

# PRIDE BOOKLET



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## EMSA Pride Booklet

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### LGBTQI+ 101:

**Language is powerful** and has historically been used to discriminate against LGBTQI+ people.

Language can aid learning, however it must also be recognised that long lists of terminology can be intimidating and confusing, particularly for new learners. Language can also be used to exclude others from a group or community and can be used to facilitate unequal power dynamics. We therefore recommend only using language that is suitable to the setting or the individuals you are working with.

There are also so many instances where people who don't know much about the LGBTQI+ community, try to start an inquiry with their friends but the language they may use, from an ignorant point of view, might come off as triggering for some people who are more immersed in the community.

We, as EMSA, recognise that information on the topic of LGBTQI+ issues are vital for a healthcare professional to possess - but also, there is no shame in not knowing some facts. It's also never too late to learn about them. However, it is important for the community, not to approach people who are curious but genuinely not informed on the topic in a hostile manner, so to say, and recognise the good intentions behind some questions that might have been phrased wrong and prioritise spreading awareness.

The important message is to reaffirm that people *should ask* if they do not know what a word means!

Below is a list of some of the terms that can be useful to define in training, resources and websites. This is in thematic order rather than alphabetical in order to assist with learning:

#### Understanding Sexual Orientation:

- **Sexual orientation** - A person's identity based on attraction to individuals of a different gender, the same gender, or more than one gender.

Sexual orientation can also be seen as a complex mix of an individual's identity, attraction and behaviour. However, identity is the most important aspect as sexual orientation can only be

determined by the individual; attraction and/or behaviour alone do not determine someone's sexual orientation.

- **Lesbian** - Refers to a woman who is emotionally and/or physically attracted to other women.
- **Gay** - Refers to someone who is emotionally and/or physically attracted to people of the same gender.

Some women prefer to refer to themselves as gay women rather than lesbian, although the word gay is most commonly used in reference to men. Homosexuality also refers to the emotional/physical attraction for people of the same gender.

- **Bisexual** - A person who is emotionally and/or physically attracted to both men and women.
- **Pansexual** - A person who is emotionally and/or physically attracted to people of more than one gender or regardless of gender. Some people use the term pansexual rather than bisexual in order to be more explicitly inclusive of non-binary gender identities.
- **Heterosexual/Straight** - Used to describe people who are emotionally and/or physically attracted to people of the 'opposite' gender. This term is typically used in a binary reference.
- **Asexual** - A person who experiences little to no sexual attraction. Asexual people can experience platonic attraction but may have no sexual desire or need within their relationships.
- **Queer** - An umbrella term used for diverse sexual orientations, such as attraction to people of many genders, or gender identities that do not fit within a gender binary. It may be used to challenge the idea of labels and categories such as lesbian, gay, bisexual, or transgender. It is important to note that it is an in-group term, and may be considered offensive to some people. Historically used as a slur. There's also the attempt of owning the term and not letting it be used as an offense to the community. The word Queer has been conquered by the LGBT+ community, leaving no room for its use with prejudice.

### Other Terms (Sexual Orientation/ Sexuality)

- **Sexuality** - Refers to the sum of various aspects of attraction and behaviour that add up to how a person expresses themselves as a sexual being.

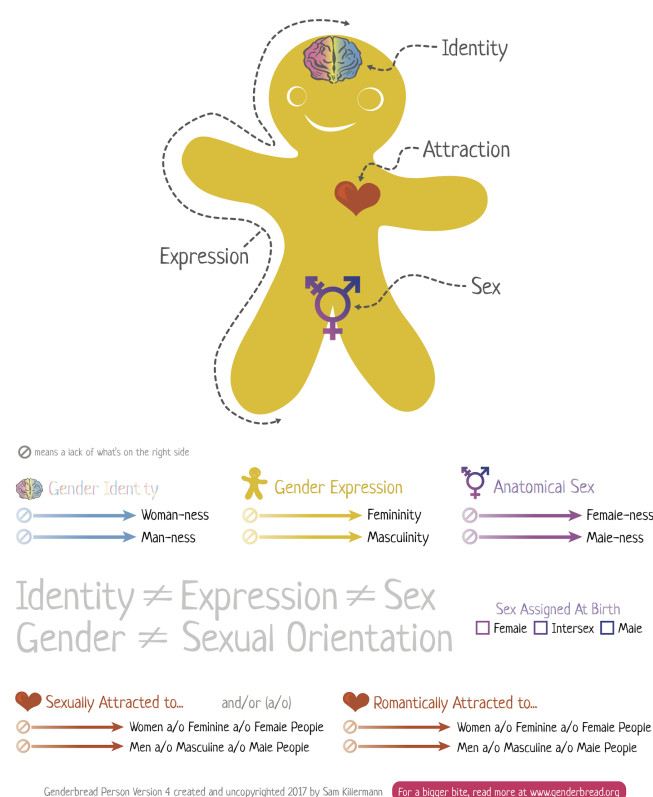
This includes the type(s) of partner a person is attracted to, the kinds of sexual activities they prefer and how they organise their relationships for example: monogamy or polyamory.

