

# 2SLGBTQIA+ Inclusion: Key Terms and More

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# Learning Outcomes

- Recognize key terms in the 2SLGBTQIA+ acronym
- Discuss how exclusion and marginalization is experienced by members of the 2SLGBTQIA+ community
- Consider ways to support 2SLGBTQIA+ students



# 2SLGBTQIA+ Initialism

**2S** Two Spirit

**L** Lesbian

**G** Gay

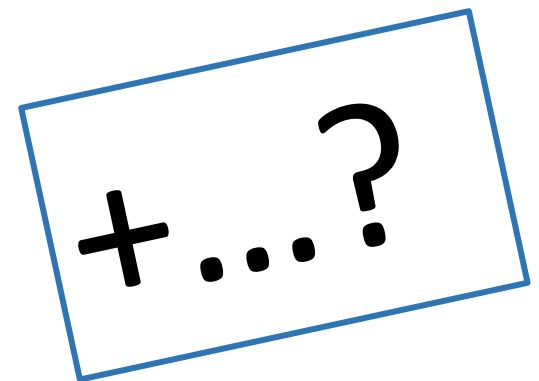
**B** Bisexual

**T** Trans(gender)

**Q** Queer

**I** Intersex

**A** Asexual



# Umbrella Terms

A word or a phrase that covers a wide range of concepts belonging to a common category.

E.g., “queer” and “trans”



# Umbrella Terms

What does “queer” mean?

## Queer

*adjective*

1. Used by those in the 2SLGBTQIA+ community to convey an identity outside of heterosexuality
2. Does not specifically denote one’s sexuality
3. Conveys both a sexual orientation (i.e. not straight) and a political and community-based orientation



# Umbrella Terms

What does “trans” mean?

