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LGBTQI 101 for Housing Shelters

City of Atlanta
Shelter LGBTQI Equality Education Project
January 2016

Introductions

Why We're Here

- Who we are
- Who you are
- LGBTQI (Lesbian, Gay, Bisexual, Transgender Queer/Questioning and Intersex) issues at shelters: an overview
- Laws, policies and national trends
- What's in your packet

City of Atlanta Code of Ordinances

Non-Discrimination Law for Public Accommodations Including Homeless Shelters

- Homeless Shelters are a “Public Accommodation” under City of Atlanta law
- It is unlawful for a public accommodation, located in Atlanta, to do any of the following :
 - Deny, refuse or reject from entry, or from receipt of a good, advantage, privilege or service because of an individual's, or the perception of an individual's race, color, creed, religion, sex, domestic relationship status, parental status, sexual orientation, national origin, gender identity, age, disability, or the use of a trained dog guide by a blind, deaf or otherwise physically disabled person
 - This law applies to a shelter's owner, manager, employees and volunteers

United States Department of Housing and Urban Development

“Equal Access Rule”

HUD Guidelines on Appropriate Placement for Transgender Persons
in Single-Sex Emergency Shelters and Other Facilities

Issued February 20, 2015

- Shelters that receive HUD-funding cannot deny access to individuals based on perceived sexual orientation, gender identity or marital status
- Placement/housing of the client must be based on the client’s gender identity, taking health and safety concerns into consideration
 - A client’s own views with respect to personal health and safety should be given serious consideration in making the placement
 - If client requests assignment based on sex assigned at birth, facility should honor that request if consistent with health, safety and privacy concerns (this request may occur more often with female-to-male transgender men)
- A shelter cannot make placement decisions based upon the individual’s sex or the sex shown on the individual’s ID
- A shelter cannot determine housing of a potential client based on complaints of other clients where the sole reason for the complaints is the potential client’s non-conformance with gender stereotypes
- Shelter policies cannot isolate or segregate clients based on gender identity

After this training you should be able to...

- 1. Understand and explain to others:**
 - The difference between sexual orientation and gender identity
 - Correct and affirming language for communicating with Lesbian, Gay, Bisexual, Transgender, Queer/Questioning and Intersex individuals
 - The societal context of homelessness and housing difficulties in the LGBTQI community
- 2. Craft non-discrimination rules and policies for your shelter**

After this training you should be able to...

- 3. Transform your shelter into a safe space** for LGBTQI clients
- 4. Implement processes and operations** at your shelter that enforce non-discrimination rules and maintain safe space
- 5. Connect with LGBTQI-supportive resources** in your community

Talking the Talk: Affirming and Inclusive Language

Gender Identity & Sexual Orientation

- **Sexual Orientation:** The term for an individual's enduring physical, romantic and/or emotional attraction to members of the same sex, opposite sex or both sexes
- **Sex Assigned at Birth:** An individual's sex (male or female) determined at birth based upon the individual's genitals, reproductive organs and/or chromosomes, and designated on the individual's birth certificate
- **Gender Identity:** Someone's deeply felt sense of being a man, a woman, or a gender that does not fit within the male-female spectrum
- **Gender Expression:** The way a person expresses gender identity outwardly through external characteristics and behaviors
 - Examples: clothing, gestures, haircut and other grooming, body characteristics and speech
 - "Gender expression" is determined by using stereotypical notions of what it means to appear as a man, a woman, masculine and feminine

Sexual Orientations

- **Heterosexual:** Enduring attraction to people of the opposite sex
- **Homosexual:** Enduring attraction to people of the same sex
 - Lesbian- Women who have enduring attraction to other women
 - Gay- Men who have enduring attraction to other men, and women who have enduring attraction to other women.
- **Bisexual:** Enduring attraction to both men and women
- **Questioning:** In the process of exploring and deciding one's sexual orientation
- **Queer:** Umbrella term for someone who identifies as having a sexual orientation which is different from societal norms.

Sex Assigned at Birth

- **Male:** Typically assigned when male sex organs are present at birth
- **Female:** Typically assigned when female sex organs are present at birth
- **Intersex:** A physical condition in which a person is born with a reproductive and sexual anatomy that doesn't fit the traditional definitions of female or male. For example, a person may be born with genitalia that appear female, and with mostly male-typical anatomy on the inside.

