

*UMES Gender & Sexuality Spectrum*

# LGBTQ+ GUIDE



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WITH SUPPORT FROM

*The Office of Institutional Equity and Compliance*  
*Salisbury PFLAG*



# INTRODUCTION

Greetings, LGBTQ+ students and allies. It is with great pleasure that we welcome you to the University of Maryland Eastern Shore. We are excited to have you as a member of the Hawk family and are committed to honoring the beauty and sanctity of all members of our community. The UMES Gender and Sexuality Spectrum is an initiative of the Office of Institutional Equity and Compliance. The Gender & Sexuality Spectrum Committee, UMES Counseling Services, Salisbury PFLAG, Residence Life, and others have come together and are working on ensuring that all students are celebrated and that the talents and skills you bring to campus are cultivated and applauded. In addition, there are LGBTQ+ allies throughout campus and Safe Zone-trained people available to support and assist you in any way necessary.

It is our hope that the resources and tools provided throughout this guide promote conversations that allow for better understanding and support of one another, and that you are moved to become an active participant in the movement toward equality for all.

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# SECTION 1: TERMINOLOGY

## 1.1: DEFINITION OF TERMS

Please note that we use LGBTQ+ throughout this guide for consistency and as an all-inclusive term.

### DEFINITIONS OF SEXUAL ORIENTATION AND GENDER IDENTITY

<b>Asexual</b>	Asexuality and aromanticism both occupy the A in the acronym. They refer to a spectrum of sexual orientations characterized by varying degrees of sexual attraction. This may be different from celibacy. Asexuals and aromantics may or may not choose to abstain from sexual activity. Generally speaking, asexuals experience a lack of, or diminished, sexual attraction. Asexual people may experience romantic attraction, but they do not feel the urge to act on these feelings sexually. Aromantic people have little or no romantic attraction to others. They may or may not feel sexual attraction.
<b>Bisexual</b>	A person who is attracted and interested in having romantic or sexual relationships with either men or women. Bisexual people are the largest LGBTQ+ identity group, with over half of all LGBTQ+ people identifying as bisexual. Some people may use bisexual and pansexual interchangeably.
<b>Gay</b>	A sexual and affectional orientation toward people of the same gender. Frequently used to refer to a person who identifies as a man, and who is attracted and interested in having romantic or sexual relationships with other men.
<b>Intersex</b>	Being intersex refers to a range of conditions that are naturally occurring in which a person exhibits a variation of their sex characteristics at birth commonly making their gender at birth ambiguous.
<b>Lesbian</b>	A person who identifies as a woman and who is attracted and interested in having romantic relationships with other women.
<b>LGBTQIAP+</b>	An acronym that stands for lesbian, gay, bisexual, transgender, queer/questioning, intersex, asexual, and pansexual.
<b>Pansexual</b>	The term used to describe people who have romantic or sexual desire for all people of all gender and sexes. The term has some level of overlap with bisexuality and polysexuality.

***"We are at the forefront of telling our own narrative. It's not at the hands of other people who are outside the community anymore."***

— Billy Porter

<b>Queer</b>	An umbrella term used to describe people in the LGBTQ+ community. Some people identify as queer. <b>People who are not members of the LGBTQ+ community should NOT use the term "queer"</b> . Historically, queer has been used as an epithet/slur against people whose gender, gender expression, and/or sexuality do not conform to dominant expectations. In more recent years, there has been a concerted effort to reclaim the term queer; however not all LGBTQ+ people like the use of the term.
<b>Questioning</b>	A term used to describe someone who is figuring out if they are LGBTQ+. Questioning can be a process of exploration and also can be used to refer to an identity.
<b>Transgender</b>	A person whose sex assigned at birth does not "match" or align with their gender identity (how they see their gender). This is an umbrella term used to explain many different types of people. Transgender refers to a gender identity. Transgender people may be gay, lesbian, bisexual, or heterosexual.

*These are not the only identities and sexual orientations within the larger LGBTQ+ community, which is why a "+" is added to the end of the acronym.*

## OTHER TERMS

<b>Agender</b>	When a person is agender, they are described as not having a gender or being free from the confines of gender. Others refer to being agender as a state of being gender neutral, genderless, or genderfree.
<b>Ally/Allyship</b>	An ally, straight ally, or heterosexual ally is a heterosexual or cisgender person who supports equal civil rights, gender equality, and LGBTQ+ activism. Allyship is the action of working to end oppression through support and advocacy for a group to which one does not otherwise belong.
<b>Androgyne</b>	A person who feels both masculine and feminine.
<b>AFAB</b>	An acronym that stands for Assigned Female at Birth.
<b>AMAB</b>	An acronym that stands for Assigned Male at Birth.
<b>BlaQ/BlaQueer</b>	Folks of Black/African descent and/or from the African diaspora who recognize their queerness/LGBTQIA identity as a salient identity attached to their Blackness and vice versa (UC Davis).
<b>Cis or Cisgender</b>	When someone is cisgender, it means that they identify with the gender that they were assigned at birth.



<b>Deadnaming</b>	Is using the incorrect or former name of a transgender person. Deadnaming is hurtful and serves as a form of doxxing.
<b>Demisexual</b>	When a person is demisexual, they only feel sexual attraction to others with whom they have an emotional bond. Demisexuals are considered to be on the asexual spectrum.
<b>Gender Binary</b>	Refers to the incorrect assumption that gender is limited to just male and female.
<b>Gender Diverse</b>	An umbrella term used to describe an ever-evolving array of labels that people may apply when their gender identity, expression, or even perception does not conform to the norms and stereotypes that others expect.
<b>Gender Dysphoria</b>	Refers to the dissonance, and often distress, one experiences between one's gender assigned at birth and/or one's body and their true gender. The term gender dysphoria is being used less frequently in favor of the term gender incongruence.
<b>Gender Expansive</b>	According to UC Davis, gender expansive is an umbrella term used for individuals who broaden their own culture's commonly held definitions of gender, including expectations for its expression, identities, roles, and/or other perceived gender norms. Gender expansive individuals include those who identify as transgender, as well as anyone else whose gender in some way is seen to be broadening the surrounding society's notion of gender.
<b>Gender Expression</b>	Gender expression is simply how one chooses to outwardly express their own gender such as clothing and hairstyles.
<b>Gender Fluid</b>	A gender fluid person is an individual whose gender is not fixed and may change from day to day.
<b>Gender Identity</b>	Refers to one's personal conceptualization of their gender whether it be male, female, agender, or nonbinary.
<b>Gender Non-Conforming</b>	A broad term referring to people who do not behave in a way that conforms to the traditional expectations of their gender, or whose gender expression does not fit neatly into a category.
<b>Gender Policing</b>	Refers to attempts to correct individuals' gender expression in order to make it conform to the antiquated gender binary. Gender policing can be hurtful and is often done to young children by adults.
<b>Gender Questioning</b>	A person who may be processing, questioning, or exploring how they want to express their gender identity.

