

sage<sup>SM</sup>

METRO DETROIT

Services & Advocacy  
for Gay, Lesbian, Bisexual  
& Transgender Elders

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# RAINBOW

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## RESOURCE GUIDE FOR OLDER ADULTS

Published Spring, 2017



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Thomas E. O'Connor,  
M.A., CCC-A

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Dear SAGE Supporters:

SAGE Metro Detroit aims to build awareness and promote change so that LGBT older adults may age with dignity and authenticity. We have identified four pillars to focus our attention: programming, information, training, and advocacy. We are thrilled to introduce our new Rainbow Resource Guide to serve as a source of information and referrals about organizations and businesses that have committed to serving LGBT older adults free from discrimination.

While many resource guides provide a comprehensive listing of services and businesses, our guide is smaller but provides a bit more information to help you decide which businesses or organizations may be right for you. We required all businesses and organizations in our Guide to express a commitment not to discriminate against LGBT clients or customers.

Specifically, we asked each business or organization: (1) whether they have an inclusive written nondiscrimination employment policy that addresses sexual orientation and gender identity, (2) whether they have a statement of care or service policy that explicitly states they will not discriminate against customers or clients based on sexual orientation or gender identity, and (3) whether they have provided training to staff for acceptance, inclusion, and sensitivity to LGBT employees, customers, clients, or guests. We have included icons in the Guide that reflect that the organizations and businesses indicated that they meet the above criteria. Please see more about the icons in the Icon Directory below.

Many obstacles remain for LGBT older adults. Our laws fail to provide clear coverage. For example, Michigan's Elliott-Larsen Civil Rights Act prohibits sex discrimination but remains silent about sexual orientation and gender identity. Funding often eludes our communities. Discrimination continues. The community resources and policy makers we turn to for help frequently lack understanding and training. We hope that this Rainbow Resource Guide will provide a tool to promote awareness, share information, and deter discrimination. If you are interested in learning more about SAGE Metro Detroit, obtaining a training, developing a nondiscrimination policy, or supporting SAGE, please contact us at [info@sagemetrodetroit.org](mailto:info@sagemetrodetroit.org). Our national SAGE organization also provides a national LGBT aging cultural competency credential through SAGECare that you learn more about at [www.sageusa.care](http://www.sageusa.care).

We look forward to growing with you to build awareness and promote change so that LGBT older adults may age with dignity and authenticity.

All the best

*Angela Perone*

Angela (Angie) Perone  
Director

### ICON DIRECTORY

*The icon directory explains what each icon means. We asked each business or organization to check a box next to each of the following statements. We then placed the appropriate icon next to each business or organization.*



We have an inclusive written nondiscrimination employment policy that addresses sexual orientation.



We have an inclusive written nondiscrimination employment policy that addresses gender identity.



We have a statement of care or service policy that explicitly states we will not discriminate against customers or clients based on sexual orientation and gender identity.



We have provided training to staff for acceptance, inclusion, and sensitivity to LGBT employees, clients, guests and/or customers.

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We are an inclusive  
community celebrating you.

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### New Construction and Renovations:

- New One bedroom Assisted Living Apartments
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- Remodeled Main Building and Activity Area
- Private nursing rehabilitation rooms
- New Larger Rehabilitation gym and Occupational Therapy
- Snoezelen Room and program for Alzheimer's and memory loss residents

### Our Life Plan Community

- Planned programming and social engagements
- On site Doctors
- Beauty Salon and Barber shop
- Fitness Center and Exercise classes
- Full time driver and transportation
- Full time Chaplain and beautiful Chapel
- Restaurant Style Dining
- Five Star Nursing and Rehabilitation Health Care Center

What sets us apart and makes us different? Our trusted not for profit Senior Living Community offering over 71 years of experience dedicated to innovative Senior Care and Living as part of Presbyterian Villages of MI. We offer you an entire Village spread out on a 44 acre tree lined campus close to beautiful Lake St. Clair, shopping, and entertainment.