- **Demisexual** - Characterised by a lack of sexual attraction toward any person unless they become deeply emotionally or romantically connected with a specific person or persons
- **Polyamorous/ Polyamory** - Polyamory or polyamorous relationships involve more than two intimate partners, with the knowledge and consent of all involved. This relationship structure is not limited to LGBTI people nor do all LGBTI people enter into polyamorous relationships.

### Understanding Gender & Sex

- **Sex** - (The noun) refers to physical differences between male and female bodies, including the reproductive system and/or other biological characteristics. Sex is most commonly divided into the categories of male and female however biological sex is much more diverse (see Intersex definition).
- **Intersex** - A person whose chromosomes, reproductive organs hormonal levels or genitalia vary in some way from what is traditionally considered clearly male or female in terms of biological sex. This may be apparent at birth or become apparent later in life - often at puberty, or in the case of some women, when they conceive or try to conceive.

### The Genderbread Person v4 by its pronounced METROsexual.com



We recognise that this definition uses a medical model however it is important to recognise that some people proudly identify with this term.

Some countries have banned surgical procedures on newborns that are born intersex, until they are old enough to decide for themselves. Sex cannot be reduced to the chromosomes, since genetic variability in nature is much diverse. Sometimes the chromosomes do not match the sexual organs one has or the external characteristics do not match the sexual organs on the inside, thus making sex a much more complex term that cannot be overly simplified.

- **Gender** - Refers to the attitudes, feelings and behaviours that a given culture associates with a person's biological sex. The terms girl/woman, boy/man are assigned at birth on the basis of apparent (external organ based) biological sex and have many socially constructed expectations, standards and norms that can limit and oppress people's gender expression. Gender does not equal sex nor does it always match the sex assigned at birth.
- **AFAB** - Someone assigned female at birth. Usually on the basis of the observed external sexual organs. This person's gender might not match the assignment made at birth.
- **AMAB** - Similar to AFAB but assigned male at birth instead.
- **Gender Binary** - Refers to male and female. This typically includes cisgender people, trans men and trans women.
- **Gender Identity** - A person's deeply felt internal and individual experience of gender, which may or may not correspond with the sex assigned to them at birth.
- **Gender Expression** - A person's external gender related appearance including clothing, speech and mannerisms. Usually defined as connected to masculinity or femininity, however we recognise that people express their gender out of these traditional notions, and may have a non-binary gender expression that may or may not match their gender. Gender expression does not equal gender identity. They are distinct terms.
- **Cisgender** - Individuals who match between the sex they were assigned at birth, their bodies and their personal identity. In other words those who are not, or do not identify as transgender.

### Understanding Transgender Identities & the Transgender Umbrella

- **Transgender** - An umbrella term for those whose gender identity or expression differs in some way from the gender assigned to them at birth and sometimes may conflict with the 'norms' expected by the society they live in. Included in the overall transgender umbrella are trans men and women and non-binary gender identities.
- **Non-Binary Gender** - Gender identities that are not exclusively male or female are identities which are outside of the gender binary. People can be both male and female, neither - agender, or their gender may be more fluid - genderfluid (i.e. unfixed and changeable over the course of time). Many view gender as a one dimensional spectrum with male on one end, female on the other, and non-binary in the middle - but the reality is that gender is often more complex. The binary does not suffice the multiple gender identities that exist.

- **Cross-dressing** - The act of wearing items of clothing and other accoutrements commonly associated with the 'opposite' sex/ gender within a particular society. Although drag performers are referred to as cross-dressing, drag artists (unlike cross dressers) dress with the intention of performance rather than gender expression. What is considered 'cross dressing' is culturally defined. This does not mean the person identifies with the opposite gender or any other gender.