<b>Gender Variant</b>	A person who varies from the expected characteristics of their gender assigned at birth.
<b>Genderism/ Cissexism</b>	Is the antiquated idea that the gender binary is ideal and that individuals should conform to stereotypical gender norms.
<b>Heteronormativity</b>	Is the incorrect assumption that gender is binary and that sexual and romantic attraction should follow antiquated conventions. It relates to heterosexism which is the belief that all people should be heterosexual.
<b>Heterosexuality</b>	A sexual orientation in which a person feels physically and emotionally attracted to people of the "opposite" gender or whose sexuality is socially normative. Also referred to as "straight."
<b>Internalized oppression</b>	The fear and self-hate that a person may feel in regard to their own sexual orientation or gender identity. Internalized oppression is often formed by childhood exposures and involves believing in false myths and stereotypes.
<b>Intersectionality</b>	A term coined by law professor Kimberlé Crenshaw in 1989 when she published a paper in the University of Chicago Legal Forum titled "Demarginalizing the Intersection of Race and Sex." Intersectionality describes the ways in which multiple systems of oppression interact in the lives of those with multiple marginalized identities. It is understood that individuals with intersecting identities are impacted by a multitude of social justice and human rights issues.
<b>Microaggressions</b>	Brief and often subtle behaviors, whether intentional or not, that communicate hostile, derogatory, or negative messages of identities which serve to invalidate targets and reinforce stereotypes.
<b>Nonbinary</b>	A term used to describe individuals who may experience a gender identity that is neither exclusively female or male or that exists in between, or beyond, genders. Nonbinary individuals may identify as genderfluid, agender (without gender), genderqueer, or something else entirely.
<b>Polyamory</b>	Denotes consensually being in/open to relationships with multiple partners or in multiple relationships at the same time. Some refer to polyamory as a relationship orientation. It can also be used as a term to refer to all forms of ethical, consensual, and loving non-monogamy.
<b>Polysexual</b>	People who have romantic, sexual, or affectional desire for more than one gender. Not to be confused with polyamory (above). Has some overlap with bisexuality and pansexuality.
<b>Privilege</b>	A set of unearned benefits given to people who fit into specific idealized groups.

<b>Pronouns</b>	A way of referring to another person. Examples are they/them/theirs, ze/hir/hirs, she/her/hers, and he/him/his. Respecting pronouns is important to validating the worth of individuals.
<b>Same Gender Loving</b>	A term used by some to refer to people who are attracted to people of the same gender.
<b>Sexual Orientation</b>	Sexual orientation is a romantic or sexual attraction or non-attraction to other people which can be fluid. Examples of sexual orientation include pansexual, lesbian, gay, bisexual, asexual, etc.
<b>Transition</b>	Transitioning is the process of progressing beyond one's gender assigned at birth to one's actual gender. Transitioning often includes social elements such as changing clothing, hair, names, and pronouns. It may include legal processes such as changing one's gender markers as well as one's legal name. It may, or may not, include gender-affirming medical treatments such as laser hair removal, hormone replacement therapy, or various surgeries. There is no right or wrong way to transition and it should not be assumed that all people who have transitioned have had surgeries. Further, it is NEVER polite to ask any person about medical care that they have received. Asking trans people about their genitals is cruel and dehumanizing.
<b>TERF</b>	TERF is an acronym that stands for Trans Exclusionary Radical Feminist. A TERF is a person who identifies as feminist yet opposes the inclusion of transgender women in spaces that are designed to serve women. TERFs are dangerous individuals who espouse transphobic ideas.
<b>Transphobia</b>	Irrational fear, distrust, or hatred applied to trans people.
<b>Two Spirit</b>	A term used by Indigenous North Americans to refer to individuals within their community who are gender variant and who occupy a third gender role.

## The Importance of Accurate Terminology Use

Language is always changing and the thought of memorizing all of the terms above may seem overwhelming. However, it is less about knowing every single LGBTQ+ term and moreso about making every effort to use inclusive and affirming language. Language plays a huge part in how we see

others and ourselves. It has the power to validate identities or deny them. From pronoun usage to naming, inclusive language is key to creating safe and inclusive spaces for LGBTQ+ people. If you are ever unsure, ask individuals directly what terms and names they prefer. Doing so prevents harm, and keeps us moving in the direction of equality.