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online!



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**East Harbor**  
A SENIOR LIVING COMMUNITY  
A Mission of Presbyterian Villages of Michigan

**For more information  
call 586.725.6030**

33875 Kiely Drive  
Chesterfield, Michigan 48047-3604  
**[www.pvm.org](http://www.pvm.org)**

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# GET TESTED

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STD CLINIC



50 East Canfield, Detroit, MI 48201  
Monday - Friday 8 a.m.-4:30 p.m.

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**313-577-9100**  
**[Detroitmi.gov/HEALTH](http://Detroitmi.gov/HEALTH)**  
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## Community Centers

### Affirmations Community Center

290 W. 9 Mile Rd  
Ferndale, MI 48220  
(248) 398-7105  
info@goaffirmations.org  
www.goaffirmations.org

**Please see our ad on page 18**



### Luella Hannan Memorial Foundation

4750 Woodward Ave  
Detroit, MI 48201  
(313) 833-1300  
www.hannan.org

**Please see our ad on page 18**



## Home Health Care

### All Valley Home Care

275 E. Big Beaver Rd, Ste 109  
Troy, MI 48083  
(248) 601-0777  
andrew.green@vidaseniorresource.com  
www.allvalleyrochester.com



### Assured Home Nursing

725 S. Adams Rd, Ste 258  
Birmingham, MI 48009  
(248) 593-8134  
assuredhomenurse@aol.com  
www.assuredhomenursing.com



### ComForCare

2520 S. Telegraph Rd, Ste 201  
Bloomfield Hills, MI 48302  
(800) 886-4044  
jcadovich@comforcare.com  
www.comforcare.com

**Please see our ad on page 12**



### Comfort Keepers

Serves Oakland and Wayne counties  
(248) 957-9717  
farmingtonmi@comfortkeepers.com  
www.comfortcarepartners.com



### Excellacare

Serves the Metro Detroit area  
(248) 476-9091  
vanessa@excellacare.com  
www.excellacare.com



### LaJoy Group Home Health Care

Serves Wayne, Macomb, Oakland,  
and Washtenaw counties  
(734) 259-7626  
mkalish@lajoygroup.com  
www.lajoygroupphc.com



### Optimal Care Inc.

30600 Telegraph Rd #3275  
Bingham Farms, MI 48025  
(248) 723-9613  
kbartz@optimalcareinc.com  
www.optimalcareinc.com

**Please see our ad on page 10**



## Legal and Financial Services

### ACLU of Michigan

2966 Woodward Ave  
Detroit, MI 48201  
(313) 578-6802  
bbove@aclumich.org  
www.aclumich.org





## Information, Resources and Programs for LGBT Older Adults

Whether you're looking for help for yourself, a partner, a friend or a chosen family member, the Area Agency on Aging 1-B can help. We are a nonprofit that's focused on helping older adults live safely and independently in whatever setting they call home.

### A Safe and Welcoming Place to Call

Our staff is specially trained to recognize and address the unique needs of LGBT older adults. Things we can help with include:

- ▲ Information and Referral to Local Resources
- ▲ Meals on Wheels
- ▲ Help Finding Housing
- ▲ Help Finding Transportation
- ▲ Care Coordination and Care Services
- ▲ Help with Medicare and Medicaid

Serving Livingston, Macomb, Monroe, Oakland, St. Clair and Washtenaw counties.