## Transgender

*adjective*

1. Used to describe individuals whose gender identity is different from the sex they were assigned at birth

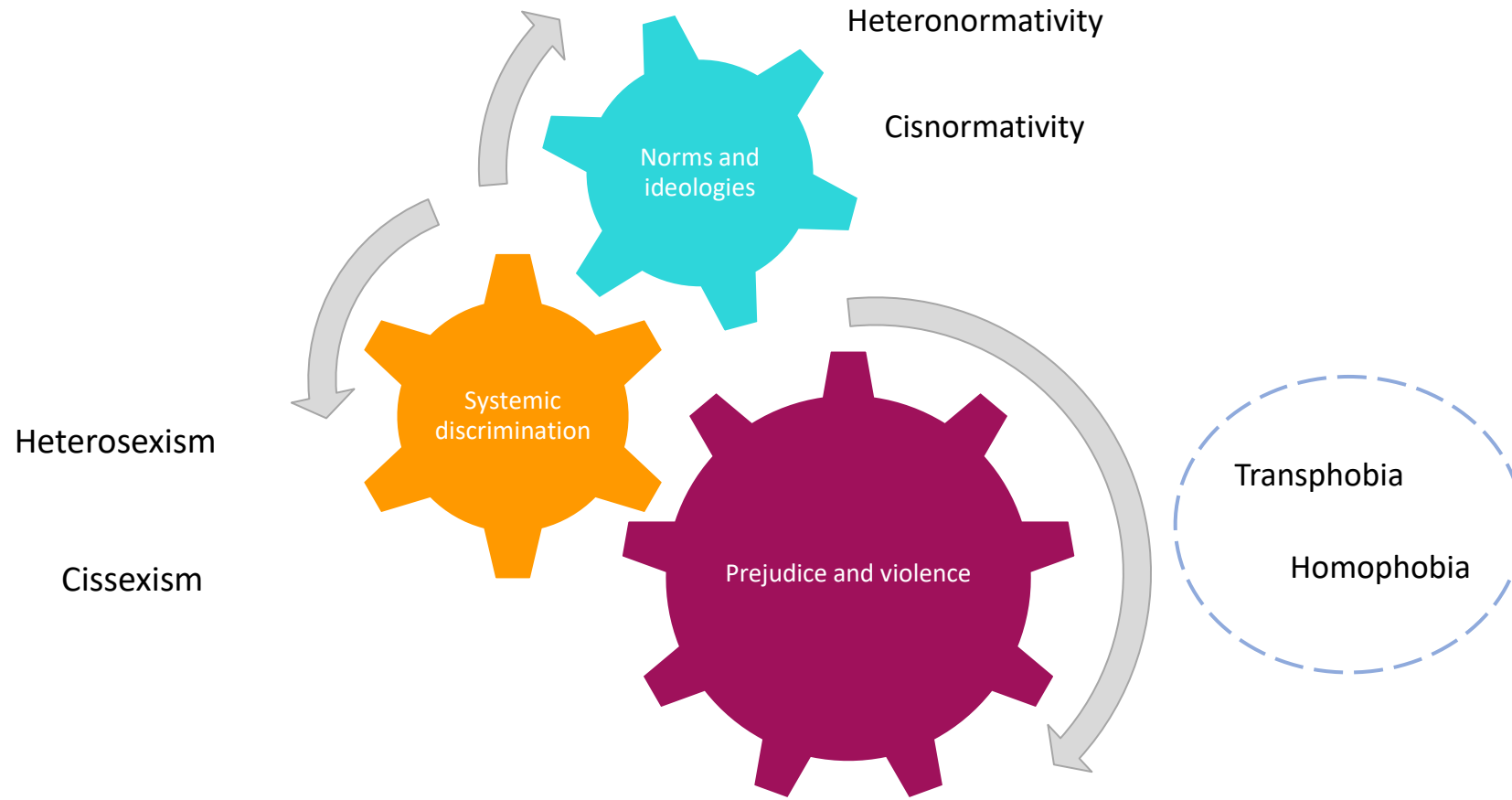
## Cisgender

*adjective*

1. Used to describe individuals whose gender identity aligns with the sex they were assigned at birth

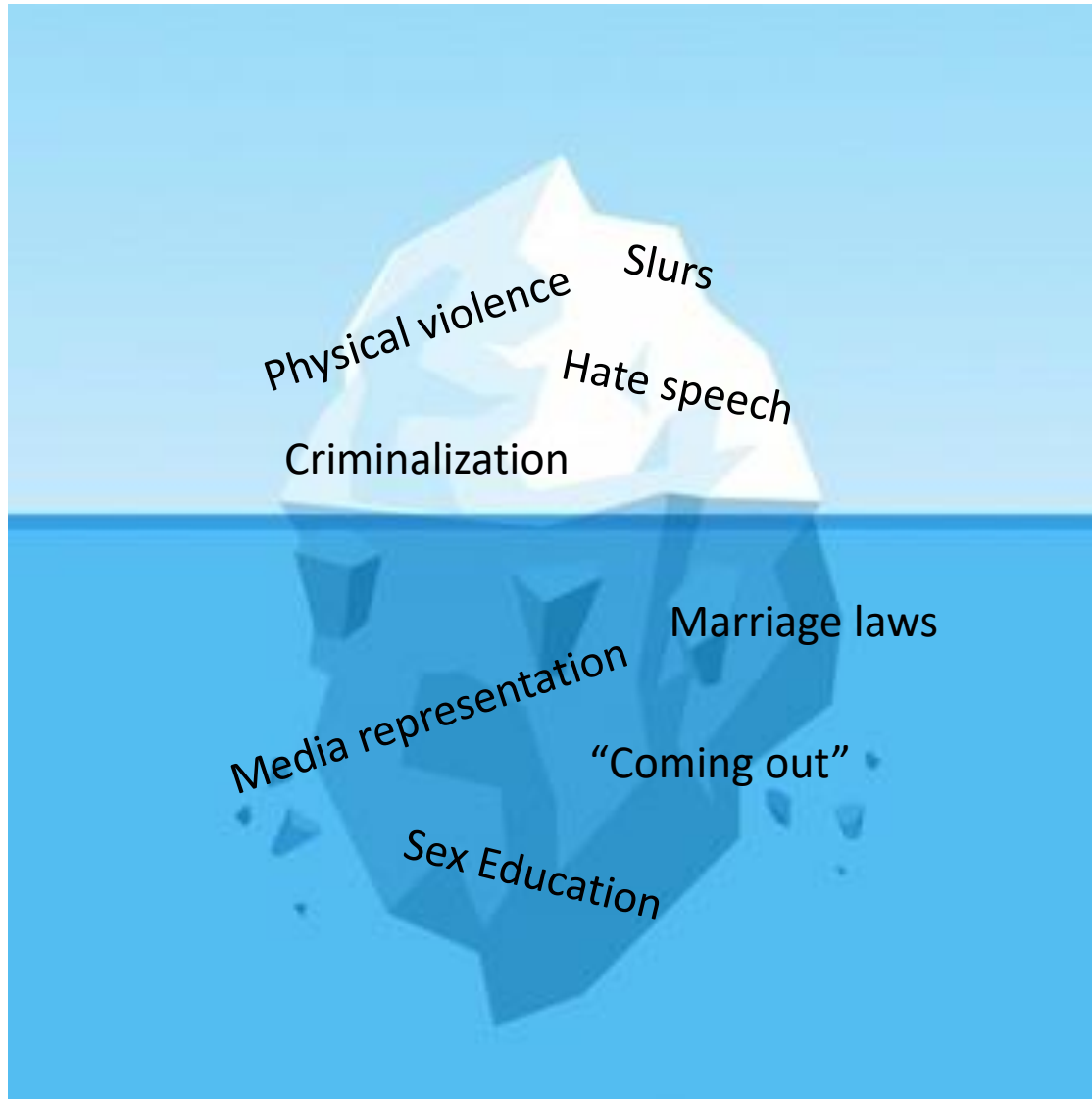


# Processes of Exclusion



## Heteronormativity

The commonplace assumption that all people are