Gender Identities

Cisgender: A person whose gender identity matches the sex they were assigned at birth

Transgender: A person whose gender identity and sex assigned at birth are different

- ***Transgender Woman or Trans Woman:*** A woman who was assigned male sex at birth, also referred to as Male-to-Female (MTF) Transgender
- ***Transgender Man or Trans Man:*** A man who was assigned female sex at birth, also referred to as Female-to-Male (FTM) Transgender

Transition: The process of changing gender expression to match gender identity

- Transition may include changes in dress, speech, name, grooming and body/physical characteristics
- An individual's transition process may take years
- An individual's transition process does not necessarily include surgery

Gender Identity Continued

Genderqueer: An umbrella term describing an individual whose gender does not fit within the male-female spectrum

- Genderqueer individuals do not identify as male or female
- Genderqueer is different from transgender

Gender Nonconforming: A description or identity meaning that an individual's gender expression (how they appear) is different from the stereotyped expectations of how the individual should look or act based upon the individual's sex assigned at birth

- Not everyone whose appearance or behavior is gender nonconforming will identify as genderqueer
- Not everyone whose appearance or behavior is gender nonconforming will identify as transgender

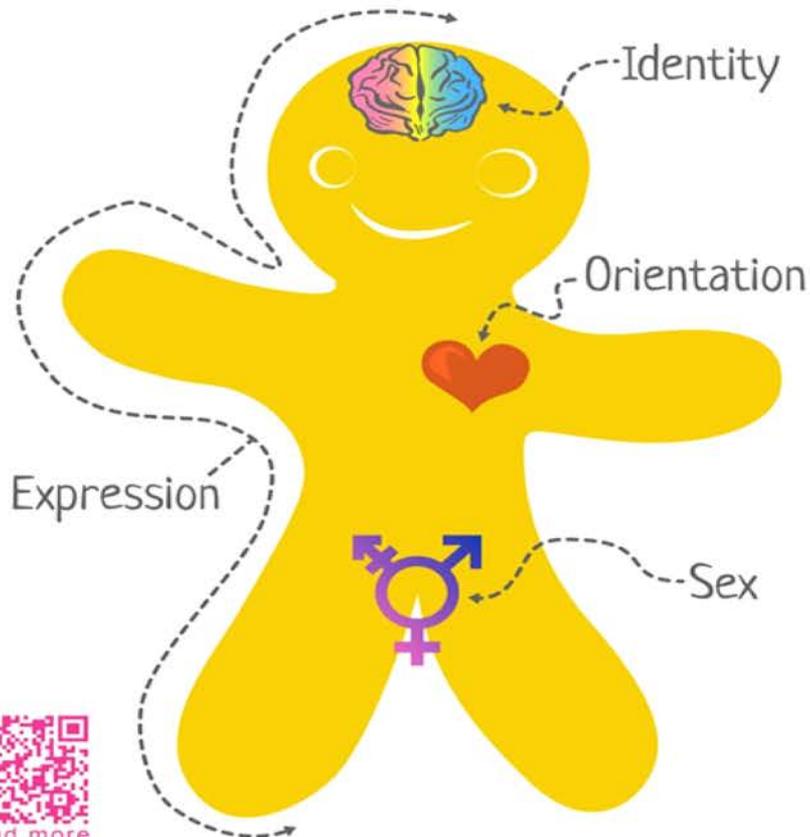
Intersex: A general term used to describe a variety of conditions in which a person is born with a variation in sex characteristics, including chromosomes, reproductive anatomy and/or or genitals, and therefore cannot be distinctly identified as male or female.

- Example: a person may be born with genitalia that appear female, but with internal anatomy that is predominantly male
- Being intersex is different from being transgender

Gender Bread Person!

The Genderbread Person

by www.ItsPronouncedMetrosexual.com



Gender identity is how you, in your head, think about yourself. It's the chemistry that composes you (e.g., hormonal levels) and how you interpret what that means.



Gender expression is how you demonstrate your gender (based on traditional gender roles) through the ways you act, dress, behave, and interact.