**For more information,  
call 800-852-7795  
or visit AAA1B.org today.**



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today's world



Birmingham Maple Clinic

2075 West Big Beaver Road / Suite 520 /  
Troy Michigan 48084 / Somerset Corridor /  
248 646 6659 /  
[www.birminghammaple.com](http://www.birminghammaple.com)

Abuse and Neglect / Addiction / ADHD /  
Adjustment Disorders / Adjustment to  
Medical Illness / Adoption Issues / Anger,  
Aggression Problems, Explosive Disorders /  
Anxiety / Asperger's Disorder / Attachment  
Disorders / Autism / Behavior Problems /  
Bipolar Depression / Chronic Illness /  
Complication of Chronic Pain and Fibromy-  
algia / Cultural Adjustment / Depression /  
Dissociative Disorders / Domestic Violence  
/ Early Childhood Disorders / Eating  
Disorders / Family Conflicts / Gambling  
Problems / Geriatrics / Grief, Loss, Mourn-  
ing / Impulse Control Disorders / Kleptoma-  
nia / Marriage, Pre-Marriage, Couples  
Counseling / Minority Issues / Mood  
Disorders / Obsessive Compulsive Disorder  
/ Oppositional Defiant Disorder, Anti-Social  
Behavior, Conduct Disorders / Panic  
Disorders / Parenting Problems / Peer  
Problems / Personality Disorders / Phobias /  
Post-Partum Depression / Post-Traumatic  
Stress Disorder / Pregnancy, Fertility  
Problems / Psychotic Disorders / Relation-  
ship Problems / Schizophrenia / Sexual  
Dysfunction / Sexual/Gender Issues /  
Stress / Substance Abuse / Suicidal and  
Homicidal Issues / Transgender Issues /  
Trichotillomania / Victims of Violent Crimes



**Bassett Law**

2045 Hogback Rd  
Ann Arbor, MI 48105  
(734) 930-9200  
reception@bassettlaw.com  
www.bassettlaw.com

*Please see our ad on page 10*

**Elder Law of Michigan Inc.**

3815 West St. Joseph, Ste C-200  
Lansing, MI 48917  
(866) 400-9164  
info@elderlawofmi.org  
www.elderlawofmi.org

**Neighborhood Legal Services Michigan**

7310 Woodward Ave, Ste 301  
Detroit, MI 48202  
(313) 874-5820 (Main Number)  
(313) 874-5820 Ext. 2214  
llindsay@wcnls.org  
www.nlsmichigan.org

**Shelton & Deon Law Group**

612 E. 4th St  
Royal Oak, MI 48067  
mkd@sheltondeonlaw.com  
www.sheltondeonlaw.com

*Please see our ad on page 14*

**Mental Health and Medical****Alzheimer's Association**

25200 Telegraph Road, Ste 100  
Southfield, MI 48033  
(800) 272-3900  
helplinegmc@alz.org  
www.alz.org/gmc

*Please see our ad on page 14*

**Birmingham Maple Clinic**

2075 W. Big Beaver Rd, Ste 520  
Troy, MI 48084  
(248) 646-6659  
ledelson@birminghammaple.com  
www.birminghammaple.com

*Please see our ad on page 8*

**Center for Transforming Health**

2111 Cass Lake Rd, Ste 101  
Keego Harbor, MI 48320  
(248) 481-7287  
cth2111@gmail.com  
www.ctrtransformhealth.org

*Please see our ad on page 14*

**Corktown Health Center**

1726 Howard St  
Detroit, MI 48216  
(313) 832-3300  
www.corktownhealth.org

*Please see our ad on page 18*

**Detroit Public Health STD Clinic**

50 E. Canfield St  
Detroit, MI 48201  
(313) 577- 9100  
detroitstd@wayne.edu  
www.detroitmi.gov/health

*Please see our ad on page #6*

**Health Emergencies Lifeline Programs (HELP)**

1726 Howard St  
Detroit, MI 48216  
(313) 832-3300  
www.helpoffice.org





***Legal Services for Life's Changes***

Elder law – Veterans' Benefits

Fiduciary Services

LGB & Transgender Law

Estate Planning – Probate

Assisted Reproduction Law - Adoptions

***www.bassettlaw.com 734-930-9200***



**WWW.OPTIMALCAREINC.COM**

**James Karagon, LMSW**

555 Brush St, #2406  
Detroit, MI 48226  
(313) 962-4075

**Kadima Mental Health Services**

15999 W. 12 Mile Rd  
Southfield, MI 48076  
(248) 559-8235  
info@kadimacenter.org  
www.kadimacenter.org

**O'Connor Hearing Center**

203 S. Zeeb Rd, Ste 207  
Ann Arbor, MI 48103  
(734) 994-8300  
cwilliams@oconnorhearing.com  
www.oconnorhearing.com  
*Please see our ad on page 2*

