

LGBTQ+ 101

Match the identity with its description

Lesbian	Describes someone who doesn't experience romantic attraction
Gay	Describes someone who doesn't experience sexual/romantic attraction until they have formed a close emotional connection
Bisexual/ biromantic	Describes a woman-aligned person who is exclusively attracted to women-aligned people
Transgender	Describes a person who is attracted sexually and/or romantically to more than one gender
Queer	Describes a person who is born with a sexual anatomy that doesn't fit the typical definitions of female or male
Questioning	An umbrella term reclaimed by some members of the LGBTQ+ community (often still considered a slur)
Intersex	Describes a person whose gender is not the same as that which they were assigned at birth
Pansexual/ panromantic	Describes someone whose gender does not fit the male/female binary, and may be both or neither
Asexual	Refers to a person whose romantic and/or sexual attraction towards others is not limited by sex or gender
Aromantic	Describes a person who is attracted to people of the same gender as themselves
Non-binary	The process of exploring your own orientation and/or gender
Demisexual/ demiromantic	Describes someone who doesn't experience sexual attraction

Take away points

Coming out

- Never force someone to come out.
- Don't disclose someone's sexuality or gender to other people without their permission.
- If someone comes out to you, acknowledge that you've been entrusted with personal information.
- Recognise that they haven't changed - all that's changed is your knowledge about them.

Pronouns

- Very important for trans people.
- Not limited to he/him and she/her - they/them is used by many non-binary people.
- Make the effort to respect new pronouns.
- Calling someone by the wrong pronouns is called misgendering, and can be upsetting for trans people.
- If you don't know someone's pronouns, don't just assume, but ask!

Respecting people's gender

- Don't assume someone's gender based on how they look.
- If someone tells you that they are trans, respect that they've disclosed personal information to you.
- Don't tell other people that someone is trans without their permission.

- If you're not sure about something, ask! Asking is far less offensive than assuming.

Heteronormativity, Cisnormativity & Microaggressions

- Heteronormativity: The assumption that everyone is heterosexual, and that being anything other than straight is a deviance from the norm.
- Cisnormativity: The assumption that everyone is cisgender, and that being transgender is abnormal and inferior.
- Microaggressions: Everyday comments, whether intentional or not, which further marginalise people of minority identities.

How can you be a better ally?

- Listen. As an ally you must constantly listen and be open to LGBTQ+ people's perspectives.
- Acknowledge your privilege. As recipients of privilege you must recognise that you are capable of perpetuating systems of oppression from which your privilege came.
- Educate yourself. Do your own research, and see how you can avoid making them feel excluded and instead make them feel considered.
- Be kind. Treat others as you'd want to be treated yourself.
- Speak up for LGBTQ+ people, but don't speak over them.

What do I do if I get called out?

- Listen. Treat being called out as an opportunity to learn how to be a better ally to LGBTQ+ people and try to correct any behaviours that are hurtful.
- Accept that you might have offended someone and that it isn't appropriate to challenge it.
- Understand that it's not a personal attack.
- Avoid making it a big deal or being overly apologetic.
- Recognise that your intent is irrelevant; you can say or do something discriminatory even if you didn't mean to.

LGBTQ+ Spaces & Welfare Support in Oxford

- LGBTQ+ Society – hosts socials specific to identities & weekly Tuesday Drinks before Plush (<http://www.oulgbtq.org> & <https://www.facebook.com/OULGBTQ/>)
- Oxford SU LGBTQ+ Campaign – LGBTQ+ activism, raising awareness and pushing for more support for LGBTQ+ individuals (<https://www.facebook.com/lgbtqoxford/>)
- Rainbow Peers – LGBTQ+ peer supporter network in the University (<https://www.facebook.com/rainbowpeers/>)
- Your college LGBTQ+ rep(s)!
- Queer Week – hosted at Wadham, a week of talks, performances and other events.
- Queerfest – Oxford's biggest student celebration of LGBTQ+ culture after Queer Week.

External LGBTQ+ Welfare

- Galop – Anti-LGBTQ discrimination organisation and domestic violence support line.
- Samaritans – Confidential listening service.
- Albert Kennedy Trust – LGBTQ youth homelessness charity.
- Oxford Friend – LGBTQ+ listening service.
- You can find more identity-specific and welfare resources on the OU LGBTQ+ Society's website.
- Other services also receive LGBT+ training, and you can sometimes ask for a specialist in such issues.

University Harassment policy

- <http://www.admin.ox.ac.uk/eop/harassmentadvice/policyandprocedure/>