

Working Definitions

Throughout Safe Zone training, we stress that self-identification is the most important part of identity. How somebody identifies and what it means to that person should override any of the below definitions in your interacting with them. Additionally, this is not a finite list of identities or definitions.

Ableism - a system of oppression that produces social and physical barriers based on one's abilities (mental/intellectual, emotional, and/or physical)

Agender - an identity for people who identify with no gender

Ally - a person with privilege in a particular identity category that listens to, works with, advocates for, and supports members of an identity category and community other than their own

AMAB and AFAB (Assigned Male at Birth and Assigned Female at Birth) - these acronyms designate that we are all assigned male or female at birth, but that not everyone identifies with the sex they have been assigned at birth

Aromantic - an identity for people who feel no romantic or emotional attraction

Asexual - an identity for people who feel no sexual attraction but instead might focus on romantic/emotional attraction and relationships

Biphobia - intolerance and hatred toward people who identify or are perceived as bisexual (occurs in LGBTQ+ communities as well)

Bisexual - an identity for people who are attracted to two (and possibly more) sexes or genders

Cisgender - an adjective to describe a person who identifies with the gender they were assigned at birth (along with sex)

Cisgender men - people who were assigned male at birth and identify as men

Cisgender woman - people who were assigned female at birth and identify as women

Cissexism - a system of oppression that produces social and physical barriers based on assuming that everyone is cisgender, that trans and nonbinary people do not exist, and maintenance of systems that further exclude and erase experiences outside of (cisgender) traditional gender norms

Classism - a system of oppression that produces social and physical barriers based on one's real or perceived economic status or background

Dead name - a name, given at birth that a trans person no longer uses. Do not call them by this name

Demisexual - an identity for people who may identify as asexual and who may choose not to center their relationships around sex and may also participate in sex sometimes

Discrimination - the act of showing prejudice or a prejudicial act

Drag Queens, Kings, or Performers - not usually an identity, but instead people who perform emphasized gender qualities in an entertaining manner—often masculinity or femininity, but that is not necessarily a limit

Fluidity - the understanding that sexual orientation, sexuality, and gender are dynamic identities that may change over time as individuals discover more about themselves

Gay Man - an identity for men who are attracted to other men

Gender - a socially constructed system of stratification that ascribes qualities of masculinity and femininity to people, according to their sex assigned at birth. Gender characteristics vary over historical and cultural contexts

Gender Binary - the pervasive idea that there are only two genders, male and female, that they are correlated to only two sexes, and that they result in only two monolithic groups of people—men and women. This is a false construct, demonstrated by the diverse spectrum of gender identities, gender expressions, and variations of intersex

Gender Expression - an expression of gender, or lack of gender, that can be related to but is not always in line with a person's gender identity. Safety and accessibility, as well as the fluidity of identities and presentation can all change this correlation of personality traits, behaviors, appearance, mannerisms, interests, hobbies, values, etc. It is fluid, on a continuum, and not a set of absolute categories

Gender Identity - the gender that a person sees themselves as. This can include not identifying with any gender. Gender identity is often correlated with sexual orientation, but these are two separate aspects of a person's identity. For example, a feminine man is not necessarily gay. It is fluid, on a continuum, and not a set of absolute categories

Gender Nonconforming - an identity for people who blur the lines of the gender binary, possibly identifying with characteristics of several genders. Also can be a way to describe a person's dress/presentation/traits/actions without describing identity

Gender Pronouns - these take the place of your name when someone refers to you. The list is endless but some common pronouns are she, they, he, and ze. Some people say that they just want you to use their name instead

Genderqueer - an identity for people who blur the lines of the gender binary, possibly identifying with characteristics of several genders

Hegemony - the social, cultural, ideological, or economic influence exerted by a dominant group

Heterosexism/Heteronormativity - a system of oppression that produces social and physical barriers based on the assumption that every person is heterosexual, that LGBTQ people do not exist, and maintenance of systems that further exclude and erase experiences outside of heterosexuality

Homophobia - the intolerance and hatred toward people who identify as or are perceived as being LGBTQ

Institutional Oppression - arrangement of a society used to benefit one group at the expense of others through the use of language, media, education, economics, religion, and other social institutions

Internalized Oppression - the process by which an oppressed person comes to believe, accept, and/or live out the inaccurate stereotypes, hate, and misinformation about their identity group(s)

Intersex - Intersexuality is a set of medical conditions that feature congenital anomaly of the reproductive and sexual system. That is, intersex people are born with "sex chromosomes," external genitalia, or internal reproductive systems that are not considered "standard" for either male or female. Intersex people do not always know or identify as intersex

Lesbian - an identity for women who are attracted to other women

Nonbinary - an identity for people who identify themselves outside of the gender binary, possibly identifying with characteristics of several genders

Pansexual - an identity for people who are attracted to others regardless of gender