**University of Michigan  
Geriatrics Center Clinics**

4260 Plymouth Rd  
Ann Arbor, MI 48109  
(734) 764-6831  
www.uofmhealth.org/conditions-treatments/  
elderly-care-geriatrics

**Senior Housing****Aleardi's Lilac Inn**

34206 W. 13 Mile Rd  
Farmington Hills, MI 48331  
(734) 788-3000  
denisealeardi@yahoo.com  
www.aleardisplace.com

**Henry Ford Village**

15101 Ford Rd  
Dearborn, MI 48126  
(313) 584-5200  
www.henryfordvillage.com

*Please see our ad on the back cover*

**Jewish Senior Life**

*With locations in  
Oak Park and West Bloomfield*  
(248) 661-1836  
tproghovnick@jslmi.org  
www.jslmi.org  
*Please see our ad on page 18*

**Lockwood of Waterford**

1407 Skipper Dr  
Waterford, MI 48327  
(248) 618-0777  
waterford@lockwoodgrp.com  
www.lockwoodseniorliving.com  
*Please see our ad on page 12*

**Presbyterian Villages of Michigan**

26200 Lahser Rd, Ste 300  
Southfield, MI 48033  
(248) 281-2025  
afrye@pvm.org  
www.pvm.org

*Please see our ad on page 23*

**Village in the Woods**

15000 W 10 Mile Rd  
Oak Park, MI 48237  
(248) 592-5041  
slsmith@jslmi.org  
www.villageinthewoods.org





“ If age is a state of mind,  
then it should **mind** its  
own business. ”

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**Lockwood of Burton**

2173 South Center Road  
Burton  
(810) 250-7646

**Lockwood of Waterford**

1407 Skipper Drive  
Waterford  
(248) 618-0777

**Lake Huron Woods**

5221 Lakeshore Road  
Fort Gratiot  
(810) 294-8375

*Schedule a tour today!*

[www.LockwoodSeniorLiving.com](http://www.LockwoodSeniorLiving.com)





### **The Village of East Harbor**

33875 Kiely Dr  
Chesterfield, MI 48047  
(586) 725-6030  
cmartin@pvm.org  
www.pvm.org/locations/east-harbor

*Please see our ad on page 4*



## **Services, Resources, and Advocacy**

### **Ann Arbor Meals on Wheels**

*Serves Ann Arbor*  
(734) 998-6686  
aamealsonwheels@umich.edu  
www.med.umich.edu/aamealsonwheels



### **Area Agency on Aging 1-B**

*Serves Livingston, Macomb, Monroe, Oakland, St. Clair, and Washtenaw counties*  
(800) 852-7795  
www.aaa1b.org

*Please see our ad on page 8*



### **Brown Adult Day Program**

*(Two locations)*  
29699 Southfield Rd  
Southfield, MI 48076  
(248) 233-4000  
dyamstein@jvsdet.org  
www.jvsdet.org/who-we-serve/seniors.html

6720 W. Maple Rd  
West Bloomfield, MI 48322  
(248) 661-6390

dyamstein@jvsdet.org  
www.jslmi.org/services/  
brown-day-care-program

*Please see our ad on page 18*



### **Catholic Social Services of Washtenaw County**

*Serves Washtenaw County*  
(734) 712-7774  
dkeskitalo@csswashtenaw.org  
www.csswashtenaw.org



### **Deaf and Hearing Impaired Services Inc.**

*Serves Livingston, Macomb, Monroe, Oakland, St. Clair, Washtenaw, and Wayne counties*  
(248) 473-1888  
www.dhisonline.org



