

## LGBT GLOSSARY

**ALLY** – a non-LGBT individual who actively supports the rights of LGBT individuals and works to reduce heterosexism and transgender discrimination

**BISEXUAL** – someone with romantic, emotional, and sexual attraction to both males and females

**DISCLOSURE** – refers to individuals disclosing their sexual orientation, also called *coming out*; usually not a one-time event

**GAY** – male with romantic, emotional, and sexual attraction to males

**GENDER IDENTITY** – one’s sense of self as male or female, or somewhere between or outside traditional genders

**GENDER QUEER** – encompasses a range of gender identities in which one’s sense of self is somewhere outside traditional binary genders

**HETEROSEXISM** – bias against non-heterosexuals, based on the belief that everyone is or should be heterosexual or that homosexuality is abnormal or wrong

**HOMOSEXUALITY** – romantic, emotional, and sexual attraction to members of the same sex

**INTERSEX** – people born with characteristics—in terms of chromosomes, genitals, and/or secondary sex characteristics—that are typically considered both male and female

**LESBIAN** – female with romantic, emotional, and sexual attraction to females

**SEXUAL ORIENTATION** – a person’s romantic, emotional, and/or sexual attraction towards males, females, or both; usually surveyed in terms of attraction, expression, and behavior

**TRANSGENDER** – an umbrella term for people whose gender identity, expression, or behavior is different from those typically associated with their assigned sex at birth; includes people who are homosexual, heterosexual, and bisexual

**TWO-SPIRIT** – a Native American term for a person fulfilling gender roles of both genders, as traditionally assigned

**LGBTQI2-S Youth** – lesbian, gay, bisexual, transgender, questioning, intersex, or two-spirit youth

## **SUICIDOLOGY GLOSSARY**

**SUICIDE DEATH** – Death from injury, poisoning, or suffocation where there is evidence that a self-inflicted act was intentional and led to the person's death.

**ATTEMPTED SUICIDE** – A potentially self-injurious behavior with a nonfatal outcome, for which there is evidence that the person intended to kill himself or herself. A suicide attempt may or may not result in injuries.

**SUICIDE IDEATION** – Thoughts and expressed thoughts of engaging in suicide-related behavior.

**SUICIDAL BEHAVIOR** – A spectrum of activities related to thoughts and behaviors that include suicidal thinking, suicide attempts, and death by suicide.

## DEVELOPING LGBT CULTURAL COMPETENCE

### AGENCY ASSESSMENT

*Depending on the mission and size of your agency, you may have to modify some of these items. Think about the idea behind the issue, and then explore whether there is an alternative way to address it.*

#### INDIVIDUAL STAFF MEMBER

- Has knowledge of LGBT issues, including victimization, difficulties accessing services, and ineffective providers
- Has awareness of heterosexism and discrimination against transgender individuals
- Models appreciation for all youth, condemns any discrimination, and plays advocacy role
- Gets support from other staff when exploring values and developing empathy
- Assesses and respects youth's decision about disclosing to others
- Explains confidentiality procedures to consumer and upholds them

#### AGENCY

- Has explicit policies prohibiting discrimination on the basis of gender identity and sexual orientation
- Provides information about LGBT suicide risk in staff awareness education
- Offers programming for all types of families, preteens, youth, and young adults
- Trains staff in LGBT culturally competent services and includes this in supervision and performance reviews
- Provides confidentiality safeguards and reviews with consumers
- Establishes a welcoming environment through outreach, front desk, and service space that reflects support and inclusion
- Provides easily available, accurate information
- Provides intake and data forms that allow for a range of sexual orientations and gender identities, as well as LGBT relationships and issues
- Offers LGBT-inclusive resources and services for referrals
- Includes library and media resources that provide information for and about LGBT people
- Supports organizations that support LGBT youth and their families, such as PFLAG and Gay Straight Alliances
- Collects consumer feedback and has LGBT people represented in the process for grievances and complaints
- Reviews agency print and media materials with LGBT people
- Advertises in media outlets that target LGBT people
- Supports staff who play an advocacy role
- Has LGBT youth, adults, and allies as staff, board members, and volunteers
- Has unisex bathrooms

## DEVELOPING LGBT CULTURAL COMPETENCE

### SCHOOL ASSESSMENT

*Depending on the mission and size of your school, you may have to modify some of these items. Think about the idea behind the issue, and then explore whether there is an alternative way to address it.*