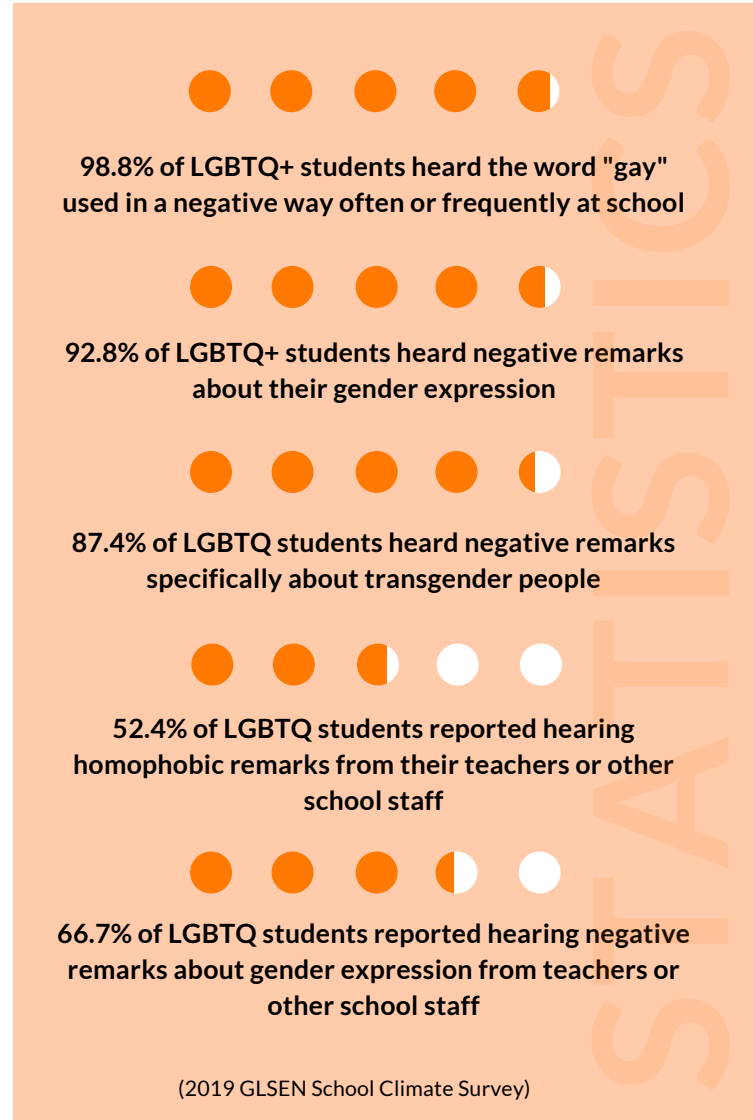
## 1.2: HOMOPHOBIC LANGUAGE

It is well known that the use of homophobic language has a negative impact on LGBTQ+ youth, impacting feelings of safety and well-being, as well as affecting mental health.

Homophobia comes in many different forms and can be used with intent to be hurtful as well as unconsciously. Examples of homophobic language include:

- ✗ "That's gay"
- ✗ "Tranny"
- ✗ "Fag"
- ✗ "No homo"
- ✗ "Fruity"
- ✗ "Dyke"

GLAAD has a reference of terms and words to avoid: <https://www.glaad.org/reference/terms>.



### 1.3: INSTEAD OF THIS, SAY THAT

<u>INSTEAD OF THIS</u>	<u>SAY THAT</u>	<u>THIS IS WHY</u>
"homosexuals"	"gay people"	Historically, "homosexual" has been used to suggest that same gender-loving people are diseased or mentally disturbed.
"born female/ male"	"assigned female/male at birth"	Assigned language is an accurate reflection of what happens at birth.
"gays" "transgenders"	"gay people" "transgender people"	Gay and transgender are adjectives that describe people and groups.
"both genders"	"all genders"	"Both" implies that there are only two genders instead of acknowledging gender as a spectrum.
"gay lifestyle"	"gay lives"	"Gay lifestyle" is often used negatively to imply that being gay is a choice and/or that there is a single gay lifestyle instead of diversity.
"ladies and gentlemen"	"everyone" "honored guests"	Avoiding binary language ensures inclusion of all genders.
<p>Instead of saying <b>"the gay agenda,"</b> name <b>the issues that impact LGBTQ+ rights.</b> Examples include "gender-inclusive restrooms" or "LGBTQ+ history in public education." "The gay agenda" implies that advancing the rights of LGBTQ+ people is harmful to society.</p>		

**"I believe that telling our stories, first to ourselves and then to the world, is a revolutionary act. It is an act that can be met with hostility, exclusion, and violence. It can also lead to love, understanding, transcendence, and community."**

JANET MOCK

## SECTION 2: COMING OUT

Coming out refers to the process of self-disclosure for individuals in the LGBTQ+ community. While "coming out" is often used to describe the first time that individuals share their identity, some members of the LGBTQ+ community describe coming out as something that is always happening, especially in new spaces or when meeting new people. For some people, the phrase "inviting in" has been used to reframe coming out and reflect the idea that sexuality and gender identity are the individual's to share if and when they want to.

*"These years in silence and reflection made me stronger and reminded me that acceptance has to come from within and that this kind of truth gives me the power to conquer emotions I didn't even know existed."* — Ricky Martin

### 2.1: HOW CAN I COME OUT?

There is no correct way to coming out and doing so should be based on what feels right and safest to you.

Some pre-coming out tips are:

- Practice what you will say
- Consider talking to someone who may share the coming out experience

- Identify the person or people who will be most supportive and come out to them first
- Consider coming out via text or a letter if it will make you more comfortable
- Be open to the idea that the person or people you are coming out to may actually be supportive and affirming

It is a good idea to have a safety plan just in case the conversation becomes harmful or unsafe in any way. For assistance with safety planning, check out the support resources in the back of this guide. Additionally, always remember that **coming out is not required**. Your experiences are not invalidated by choosing not to share.

### 2.2: THE BENEFITS OF COMING OUT

*(From the Human Rights Campaign)*

- Living an open and whole life
- Developing closer, more genuine relationships
- Building self-esteem from being known and loved for our whole selves
- Reducing the stress of hiding our identity

- **Connecting with others who are LGBTQ+**
- **Being part of a strong, vibrant community**
- **Helping to dispel myths and stereotypes about who LGBTQ+ people are and what our lives are like**
- **Becoming a role model for others**
- **Making it easier for younger LGBTQ+ people who will follow in our footsteps**

### **2.3: THE RISKS OF COMING OUT**

- **Not everyone will be understanding or accepting**
- **Family, friends, or co-workers may be shocked, confused, or even hostile**
- **Some relationships may permanently change**
- **You may experience harassment or discrimination**
- **Your physical safety may be at risk**
- **Some young people, especially those under age 18, may be thrown out of their homes or lose financial support from their parent(s)**

### **2.4: SUPPORTING SOMEONE WHO IS COMING OUT**

When supporting a friend or loved one

who is coming out to you, it is important to reassure them of your continued friendship and support. Avoid saying things like "I've always known" as these things can undermine the courage and time that it took for your friend to share with you.