### **Detroit Area Agency on Aging**

*Serves Detroit, Hamtramck, Harper Woods, Highland Park and the five Grosse Pointes*  
(313) 446-4444  
www.detroit seniorsolution.com



### **Disability Network Oakland & Macomb**

16645 15 Mile Rd  
Clinton Township, MI 48035  
(800) 284-2457  
info@dnom.org  
www.dnom.org

*Please see our ad on page 14*



### **Equality Michigan**

*Department of Victim Services*  
*Serves the greater Detroit communities, Grand Rapids and Traverse City*  
(313) 537-7000  
sjohnson@equalitymi.org  
www.equalitymi.org





## Center for Transforming Health

REACHING YOUR HIGHEST  
HEALTH AND WELLNESS

Center for Transforming Health is dedicated to education and service, which enhances whole-person care. Our mission is **EMPOWERING** individuals to embrace their "response-ability" for health and well-being. CTH is a practice that is:

- **Integrative internal medicine.**
- **Fee for service and cash based**
- **Knowledgeable and provides:**
  - hormone therapy
  - nutritional support
  - chronic medical conditions
  - injury or illness

2111 Cass Lake Rd Suite 101  
Keego Harbor, MI 48320  
(248) 481-7287 • [cth2111@gmail.com](mailto:cth2111@gmail.com)  
<http://ctrtransformhealth.org>

## Join us for Worship and Fellowship at

### **CHRIST CHURCH CRANBROOK**

A welcoming, affirming and inclusive community

**Saturday** Holy Eucharist at 5:00 PM

**Sunday** Holy Eucharist at 8:00 AM and  
10:00 AM

Evensong at 6:00 PM

**Monday, Tuesday, Thursday and Friday**

Morning Prayer at 8:30 AM

**Wednesday**

Holy Eucharist at 8:30 AM

Renew at 6:00 PM ~ A Brief

Evening Program of Worship and

Community Bible Study followed by  
a light supper



470 Church Road Bloomfield Hills, MI 48304  
[christchurchcranbrook.org](http://christchurchcranbrook.org)  
248.644.5210



*A full service law firm for businesses, families  
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24-Hour Helpline  
Early Stage Resources  
Local Care and Education Programs  
Support Groups

**alzheimer's association®**

**Greater Michigan Chapter**

800.272.3900  
[www.alz.org/gmc](http://www.alz.org/gmc)

### **Interfaith Volunteer Caregivers**

8075 Ritter St  
Center Line, MI 48015  
(586) 757-5551  
mailbox@ivcinfo.org  
www.ivcinfo.org



### **Jewish Family Services of Metropolitan Detroit**

*Serves Oakland, Macomb, and Wayne counties*  
(248) 592-2313  
resourcecenter@jfsdetroit.org  
www.jfsdetroit.org



### **Kosher Meals on Wheels**

*National Council of Jewish Women  
Greater Detroit Section  
Serves the Metro Detroit area*  
(248) 523-2313  
mail@ncjwgds.org  
www.ncjwgds.org



### **LGBT Detroit**

20025 Greenfield Rd  
Detroit, MI 48235  
(313) 397-2127  
www.lgbtdetroit.org



### **SameAddress**

*Serves Livingston, Macomb, Monroe, Oakland, St. Clair, and Washtenaw counties*  
(248) 262-9999  
customercare@sameaddress.com  
www.sameaddress.com



### **The Senior Alliance:**

#### **Area Agency on Aging 1-C**

*Serves the communities of Western & Southern Wayne County*  
(734) 722-2830  
info@tsalink.org  
www.aaa1c.org



### **Simplify It, LLC**

*Serves the Metro Detroit area*  
(248) 417-4312  
theresa@simplifyitllc.com  
www.simplifyitllc.com

## **Spirituality**

### **Christ Church Cranbrook**

470 Church Rd  
Bloomfield Hills, MI 48304  
(248) 644-5210  
www.christchurchcranbrook.org  
***Please see our ad on page 14***

### **Congregation Shir Tikvah**

3900 Northfield Parkway  
Troy, MI 48084  
(248) 649-4418 Ext. 1  
info@shirtikvah.org  
www.shirtikvah.org



## Additional Resources

The list below includes additional non-profit and governmental organizations and hotline services that may be able to provide assistance through services and information. Please note that, although important resources, these organizations have not been formally vetted like other Guide participants.

