LGBT+ Resources

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# **Overview**

Following the spread of Rainbow lanyards on campus, the LGBT+ Staff Network has compiled some further information about what the lanyards represent including further information about the LGBT+ community such as key terminology. We hope this helps although if you have any further questions or want to know more about the LGBT+ Staff Network at Aston, you can find information [here](http://www.aston.ac.uk/staff/lgbt/) or send us an email.

# **Why is LGBT+ Inclusion important?**

LGBT+ people often face higher levels of prejudice, abuse/harassment, and discrimination within society and within the workplace. It is only in the last couple of decades that real progress in achieving LGBT+ equality has been made across the world, but it is a sobering fact that in 2018 being an LGBT+ person is illegal or has significant social stigma in over 70 countries. Given this backdrop, many LGBT+ people do not openly disclose their sexual or gender identity, and may actively suppress or hide this identity when at work or in a social setting. The fear of being discriminated against or being found ‘out’ often has a deep and lasting negative impact on wellbeing. This can also have a knock-on effect on performance and absence, both for LGBT+ staff and students, and in more severe cases could lead to significant mental and physical health problems. A wide range of evidence has shown that environments where people feel psychologically safe and feel able to be authentically themselves are the most healthy and productive. For LGBT+ people this type of environment is especially important given the perceived stigma and fear of being ‘out’. Therefore, as a Higher Education Institution, we have a duty and obligation to provide LGBT+ students and staff with a safe and inclusive environment where support and resources are provided to help prevent any potential prejudicial, abusive, or discriminatory behaviour from occurring.

# **The Rainbow and the LGBT+ Community**

The rainbow is widely recognised as a symbol of the LGBT+ Community and has been used as such since 1978 when it was created by artist, Gilbert Baker. It has undergone several revisions since its initial inception but is now generally accepted to be: Red, Orange, Yellow, Green, Indigo, Violet with each section having its own meaning.

[Here](https://www.huffingtonpost.co.uk/entry/rainbow-pride-flag-history_us_5b193aafe4b0599bc6e124a0) is some more information about the rainbow as a symbol for the LGBT+ Community from the creator of the original flag.

# **Sources of further information/support**

**Aston LGBT+ Staff Network**

Website - [www.aston.ac.uk/staff/lgbt](http://www.aston.ac.uk/staff/lgbt)

Network Committee – astonlgbt@aston.ac.uk

**Aston LGBT+ Student Society**

Website - <https://www.astonsu.com/society/7558>

Student Committee – union.lgbt@aston.ac.uk

**Birmingham LGBT+ Centre**

Website – [www.blgbt.org](http://www.blgbt.org)

**Gender Identity Research & Education Society**

Website - <https://www.gires.org.uk>

**Gendered Intelligence**

Website - <http://genderedintelligence.co.uk/>

**LGBT Foundation**

Website - <https://lgbt.foundation/>

**Stonewall**

Website - <http://www.stonewall.org.uk/>

# **Terminology**

## Ally

A (typically) straight and/or cis person who supports members of the LGBT community.​

## Asexual (or Ace)

Someone who does not experience sexual attraction.

## Bi

Bi is an umbrella term used to describe an emotional, romantic and/or sexual orientation towards more than one gender.
Bi people may describe themselves using one or more of a wide variety of terms, including, but not limited to, bisexual, pan, bi-curious, queer, and other non-monosexual identities.

## Cisgender or Cis

Someone whose gender identity is the same as the gender they were assigned at birth. The use of cisgender is debated within the trans community and some people prefer the term ‘non-trans’ as it familiarises the use of the term ‘trans’.

## Coming Out

When a person first tells someone/others about their identity as lesbian, gay, bi or trans.

## Dead naming

Calling someone by their birth name after they have changed their name. This term is often associated with trans people who have changed their name as part of their transition.

## Gender

Gender refers to the cultural and social distinctions between men and women. It consists of three related aspects: society’s constructed gender roles, norms and behaviours which are essentially based on the gender assigned at birth; gender identity, which is a person’s internal perception of their identity; gender expression, which is the way a person lives in society and interacts with others. Gender does not necessarily represent a simple binary choice: some people have a gender identity that cannot be defined simply by the terms man or woman. It should be noted that currently, for the purposes of UK law, gender is binary – people can only be male or female. However, there is growing pressure from campaign groups for this to change in line with other countries including Australia, Bangladesh, Denmark, Germany, India, Nepal and New Zealand.