Be an active listener and allow your friend or loved one to steer the conversation. It is inappropriate to ask about the details of their romantic relationships (if any) or to ask them if they are sure about their identity.

### **2.5: COMING OUT RESOURCES**

It can be very helpful to have a support system while you are exploring who you are. We are here for you but if you ever need immediate support, know that the Trevor Lifeline is just a phone call away at **1-866-488-7386**. Never forget that you aren't alone!

#### **Coming Out Authentically AAPI**

<https://www.hrc.org/resources/coming-out-living-authentically-as-lgbtq-asian-and-pacific-islander-america>

#### **Coming Out Authentically As Black LGBTQ People**

<https://www.hrc.org/resources/coming-out-living-authentically-as-black-lgbtq-people>



### **Coming Out Authentically Latinx**

<https://www.hrc.org/resources/coming-out-living-authentically-as-lgbtq-latinx-americans>

### **Coming Out to Your Parents (PFLAG)**

<https://www.pflagatl.org/how-to-come-out-to-your-parents/>

### **Creating a Coming Out Plan**

[http://assets2.hrc.org/files/assets/resources/resource\\_guide\\_april\\_2014.pdf](http://assets2.hrc.org/files/assets/resources/resource_guide_april_2014.pdf)

### **GLSEN Coming Out Guide**

[https://www.glsen.org/sites/default/files/2019-10/GLSEN\\_Coming\\_Out\\_Resource\\_2019.pdf](https://www.glsen.org/sites/default/files/2019-10/GLSEN_Coming_Out_Resource_2019.pdf)

### **HRC Coming Out As LGBTQ+**

<https://www.hrc.org/resources/coming-out?topic=bisexual>

### **HRC Coming Out As Transgender or Non-Binary**

<https://www.hrc.org/resources/coming-out-living-authentically-as-transgender-or-non-binary>

### **Planned Parenthood Coming Out As Transgender**

<https://www.plannedparenthood.org/learn/gender-identity/transgender/coming-out-trans>

### **Trevor Project Coming Out Guide**

<https://www.thetrevorproject.org/wp-content/uploads/2019/10/Coming-Out-Handbook.pdf>

### **Very-Well Mind Coming Out**

<https://www.verywellmind.com/a-guide-to-coming-out-5188321>

## **COMING OUT + RELIGIOUS ISSUES**

### **15 Resources for Talking About Homosexuality and the Bible**

<https://www.itspronouncedmetrosexual.com/2013/10/resources-lgbtq-homosexual-bible-christianity/>

### **Coming Home to Faith, to Spirit, to Self**

<https://www.hrc.org/resources/coming-home-to-faith-to-spirit-to-self>

### **Freedom for All Americans Faith Voices Against LGBTQ Discrimination**

<https://freedomforallamericans.org/faith-voices/>

### **PFLAG Faith and Our Families**

[https://pflag.org/sites/default/files/Faith%20in%20our%20families\\_Web\\_2021.pdf](https://pflag.org/sites/default/files/Faith%20in%20our%20families_Web_2021.pdf)

## PFLAG Faith FAQs

<https://pflag.org/faithfaq>

## Religion and Coming Out for African Americans

<https://www.hrc.org/resources/religion-and-coming-out-issues-for-african-americans>

## Religious Institute

<http://religiousinstitute.org/issue/lgbtq-justice/>

## What Does the Bible Say

<https://www.hrc.org/resources/what-does-the-bible-say-about-homosexuality>

# The “Coming Out” Continuum

## Opening Up to Yourself

- Your journey is beginning.
- You’re asking yourself questions.

## Coming Out

- You are actively talking for the first time with others about your sexual orientation or gender identity.

## Living Openly

- The ongoing phase after the initial conversation about your life as a LGTB person.
- You are now able to tell new people that come into your life--where and when it feels appropriate to you.

## STAGES OF COMING OUT (CASS, 1979)

### STAGE 1: IDENTITY CONFUSION

Questioning yourself as you first experience same sex attraction or as you realize that you identify differently than the gender that you were assigned at birth

"Who am I?" "Why am I different?" "What do I want"



### STAGE 2: IDENTITY COMPARISON

The "bargaining" or "rationalization" stage. You may have admitted same-sex attraction and/or gender nonconforming feelings to yourself but you're reluctant to take on a label.

"Maybe I'm gay." "Maybe this feeling is just temporary." "Maybe I'm confused."



### STAGE 3: IDENTITY TOLERANCE

When you come out to members of the community and/or select individuals but are not living publicly. A positive sense of self is strengthened by support and acceptance by a community of others who have shared experiences. Role models are important during this stage.



### STAGE 4: POSITIVE SELF-IDENTIFICATION

You start to come out to close friends and select family. At this stage, you're often forming solid friendships with other LGBTQ+ people, leading to a more accepting view of your own sexual orientation and/or gender identity.



### STAGE 5: IDENTITY PRIDE

You come out to individuals who may not be affirming. This stage involves openness and non-defensiveness about sexual orientation or gender identity.



### STAGE 6: IDENTITY SYNTHESIS

You have integrated your LGBTQ+ identity into your personality as a whole and no longer feel ambivalent about your sexual orientation and/or gender identity.

Coming out as LGBTQ+ does not happen just once. It is a lifelong process of discovering, accepting, and sharing one's sexual orientation or gender identity with others.



## SECTION 3: INTERNALIZED HOMOPHOBIA

According to the [Rainbow Project](#), internalized homophobia and oppression happens to LGBTQ+ people and even heterosexual people, who have learned and been taught that heterosexuality is the norm and "correct way to be." Hearing and seeing negative depictions of LGBTQ+ people can lead to internalizing, or taking in, these messages. Some LGBTQ+ people suffer from distress as a result.