#### INDIVIDUAL STAFF MEMBER OR TEACHER

- Has knowledge of LGBT issues, including victimization, difficulties accessing services, and ineffective providers
- Has awareness of heterosexism and discrimination against transgender individuals
- Models appreciation for all youth, condemns any discrimination, and plays advocacy role
- Gets support from other staff when exploring values and developing empathy
- Assesses and respects youth's decision about disclosing to others

#### SCHOOL

- Has explicit policies prohibiting discrimination on the basis of gender identity and sexual orientation
- Has explicit policies prohibiting discriminatory language, bullying, and physical violence
- Has a Safe Zone program and a Gay-Straight Alliance or similar group
- Provides information about LGBT suicide risk in staff awareness education
- Has programs about LGBT issues and invites young teens and preteens
- Trains faculty and staff in LGBT culturally competent services and includes this in supervision and performance reviews
- Offers informational programming for families on issues of sexual orientation and gender identity
- Offers extracurricular programs that reflect diversity
- Has openly LGBT students, teachers, and/or staff members
- Establishes a welcoming environment through outreach, front desk, classrooms, and other school space that reflect support and inclusion
- Addresses LGBT issues throughout curricula, including in health education, and has examples of LGBT individuals
- Uses forms for parents and students that allow for range of sexual orientations and gender identities, and diversity of households
- Offers LGBT-inclusive resources and services for referrals
- Provides easily available, accurate information and library and media resources that provide LGBT information and authors
- Reviews school print and media materials with LGBT people
- Supports staff who play an advocacy role
- Has unisex bathrooms and inclusive dress code

## RESOURCES ON LGBT ISSUES

This handout includes resources in the following categories:

- Schools
- Health and mental health care providers and consumers
- Telephone and e-mail help
- Data and research
- Other resources

### Schools

#### **Annotated bibliography of fiction for children and adolescents**

<http://www.algbtic.org/resources/sari11.htm>

#### **Beyond the Binary: A Toolkit for Gender Identity Activism in Schools (2004)**

[http://www.transgenderlawcenter.org/pdf/beyond\\_the\\_binary.pdf](http://www.transgenderlawcenter.org/pdf/beyond_the_binary.pdf)

*Beyond the Binary* was produced by the Gay-Straight Alliance Network, Transgender Law Center, and the National Center for Lesbian Rights. It has practical information to assist teachers and students in creating a safe space within the school for transgender and gender nonconforming students.

#### **Teaching Transgender: A Resource from the National Center for Transgender Equality (2009)**

[http://transequality.org/Resources/NCTE\\_Teaching\\_Transgender.pdf](http://transequality.org/Resources/NCTE_Teaching_Transgender.pdf)

*Teaching Transgender* is a guide for leading effective trainings. It includes advice about preparing for the training, teaching terminology, presenting issues of transgender individuals, telling your story, and addressing difficult questions.

#### **Gay, Lesbian, and Straight Education Network (GLSEN)**

<http://www.glsen.org/cgi-bin/iowa/all/home/index.html>

GLSEN is a national education organization focused on ensuring safe schools for all students. It provides free and inexpensive tools to help establish school Gay-Straight Alliances, including Jump-Start Activity Guides, Safe Schools policies, stickers, do-it-yourself training kits, and results from the National School Climate Survey of LGBT students.

#### **Start a Gay-Straight Alliance**

<http://gsanetwork.org/get-involved/start-gsa>

This is an information sheet on the website of the Gay-Straight Alliance Network. It provides information on what a Gay-Straight Alliance is, why it is important, and how to start one.

#### **No Longer Alone: A Resource Manual for Rural Sexual Minority Youth and the Adults Who Serve Them**

<http://www.nyacyouth.org/docs/ruralyouth/NoLongerAlone.pdf>

This guide by Christopher Stapel, an openly gay math teacher in a Boston high school, sets out to help adults create safe environments for rural gay youth. The guide has sections addressing students, teachers, and social service providers, and a great resource section.

### **Out for Equity**

<http://outforequity.spps.org/index.html>

This organization, which is part of the Saint Paul [Minnesota] Public Schools, offers resources about creating a safe school environment, including a *Safe Schools Manual*.

### **Health and Mental Health Care Providers and Consumers**

#### **Association for Lesbian, Gay, Bisexual, and Transgender Issues in Counseling (ALGBTIC)**

<http://www.algtic.org/resources/listing.htm>

A division of the American Counseling Association, this organization provides a variety of resources about counseling of LGBT individuals, including a list of therapists.