### Hotlines

#### The Alzheimer's Association's 24/7 Helpline

(800) 272-3900

[www.alz.org/we\\_can\\_help\\_24\\_7\\_helpline.asp](http://www.alz.org/we_can_help_24_7_helpline.asp)

#### GBLT National Hotline

(888) 843-4564

[www.glbthotline.org](http://www.glbthotline.org)

#### HIV Nightline

(800) 628-9240

[www.sfsuicide.org/our-programs/hiv-nightlines](http://www.sfsuicide.org/our-programs/hiv-nightlines)

#### Michigan HIV/STD Hotline

(800) 872-2437

[www.miunified.org/get-help/services/statewide-hiv-sti-hotline](http://www.miunified.org/get-help/services/statewide-hiv-sti-hotline)

#### National Suicide Prevention Lifeline

(800) 273-8255

[www.suicidepreventionlifeline.org](http://www.suicidepreventionlifeline.org)

#### SAGE LGBT Elder Hotline

(888) 234-SAGE (7243)

[sage@glbthotline.org](mailto:sage@glbthotline.org)

[www.sageusa.org/programs/hotline.cfm](http://www.sageusa.org/programs/hotline.cfm)

#### Trans Lifeline

Hotline: (877) 565-8860

[www.translifeline.org](http://www.translifeline.org)

#### Transgender Michigan Helpline

(855) 345-TGMI (8464)

[www.transgendermichigan.org/help-line.html](http://www.transgendermichigan.org/help-line.html)

### State Resources

#### Medicare Medicaid Assistance Program

*Works through each Area Agency on Aging*

(800) 803-7174

[www.mmapinc.org](http://www.mmapinc.org)

#### Michigan Adult Protective Services

(855) 444-3911

#### Michigan Aging & Adult Services Agency

Lansing, MI

(517) 373-8230

[osainfo@michigan.gov](mailto:osainfo@michigan.gov)

[www.michigan.gov/osa](http://www.michigan.gov/osa)

#### Michigan Department of Civil Rights

*Service Center in Detroit, MI*

(313) 456-3700

TTY: (877) 878-8464

[mdcrservicecenter@michigan.gov](mailto:mdcrservicecenter@michigan.gov)

[www.michigan.gov/mdcr](http://www.michigan.gov/mdcr)

#### Michigan Department of Health & Human Services

*Offices in every county*

(517) 373-3740

[www.michigan.gov/mdhhs](http://www.michigan.gov/mdhhs)

#### Michigan Long-Term Care Ombudsman Program

(866) 485-9393



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## National Resources

### **GLMA: Health Professionals Advancing LGBT Equality**

Washington, DC  
(202) 600-8037  
info@glma.org  
www.glma.org

### **Human Rights Campaign (HRC)**

Washington, DC  
(202) 628-4160  
TTY: (202) 216-1572  
www.hrc.org

### **Immigration Equality**

New York, NY  
Legal Emergency Hotline: (212) 714-2904  
info@immigrationequality.org  
www.immigrationequality.org

### **Justice in Aging**

*Offices in Washington, DC,  
Los Angeles, CA and Oakland, CA*  
Washington, DC: (202) 289-6976  
Los Angeles, CA: (213) 639-0930  
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### **The LGBT Aging Project**

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information@fenwayhealth.org  
www.fenwayhealth.org/lgbt-aging-project