heterosexual, that heterosexuality is the “norm” or a more natural expression of sexuality



[Image Source: Freepik](#)

## Homophobia

Dislike, fear of, aversion to, or discrimination against homosexuality or homosexuals

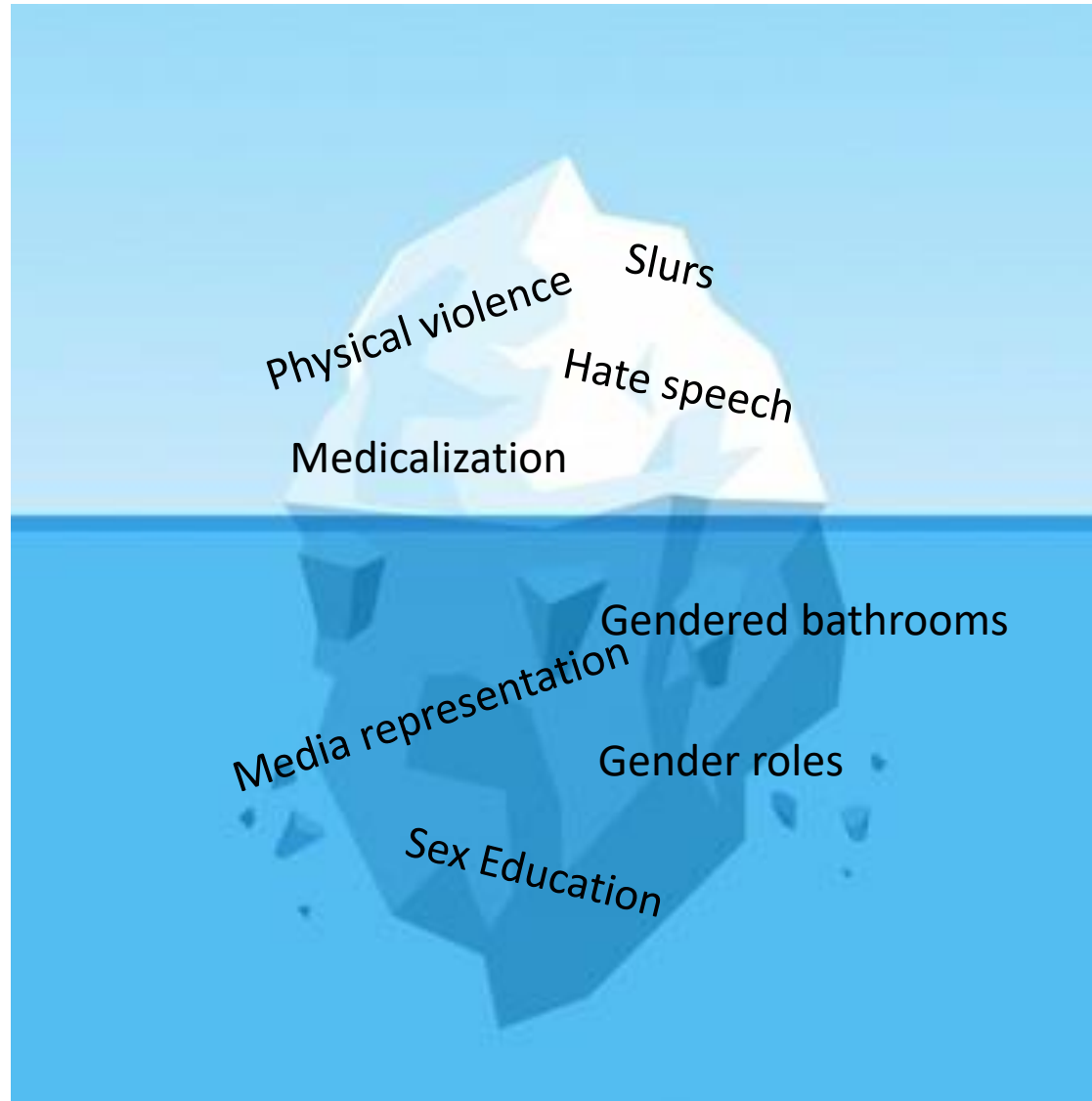
## Heterosexism

The belief that heterosexuality is superior and preferable



## Cisnormativity

The commonplace assumption that all people are cisgender or that being cisgender is the “norm”



