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NURSES UNITED AGAINST HUMAN TRAFFICKING, P.A.

LGBTQIA2S+

DEFINITIONS

LGBTQIA2S+ is an acronym used to refer to Lesbian, Gay, Bisexual, Transgender, Queer, or Questioning, Two-Spirit, and Ally

- 1) **Lesbian or Gay:** A person who has an emotional, romantic, or sexual attraction for a person of the same sex.
- 2) **Bisexual:** A person who has an emotional, romantic, or sexual attraction for a person of more than one gender.
- 3) **Transgender:** A term used for a person whose gender identity does not match society's expectations of someone with their physical sex characteristics. Trans-Man is a female-to-male trans person and Trans-Woman is a male-to-female trans person ([LGBTQ2stoolkit, National Learning Community on Youth Homelessness Canada](#)).
- 4) **Queer or Questioning:** Queer can be considered offensive and is not used by all. Queer is a term used to defy gender or sexual restrictions. Questioning is the process of exploring one's own sexual orientation while investigating the influences of culture, religion, and internal motivating factors. One's environment as a child may influence this stage of investigation.
- 5) **Intersex:** a term used to describe a person whose physical sex characteristics or chromosomes do not fit traditional medical definitions of male or female.
- 6) **Ally:** straight person that is supportive of queer and trans individuals.
- 7) **Two-Spirit:** cultural identity used by some Indigenous people who have both feminine and masculine spirits.

INCLUSIVE LANGUAGE AND PRONOUNS

Pronouns are linguistic tools that we use to refer to individuals such as theirs/they/them, she/her/hers, and he/him/his (UCDavis.edu, 2021). Pronouns are essential in inclusive care so assumptions are not made based on physical appearance. Ally's understand the use of someone's pronoun is an essential way to build a trusting rapport and affirm someone's identity. Nonbinary pronouns also exist.

How to ask for preferred pronouns:

“What pronouns do you prefer to use?”

“What pronouns would you like me to use?”

How to share your preferred pronouns (UCDavis.edu, 2021).

“Hi, my name is Juno, and my pronouns are ze and hir.”

“My pronoun is em.”

“I go by Lin, but I prefer xie.”



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