### **National Center for Lesbian Rights**

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San Francisco, CA: (415) 392-6257  
Washington, DC: (202) 734-3545  
Legal Rights Helpline: (800) 528-6257  
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### **National Council on Aging (NCOA)**

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www.ncoa.org

### **National LGBTQ Task Force**

*Offices in Cambridge, MA, Miami, FL,  
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New York, NY: (212) 604-9830  
Cambridge, MA: (617) 492-6393  
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www.thetaskforce.org

### **National Resource Center on LGBT Aging**

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info@lgbtagingcenter.org  
www.lgbtagingcenter.org

### **SAGE (Services and Advocacy for Gay, Lesbian, Bisexual & Transgender Elders)**

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## Glossary of LGBT-Related Terms

*The following word list is designed to provide basic definitions of words and phrases commonly used in discussions about lesbian, gay, bisexual and transgender people and related issues. All language is constantly evolving; new terms are introduced, while others fade from use or change their meaning over time. This remains true for the following terms and definitions.*

*For terms that refer to people's identities, people must self-identify in order for these terms to be appropriately used to describe them.*

**Ally:** A member of the majority or dominant group who works to end oppression by supporting or advocating for the oppressed population. For example, any non-LGBT person who supports and stands up for the equality of LGBT people. (Sometimes referred to as a "straight ally")

**Androgynous:** Having the characteristics or nature of both maleness and femaleness; neither specifically feminine nor masculine.

**Biphobia:** A fear of or aversion to bisexuality or bisexual people.

**Bisexual:** A sexual orientation and/or identity of a person who is sexually and emotionally attracted to some males and some females.

**Coming Out:** Declaring one's identity, specifically, being lesbian, gay, bisexual or transgender, whether to a person in private or a group of people. To be "in the closet" means to hide one's identity.

**Drag:** Wearing the clothing typically associated with another gender, often involving the presentation of exaggerated, stereotypical gender characteristics. Individuals may identify as drag kings (in drag presenting as male) or drag queens (in drag presenting as female) when performing gender as parody, art or entertainment.

**FTM or F2M (female-to-male):** An identity of a person who was assigned female at birth, and who identifies as male, lives as a male or identifies as masculine. Other related terms include: transgender male, transman and affirmed male.

**Gay:** A sexual orientation and/or identity of a person who is sexually and/or emotionally attracted to some members of the same sex. Although gay can refer to both males and females, many prefer the term "lesbian" for females. Gay is sometimes used as an umbrella term to refer to all lesbian, gay and bisexual people, but some prefer the more inclusive term "LGBT."

**Gender:** A social construct based on a group of emotional, behavioral and cultural characteristics attached to a person's assigned biological sex. The gender construct then classifies an individual as feminine, masculine, androgynous or other. Gender can be understood to have several components, including gender identity, gender expression and gender role.

**Gender Binary:** The concept that everyone is of two genders: male or female. It also describes the system which society divides people into male and female roles, identities and attributes.

**Gender Expression:** An individual's physical characteristics, behaviors and presentation that are linked, traditionally, to either masculinity or femininity, such as: appearance, dress, manner.

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**Gender Identity:** How we identify ourselves in terms of our gender. Identities may include male, female, androgynous, transgender, among others.

**Gender-Neutral Pronoun:** A pronoun that does not associate a gender with the person being discussed. Two of the most common gender-neutral pronouns are “zie” replacing she and he, and “hir” replacing her and him.

**Gender Non-Conforming or Gender Variant:** An identity of a person who has gender characteristics and/or behaviors that do not conform to traditional or societal binary gender expectations.

**Gender Orientation:** An individual’s internal sense of their gender (e.g., feeling male, female or neither). Gender orientation doesn’t necessarily align with the sex assigned at birth.

**Gender Role:** The social expectations of how an individual should act, think and/or feel based upon one’s assigned biological sex. A set of traditional and stereotypical roles, traits, dress, characteristics, qualities, mannerisms and behaviors that are associated with societal norms of what is male and what is female.