Internalized homophobia can impact people's sense of self-worth and overall wellbeing. It should be taken seriously and needs to be properly addressed rather than neglected. To combat internalized homophobia we recommend:



- **Talking to an LGBTQ+ positive counselor about how internalized homophobia might be impacting your life and let them guide you through the reparative process**
- **Read more about internalized homophobia**
- **Learn about the history of the LGBTQ+ rights movement and see all of the different identities and human beings that it took to create progress toward equality and justice**
- **Remove toxic influences such as leaving a church or religion that is perpetuating harmful myths**
- **Work to overcome fear of rejection**
- **Be aware of your negative reactions, critical self-talk, and judgment of others**
- **If you can do it safely, come out and live your truth**
- **Build a community and support system of LGBTQ+ people**





## SECTION 4: BLACK & LGBTQ+

The intersection of multiple marginalized identities creates a unique set of challenges for Black LGBTQ+ people. Race, gender, and socioeconomic status are just a few of the socio-demographic categories that contribute to discrimination and bias, impacting the livelihood and well-being of individuals who identify as Black and LGBTQ+. While some Black LGBTQ+ people do belong to LGBTQ+ community organizations, many of these groups do not fully understand the history and effects of racism in the United States

and/or may engage in racial microaggressions themselves. On the other hand, other members of the Black community may offer support for challenges created by racism but not be accepting of someone's LGBTQ+ identity.

It is important for those who are offering support and/or treatment to Black LGBTQ+ people to educate themselves on the history of racism and violence against Black and LGBTQ+ communities, and be mindful of the ways in which this impacts how they see themselves.

## 4.1 THE BLACK CHURCH

Historically, the Black Church has served as the social, cultural, and political epicenter of the Black Community. The Church, as it is metaphorically labeled, has been a source of education, political organizing, economic growth, and safety throughout Black history. Its power and influence on community issues can be seen in attitudes that Black people hold toward gender and sexuality. It is not unusual for homophobia and transphobia to be rooted in religious belief. Still, LGBTQ+ affirming churches do exist and many LGBTQ+ people are able to reconcile their faith.

## 4.2. ANCIENT LGBTQ+ HISTORY

It is sometimes assumed that gender and sexual minorities are the product of Western influence and/or are the result of an orchestrated plan to weaken the Black community. These myths and conspiracy theories are debunked by the documentation of same-sex interactions and gender-expansive traditions in African cultures pre-colonization. Examples include:

- **5,000 year-old Bushman cave paintings in Zimbabwe that depict same-sex intimacy between men**

- **In Burkina Faso, the *Dagaaba* people believed that men who had sex with men were able to bridge the human and spirit worlds through meditation**
- **In Kenya, the Meru had a leadership role called *Mugawe* which allowed men to be dressed in traditionally-feminine clothing, get traditionally-feminine hairstyles, and be married to other men**

A host of other examples exist that support the existence of LGBTQ+ life on the continent of Africa before colonization, and it can be argued that homosexuality was not imported by the West, but *homophobia* was.

## 4.3: RECLAIMING QUEER

The term "queer," in the past, was a pejorative word for gay. Over time, usage has shifted with many Black LGBTQ+ people reclaiming it as an umbrella term for LGBTQ+ identities. Today, queer is used in academic, political, and social spaces, especially amongst younger generations of LGBTQ+ people who may or may not know the history of the word.

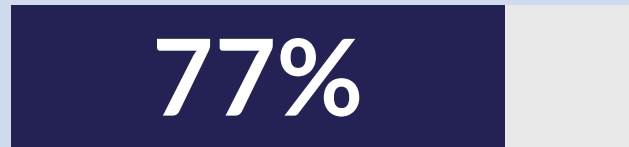


## BLACK LGBTQ+ SNAPSHOT



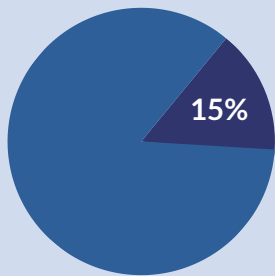
**There are nearly 1.4 million Black LGBTQ+ adults in the United States**

(2020 Funders for LGBTQ Issues Philanthropy Outlook: Black LGBTQ Communities)



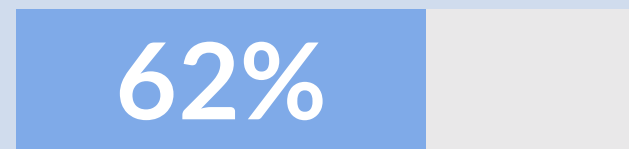
**77% of Black LGBTQ+ youth have heard family members say negative things about LGBTQ+ people**

(2019 HRC Black & African-American Youth Report)



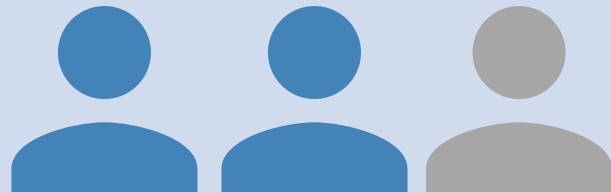
**15% of Black LGBTQ+ people reported some form of negative or discriminatory treatment from a doctor or health care provider in the year prior**

(2020 Center for American Progress Survey on Experiences in Health Care, Housing, and Education)



**62% of Black LGBTQ+ youth have experienced unwanted gestures, jokes, or comments**

(2019 HRC Black & African-American Youth Report)



**Nearly two-thirds of Black trans people report experiencing mistreatment from police, ranging from verbal harassment to physical violence**

(2020 Funders for LGBTQ Issues Philanthropy Outlook: Black LGBTQ Communities)



**53% of Black LGBTQ+ people reported a household income of less than \$40,000**

(2020 Center for American Progress Survey on Experiences in Health Care, Housing, and Education)