Polyamory - The state of having multiple sexually or romantically committed relationships at the same time, with the consent of all partners involved

Privilege - unearned benefits derived automatically according to perceived identities and/or group membership

Queer - a broader identity which could describe sexual orientation and/or gender identity. Some LGBTQ people feel that the word doesn't apply to them in that they are in fact a lesbian or a bisexual man (etc.), or that it had hatefully been used against them and they could never reclaim it. However, some LGBTQ people have reclaimed the word queer as a proud label for their identity

Questioning - an identity that consists of considering and re-considering one's own sexual orientation or gender identity

Racism - a system of oppression that produces social and physical barriers based on ethnicity and ethnic heritage, real or perceived, specifically by an ethnic group who dominates in all levels of society

Romantic Orientation - the description of a person's romantic or emotional attractions with which they identify. It is fluid, on a continuum, and not a set of absolute categories

Sex - everyone is assigned this at birth: the description of a person's anatomy, chromosomes, hormones, and secondary sex characteristics. It is fluid, on a continuum, and not a set of absolute categories

Sexism - a system of oppression that produces social and physical barriers based on gender, specifically for girls and women. Sexism historically conflates one's sex and depends on the gender binary of women and men

Sexual Orientation - the description of a person's sexual attractions with which they identify. It is fluid, on a continuum, and not a set of absolute categories

Trans or Transgender - an adjective to describe a person who identifies with a gender other than the one they were assigned at birth (along with sex)

Transgender Men (Trans men) - an identity for people who were assigned female at birth and identify as men

Transgender Women (Trans women) - an identity for people who were assigned male at birth and identify as a women

Transition - a person's process of developing and assuming a gender expression to match their gender identity. Transition can include: coming out to one's family, friends, and/or co-workers; changing one's name and/or sex on legal documents; hormone therapy; and possibly (though not always) some form of surgery. It's best not to assume how one transitions as it is different for everyone

Transphobia - the intolerance and hatred toward people who identify as or are perceived as being transgender

Transsexual - a deprecated term that is often considered pejorative similar to transgender in that it indicates a difference between one's gender identity and sex assigned at birth. Transsexual often – though not always – implicates hormonal/surgical transition from one binary gender (male or female) to the other. Unlike transgender/trans, transsexual is not an umbrella term, as many transgender people do not identify as transsexual. When speaking/writing about trans people, please avoid the word transsexual unless asked to use it by a transsexual person

Gender Pronouns

An important way to respect transgender and nonbinary people (or any people) is to use the words they ask you to use when you describe them.

Gender Pronouns

Please note that these are not the only pronouns. There are an infinite number of pronouns as new ones emerge in our language. Always ask someone for their pronouns.

Subjective	Objective	Possessive	Reflexive	Example
She	Her	Hers	Herself	She is speaking. I listened to her. The backpack is hers.
He	Him	His	Himself	He is speaking. I listened to him. The backpack is his.
They	Them	Theirs	Themselves	They are speaking. I listened to them. The backpack is theirs.
Ze	Hir/Zir	Hirs/Zirs	Hirself/ Zirself	Ze is speaking. I listened to hir. The backpack is zirs.

Design by Landyn Pan

transstudent.tumblr.com
facebook.com/transstudent
twitter.com/transstudent

For more information,
go to transstudent.org/graphics

TSER
Trans Student Educational Resources

Pronouns should be asked-- but not required to be provided-- along with names in meetings, so that gender is not assumed. Some trans people will not want to disclose the pronouns they use for themselves and be out in some contexts, but the asking of pronouns gives them agency to decide how they want to be gendered, rather than empowering others to misgender them.

Do not say "preferred name" or "preferred pronouns," as the name and pronouns that any individual uses are not a preference

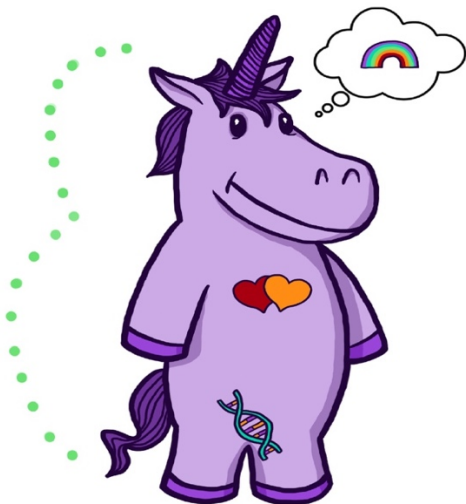
A pronouns is a placeholders for someone's name. If you don't know the pronoun they like, use their name.