#### **Gay and Lesbian Medical Association (GLMA)**

<http://www.glma.org>

This association offers extensive references and resources for providers and patients as well as for advocates.

#### **Gay, Lesbian, Bisexual and Transgender Health Access Project**

<http://www.glbthealth.org/index.html>

This project, funded by the Massachusetts Department of Public Health, works with GLBT populations and the health care providers who serve them. The project offers a variety of resources, including community standards of practice for quality health care services, with indicators for both administrative practices and service delivery.

#### **Healthy People 2010: Companion Document for Lesbian, Gay, Bisexual, and Transgender Health (2001)**

[http://www.glma.org/data/n\\_0001/resources/live/HealthyCompanionDoc3.pdf](http://www.glma.org/data/n_0001/resources/live/HealthyCompanionDoc3.pdf)

This document, co-written by the Gay and Lesbian Medical Association and the National Coalition for LGBT Health, contains quantitative and qualitative research and information specific to LGBT health and discusses the overall health status of LGBT people.

#### **Transgender Health Access in Virginia: Focus Group Report (2005)**

<http://www.vdh.state.va.us/epidemiology/DiseasePrevention/documents/THIFocusGroupReport.pdf>

This detailed report presents findings on both mental and physical health issues facing transgender individuals.

#### **NAMI Multicultural Action Center's Gay, Lesbian, Bisexual, and Transgender (GLBT) Mental Health Resources**

[http://www.nami.org/Content/NavigationMenu/Find\\_Support/Multicultural\\_Support/Resources/GLBT\\_Resources.htm](http://www.nami.org/Content/NavigationMenu/Find_Support/Multicultural_Support/Resources/GLBT_Resources.htm)

This webpage contains research, fact sheets, training materials, and other resources on GLBT mental health.

#### **The National Coalition for Lesbian, Gay, Bisexual, and Transgender Health**

<http://www.LGBTHealth.net>

This coalition is committed to improving the health and well-being of lesbian, gay, bisexual, and transgender individuals and communities through public education, coalition building, and advocacy. The website has health updates and information about events.

### **A Provider's Introduction to Substance Abuse Treatment for LGBT Individuals (2001)**

<http://www.kap.samhsa.gov/products/manuals/pdfs/lgbt.pdf>

This publication from the Center for Substance Abuse Treatment of the Substance Abuse and Mental Health Services Administration (SAMHSA) presents information to assist providers in improving substance abuse treatment for LGBT clients by raising awareness about issues unique to LGBT clients.

### **Recommended Framework for Training Mental Health Clinicians in Transgender Care (2006)**

<http://www.vch.ca/transhealth/resources/library/tcpdocs/training-mentalhealth.pdf>

This document, a collaboration between Transcend Transgender Support and Education Society and Vancouver Coastal Health's Transgender Health Program, presents recommendations for community mental health professionals about working with transgender individuals.

### **World Professional Association for Transgender Health (WPATH)**

<http://www.wpath.org>

Formerly known as the Harry Benjamin International Gender Dysphoria Association, WPATH is a professional organization devoted to the understanding and treatment of gender identity disorders. Its website contains information about WPATH activities and a number of resource links.

### **Telephone and E-mail Help**

#### **Fenway Community Health's Gay, Lesbian, Bisexual, and Transgender Helpline and The Peer Listening Line**

<http://www.fenwayhealth.org>

These anonymous and confidential phone lines offer gay, lesbian, bisexual, and transgender adults and youths from all over the United States a safe place to call for information, referrals, and support. Trained volunteers address topics such as locating local GLBT groups and services as well as issues such as coming out, HIV/AIDS, safer sex, and relationships.

##### **Fenway Gay, Lesbian, Bisexual and Transgender Helpline**

Tel: 617-267-9001

Toll-free: 888-340-4528

##### **Fenway Peer Listening Line**

Tel: 617-267-2535

Toll-free: 800-399-PEER

#### **GLBT National Help Center**

<http://www.glnh.org>

This center offers free telephone and e-mail peer counseling, information, and local resources for GLBTQ callers throughout the United States.

