**Terminology**

**Affectional Orientation:** Sometimes used instead of “sexual orientation”. Refers to the direction (sex, gender identity/expression(s)) an individual is predisposed to bond with and share affection emotionally, physically, spiritually, and/or mentally. The word highlights the multiple layers of relationships and de-emphasizes “sexual” behavior as the sole means of understanding identity.

**Ally:** Refers to a person who provides therapeutic or personal support to a person who self-identifies as LGBTQIQ. Allies may experience discrimination or experience difficulty finding a place within the LGBTQIQA community.

**Biphobia:** An aversion, fear, hatred, or intolerance of individuals who are bisexual. Biphobia is found in both the LGBTQ community and the Heterosexual community.

**Bisexual:** A man or woman who is emotionally, physically, mentally, and/or spiritually oriented to bond and share affection with both men and women.

**Cisgender:** Refers to an individual whose gender identity aligns with the sex and gender they were assigned at birth.

**Gay:** A man who is emotionally, physically, mentally, and/or spiritually oriented to bond and share affection with other men. Also used sometimes as an umbrella term, referring to individuals who identify as Lesbian, Gay, Queer, and/or Bisexual.

**Gender Non-Conforming:** A person whose gender expression is perceived as being inconsistent with cultural norms expected for that gender. This is often inaccurately confused with sexual orientation.

**Genderqueer:** A person whose gender identity is neither male nor female, is between or beyond genders, or is some combination of genders.

**Heterosexism:** Refers to the assumption that all people are heterosexual or should be.

**Heterosexual:** A term used to describe an individual who is emotionally, physically, mentally, and/or spiritually oriented to bond and share affection with those of the “opposite” sex.

**Homophobia:** An aversion, fear, hatred, or intolerance of individuals who are lesbian, gay, bisexual, queer, or questioning of things associated with their culture or way of being.

**Homosexual:** A term used to describe an individual who is emotionally, physically, mentally, and/or spiritually oriented to bond and share affection with those of the “same” sex.
**Intersex:** An individual who was born with both male and female characteristics in their internal/external sex organs, hormones, chromosomes, and/or secondary sex characteristics, formerly termed “hermaphrodite”, which is considered offensive.

**Lesbian:** A woman who is emotionally, physically, mentally, and/or spiritually oriented to bond and share affection with other women.

**Queer:** Generally refers to individuals who identify outside of the heteronormative imperative and/or the gender binary. May also connote a political identity as one who is committed to advocacy/activism for LGBTQIQ rights.

**Social Transition:** A transgender person’s process of creating a life that is congruent with their gender identity, which often includes asking others to use a name, pronoun, or gender that is more congruent with their gender identity. It may also involve a person changing their gender expression to match their gender identity.

**Transgender or Trans:** An adjective used to describe a person whose gender identity is incongruent with the biological sex they were assigned at birth. It is an umbrella term to refer to the full range and diversity of identities within transgender communities. People must self-identify as transgender in order for the term to be appropriately used to describe them. (Note: Transgender is correctly used as an adjective, not a noun, thus “transgender people” is appropriate but “transgenders” is often viewed as disrespectful.)

**Transsexual:** An older term for people whose gender identity is different from their assigned birth who seeks to transition from male to female or female to male. Often they have had hormonal or surgical interventions to change their bodies to be more aligned with their gender identity. While still used, many do not prefer this term because it is thought to sound overly clinical.

**Transphobia:** An aversion, fear, hatred, or intolerance of individuals who are transgender, genderqueer, or who blur the dominant gender norms. It is found in both the LGBTQ community and the Heterosexual community.

**Two Spirit:** A term used by Native and Indigenous Peoples to indicate that they embody both a masculine and a feminine spirit.
Sources:


http://www.algbtic.org/competencies.html


http://www.nctequality.org

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Sample Non-Discrimination Policies


**American Association of Family Physicians**

The AAFP opposes all discrimination in any form, including but not limited to, that on the basis of actual or perceived race, color, religion, gender, **sexual orientation, gender identity**, ethnic affiliation, health, age, disability, economic status, body habitus or national origin. (1996) (2010 COD)

--Discrimination, Patient [www.aafp.org]

**American Medical Association**

Our AMA will encourage and work with state medical societies to provide a sample printed nondiscrimination policy suitable for framing, and encourage individual physicians to display for patient and staff awareness-as one example: "This office appreciates the diversity of human beings and does not discriminate based on race, age, religion, ability, marital status, **sexual orientation**, sex, or **gender identity**." (Res. 414, A-04; Modified: BOT Rep. 11, A-07)

--AMA Policy Regarding Sexual Orientation [www.ama-assn.org]

**American College of Healthcare Executives**

ACHE works to foster an inclusive environment that recognizes the contributions and supports the advancement of all, regardless of race, ethnicity, national origin, gender, religion, age, marital status, **sexual orientation, gender identity** or disability because an inclusive environment can enhance the quality of healthcare, improve hospital/community relations, and positively affect the health status of society. This priority is reflected in ACHE's various activities and initiatives.

--Statement on Diversity [www.ache.org]

**Group Health Central Hospital (Seattle)**

Group Health Cooperative shall operate in a manner that does not unlawfully discriminate against people on the basis of race, color, national origin, religion, sex (including pregnancy) age, **sexual orientation** (including **gender identity and expression**), marital status, disability, veteran status, or any other basis prohibited by federal, state, or local law.

Group Health prohibits retaliation against any person because he or she opposed or complained about discrimination in good faith, assisted in good faith in the investigation of a discrimination complaint, or participated in a discrimination charge or other proceeding under federal, state, or local antidiscrimination law.