Pronouns also don't mean that people have a particular identity, unless someone says they have that identity

Gender Unicorn

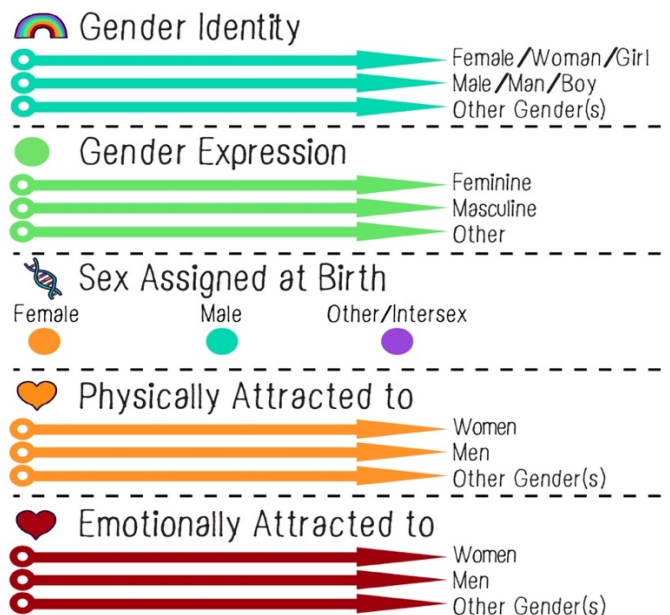
The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore



Safe Zone Program, Spring 2019

February 27, 2019 Safe Zone Awareness Module, 9:30am-12:30pm

March 7, 2019, Safe Zone Ally Skills Building Module, 9:30am-12:30pm

March 19, 2019, Safe Zone Gender Module, 9:30am-12:30pm

April 3, 2019, Safe Zone Ally Skills Building Module, 9:30am-12:30pm

April 13, 2019, Safe Zone Full Day Training, 9:30am-4:30pm

April 16, 2019, Safe Zone Gender Module, 9:30am-12:30pm

Register for a workshop here: <https://lgbtq.gmu.edu/safe-zone/register-for-a-training/>
Please email LuLu at ckelemen@gmu.edu if you have any questions about the Safe Zone Program

Selected Mason Campus Resources

Compliance, Diversity & Ethics

Aquia Building, Suite 373
Julian Williams, Vice President
Jennifer Hammat, Title IX
Coordinator
Main: (703) 993-8730

Counseling & Psychological Services (CAPS)

Student Union Building (SUB) I
Room 3129
Allie Minieri, LGBTQ Liaison
Main: (703) 993-2380

Disability Services

Student Union Building (SUB) I
Room 2500
Naomi Martinez-Jones, Director
Main: (703) 993- 2474

Diversity, Inclusion & Multicultural Education + LGBTQ Resources

Student Union Building (SUB) I
Room 2400
Main: (703) 993-2700

LGBTQ Resources

Student Union Building (SUB) I
Room 2200
Main: (703) 993-2702
Josh Kinchen, Associate Director
LuLu Géza Kelemen, Assistant
Director

Women & Gender Studies Center

Johnson Center, Room 240K
Main: (703) 993-2896

Student Health Services

Student Union Building (SUB) I
Room 2300
Main: (703) 993-2831
Patricia Sodeifi, Clinic Nurse

University Libraries

Arlington Campus Library
3351 N. Fairfax Dr, Arlington
Mary Oberlies, CHHS Liaison
moberlie@gmu.edu
(703) 993-8188

Fenwick Library
Main: (703) 993-2240
Meaghan O'Malley, Resource
Acquisition
Phone: (703) 993-2231
A. Keurig, Mason Digital
Publishing
Phone: (703) 993-3644

Johnson Center Library
(703) 993-9060
Mercer Library (SciTech)
(703) 993-8340
<http://infoguides.gmu.edu/lgbt>
[g](#)

University Life – Central Office

5200 Merten Hall
Rose Pascarell, Vice President
(703) 993-8760
Student Union Building (SUB) I
Room 4211
Julio Diaz, Administrative
Assistant
Amy Snyder, Director, Special
Projects
Main: (703) 993-2884

University Life – Arlington Campus

Founders Hall, Room 222B
Lori Cohen-Scher, Assistant
Dean
Main: (703) 993-4495

University Life – Loudon Campus

21335 Signal Hill Plaza
Sterling, VA
Lori Cohen-Scher, Assistant
Dean
(703) 993-4495

University Life – Science & Technology Campus

Charles J. Colgan Hall, Room 202
Erin Brandt, Assistant Director
of Residence Life and University
Life
(703) 993-8373

University Career Services

Student Union Building (SUB) I
Room 3400
Main: (703) 993-2370
Saskia Clay-Rooks, Executive
Director
(703) 993-3738

University Police

Police and Safety Building
Main: (703) 993-2810
Michael Guston, LGBTQ Liaison
On Call: (703) 675-9249
mguston@gmu.edu

Student Support and Advocacy Center - <http://ssac.gmu.edu/>

Student Union Building (SUB) I
Room 3200
Main: (703) 993- 3686
24-Hour Sexual and Intimate
Partner Violence Crisis Line
(703) 380-1434