Biological sex refers to the objectively measurable organs, hormones, and chromosomes. Female = vagina, ovaries, XX chromosomes; male = penis, testes, XY chromosomes; intersex = a combination of the two.



Sexual orientation is who you are physically, spiritually, and emotionally attracted to, based on their sex/gender in relation to your own.



Walking the Walk:

How to be Affirming
and Inclusive

Honor Gender Identity

Gender Identity Non-Discrimination Rules:

- For shelter policies and decisions which treat female clients differently from male clients:
 - Transgender and intersex individuals must be treated in a manner appropriate to the individual's gender identity, which may be different from the sex that the individual was assigned at birth
 - Single-sex shelters cannot deny access to a potential client whose gender identity qualifies for the shelter, even if the potential client's ID shows that their sex is different from their gender identity (HUD Equal Access Rule, Notice CPD-15-02 of February 20, 2015)
- The facility cannot make placement decisions based upon the individual's sex or the sex shown on the individual's ID
- Transgender and intersex individuals cannot be asked to change their clothing or other aspects of their appearance for the purpose of looking like their sex assigned at birth

Determining Gender Identity

- **At intake**, inform clients that you need to get some information to determine how the shelter can best serve them. Regardless of their appearance, ask clients:
 - What name do you want to be called
 - Do you identify as male or female
 - Which pronouns do you use for yourself
- Regardless of appearance, a determination of **gender identity** should be **based on the statements or requests made by the individual**.
 - Honor a client's request to use their chosen name rather than the name on their ID
 - Honor a client's request regarding pronouns
- If you accidentally use the wrong pronoun or name, apologize quickly and sincerely, then move on. Do not dwell on the mistake

Applying Shelter Policies to Genderqueer Clients

- Some clients identify as genderqueer. They may not identify themselves as either male or female
- Most shelters assign housing and programming based on two genders only, male and female. If a shelter is making a gender-based decision regarding a genderqueer client:
 - **Explain** that the shelter's decisions are based on two genders only
 - **Ask** the client **which gender** they would feel most comfortable with (male or female)
 - **Make decisions** for the individual which are **appropriate to the gender selected**
- Do not base decisions on the individual's sex assigned at birth unless the individual asks you to do so

Pronouns and Names: Which to use

- **He/him/his** are pronouns for male or masculine identities
- **She/her/hers** are pronouns for female or feminine identities
- **They/them/their** are inclusive pronouns associated with gender non-conforming, genderqueer, and all other gender identities

If you do not know a person's gender identity, use the person's name

Do not refer to a transgender person by the pronouns of the sex you think they were assigned at birth

Honor All Families

Sexual Orientation Non-Discrimination Rules:

- Shelters which admit *couples* must apply shelter rules and policies equally with all couples, regardless of the clients' sexual orientation and gender identity.
- Shelters which admit *families* with children must apply shelter rules and policies equally, regardless of the parents' and children's sexual orientation and gender identity.
- Shelters cannot require couples to show a marriage certificate.

Honor All People

- **Do Not Show Bias**: Shelter staff, including volunteers, must not exhibit any bias, prejudice, disapproval or discomfort toward LGBTQI residents or co-workers
- **Ask Questions Respectfully**: Questions related to LGBTQI-status, such as preferred pronouns, preferred name and gender identity, shall be asked in a respectful manner to avoid subjecting the individual to abuse, humiliation or ridicule
- **Prohibit Demeaning Language**: Shelters should prohibit derogatory or demeaning slurs, terms or other language which refers to being LGBTQI, *even if* the speech is not directed at a specific individual
- **We Are All Human**: Everyone in the shelter, both staff and residents, should be treated with the courtesy and dignity which is inherently due to every person as a human being

Offensive Terms and Topics

DO NOT:

- Use insulting slurs, even if a client uses the slur to describe himself/herself
- Use the term “homosexual”, as in “I think he’s a homosexual” or “the homosexuals are protesting today”
- Describe an individual’s gender transition as “pre operative” or “post operative”
- Ask someone if they have had surgery as part of their transition
- Ask someone what their “real sex” or “real name” is when referring to the sex or name they were assigned at birth
- Tell clients that an individual is lesbian, gay, bisexual, transgender, intersex, queer or questioning unless you have the individual’s permission to do so

Remember...

