

LGBT Glossary and Resources¹

Ally - Someone who is not part of the LGBT+ community but works to ensure equal rights and opportunities for LGBT+ people.

Bisexuality - Sexual orientation characterized by attraction to both men and women.

Cisgender or Cis - Term referring to a person who identifies their gender to be in line with the sex assigned to them at birth. For example, someone who was assigned female at birth and identifies as a woman is considered to be cisgender.

Closeted – A person who is not open about his or her sexuality.

Coming Out – A process of self-acceptance that continues throughout one's life. People establish a LGBT identity first to themselves and then may reveal it to others. There are many different degrees of being out. Some may be out to friends only, some may be out publicly, some may be out only to themselves. One can be out at different points on this spectrum, and it's important to remember and respect that not everyone is in the same place when it comes to being out.

Gay - Term referring to a homosexual person, frequently but not exclusively a homosexual man.

Gender - Roles and identities that are socially constructed for men and women. Gender is not an inherent trait, but rather a fluid identity on the spectrum of socially defined femininity and masculinity.

Gender Expression – A person's way of showing their gender identity to others through means such as dress or manner.

Gender Identity - An individual's feeling towards and experience of their personal gender. Gender identity does not have to be in line with the sex assigned at birth. For example, a person assigned female at birth can have a male gender identity.

Gender Minority - An individual in a situation where their gender is not as widely represented as others. For example, a woman in physics is a gender minority.

Heterosexuality - Sexual orientation characterized by attraction to members of another gender.

Homosexuality - Sexual orientation characterized by attraction to members of the same

¹ Based on <http://lgbtphysicists.org/projects.html>

gender. Sometimes considered derogatory.

Intersex - A sex assigned at birth for persons exhibiting characteristics of both birth-assigned males and females, usually due to variations in prenatal development.

Lesbian - Term referring to a homosexual woman.

LGBT+ - Lesbian, Gay, Bisexual, Transgender. The plus recognizes that not everyone fits their personal identity neatly into the LGBT constructs and may identify differently.

Lifestyle - A negative term often incorrectly used to describe the lives of LGBT people. The term is disliked because it implies being LGBT is a choice.

Out (of the Closet) - Openly identifying oneself as LGBT+. Someone may be out to some people but not to others (e.g. at school but not to family members, or vice versa). The decision to come out is highly personal. No one should be outed without their explicit prior agreement, as this can be harmful and even dangerous.

Queer – Traditionally a negative term, queer sometimes is used by LGBT people to describe themselves or the community. It is also reclaimed by people who feel that they don't want to identify with male or female.

Transgender or Trans - Term referring to a person who identifies their gender with one not in line with the sex assigned to them at birth. For example, a trans woman is someone who was assigned male at birth but whose gender identity is female (male to female or MTF).

Sex - A category, such as male, female, or intersex, assigned at birth based on biological characteristics.

Sexual Minority - A person in a situation where their sexual orientation is not as widely represented as others. For example, a gay male in physics is a sexual minority.

Sexual Orientation - Preferred to sexual preference as most don't think it is a preference, which implies choice.

Suggested questions for inclusion on internal questionnaires:

_ What is your gender? Male / Female / Non-binary / Other:

_ Do you consider yourself a member of the LGBT (lesbian, gay, bisexual, transgender) community? Yes / No

RESOURCES

LGBT+ Physicists <http://lgbtphysicists.org>

This website was created to collect resources for and address the issues of LGBT+ people in physics. It contains information on joining LGBT+ Physicists, an Out List, current events

GLAAD Media Reference Guide <http://www.glaad.org/reference>

Created for journalists, this guide provides information on terminology used with LGBT+ communities as well as a list of current national issues in the US faced by the community.

CampusPride <http://www.campuspride.org>

CampusPride is a leading organization in research on LGBT+ people in colleges and universities. They put together the 2010 State of Higher Education for LGBT People, organize LGBT+ job fairs.

Campus Climate Index <http://www.campusprideindex.org>

This index was put together by CampusPride and ranks colleges and universities by how friendly they are to LGBT+ students. It contains information on how ranking is done, as well as how you can add your institution to the list.

Gay, Lesbian, and Straight Education Network <http://www.glsen.org>

Although geared for education from K-12, GLSEN's research provides many insights into LGBT+ students including those soon to become college freshmen. Every year, GLSEN puts together a National School Climate Survey. They've also done studies specifically on transgender students, such as their Harsh Realities report, and on LGBT+ people of color, such as their Shared Differences report.

NOGLSTP <http://www.noglstp.org>

The National Organization of Gay and Lesbian Scientists and Technical Professionals, Inc., is a national professional society. It educates STEM communities about the needs of their LGBT+ members and supports lesbian, gay, bisexual, transgender, and queer people in STEM fields, especially via mentoring, networking, and advocacy.

oSTEM <http://www.ostem.org>

Out in Science, Technology, Engineering, and Mathematics is a national society dedicated to the organization and professional development of LGBT students in STEM. The group consists of affiliate chapters throughout the U.S.