**At least 44 transgender people were killed in 2020, the majority being Black trans women**

(Human Rights Campaign Violence Against the Trans and Gender Nonconforming Community in 2020)

BLACK LIVES  
TRANS MATTER



## SECTION 5: ALLYSHIP

Being an ally is about action and involves actively showing up for LGBTQ+ people through various forms of support and educating oneself and others. It is important to know that LGBTQ+ people can be and are allies to others in their community who do not hold the same identity. It is also possible that they may not be allies to others in their community. PFLAG National provides a comprehensive guide to allyship: <http://pflagdc.org/wp-content/uploads/2017/05/guide-straight-ally.pdf>. It says:

- **Allies want to learn and understand that they do not know everything about LGBTQ+ issues, but they want to understand more**
- **Allies address any barriers that may interfere with them openly and publicly supporting LGBTQ+ people**
- **Allies understand that support comes in many forms, ranging from affirming conversations and the language we use to participating in Pride celebrations**
- **Allies are diverse and know that there's no one way to be an ally**

### 5.1: ALLY RESOURCES

#### **How to Be An Ally to People Who Are Bisexual**

<https://socialworklicensemap.com/blog/how-to-be-an-ally-to-people-who-are-bisexual/>

#### **Human Rights Campaign**

<https://www.hrc.org/resources/being-an-lgbtq-ally>

#### **PFLAG Guide to Being a Trans Ally**

<https://pflag.org/sites/default/files/2020-Trans%20Ally%20Guide%20Revised.pdf>

#### **PFLAG Our Children**

[https://pflag.org/sites/default/files/Our%20Children\\_2021.pdf](https://pflag.org/sites/default/files/Our%20Children_2021.pdf)

#### **PFLAG Straight Ally**

<https://pflag.org/sites/default/files/2020-Straight%20Ally%20Guide%20Revised.pdf>

#### **Trevor Project Guide to Being an Ally to Transgender and Nonbinary Youth**

<https://www.thetrevorproject.org/resources/guide/a-guide-to-being-an-ally-to-transgender-and-nonbinary-youth/>



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**WHO CARES?**

## SECTION 6: LGBTQ+ @ UMES

The University of Maryland Eastern Shore is committed to providing a safe, inclusive, and welcoming environment to everyone in our campus community. The diversity of our students, faculty, and staff is something to celebrate and protect. In addition to this guide, on-campus efforts to celebrate LGBTQ+ identities have included events like National Coming Out Day, on-campus outreach from Salisbury PFLAG, panels consisting of LGBTQ-identified students and faculty, LGBTQ+ training, and more.

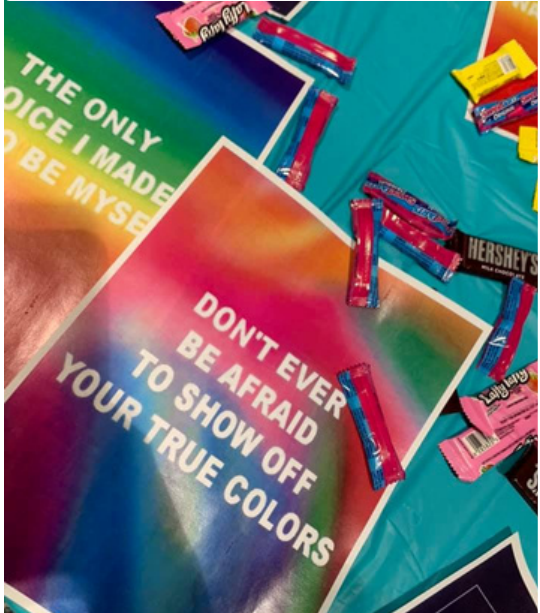
### 6.1 OPPORTUNITIES TO GET INVOLVED

#### UMES Gender & Sexuality Spectrum

UMES Gender & Sexuality Spectrum was formed by a group of interdepartmental faculty and staff in order to establish a more permanent support for all LGBTQ+ individuals on campus, including faculty and staff. The committee is open to students and anyone who is interested in joining should contact the Office of Institutional Equity and Compliance.



Safe Zone is a two-part (3 hour) workshop offered by the Office of Institutional Equity and Compliance (OIE) to the UMES campus community. The purpose of the workshop is to encourage and create healthy conversation on topics that impact the LGBTQ+ community in order to raise awareness and promote an inclusive and safe campus environment. To schedule a training for your group or department, contact the OIE at **(410)651-6135** or [equity@umes.edu](mailto:equity@umes.edu).



## SECTION 7: LGBTQ+ RESOURCES

### IN CRISIS:

If you are in crisis, please reach out immediately to the **Trevor Lifeline** at 1-866-488-7386 or Trevor Chat. <https://www.thetrevorproject.org/get-help-now/>

The **Trans Lifeline** has operators guaranteed to be available from 10 AM to 4 PM daily at 1-877-565-8860. <https://www.translifeline.org>

**SAGE Lifeline** for LGBTQ+ elders is available 24/7 in English and Spanish at 1-877-360-LGBT (1-877-360-5428)

### IF YOU HAVE EXPERIENCED ANY FORM OF SEXUAL ABUSE:

Emergency: **911**

Non-Emergency:

**UMES Public Safety:** (410) 651-3300

**Princess Anne Police Department:** (410) 651-1822

**Somerset County Sheriff's Office:** (410)651-9925

Your decision to report to the police will not affect your ability to file a complaint through the University's procedures (see page 33), which are independent of the criminal process.

### Seeking Emergency Medical Attention:

You are encouraged to seek immediate medical attention. Timely medical evaluation may be crucial to obtain evidence in criminal or civil procedures.

### Hotline Numbers to Call:

**Life Crisis Center:** (410) 749-4357

**National Sexual Assault Hotline:** 1(800)656-4673

## Where to Go For Medical Attention:

### TidalHealth Peninsula Regional

100 East Carroll Street, Salisbury, MD 21801  
(410) 546-6400

TidalHealth is the only facility with nurses who are specially trained to collect evidence for victims of sexual assault, and this evidence collection must occur **within 72 hours** of the assault. The care you receive after sexual assault is as confidential as any other health care and will not be reported to the police or the University unless you want it reported.