**Genderism:** The systematic belief that people need to conform to the gender role assigned to them based on a gender binary system which allows only female and male.

**Genderqueer:** An identity of a person who identifies as and/or express themselves as somewhere in the continuum between maleness/masculinity and femaleness/femininity or outside of the gender binary system. Genderqueer people may or may not identify as LGBT.

**Heterosexism:** Applies to attitudes, bias and discrimination in favor of heterosexual sexuality and relationships. It includes the presumption that everyone is heterosexual or that male/female attractions and relationships are the norm and therefore superior. It is the belief that everyone is or should be straight.

**Heterosexual:** A sexual orientation and/or identity of a person who is sexually and/or emotionally attracted to some members of another sex (specifically, a male who is attracted to some females or a female who is attracted to some males). Often referred to as “straight.”

**Homophobia:** A fear or aversion to homosexuality or lesbian, gay or bisexual people.

**Homosexual:** An identity of a person who is sexually and/or emotionally attracted to some members of their own sex; originated in the medical and psychological professions. Currently, many prefer the term lesbian or gay.

**Intersex:** A general term used for a variety of conditions in which a person is born with a reproductive or sexual anatomy that doesn’t seem to fit the typical definitions of female or male. Intersex conditions can affect the genitals, the chromosomes and/or secondary sex characteristics.

**Lesbian:** A sexual orientation and/or identity of a person who is female-identified and who is sexually and/or emotionally attracted to some other females.



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**LGBT:** An umbrella term referring collectively to people who identify as lesbian, gay, bisexual and/or transgender. Sometimes the acronym is written as LGBTQ, with the “Q” referring to those who identify as questioning and/or queer. In the past “gay” was used as a general, overarching term, but currently the more inclusive terms LGBT and LGBTQ are regularly used and preferred by many LGBT people and allies.

**MTF or M2F (male-to-female):** An identity of a person who was assigned male at birth, and who identifies as female, lives as a female or identifies as feminine. Other related terms include: transgender female, transwoman, affirmed female.

**Queer:** An umbrella term used to describe a sexual orientation, gender identity or gender expression that does not conform to heteronormative society. While it is used as a neutral, or even a positive term among many LGBT people today, historically it has been used negatively and is still considered derogatory by many.

**Questioning:** An identity of a person who is uncertain of their sexual orientation/identity and/or their gender orientation/identity.

**Same Gender Loving:** a term sometimes used among African Americans that refers to same-sex physical and/or emotional attraction.

**Sex or Biological Sex:** This can be considered our “packaging” and is determined by our chromosomes (such as XX or XY), our hormones and our internal and external genitalia. Typically, we are assigned the sex of male or female at birth.

**Sexual Behavior:** What we do sexually and with whom.

**Sexual Identity:** What we call ourselves in terms of our sexuality. Such labels include “lesbian,” “gay,” “bisexual,” “queer,” “heterosexual,” “straight,” and many more.

**Sexual Orientation:** The inner feelings of who we are attracted or oriented to sexually and emotionally.

**Transgender:** An identity of a person whose gender identity is not aligned with their sex assigned at birth and/or whose gender expression is non-conforming.

**Transition:** The myriad of actions a person may take to move from one gender identity to another. These may include social, psychological and/or medical processes. Transitioning is a complex process that occurs over a long period of time, it is not a one-time event.

**Transphobia:** The fear or aversion to transgender people or of those who are perceived to break or blur societal norms regarding gender identity or gender expression.

**Transsexual:** A term originated in the medical and psychological communities that historically referred to people whose gender identity was not aligned with their sex assigned at birth.

**Two-Spirit (also Two Spirit or Twospirit):** Used in many Native Americans to refer to people who are lesbian, gay, bisexual, transgender or gender non-conforming. The term usually implies a masculine spirit and a feminine spirit living in the same body and has been adopted by some contemporary lesbian, gay, bisexual and transgender Native Americans to describe themselves.

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