTQIA+ communities. However, use of the term by individuals who are not in-group can be highly charged and potentially offensive. The term should be considered in-group, unless the individual who identifies as “queer” explicitly requests it be used to refer to them.

Down Low (DL)

An individual—typically a man—who identifies as straight, but has sex with individuals of the same gender.

Additional Gay Umbrella Identities

Achilleean, A-spec Gay, Bear, Bisexual Gay, Men Loving Men, MLM, She/Her Gay, Vincian, and more.

Umbrella Terms: Lesbian

An individual who identifies their own gender as a woman, and who is attracted to individuals of the same gender or similar genders.

When referring to an individual who is a lesbian, use person-first language (e.g. “a person who is a lesbian”) or as an adjective (e.g. “a lesbian woman). Also, recognize it is often unnecessary or inappropriate to reference or assume a person’s sexuality, and a lesbian identity is not dependent upon physical appearance. When it is clearly pertinent and appropriate to the situation, it is best to check with the individual as to their preferred term.

Note: It should go without saying, but using the term “lesbian” as a slur is never appropriate.

Lesbian can be used as an umbrella term for individuals who may describe themselves using one or more of a wide variety of terms, or who don’t use a label for their sexuality. However, it is important to note that, while lesbian is an attempt to be inclusive, those women who are attracted to people of the same or similar genders may not identify as “lesbian.” Some groups that may identify under this umbrella include:

Butch

An individual who identifies with gender expressions or identities that are often considered masculine. However, it is important to note that, butch is an in-group term. While some individuals who are lesbian have claimed the term as an affirmative identity label, and use of the term “butch” by individuals who are not in-group can be highly charged and potentially offensive.

Dyke

A lesbian who identifies with gender expressions that are often considered masculine. While some individuals who are lesbian have claimed the term as an affirmative identity label. The use of the term “dyke” by individuals who are not in-group can be offensive.

Femme

An individual who identifies with gender expressions or identities that are often considered feminine. While some individuals who are lesbian have claimed the term as an affirmative identity label. The use of the term “femme” by individuals who are not in-group can be highly charged and potentially offensive.

Additional Lesbian Umbrella Identities

Aa-spec Lesbian, Bisexual Lesbian, Bdyke, Byke, Difemina, Down Low, He/Him Lesbian, High Femme, Lipstick Lesbian, Queer, Sapphic, Soft Butch, Stem, Stud, Stone Butch, Masculine Lesbian, Ultra Fem, Wlw, Women Loving Women, and many more.

Umbrella Terms: Non-Binary

An individual whose gender does not fall strictly within a male-female binary. Non-binary can indicate a wide spectrum of individuals who do not identify as binary.

When referring to an individual who is non-binary, use person-first language (e.g. “a person who is nonbinary”) or as an adjective (e.g. “a non-binary person”). Also, recognize it is often unnecessary or inappropriate to reference or assume a person’s gender, and a non-binary identity is not dependent upon physical appearance. When it is clearly pertinent and appropriate to the situation, it is best to check with the individual as to their preferred term.

Non-binary can be used as an umbrella term for individuals who may describe themselves using one or more of a wide variety of terms, or who don’t use a label for their gender. However, it is important to note that, while “non-binary” is an attempt to be inclusive, those who identify using another term, may not identify with the term. Some groups that may identify under the non-binary umbrella include:

Agender

A person without gender identity, or with a gender identity that is neutral. Like someone who is trans, an agender individual’s gender identity and expression differs from what is typically associated with the sex they were assigned at birth. This person may feel little to no connection to traditional systems of gender expression or identity, and may not feel aligned with binary concepts of “man” or “woman.” Individuals who are agender may identify as transgender, gender nonconforming, genderless, neutrois, genderqueer or gender-variant. However, it is important to note that an individual who is agender may not identify as trans*.

Bigender

An individual whose gender identity or expression may shift between genders. While the name indicates this shift is on a binary, like gender fluidity, it can be across a dynamic spectrum of multiple genders, and can be experienced in many different ways.

Gender Queer

An individual whose gender identity or expression differs from what is typically associated with a gender binary. This can be used synonymously with “non-binary.” However, it is important to note that, gender queer is often an in-group term, and use of the term “queer” can be highly charged and potentially offensive term to use. Further, those who identify using another term, may not identify with the term “gender queer.”

Neutrois

A non-gender gender identity, where the person has a neutral gender. Like someone who is agender, a neutrois individual’s gender identity and expression differs from what is typically associated with the sex they were assigned at birth. This person may feel little to no connection to traditional systems of gender expression or identity, and may not feel aligned with binary concepts of “man” or “woman.” Individuals who are neutrois may identify as agender, transgender, gender nonconforming, genderless, genderqueer or gender-variant. However, it is important to note that an individual who is neutrois may not identify as trans*.

Additional Nonbinary Umbrella Identities

Demigender, Genderflux, Genderless, Gender-Variant, Queer, and many more

Androgyne

An individual who feels their gender identity is associated with androgyny. An androgyne person may describe themselves with more specificity: femandrogyne (androgyny leaning toward the feminine), mascandrogyne (androgyny leaning toward the masculine), versandrogyne (androgyny that fluctuates), demiandrogyne (only partially relating to androgyny).

Gender Fluid / Gender Flexible

An individual whose gender identity or expression may shift between a dynamic spectrum of multiple genders. A person who is gender fluid may feel like a mix of genders and/or may feel more like one gender on some days, and another on other days.

Intergender

An intersex person who identifies with a gender that is non-binary. This person may feel little to no connection to traditional systems of gender expression or identity, and may not feel aligned with binary concepts of “man” or “woman.” It is important to note that an individual who is agender may not identify as trans*, and not all people who are intersex identify as intergender.

Umbrella Terms: LGBTQIA+

An initialism abbreviation and umbrella term for discussing queer communities, with an attempt to be inclusive of the diversity within said communities. For specific definitions and a broader exploration, see the tables on the pages that follow the glossary.

There are several variations of this initialism, including: DSG, GLBT, GSM, LGBT, QUILTBAG, TGNB, TGNC, etc. The variation is sometimes to ensure wide representation, and sometimes due to the varied needs and causes of different communities. Common initials used in such initialisms include:

<i>A</i>	Ace (including Agender, Akoirromantic, Aromantic, and Asexual) (Rarely ally)
<i>B</i>	Bi+ (including Bisexual, Pansexual, Omnisexual, Fluid and Queer-identified)
<i>C</i>	Curious
<i>D</i>	Diverse
<i>G</i>	Gay, Gender(s), Genderfluid, Genderqueer, and/or Genderless
<i>H</i>	HIV-affected and/or hijra
<i>I</i>	Intersex
<i>L</i>	Lesbian
<i>M</i>	Minorities (typically as related to sexuality or gender)
<i>NB</i>	Non-Binary
<i>NC</i>	Non-Conforming
<i>O (or) +</i>	Other (the plus sign is often a better choice, as it is more inclusive)
<i>P</i>	Pansexual and/or Polyamorous
<i>Q</i>	Queer and/or Questioning
<i>R</i>	Romantic
<i>S</i>	Sexual and/or Sexualities
<i>SA</i>	Straight Allies (inclusion of this abbreviation is controversial)
<i>T</i>	Trans*, Transgender, and/or Transsexual (Rarely Transvestite)
<i>TG (or) 3</i>	Third gender
<i>TS (or) 2</i>	Two-spirit
<i>U</i>	Undecided and/or Unsure