### Charles R. Drew Health Center

Lida Brown Building (behind Trigg Hall)  
(410) 651-6597

Non-emergency care may be received through the Charles R. Drew Health Center on campus.

## CAMPUS RESOURCES:

### UMES Counseling Services

Located in the Student Development Center, Second Floor, Suite 2260  
Hours of Operation: Monday through Friday, 8:00 a.m. until 5:00 p.m.  
(410) 651-6449

The Counseling Services staff are trained, thinking, feeling, and caring individuals who have developed the capacity to share their knowledge and skills with those who need help. If you need urgent support or are interested in scheduling a counseling appointment, please call their office at (410) 651-6449 or you can use the SAMHSA referral and provider link to find mental health services near you:  
<http://findtreatment.samhsa.gov/>.

The Counseling Center also offers the Lavender Circle, an LGBTQ+ support group.



## The Office of Institutional Equity and Compliance (OIE)

Early Childhood Research Center, Suite 1129

Hours of Operation: Monday through Friday, 8:00 a.m. until 5:00 p.m.

**(410) 651-6135**

The OIE supports efforts to uphold the University's commitment to creating and maintaining a working and learning environment that is inclusive and free of discriminatory conduct as required by the University's policies and procedures. The OIE delivers the campus Safe Zone training as well as offers a safe gathering space for LGBTQ+ groups.

Reports of sexual misconduct and/or discrimination can be made via email to [titleix@umes.edu](mailto:titleix@umes.edu), in-person, or online. <https://www.wcp.umes.edu/oie/make-a-report/>

## Public Safety

30737 University Blvd. South

Princess Anne, MD 21853

Hours: 24 hours a day, 7 days a week

**(410) 651-3300** (emergencies)

**(410) 651-6590** (non-emergency)

## LOCAL RESOURCES:

### Salisbury PFLAG

Salisbury PFLAG was formed in 2015, and has been making a difference in the community ever since it was founded. Highlights include: monthly meetings; introducing Maryland's first, rainbow, trans, and progress pride crosswalks; assisting in the production of LGBTQ+ climate surveys and needs assessment reports; establishing the Rainbow Fun Run and LGBTQ+ Community Fair with the Lower Shore LGBTQ Coalition; collaborating with FreeState Justice to collect information to

influence legislative action; working with the City of Salisbury on Pride Month; working with Preservation Maryland to collect LGBTQ+ histories; influencing the passage of a gender neutral bathroom ordinance in the City of Salisbury; introducing Salisbury Pride Parade and Festival; hosting numerous community building events; organizing happy hours, and picnics; sponsoring drag events; hosting a youth group; offering trainings; and much much more . New members are always welcome.

<http://www.salisburypflag.com/>

### Salisbury Pride

Salisbury Pride Parade and Festival includes entertainment, vendor booths, exhibits, food, and more. The first in the region, Salisbury Pride seeks to promote visibility and positive images of the LGBTQ+ communities of the Eastern Shore.

<https://www.salisburyprideparade.com>

### Salisbury Transliance

Salisbury Transliance organizes meetings and activities in a safe and inviting atmosphere geared towards transgender individuals and family and friends of transgender individuals.

<https://www.facebook.com/groups/139097796802693/>

### Trans Maryland

Trans Maryland is a multi-racial, multi-gender, trans-led community power building organization dedicated to Maryland's trans community.

<https://transmaryland.org>

## HEALTHCARE:

### Chase Brexton Health Care - Easton

500 Cadmus Lane, Suite 203, Easton, MD 21601  
**(410) 837-2050**

Chase Brexton provides healthcare to LGBTQ+ populations, including transgender healthcare. The LGBTQ Resource Center can be reached at [lgbt@chasebrexton.org](mailto:lgbt@chasebrexton.org) or 410-837-2050 ext. 1049

### Planned Parenthood - Easton

8579 Commerce Drive #102, Easton, MD 21601  
**(410) 576-1414**

Planned Parenthood provides healthcare for LGBTQ+ people, including hormone therapy.

### Plume

Plume offers quality, accessible, and convenient gender-affirming hormone replacement therapy for the transgender community.

<https://www.getplume.co>

## LGBTQ+ WELCOMING SHELTERS

These shelters receive federal funding, and cannot turn you away for being LGBTQ+:

**Diakonia** (West Ocean City): **(410) 213-0923**

**Samaritan Shelter** (Pocomoke): **(410) 957-4310**

**Lower Shore Shelter** (Princess Anne): **(443) 888-6160**

## NATIONAL RESOURCES:

### Trevor Space

Social networking community for LGBTQ+ youth ages 13-24.

<https://www.trevorspace.org/>

### Trevor Support Center

Where LGBTQ+ youth and allies can find answers to FAQs and explore resources related to sexual orientation, gender identity and more.

<https://www.thetrevorproject.org/resources/trevor-support-center/>

### The National Center for Black Equity

Connects members of the Black LGBTQ+ community with information and resources to empower their fight for equity and access.

<https://centerforblackequity.org>

### It Gets Better Project

Created to show young LGBTQ+ people the levels of happiness, potential, and positivity that their lives will reach if they just make it through their teen years.

<https://itgetsbetter.org/>

### GLAAD

GLAAD rewrites the script for LGBTQ+ acceptance. As a dynamic media force, GLAAD tackles tough issues to shape the narrative and provoke dialogue that leads to cultural change. GLAAD protects all that has been accomplished and creates a world where everyone can live the life they love.

<https://www.glaad.org>

### **Human Rights Campaign**

Perhaps the most well-known LGBTQ+ equality organization. They have a multitude of resources on their website for allies and members of the LGBTQ+ community, as well as for educators.

<https://www.hrc.org>

### **Freedom for All Americans**

The bipartisan campaign to secure full nondiscrimination protections for LGBTQ+ people nationwide.