##### **GLBT National Hotline**

Toll-free 1-888-THE-GLNH (1-888-843-4564)

##### **Hours:**

Monday through Friday, from 1 p.m. to 9 p.m. and Saturday, from 9 a.m. to 2 p.m., *Pacific Time*

Monday through Friday, from 4 p.m. to midnight and Saturday, from noon to 5 p.m., *Eastern Time*

Email: [glnh@GLBTNationalHelpCenter.org](mailto:glnh@GLBTNationalHelpCenter.org)

### **GLBT National Youth Talkline**

Toll-free 1-800-246-PRIDE (1-800-246-7743)

#### **Hours:**

Monday through Friday, from 5 p.m. to 9 p.m., *Pacific Time*

Monday through Friday, from 8 p.m. to midnight, *Eastern Time*

Email: [youth@GLBTNationalHelpCenter.org](mailto:youth@GLBTNationalHelpCenter.org)

### **The Trevor Project**

<http://www.thetrevorproject.org>

Trevor operates the nation's only 24-hour, toll-free suicide prevention helpline for gay, lesbian, bisexual, transgender, and questioning youth (1-866-4-U-TREVOR).

### **Data and Research**

#### **Family Acceptance Project**

<http://familyproject.sfsu.edu/overview>

This project, directed by Caitlin Ryan at San Francisco State University, is the first major study of the families of lesbian, gay, bisexual, and transgender youth. Findings will be available to policymakers, families, and providers to inform policy and practice and to change the way that systems of care address the needs of LGBT adolescents.

#### **GayData.org**

<http://www.gaydata.org>

This website, maintained by Randall L. Sell at Drexel University, provides extensive research summaries and links for data, and promotes the collection of sexual orientation data and further analysis of data sources that have already collected such data.

#### **LGBT Youth: An Epidemic of Homelessness (2007)**

[http://www.thetaskforce.org/reports\\_and\\_research/homeless\\_youth](http://www.thetaskforce.org/reports_and_research/homeless_youth)

This report from the National Gay and Lesbian Task Force discusses the reasons so many LGBT youth are homeless and the risks they face in shelters and on the street.

#### **Living in the Margins: A National Survey of LGBT Asian and Pacific Islander Americans (2007)**

[http://thetaskforce.org/reports\\_and\\_research/reports/living\\_in\\_margins](http://thetaskforce.org/reports_and_research/reports/living_in_margins)

This report from the National Gay and Lesbian Task Force discusses the discrimination that Asian and Pacific Islander American LGBT individuals face.

### **Other Resources**

#### **Creating Safe Space for GLBTQ Youth: A Toolkit (2006)**

<http://www.advocatesforyouth.org/storage/advfy/documents/safespace.pdf>

A resource for professionals who serve youth, *Creating Safe Space* provides tips and strategies for assessment, inclusive programming, lesson plans, and addressing harassment.

**Child Welfare League of America's Best Practice Guidelines: Serving LGBT Youth in Out-of-Home Care (2006)**

<http://www.cwla.org/pubs/pubdetails.asp?PUBID=0951>

This book, by Shannan Wilber, Caitlin Ryan, and Jody Marksamer, describes best practices for providing services to LGBT youth in foster care or juvenile justice residential care and can be ordered from the CWLA website.

**The Gay, Lesbian, Bisexual, and Transgender Youth Support Project**

<http://www.hcsm.org/glys/glys.htm>

This program, part of Health Care of Southeastern Massachusetts Inc., provides tools, training, and ongoing support for educators and health and human service providers. The website contains assessment tools, legal and policy statements, and other information.

**National Center for Transgender Equality (NCTE)**

<http://transequality.org/>

This social justice organization is dedicated to advancing the equality of transgender people through advocacy, collaboration, and empowerment. Its website contains news and resources.

**National Gay and Lesbian Task Force**

<http://www.thetaskforce.org>

The mission of the National Gay and Lesbian Task Force is to build the grassroots power of the lesbian, gay, bisexual, and transgender (LGBT) community. The Task Force trains activists, develops the organizational capacity of the movement, and equips state and local organizations with the skills needed to organize broad-based campaigns to defeat anti-LGBT referenda and advance pro-LGBT legislation.

**Parents, Families, and Friends of Lesbians & Gays (PFLAG)**

<http://www.pflag.org>

This group promotes the health and well-being of gay, lesbian, bisexual, and transgender individuals and their families and friends. PFLAG's website contains sections on support, education, and advocacy.

**Transgender Law Center**

<http://www.transgenderlawcenter.org>

This organization works to make California a state in which people can freely express gender identities. The organization's website has comprehensive collections of resources on transgender law and current work in education, health care, employment, and business.