

INCLUSIVE IDENTITIES

WITH LGBTQIA+ YOUTH



Indicates absence [o-]



Gender Identity:

- Girl/Woman/Female
- Boy/Man/Male
- Other gender(s)

Gender Presentation/Expression:

- Feminine*
- Masculine*
- Other gender(s)

Attraction to others**:

- Women
- Men
- Other gender(s)

*Culture bound

**Can be romantic and/or sexual, spiritual, emotional, etc.

Sex is assigned based on binary physical characteristics visible at birth or during ultrasound.

WHAT
defines identity in
the LGBTQIA+
Community?

Identities and Definitions References:

- Human Rights Campaign - hrc.org/resources/glossary-of-terms
- GLAAD - glaad.org/reference/terms/
- Stonewall UK - stonewall.org.uk/resources/list-lgbtq-terms

HOW

can we share more about this so that people better understand?

Provide facts & quotes during Pride month on announcements!

"We deserve to experience love fully, equally, without shame and without compromise" - Elliot Page

"Do not allow people to dim your shine because they are blinded. Tell them to put on some sunglasses, because we were born this way."
- Lady Gaga

"It is not our differences that divide us. It is our inability to recognize, accept, and celebrate those differences." - Audre Lorde



Want to learn more?

gardenstateequality.org

Inclusive language:

Thoughtful communication that demonstrates respect for the dignity and humanity of all people. Inclusive language fosters an environment where everyone feels welcome, included, and safe.***

Guidelines for Using Inclusive Language***:

- Aim to use language that includes rather than excludes. (e.g., "Good morning, everyone!" instead of "Good morning, guys.")
- If you're unsure of the origin of a phrase or suspect it could be offensive, find another way to say it.
- Understand that language evolves. Mindfully eliminate outdated phrases and introduce more inclusive word choices into your vocabulary.

THIS MUST CHANGE

Nonbinary students from a 2024 survey** report being called an "it" and being seen as an object instead of human.

What is currently said	What can be said instead
Ladies / Gentleman	Everyone / People Class / Students
"Alright 'Guys' "	"Alright Team / Group"
Mom / Dad Boyfriend / Girlfriend*	Parent / Guardian Significant Other / Partner
'Afflicted with' ADHD	'Living with / Has' ADHD
" 'It'** thinks..."	"They think"
"Hey man"	"Hey kiddo"

References:

*Trevor Project 2024 Mental Health Survey Results

**Teenage student responses/feedback to GSE anonymous Youth Survey, 2024

***Penn State Center for Teaching Excellence - Strategies for Inclusive Teaching