- Sexual orientation and gender identity are different concepts
- Gender expression is not a reliable way to know someone's sexual orientation or gender identity
- Not everyone fits into a "Male" or "Female", "Gay" or "Straight" box, and that's okay
- If you're confused about someone's sexual orientation or gender identity, it's okay to ask in a respectful manner
- The decision of how to transition from one gender to another is a personal one; transition decisions and processes are different for everyone

Your Shelter's Non-discrimination Policies

LGBTQI Discrimination: Putting the Issue in Context

- Many non-discrimination regulations do not outlaw LGBTQI discrimination.
- Examples of LGBTQI discrimination are:
 - Employment (Example: Not hired or promoted, fired)
 - Housing (Example: Landlord won't rent to LGBTQ individuals)
 - Communities & Public places (Example: Violence, gendered bathrooms)
 - Families (Example: Loss of custody, rejection by parents)
- Discrimination leads to:
 - Mental health problems (ex. substance abuse, self-hatred)
 - Physical health problems
 - Financial hardship
 - Isolation
 - **Homelessness**

Your Non-Discrimination Policy and Rules

- What is a non-discrimination policy?
- Consider:
 - What is your current non-discrimination policy?
 - What are your current non-discrimination rules?
 - How are clients made aware of your non-discrimination policies and rules?
- Why are non-discrimination policies and rules important?
 - Shelter policies and rules give clients rights and protection inside your shelter
 - Policy and rules make the shelter's expectations clear
 - Rules enable consistent enforcement
 - Your staff and operations are guided by policies and rules
 - Policies show employees and clients where you stand on LGBTQI equality

Discriminatory Policies

- Dress codes that prohibit those assigned male sex at birth from wearing women's clothes
- Admission policies at women's shelters that deny access to male-to-female transgender women
- Admission policies at family shelters that deny access to gay couples with children
- Wrap-around services that are offered to cisgender clients, but not offered to transgender clients

Non-Discrimination Policies

- **Contents:**
 - Must prohibit discrimination based on gender identity and sexual orientation, along with race, religion, etc.
 - Must contain an easy, clear procedure for telling staff or volunteers about discriminatory behavior or treatment occurring at the shelter
- **Discussed at Intake:** Must be communicated to clients at intake
- **Posted:** Must be posted publicly and in plain language
- **Enforced:** Complaints of discrimination must be investigated and responded to immediately; Non-discrimination policy must be enforced

Scope of Non-Discrimination Policy

Non-discrimination policies should address your shelter's commitment to serving LGBTQI people equally by including:

- A declaration of respect and dignity for all people
- Admissions non-discrimination rules
- The procedure for determining gender identity at intake
- The procedure for making room and program assignments based on gender identity
- Non-discrimination rules for hiring and treatment of employees and volunteers
- Rules of conduct for staff, volunteers and clients
- The procedure for handling conflicts and violence

Operations & Processes

Day-to-day operations bring policy to life!

- Admissions and intake
- Creating safe space
- Conflict resolution
- Referrals to another facility or outside services

Your Shelter's Intake Procedures

Intake

- At intake, shelter should state that its admissions are based on the client's gender identity, not sex assigned at birth
- Shelter cannot ask for ID to make gender-based admissions, sleeping and programming decisions
- Single-sex shelter must admit a potential client whose gender identity qualifies for the shelter
- Shelter cannot ask questions or seek documentation or information about the potential client's anatomy or medical history
- Potential clients cannot be denied shelter access because their appearance or behavior does not conform to gender stereotypes

(HUD Equal Access Rule, 77 Federal Rule 5662(Notice CPD-15-02))

Determining Gender Identity(revisited)

- Regardless of appearance, a determination of gender identity should be based on the statements or requests made by the individual
 - Honor a client's request to use their chosen name rather than the name on their ID
 - Honor a client's request regarding pronouns
- If you accidentally use the wrong pronoun or name, apologize quickly and sincerely, then move on. Do not dwell on the mistake

Placement/Housing (revisited)

- How transgender and intersex clients are assigned to services (ex. bed assignment, bathrooms):
 - Placement/housing of the client must be based on the client's gender identity, taking health and safety concerns into consideration
 - The client's own views with respect to personal health and safety should be given serious consideration in making the placement
- If a transgender or intersex client requests assignment based on sex assigned at birth, the shelter should honor that request if consistent with health, safety and privacy concerns (this request may occur more often with female-to-male transgender men)
- Shelter cannot make an assignment or reassignment based on complaints of another person when the sole basis of the complaint is a client's or potential client's being LGBTQ or gender non-conforming

Creating Safe Space at Your Shelter

Creating Safe Space at your Shelter

What is “safe space”?

