



Original Pride Flag 1978



LGBTQ+ Knowledge Organiser



Progress Pride Flag 2018

Glossary of Terms – all appropriate to use in a positive way

Ace/ Asexual	A person who does not experience sexual attraction. Some asexual people experience romantic attraction, while others do not.
Ally	A (typically) straight and/or cis person who supports members of the LGBT community.
Bi/ Bisexual	Bi is an umbrella term used to describe a romantic and/or sexual orientation towards more than one gender.
Cis/ Cisgender	Someone whose gender identity is the same as the sex they were assigned at birth. Non-trans is also used by some people.
Coming out	When a person first tells someone/others about their orientation and/or gender identity.
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.
Gay	Refers to a man who has a romantic and/or sexual orientation towards men. Also, a generic term for lesbian and gay sexuality - some women define themselves as gay rather than lesbian. Some non-binary people may also identify with this term.
Gender	Often expressed in terms of masculinity and femininity, gender is largely culturally determined and is assumed from the sex assigned at birth.
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.
Homosexual	This might be considered a more medical term used to describe someone who has a romantic and/or sexual orientation towards someone of the same gender. The term 'gay' is now more generally used.
Homophobia	The fear or dislike of someone, based on prejudice or negative attitudes, beliefs or views about lesbian, gay or bi people. Homophobic bullying may be targeted at people who are, or who are perceived to be, lesbian, gay or bi.
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.

GENDER-NEUTRAL PRONOUNS

THEY
THEM
THEIR



I saw Lauren come to work today and **they** seemed really happy. I wonder if it has anything to do with **their** weekend. I hope I see **them** soon to hear all about it!

ZE [ZEE]
SIE [SEE]
ZIE [ZEE]
HIR [HEAR]



I saw Lauren come to work today and **ze** seemed really happy. I wonder if it has anything to do with **hir** weekend. I hope I see **hir** soon to hear all about it!

Hi everyone, my name is Lauren. My pronouns are she and her.

Start meetings with everyone introducing themselves and stating their pronoun.

Pronouns are really important to people because they form part of their identity. When you know someone's pronouns, use them. If you make a mistake, don't worry, just apologise and get it right next time.

Key Dates in LGBTQ+ History

- 1969** – Police raids led to LGBT civil rights movement
- 1970** – Stonewall riots in New York
- 1972** – First Pride is held in London
- 1989** – Stonewall founded
- 2000** – Government lifts ban on lesbians and gay men serving in armed forces
- 2002** – Equal rights are granted to same-sex couples
- 2003** – Repeal of Section 28

Lesbian	Refers to a woman who has a romantic and/or sexual orientation towards women. Some non-binary people may also identify with this term.	 <p>2004 – Civil partnerships Act 2010 – The Equality Act 2010 2013 – The Marriage (same sex couples) Act is passed in England and Wales 2014 – First same-sex marriage</p>	
LGBTQ+	The acronym for lesbian, gay, bi, trans, queer, questioning and ace.		
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 or gender identity is disclosed to someone else without their consent.		
Pan/ Pansexual	Refers to a person whose romantic and/or sexual attraction towards others is not limited by sex or gender.	<p><i>Let all that you do be done in love</i> 1 Corinthians 16:14</p>	
Passing	If someone is regarded, at a glance, to be a cisgender man or cisgender woman.	<h2>Signposting</h2>	
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/their and ze/zir.	Supporting young people and their families: 01273 721100	
Queer	Queer is a term used by those wanting to reject specific labels of romantic orientation, sexual orientation and/or gender identity. It can also be a way of rejecting the perceived norms of the LGBT community (racism, sizeism, ableism etc). Although some LGBT people view the word as a slur, it was reclaimed in the late 80s by the queer community who have embraced it.	 <p>The Proud Trust website offers helpful information covering a range of things such as coming out, religion and faith, stories and experiences from other young people. www.theproudstust.org</p>	
Questioning	The process of exploring your own sexual orientation and/or gender identity.		
Trans	An umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. A trans boy/man was assigned female at birth and now identifying as male. A trans girl/woman was assigned male at birth and now identifying as female.	<p>The LGBT+ Switchboard is a safe space for anyone to discuss anything, including sexuality, gender identity and emotional wellbeing. You can call on 0300 330 0630 or visit www.switchboard.lgbt to use their online chat.</p> 	
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.		
Transphobia	The fear or dislike of someone based on the fact they are trans, including denying their gender identity or refusing to accept it. Transphobia may be targeted at people who are, or who are perceived to be, trans.	 <p>The Stonewall website is a great resource to find out more www.stonewall.org.uk Their help and advice line: 0800 050 2020 is open 9:30 – 4:30 Monday to Friday.</p>	