## Gender Dysphoria

Used to describe when a person experiences discomfort or distress because there is a mismatch between their sex assigned at birth and their gender identity.
This is also the clinical diagnosis for someone who doesn’t feel comfortable with the gender they were assigned at birth.

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## Gender Expression

How a person chooses to outwardly express their gender, within the context of societal expectations of gender. A person who does not confirm to societal expectations of gender may not, however, identify as trans.

## Gender Identity

A person’s innate sense of their own gender, whether male, female or something else (see non-binary below), which may or may not correspond to the sex assigned at birth.

## Gender Reassignment

Another way of describing a person’s transition. To undergo gender reassignment usually means to undergo some sort of medical intervention, but it can also mean changing names, pronouns, dressing differently and living in their self-identified gender.
Gender reassignment is a characteristic that is protected by the Equality Act 2010, and it is further interpreted in the Equality Act 2010 approved code of practice. It is a term of much contention and is one that Stonewall's [Trans Advisory Group](https://www.stonewall.org.uk/trans-advisory-group) feels should be reviewed.

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## Gender Recognition Certificate (GRC)

This enables trans people to be legally recognised in their affirmed gender and to be issued with a new birth certificate. Not all trans people will apply for a GRC and you currently have to be over 18 to apply.
You do not need a GRC to change your gender markers at work or to legally change your gender on other documents such as your passport.

## Intersex

A term used to describe a person who may have the biological attributes of both sexes or whose biological attributes do not fit with societal assumptions about what constitutes male or female.
Intersex people may identify as male, female or non-binary.
Stonewall works with intersex groups to provide its partners and stakeholders information and evidence about areas of disadvantage experienced by intersex people but does not, after discussions with members of the intersex community, include intersex issues as part of its current remit at this stage.

## LGBT

The acronym for lesbian, gay, bi and trans.

## Non-Binary

An umbrella term for people whose gender identity doesn’t sit comfortably with ‘man’ or ‘woman’. Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely.

## Outed

When a lesbian, gay, bi or trans person’s sexual orientation and/or gender identity is disclosed to someone else without their consent.

## Person with a Trans History

Someone who identifies as male or female or a man or woman, but was assigned differently at birth. This is increasingly used by people to acknowledge a trans past.

## Pan

Refers to a person whose emotional, romantic and/or sexual attraction towards others is not limited by sex or gender.

## Passing

If someone is regarded, at a glance, to be a cisgender man or cisgender woman.
Cisgender refers to someone whose gender identity matches the gender they were ‘assigned’ at birth. This might include physical gender cues (hair or clothing) and/or behaviour which is historically or culturally associated with a particular gender.

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## Pronoun

Words we use to refer to people’s gender in conversation - for example, ‘he’ or ‘she’. Some people may prefer others to refer to them in gender neutral language and use pronouns such as they/them and ze/zir.

## Queer

In the past a derogatory term for LGBT individuals. The term has now been reclaimed by LGBT young people in particular who don’t identify with traditional categories around gender identity and sexual orientation but is still viewed to be derogatory by some.

## Questioning

The process of exploring your own sexual orientation and/or gender identity.

## Sexual Orientation

A person’s emotional, romantic and/or sexual attraction to another person.

## Trans

An umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the gender they were assigned at birth.
Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) transgender, transsexual, gender-queer (GQ), gender-fluid, non-binary, gender-variant, crossdresser, genderless, agender, nongender, third gender, two-spirit, bi-gender, trans man, trans woman, trans masculine, trans feminine and neutrois.

## Transgender Man

A term used to describe someone who is assigned female at birth but identifies and lives as a man. This may be shortened to trans man, or FTM, an abbreviation for female-to-male.

## Transgender Woman

A term used to describe someone who is assigned male at birth but identifies and lives as a woman. This may be shortened to trans woman, or MTF, an abbreviation for male-to-female.

## ​Transitioning

The steps a trans person may take to live in the gender with which they identify. Each person’s transition will involve different things. For some this involves medical intervention, such as hormone therapy and surgeries, but not all trans people want or are able to have this.
Transitioning also might involve things such as telling friends and family, dressing differently and changing official documents.

## Transsexual

This was used in the past as a more medical term (similarly to homosexual) to refer to someone who transitioned to live in the ‘opposite’ gender to the one assigned at birth.
This term is still used by some although many people prefer the term trans or transgender.

***(Taken from*** [***Stonewall’s Glossary of Terms***](https://www.stonewall.org.uk/help-advice/glossary-terms)***)***