## Useful Terms

- **Transition** - A complicated, multi-step process that can take years as transgender people align themselves socially with their gender identity and gender expression. This may or may not involve hormonal therapy and/or surgery. Anatomical or hormonal transition is not necessary to be considered a trans man or woman. Transition might involve simply changing your legal name, e.g. The choice of which procedures to have or to have none at all is personal.
- **FTM** - Female to male - Trans man.
- **MTF** - Male to female - Trans woman.
- **Trans Man** - A transgender person who was assigned female at birth but whose gender identity is that of a man. Trans men should be treated as men and male pronouns should be used (he/him).
- **Trans Woman** - A *transgender* person who was assigned male at birth but whose gender identity is that of a *woman*. Trans women should be treated as women and female pronouns should be used (she/her).
- **Non-Binary people** - Including people outside of the gender binary, which means both genderfluid and agender e.g. the pronouns might vary from they/them, a combination of female/male and neutral pronouns or other choices. You should use the pronouns the person indicates to you.
- **(Hormone/Puberty) Blockers** - A group of medications used to inhibit puberty. Puberty blockers stunt the production of hormones; other effects include the suppression of facial hair, deep voices, and adam's apples for boys and the halting of breast growth and menstruation in girls.
- **Binding** - Refers to the process of flattening one's breast tissue in order to create a male-appearing chest. A binder may be a vest, or athletic support top, or be wrapped bandages. Appropriate usage is important to avoid health complications.

## Useful Terms (associated with non-binary gender)

- **Gender fluid** - Having an overlap of, or constantly changeable gender identity and gender expression. This can include having two or more genders, having no gender, or having a fluctuating gender identity.
- **Agender** - It's the absence of a gender. This means, the person does not have a specific gender identity and usually, but not always, has a neutral gender expression.

Much like an atheist does not have a religion, agender do not identify with a specific gender. They are thus agender. Many used gender neutral pronouns, but not always. The choice is personal.

- **Gender-neutral pronoun** - A pronoun that is not associated with a particular grammatical or social gender and does not imply male or female. Some English pronouns are gender-neutral, including *they* which can be singular.

It's important to notice that *they* is an English word that has been used in the singular form before the use of *you* was both singular and plural. *They* is still used in the English language in the singular form as for instance "I went to the doctor. What did they say?", when you don't know the gender of the "doctor". Hopefully this serves as a valuable knowledge against those who seek to invalidate the usage of neutral pronouns and exert discrimination on the community by ignorance and/or transphobia.

Many gender-neutral pronouns have been suggested for the English language, for example 'zhe, zher, zhim' and 'ey, em, eir'. Individuals may prefer to use these pronouns. But **they** remains the most used gender neutral pronoun.

- **Gender Queer** - A person who does not subscribe to conventional gender distinctions but identifies with neither, both, or a combination of male and female genders.
- **Androgyne** - Is a non-binary gender identity associated with androgyny. Androgyne people have a gender which is simultaneously feminine and masculine, although not necessary in equal amounts.
- **Neutrois** - A person who has a neutral gender or no gender. It has considerable overlap with agender - some people who consider themselves neutrally gendered or genderless may identify as both, while others prefer one term or the other.
- **Bigender** - A person who has two gender identities or some combination of both.
- **Transmasculine** - A term used to describe transgender people who were assigned female at birth, but identify with masculinity to a greater extent than with femininity. Someone

who identifies on the masculine side of the gender spectrum may or may not identify as male.

- **Transfeminine** - A term used to describe transgender people who were assigned male at birth, but identify with femininity to a greater extent than with masculinity. Someone who identifies on the feminine side of the gender spectrum may or may not identify as female.

### Useful Terms (Cross-dressing)

- **Drag** - A drag queen is usually a male-bodied person who performs as an often exaggerated feminine character. A drag king is a counterpart of the drag queen, performing an exaggerated masculine character. Drag, by itself, is an art form where performers play on gender expression via make-up, clothing, wigs, sometimes even prosthetics, and is usually done for entertainment purposes.

### Understanding Prejudice & Discrimination

- **Prejudice** - An unfavourable opinion or feeling formed beforehand without knowledge, fact, or reason. It promotes and is in the basis of discrimination. For instance: Thinking that poor people are delinquents is a form of prejudice.
- **Discrimination** - The unjust or prejudicial treatment of different categories of people. This usually refers to discrimination on the grounds of age, disability, gender identity, pregnancy and maternity, marriage and civil partnership, race, religion or belief, sex, and sexual orientation, etc. For instance: denying services to someone because they are trans is discrimination.
- **Homophobia** - The irrational fear, dislike or prejudice against people who are or are perceived to be lesbian and gay people.

Homophobia can manifest itself at different levels and may involve, but is not limited to verbal abuse and physical abuse. Institutional homophobia refers to the many ways in which the government and other institutions and organisations discriminate against people on the basis of sexual orientation through legislation, policies and practice.

- **Biphobia** - The irrational fear, dislike or prejudice against those who are or are perceived to be bisexual. Bisexual people can experience homophobia (particularly when in same-sex relationships) and can experience biphobia.



- **Transphobia** - The irrational fear, dislike or prejudice or discrimination against those who are or are perceived to be transgender.

Transgender people can also experience homophobia when in same-sex relationships or for not conforming to gender norms.

