GENDER AND SEXUALITY ARE SPECTRUMS

Gender and sexuality are complex. It is easier to understand transgender and intersex identities when you consider the various ‘spectrums’ involved.

(Check out the ‘Gender Unicorn’ at transstudent.org/gender)

Gender Identity: One’s sense of their identity as a woman, man, both, neither, or something else entirely

Gender expression: How one physically presents themselves as feminine, masculine, androgynous, or a combination. You cannot know someone’s gender identity based on how they present themselves physically.

Sex Assigned at Birth: The category of female, male, or intersex that a person is assigned by medical professionals at birth. Many intersex children are also given the label of ‘female’ or ‘male’ based on what doctors speculate their gender identity will be.

Sexual and Romantic Attraction: The types of identities, expressions, and sees that a person is sexually and/or romantically oriented towards. Some people do not experience sexual and/or romantic attraction. These people may call themselves asexual or aromantic respectively.

CHECK OUT THESE RESOURCES

“LGBTQ+ Definitions”
transstudent.org/definitions

“How to Be an Ally to Queer People of Color (QPOC)”
goo.gl/Fn2eGw

“The Gender Book”
www.thegenderbook.com

“What Is Heteronormativity - And How Does It Apply to Your Feminism? Here Are 4 Examples”
goo.gl/9CZzea

“Intersex 101: Respecting Variations in Biological Sex”
goo.gl/IfeRfk

“5 Good Reasons Why the LGBTQIA+ Acronym Shouldn’t Include ‘Ally’”
goo.gl/LE7mHm

“The Artivism of Julio Salgado’s I Am Undocuqueer! Series” - Carrie Hart
goo.gl/c2eZQ9

LGBTQIA+ Identity and Steps Towards Allyship

This information resource was created to aid students, faculty, staff, and individuals of the broader community to better understand LGBTQIA+ Identities and to take steps towards active allyship. The aim of this resource is to foster intergroup dialogue on campus, in the workplace, and in the Tucson community.

Compiled by: Mel Ferrara

888 N Euclid Ave, Suite 412
Tucson, AZ, 85719
Phone: 520-626-3115
diversity.arizona.edu/odiex
facebook.com/UAODIEX
INTERSECTIONALITY

LGBTQIA+ individuals have a diverse set of experiences that vary even further when one considers the intersections of gender and sexuality with race, disability, class, nationality, religion, and other identity markers.

QTPOC (Queer & Trans People of Color), especially trans women of color, experience some of the highest rates of violence in the United States. Some members of the LGBTQIA+ community are undocumented, which both places them at additional risk and leads to their invisibilization.

Historically, many LGBTQIA+ spaces have been dominated by upperclass white, cisgender gays and lesbians. It is vital to make sure that LGBTQIA+ spaces are also consciously working against systems of racism, sexism, ableism, and classism. The first step to this is acknowledging that one can have privilege in one area even when they are being marginalized in another.

STEPS TOWARDS ALLYSHIP

Do not make assumptions: Do not make assumptions about a person’s gender, sexuality, or anatomy. Because our culture is structured by heteronormativity, we have to actively work on dismantling these conscious and unconscious presumptions.

Practice using gender non-specific language: For example, instead of telling someone they can bring their boyfriend or girlfriend to a department event, use the term “partner(s).” Respect the language — including pronouns — that queer folks use to talk about themselves.

Educate yourself on LGBTQIA+ issues: Marriage equality is far from the only or most important issue affecting the queer community. Educate yourself about other forms of discrimination and violence faced by LGBTQIA+ folks and work on becoming an active advocate for queer justice.

Intervene: If you hear or see someone enacting homophobia or transphobia — as well as other forms of oppressive behavior — don’t just watch. Address their actions.