More than physical space; an *environment*

- Is this a place where I can be myself, or will I have to hide who I am?
- Is this a place where I will experience violence from employees, volunteers, or other residents?
- Will the people who work here understand what I need?
- Am I safe enough here to stay off the streets tonight?

Ways of showing that the shelter is safe space:

- Posted non-discrimination policies in multiple locations
- LGBTQI-affirming literature and resource pamphlets in common areas
- LGBTQI-affirming activities (support/social groups)

Providing Privacy for Transgender and Intersex Clients

- Potential means of protecting privacy include:
 - a privacy partition or curtain;
 - offering use of a nearby private restroom or office; and
 - creating separate changing schedules
- At a minimum, when a transgender or intersex client expresses a privacy or safety concern, the shelter must allow the client to use bathrooms and dressing areas at a separate time from others in the facility
- To the extent feasible, a shelter shall work with the layout of the facility to provide for privacy in bathrooms and dressing areas, such as:
 - adding doors and locks to toilet stalls; and
 - creating separate shower stalls.

Safety across the shelter:

How would a person who identifies as LGBTQI know that your shelter is a “safe space” upon entering...

- Front office, intake area or waiting room
- Common areas: hallways, kitchens, stairwells
- Sleeping areas
- Bathrooms
- Showers

Staff Training 101

- ALL staff should be trained regularly on LGBTQI cultural competency
- Introduce policies, rules, key concepts, language, etc. at each new staff person's orientation
- Schedule staff trainings on specific LGBTQI issues as needed to address non-discrimination violations, safe space concerns and other challenges arising at the shelter

Operations & Processes

Intake: Do's and Don'ts

DO:

- Ask the client about their name, gender identity and preferred pronouns at intake
- Accept the gender identity stated to you by the client
- Assign beds and services based on the client's gender identity
- Use intake and other forms that are inclusive of all gender identities and sexual orientations
- Inform all residents at intake of non-discrimination policies including gender identity and sexual orientation

DON'T:

- Turn someone away if their gender identity does not match their sex assigned at birth
- At a single-sex shelter, turn away someone whose gender identity matches the shelter's gender requirement, because their sex assigned at birth does not match the gender requirement
- Guess or make assumptions about a person's gender identity or pronouns
- Assign beds or services based on what you perceive to be the client's sex assigned at birth
- Ask if a person has had medical changes to their body. It doesn't matter

Conflict Resolution: Do's and Don'ts

DO

- Regularly educate staff, volunteers and residents about respect and equal treatment of LGBTQI individuals
- Take violence against LGBTQI residents seriously
- Document the violation and respond immediately
- Enforce non-discrimination rules consistently to establish safe space for LGBTQI residents
- Immediately investigate allegations of violence or harassment of LGBTQI individuals in the shelter, identify the perpetrator(s) and enforce the shelter's non-discrimination rules

DON'T

- Ignore bullying (including verbal bullying) against LGBTQI clients or sweep these incidents under the rug, even if you think the bullying is harmless. Consistent enforcement of non-discrimination rules is important for purposes of compliance and education.
- Force transgender residents to appear as their sex assigned at birth, or suggest that they should do so to "fit in" or "for their safety"
- Victim-blame, punish, exclude or banish the person being abused or bullied
- Assume LGBTQI individuals are already educated about LGBTQI non-discrimination.
- Assume LGBTQI individuals are comfortable with all other LGBTQI individuals

Referrals and transfers

DO

- Ask your LGBTQI clients what shelters they feel comfortable staying at
- Ask your LGBTQI clients what service providers they feel comfortable working with
- Identify wrap-around service providers committed to LGBTQI non-discrimination
- Create a referral network of organizations that will understand and be responsive to the needs of your LGBTQI clients
- Include the staff of wrap-around service providers in your organization's cultural competency trainings