<https://freedomforallamericans.org>

### **Lambda Legal**

Founded in 1973, Lambda Legal is the oldest and largest national legal organization whose mission is to achieve full recognition of the civil rights of lesbians, gay men, bisexuals, transgender people and everyone living with HIV through impact litigation, education and public policy work.

<https://www.lambdalegal.org>

### **The Matthew Shepard Foundation**

Founded by Dennis and Judy Shepard in memory of their 21-year old son, Matthew, who was murdered in an anti-gay hate crime in Wyoming in October 1998. Created to honor Matthew in a manner that was appropriate to his dreams, beliefs, and aspirations, the Foundation seeks to “Replace Hate with Understanding, Compassion, & Acceptance” through its varied educational, outreach and, advocacy programs and by continuing to tell Matthew’s story.

<https://www.matthewshepard.org>

### **The National Center for Transgender Equality**

Advocates to change policies and society to increase understanding and acceptance of transgender people. In the nation's capital and throughout the country, NCTE works to replace disrespect, discrimination, and violence with empathy, opportunity, and justice.

<https://transequality.org>

### **The Trevor Project**

The leading national organization providing crisis intervention and suicide prevention services to lesbian, gay, bisexual, transgender and questioning (LGBTQ) young people ages 13-24. 1-866-4-U-Trevor is a suicide hotline for LGBTQ+ young people.

<https://www.thetrevorproject.org/>

### **Black Transmen**

A nonprofit organization focused on social advocacy and empowering trans men with resources to aid in a healthy transition.

<https://blacktransmen.org>

### **Two Spirit Resource Guide**

Two-Spirit is an identity created by indigenous people for indigenous people as a way to challenge colonial ways of understanding native gender and sexual expression. It should not be used as an identity by non-indigenous people. Two-Spirit is an identity label that describes gender identity and/or sexual orientation.

[https://lgbtq.arizona.edu/sites/default/files/NativeAmericanTwoSpiritResourceGuide\\_May2018.pdf](https://lgbtq.arizona.edu/sites/default/files/NativeAmericanTwoSpiritResourceGuide_May2018.pdf)

### **The National Black Justice Coalition (NBJC)**

A civil rights organization dedicated to empowering Black lesbian, gay, bisexual, and transgender (LGBT) people. NBJC's mission is to end racism and homophobia.

<https://nbjc.org>

### **South Asian Sexual and Mental Health Alliance (SASMHA)**

SASMHA's goal is to fight cultural stigmas, educate, and empower the South Asian American community by providing resources on issues most important, from sex and sexuality to mental health. They also have a podcast.

<https://www.sasmha.org>

### **Asian Pacific Islander Queer Women and Transgender Community (APIQWTC)**

APIQWTC provides opportunities for Asian & Pacific Islander queer women and transgender people to socialize, network, build community, engage in inter-generational organizing, and increase community visibility.

<http://www.apiqwtc.org>

### **The National Queer Asian Pacific Islander Alliance (NQAPIA)**

NQAPIA seeks to build the capacity of local LGBTQ+ AA/PI organizations, invigorate grassroots organizing, develop leadership, and challenge homophobia, racism, and anti-immigrant bias.

<http://www.nqapia.org>

### **The Marsha P. Johnson Institute**

Defends the rights of Black transgender people.

<https://marshap.org>

### **Jewish International/National Resources and Organizations**

JQ creates community and advances greater inclusion of LGBT Jews and allies via identity-building programs and services that embody Jewish values.

<https://jqinternational.org>

## **Solace**

Provides information and resources to guide transgender people through whatever process of gender transition they desire.

<https://www.solace.lgbt>

## **Black and LGBTQ+ Intersectional Conversations Trevor Project**

<https://www.thetrevorproject.org/resources/black-and-lgbtq-approaching-intersectional-conversations/>

## **GLSEN Pronoun Guide**

[https://www.glsen.org/sites/default/files/2020-03/GLSEN\\_PronounsResource\\_2020\\_Final.pdf](https://www.glsen.org/sites/default/files/2020-03/GLSEN_PronounsResource_2020_Final.pdf)

## **PFLAG Bisexuality 101**

<https://pflag.org/pflag-academy-demand/bisexuality-101-understanding-supporting-people-who-are-bi-recording-training>

## **RECUROS EN ESPAÑOL:**

### **Conozca sus Derechos, Immigration Equality**

<https://immigrationequality.org/legal/legal-help/resources/know-your-rights/conozca-sus-derechos/>

### **FAP: Niños saludables con el apoyo familiar**

[https://sfsu.co1.qualtrics.com/jfe/form/SV\\_7VQh4ouQXzJjd9I](https://sfsu.co1.qualtrics.com/jfe/form/SV_7VQh4ouQXzJjd9I)



**Glosario de términos LGBT para equipos de atención a la salud, National LGBT Health Education Center**

<https://www.lgbtqiahealtheducation.org/wp-content/uploads/2018/03/National-LGBT-Health-Education-Center-Glossary.SPANISH-2018.pdf>

**Somos Familia (Website in English and Spanish)**

<https://www.somosfiliabay.org>

**SCLAM - Centro Latino-Americano em Sexualidade e direitos humanos (Website in English, Spanish, and Portuguese).**

<http://www.clam.org.br>



## CONCLUDING REMARKS

When we affirm LGBTQ+ students and create environments where you feel safe, we are doing the work to create a campus where all students can achieve their full academic potential. This guide is a reflection of our commitment and one step toward advancing equality for all.

We invite feedback on this guide: feel free to email us at [equity@umes.edu](mailto:equity@umes.edu) or [nabuzzettomore@umes.edu](mailto:nabuzzettomore@umes.edu).

**"Maybe we can stop trying so hard to understand the gorgeous mystery of sexuality. Instead, we can just listen to ourselves and each other with curiosity and love, and without fear. We can just let people be who they are and we can believe that the freer each person is, the better we all are."**

**GLENNON DOYLE**

UNIVERSITY OF MARYLAND EASTERN SHORE

gender &  
sexuality  
SPECTRUM

