



LGBTQ+ identities

The LGBTQIA+ flag, including the rainbow flag, the trans flag and the brown and black stripes to support people of colour



- Also, I'm inviting questions, even ones you think are stupid and I am very happy to do so after this.
- ALSO ALL OF THIS IS PARTICULAR TO THE PERSON AND THE BEST IDEA IS TO ASK THEM
- Queer identity is massive and I know I'll be preaching to the choir here for some of this, but I think its easier to understand it if I break it down
- The most common acronym is LGBTQIA+, which stands for Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual and others.
- Lots of people don't use the term queer because it was a slur, but it is has been reclaimed by the community and is the term you will find academics using to discuss the community. I really like Queer, make a point of the older stuff, because otherwise it can be really difficult to explain everything. As an example of how complex queer identity is, I am an agender non-binary polyamorous biromantic demisexual.



Sexualities

- From left to right: Lesbian, gay men, pansexual, bisexual



The ones you likely all know are lesbian (a woman who is attracted to other women), gay (a man who is attracted to other men), bisexual. Pansexual and bisexual discuss very similar thing as both refer to the attraction to multiple genders, and that tends to be more of a personal distinction as to which you self describe as. Often bisexual people will say that this attraction feels different for different genders and pansexual people often discuss this as feeling the same for both genders.



Sexualities and romantic attraction

- From left to right: Polyamorous, aromantic, asexual, demisexual



- Asexual and Aromantic can go hand in hand but they often don't. Asexual means you don't experience sexual attraction, say you don't find anyone 'hot' and aromantic means you don't experience romantic attraction, say you wouldn't want to date anyone. Demisexual is also a common term, which means you only develop sexual attraction to someone after a significant amount of emotional connection. It's a lot more than just 'not wanting a one night stand'. Polyamorous means that you can experience attraction of any kind, romantic or sexual, to multiple people at the same time and those relationships exist on the same level.

Gender identities

From bottom up; non-binary, intersex, agender, transgender, genderfluid



Transgender people just do not match their assigned gender at birth, it does not only apply to 'binary' trans people. Some enby people will identify as trans, some don't. Non-binary is NOT A THIRD GENDER, there are cultures that have third genders such as Hijra in India, with the Jewish Talmud identifying 8 different genders, but non-binary refers to people who do not experience gender in the same way. Agender is a person, like myself, who rejects gender completely, genderfluid can be used to describe someone who may shift between genders that they feel comfortable with. Gender identity and gender expression are not the same thing. Everyone expresses gender differently, but everyone expresses. Not everyone has a gender. Intersex people can also describe themselves as trans or not



Examples

- She/her
- He/him
- They/them/theirs
- Ze/zir/zirs
- Fae/faer/faeself
- Ey/em/eir
- It/its

Multiple pronouns

- She/they
- They/he
- Ae/they
- Fae/they/it
- Any pronouns
- No pronouns (name only)

Pronouns



- Not just for LGBT+ people and allies, so don't assume!
- Don't just guess! *They/them* will work!
- Give them a chance to offer you their pronouns, or consider offering yours
- Keep using their pronouns when the person isn't around, and correct others if necessary
- Pronouns aren't conditional
- If you get them wrong, correct yourself, apologise, move on.
- Be open to changes
- Feel free to ask questions!

Misgendering

Misgendering by mistake

Misgendering by assumption

Misgendering on purpose

Using Pronouns



Things not to say or do:

- Assuming the gender of people's partners
- Assuming that two people together are a couple
- Assuming that same gender pairs are always friends
- Police someone else's identity
- Bringing up someone's gender or sexuality for the sake of it.
- Invasive questions or comments about the body or sex life of any LGBT+ person.
- Lead statements by qualifying them with your allyship

Microaggressions in language



Some sad statistics

- The current average life expectancy of trans people in the UK is 34.
- Between 40 and 60% of trans young people have depression and have considered suicide.
- If you accept trans people, make sure that they have as much of a supportive network as you can, that statistic drops to 4%.
- It is still LEGAL to use torture methods as conversion therapy in the UK.
- The current NHS waiting list for 'bottom surgery' for trans women is 26 years. For 'top surgery' for trans men, its around 8 years.
- Private care for top surgery costs around 7-9k.
- Transphobic hate crimes have quadrupled in the last 5 years, Queerphobic crimes more generally have doubled in the last 4 years.



Any questions?

Resources for learning

- Judith Butler, Gender Trouble but that can take a full degree to be able to read, so there are some easier things:
- The video 'Transphobia' ([Transphobia: An Analysis | Philosophy Tube - YouTube](#)) by Philosophy Tube is a light-hearted but important discussion of transgender identity. She also talks much later on in 'Identity: A Coming Out Story' ([Identity: A Trans Coming Out Story | Philosophy Tube ★ - YouTube](#)) about her own experiences as a transgender woman. 'Queer *sparkle emoji*' ([Queer★ | Philosophy Tube - YouTube](#)) is another video of hers that talks about Queerness as a philosophical discussion
- 'I am Non-Binary' ([Being Seen, a video about being trans & non-binary | Curio - YouTube](#)) by Sophie from Mars is a very moving personal story about coming to terms with your identity.
- This article talks about respecting pronouns well ([A Guide To Gender Identity Terms \(npr.org\)](#))
- Stonewall is always a good place to start for Queer discussions ([Stonewall](#)), especially this particular document [The truth about trans \(stonewall.org.uk\)](#) as is Mermaids for trans identities ([Homepage - Mermaids \(mermaidsuk.org.uk\)](#)), Stonewall especially has a very good set of articles on queer identities ([Information and resources | Stonewall](#))
- [Trans lives survey 2021 — TransActual](#) - This is a very good and depressing survey

Resources to pass people on to

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- [Homepage - Mermaids \(mermaidsuk.org.uk\)](https://mermaidsuk.org.uk)
 - [Stonewall](https://www.stonewall.org)
 - [MindOut | Mental Health Charity for LGBTQ community](https://www.mindout.org)
 - [Resources for LGBT+ young people, their families and friends \(thebeyouproject.co.uk\)](https://thebeyouproject.co.uk)