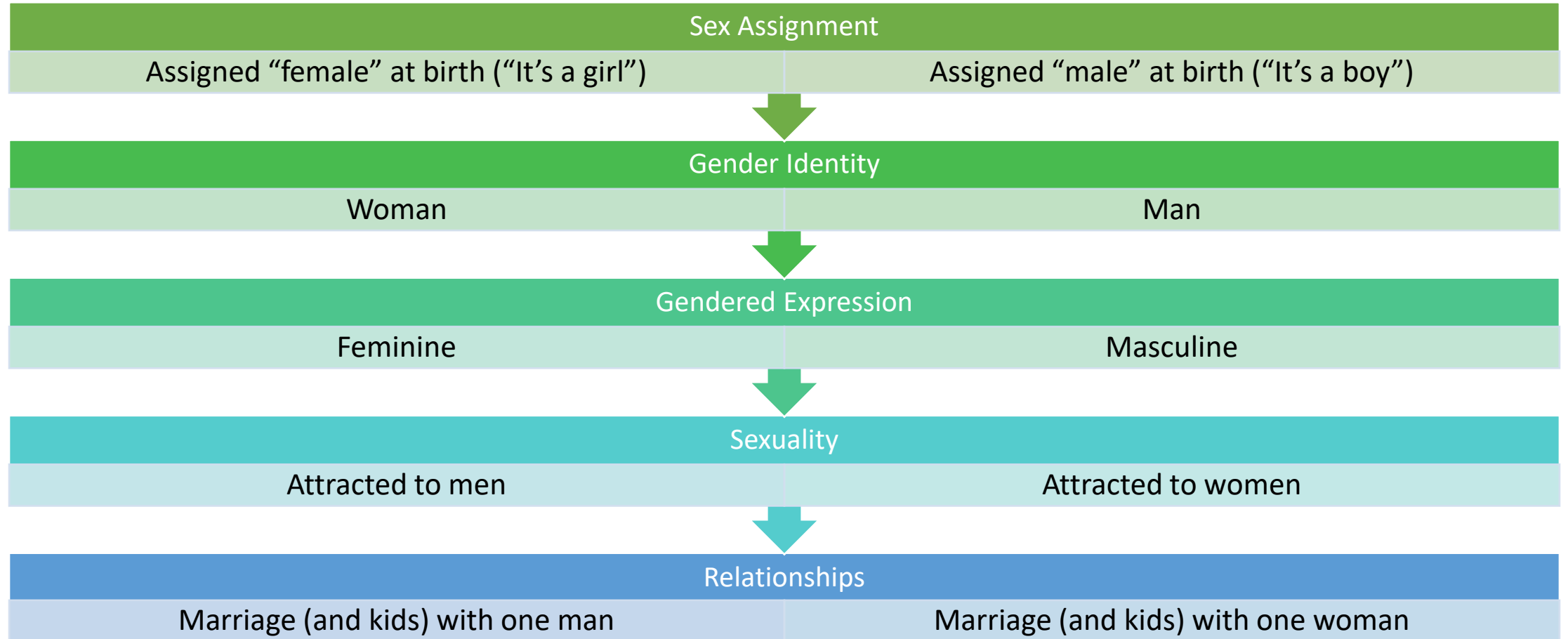
## Transphobia

Dislike, fear of, aversion to, or discrimination against transgender people or those outside of gender norms

## Cissexism

The belief that being cisgender is superior and preferable

# Getting at the intersections



# What can you do?

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- Challenge stereotypes about 2SLGBTQIA+ people
- Don't make assumptions about people's gender identity and/or sexual orientation
  - Gender-neutral language
  - Supports offered
- Know your systems and resources on campus (e.g., how to do a name change, location of gender-neutral bathrooms, supports)
- Role modelling inclusive language (e.g., partner)
- Embrace teaching and learning moments – integrate 2SLGBTQIA+ training into training and workshops
- Be critical of the literature around student development and support
- Be aware of and responsive to the struggles that 2SLGBTQIA+ students may be experiencing
- Signal your support – spaces you choose, visuals, etc.
- What you're doing today – learning, unlearning, etc.