DON'T

- Allow outside organizations to provide services to your LGBTQI clients if they are unwilling to abide by your non-discrimination policy on sexual orientation and gender identity
- Refer an LGBTQI client to an organization that will refuse or curtail services, or will interact in a derogatory or disapproving manner because of the client's sexual orientation or gender identity
- Coerce clients into presenting as a gender or sexual orientation other than their own in order to be given a referral for wrap-around services

GLOSSARY

Terms Commonly Associated With
Sexual Orientation and Gender Identity

**EQUALITY
FOUNDATION**

Sexual Orientation Glossary:

- **Asexual** – Lack of sexual attraction to anyone or low or absent interest in sexual activity
- **Biphobia** - Discomfort or negative response toward bisexual people
- **Bisexual/Bisexuality/Bi** - A person who feels love, affection, and sexual attraction regardless of gender
- **Demi-sexual/Demi-sexuality** - A person who does not experience sexual attraction unless they form a strong emotional connection
- **Down-low** – A slang term that refers to men who have sex with men (MSM) but are either closeted or do not identify as gay. Most often associated with and has its origins in African American culture in the US
- **Gay Man/Homosexual** - A man who feels love, affection, and sexual attraction toward men
- **Heterosexism** - Institutional policies and interpersonal actions that assume heterosexuality is normative and ignores other orientations; the belief that heterosexuality is superior to other orientations
- **Heterosexual/Heterosexuality/Straight** - A person who feels love, affection, and sexual attraction to persons of a different gender
- **Heteroflexible** – People who are usually attracted to people of gender different from their own, but might occasionally be attracted to people genders similar to their own.
- **Homophobia** - Discomfort or negative response toward gay and lesbian people and/or of same sex attraction or behavior in the self or others
- **Lesbian/Homosexual** - A woman who feels love, affection and sexual attraction toward women

Sexual Orientation Glossary cont'd . . .

- **Homoflexible/Lesbiflexible** – People who are usually attracted to people of genders similar to their own but might occasionally be attracted to people of genders different from their own.
- **Men who have Sex with Men (MSM)** – Also: males who have sex with males (MSM); a clinical term that refers to men who engage in sexual activity with other men, whether they identify as gay, bisexual, or neither.
- **Omnisexual/Pansexual** – A person who feels love, affection and sexual attraction regardless of their gender identity or biological sex. Thus, pansexuality includes potential attraction to people (such as transgender individuals) who do not fit into the gender binary of male/female.
- **Pomosexual** - A person who avoids sexual orientation labels (not the same as asexual)
- **Same Gender Loving (SGL)** – A term coined for African American use by Cleo Manago in the early 1990s; a description for homosexuals, particularly in the African-American community; often used by those who prefer to distance themselves from terms associated with "white-dominated" LGB communities
- **Androsexual/Androphilic:** attracted to males, men, and/or masculinity
- **Gynosexual/Gynephilic:** attracted to females, women, and/or femininity
- **Hypersex(ual/-ity):** a sexual attraction with intensity bordering on insatiability or addiction; recently dismissed as a non-medical condition by the American Psychiatric Association when it was proposed to be included in the Diagnostic and Statistical Manual of Mental Disorders version 5
- **Questioning:** the process of exploring one's own sexual orientation, investigating influences that may come from their family, religious upbringing, and internal motivations
- **Sexual Preference:** (1) generally when this term is used, it is being mistakenly interchanged with "sexual orientation," creating an illusion that one has a choice (or "preference") in who they are attracted to; (2) the types of sexual intercourse, stimulation, and gratification one likes to receive and participate.
- **Skoliosexual:** attracted to genderqueer and transsexual people and expressions (people who aren't identified as cisgender)

Gender Identity Glossary:

- **Gender Identity** - Internal sense of being male, female, or something in between (Gender is considered a continuum and not strictly binary concept.) Since gender identity is internal, one's gender identity is not necessarily visible to others
- **Cisgender** – Someone whose gender identity and assigned biological sex are not in conflict; non- transgender
- **Bigender:** a person who fluctuates between traditionally “woman” and “man” gender-based behavior and identities, identifying with both genders (and sometimes a third gender)
- **Binary Sex:** a traditional and outdated view of sex, limiting possibilities to “female” or “male”
- **Biological sex:** the physical anatomy and gendered hormones one is born with, generally described as male, female, or intersex, and often confused with gender
- **Cis-man:** a person who identifies as a man, presents himself masculinity, and has male biological sex, *often referred to as simply “man”*
- **Cis-woman:** a person who identifies as a woman, presents herself femininely, and has female biological sex, *often referred to as simply “woman”*
- **Gender Binarism** - Belief that there are two, and only two, genders and everyone must be classified as a member of one gender or the other. Any exception to the two genders is not to be taken seriously.
- **Gender Binary/Binary Gender** - The idea that human gender exists in two forms: masculine and feminine. Also describes a society that divides people into male and female gender roles, gender identities and attributes
- **Gender Expression** - How one represents/expresses their gender identity to others, a combination of behavior, dress, hairstyles, voice, body characteristics or other gender-related behaviors
- **Genderism** – A system of oppression that benefits cisgender people at the expense of transgender and gender non-conforming people. The idea of only believing in two genders (male & female). Genderism may take the form of transphobia, bias, and discrimination towards transgender and gender non-conforming people.
- **Genderqueer** - A gender identity other than man and woman; may think of themselves as being both male and female, as being neither male nor female, or as falling completely outside the gender binary
- **Gender Role** - The accepted behaviors, thoughts, and emotions of a specific gender based upon the views of a particular society or culture

Gender Identity Glossary cont'd . . .

- **Intersex:** a person with a set of sexual anatomy that doesn't fit within the labels of female or male
- **Real Life Experience** - Refers to the period of time in which some transsexual people live full time outwardly expressing their gender identity; many medical protocols require this prior to SRS
- **Sex Reassignment Surgery (SRS)** - Surgical procedures that alter one's body to better conform to a person's gender identity; sex reassignment surgery comprises many different procedures
- **Transitioning** - The process of moving toward full time expression of one's gender identity; typically includes undergoing physical changes through hormones and/or sex reassignment surgery
- **Transphobia** - Discomfort or negative response toward transgender individuals and other people who are gender nonconforming
- **Transsexual** – Shorthand for a person diagnosed with transsexualism, a medical label for the condition when a person's assigned biological sex doesn't match their internal gender identity. Often, transsexual people alter or wish to alter their bodies through hormones or surgery in order to match their gender identity. Commonly used terms: Female to Male (FTM); Male to Female (MTF)
- **Transvestite/Cross Dressing/Drag Queen/Drag King** - A person who dresses, either full time or part time, in clothing traditionally associated with the opposite sex. For example, Drag queens/kings are usually lesbian, gay or bisexual and sometimes cross dress for social occasions.
- **Third Gender:** (1) a person who does not identify with the traditional genders of "man" or "woman," but identifies with another gender; (2) the gender category available in societies that recognize three or more genders
- **Trans-man:** a person who was assigned a female sex at birth, but identifies as a man; *often confused with "transsexual man" or "FTM"*
- **Trans-woman:** a person who was assigned a male sex at birth, but identifies as a woman; *often confused with "transsexual woman" or "MTF"*
- **Two-Spirit:** a term traditionally used by Native American people to recognize individuals who possess qualities or fulfill roles of both genders

Additional Associated Terms:

- **Ally** - A non-LGBT person who actively supports the civil rights of LGBT people
- **Coming Out** - An ongoing process of becoming aware of one's sexual orientation or gender identity, accepting it, acting on it and sharing it with others
- **In the Closet** - Keeping one's sexual orientation or gender identity secret
- **LGBTQQ** - The most inclusive method to identify the "Lesbian, Gay, Bisexual and Transgender" community" (other letters stand for Queer, Questioning)
- **Partner** - A term commonly used to describe an LGBT's person's significant other/mate/spouse
- **Passing** – When used by transgender people, it means being perceived as the gender with which one identifies. When used by LGB people, it means being perceived as heterosexual or "straight"
- **Stealth** - Keeping your transgender and transitioning past hidden from others.