The TONI Project <http://transstudents.org>

Organized by the National Center for Transgender Equality (NCTE), the TONI Project is a student-oriented space for sharing college and university practices and policies of particular interest to trans students. Campus-by-campus information may be useful to prospective students choosing a school, or to people hoping to improve policies at their own institutions.

The Transgender Law and Policy Institute <http://www.transgenderlaw.org>

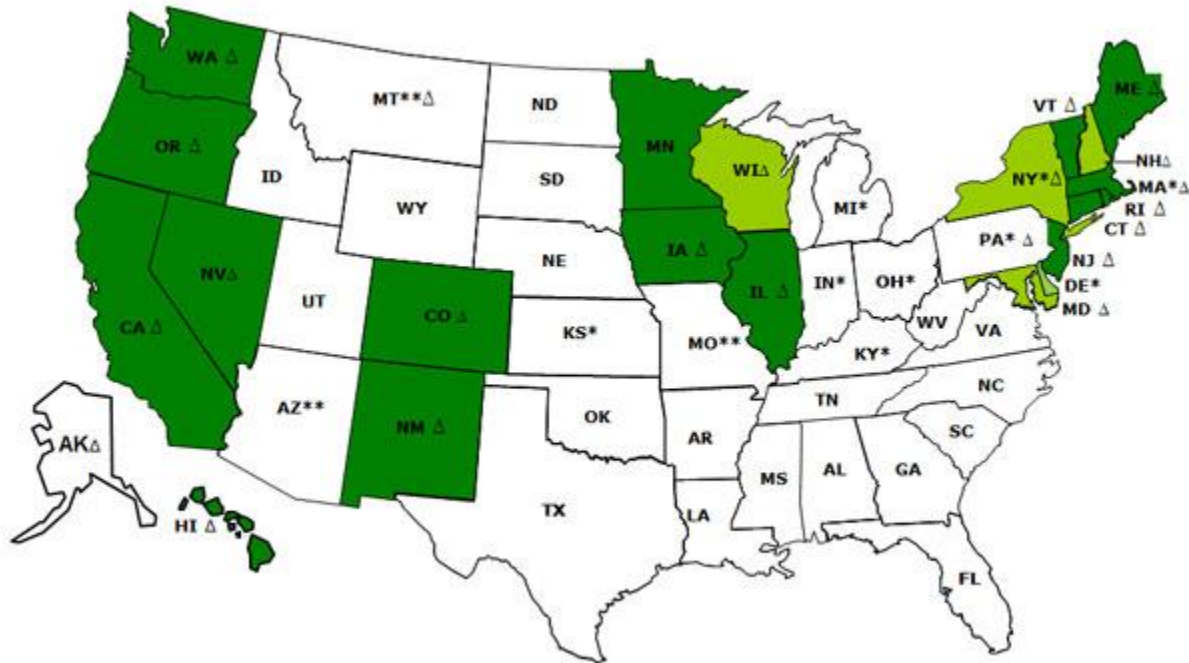
This institute is a non-profit organization dedicated to engaging in effective advocacy for transgender people in society. The TLPI brings experts and advocates together to work on law and policy initiatives designed to advance transgender equality. Of particular interest to colleges and universities, this institute has put together a list of policies that affect transgender students and the institutions that implemented them.



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Statewide Employment Laws & Policies



States that prohibit discrimination based on sexual orientation and gender identity. (16 states and D.C.)

- *California (1992, 2003), Colorado (2007), Connecticut (1991/2011), District of Columbia (1977, 2006), Hawaii (2011), Illinois (2006), Iowa (2007), Massachusetts (1989, effective July 1, 2012), Maine (2005), Minnesota (1993), New Jersey (1992, 2007), New Mexico (2003), Nevada (1999, 2011), Oregon (2008), Rhode Island (1995, 2001), Vermont (1991, 2007) and Washington (2006).*
- *State courts, commissions, agencies, or attorney general have interpreted the existing law to include some protection against discrimination against transgender individuals in Connecticut, Florida and New York.*
- *The Federal Equal Employment Opportunity Commission is now accepting complaints of gender identity discrimination in employment based on Title VII's prohibition against sex discrimination.*



States that prohibit discrimination based on sexual orientation. (21 states and D.C.)
In addition to the same states above—Delaware (2009), Maryland (2001), New Hampshire (1998), New York (2003) and Wisconsin (1982).

Laws and Policies Covering Public Employees Only:

The laws referenced above apply to public and private employers (with some limitations) in the respective states. Additionally, there are 9 states (*) that have an executive order, administrative order or personnel regulation prohibiting discrimination against public employees based on sexual orientation *and* gender identity and 3 states (**) prohibit discrimination against public employees based on sexual orientation *only* (Missouri order only covers executive branch employees). In 22 states and the District of Columbia (Δ) state employees are provided with domestic partner benefits.