### Useful Terms (prejudice & discrimination)

- **Protected Characteristics** - The nine personal qualities that are legally covered by the Equality Act 2010; age, disability, gender re-assignment, pregnancy and maternity, marriage and civil partnership, race, religion and belief, sex, and sexual orientation.
- **Hate Crime** - When a crime committed has been motivated by 'malice or ill-will towards an identifiable social group'.

The law is clear that the identity of the victim is irrelevant as to whether something is a hate crime or not. Individuals are protected based on identification, perception, and association. The motivation of the perpetrator is the key factor in defining a hate crime.

- **Multiple Discrimination** - Experiencing discrimination on more than one protected characteristic, either on different occasions or at the same time.
- **Intersectionality** - Identities, experiences or approaches to equality work that fall into more than one protected characteristic. This approach recognises that patterns of oppression and discrimination are not only interrelated but are bound together, and that certain groups can experience multiple forms of discrimination.
- **Heteronormativity** - A viewpoint that preferentially treats heterosexuality as a norm from which people deviate if they have any other sexual orientation. Heteronormativity is reinforced by making assumptions that everyone is heterosexual and not considering other sexual orientations in policy and practice.
- **Heterosexism** - A view point whereby heterosexuality is presumed to be superior to any other sexual orientation and therefore other sexual orientations are deliberately not included in policy and practice.

## STORIES

### Being Intersex in Russia:<sup>2</sup>

At 14 years old I still hadn't experienced puberty except for some signs of very high testosterone levels. During my first ultrasound my doctors at the time in Ukraine found that both my gonads (or "ovaries" as they perceived them) looked not like they expected, both gonads were missing the follicular apparatus and my right gonad was "in a thick capsule". Despite my gonads not looking like typical ovaries and instead of doing more tests and figuring out what my gonads exactly were, doctors just kept perceiving my gonads as ovaries and said that they would make them work. And of course I never actually had ovaries.

I was sent to these sessions where they would put electrodes on my belly and I would lie there for 30 minutes while the electrodes warmed up my "ovaries" to stimulate them. I have never heard of anybody else undergoing such a procedure, it must've been some local "invention". After a couple of months of these sessions there were no results and still no puberty, but later that year I ended up with appendicitis and had to have surgery for it, and I suspect it was triggered by these sessions.

Since doctors in Ukraine couldn't figure out what was happening to me, I went to doctors in Moscow, who did all the tests but never told me the results, they never talked to me at all. I was always left waiting in the corridor while my father was invited into their office to speak with them. He never told me the truth either, I was given a typical "ovary cancer scare" explanation and told I need to have one or several surgeries.

I had my gonadectomy at the age of 15, while having very little understanding on what surgery I'm getting, nobody told me they would remove my gonads completely. By Russian law a child has to give full informed consent to any medical intervention since the age of 15. I was 15 and nobody asked for my consent. Now, years after my surgeries I'm still sometimes experiencing pain because of abdominal adhesions caused by my surgeries.

Not knowing the truth about my body and treatment I received impacted me heavily over the years, with me developing lots of shame and self-hatred caused by me feeling "not female enough" and me not understanding why my body's different. I still have to deal with a lot of issues I developed during those years, and I always will. Over the years I was never given an explanation on why my breasts didn't grow even after years of taking estrogen, the only advice I was given was to "eat more". Because of my intersex variation I was born with a chest deformity called pectus excavatum. None of the doctors I've visited through the years connected it to my intersex variation, I found out that connection years later by myself on the internet.

My doctors were always very scared that I wouldn't identify as a heterosexual female, for them it was the most important thing. I never understood that fear since I didn't know that I was intersex. Once

during a checkup I told my doctors that I felt self-conscious and “not a girl enough” because of lack of breast growth, and it really scared the doctors, who started interrogating me about my sexual orientation and gender identity, implying that liking boys automatically meant identifying as female. The therapist I was seeing when I was 20 ignored me saying that I was questioning my SOGI (sexual orientation and gender identity), always implying that I’m a girl who will eventually get a boyfriend.

When I finally discovered that my father purposefully kept the truth about my body from me for 7 years, he said that he was following advice given to him by two different child psychologists, who both told him not to tell me the truth. Discovering the truth about my body was the best thing in my life, the most empowering thing. For the first time in my life I knew I wasn’t alone, I finally felt normal, I finally felt confident. But still I’ll never be the person that I could’ve been if I would’ve known the truth from the very beginning.

Recently my doctor for some reason decided to send me to another doctor, who turned out to be one of the doctors that treated me back when I was 15. When I said that I won’t go to them because they ruined my life by keeping everything secret from me, she started defending them and their actions. But now I know my rights and I didn’t back down, I kept arguing with her until she had no arguments. Now I would have to find a new doctor myself, and it’s not an easy task.

### **Coronavirus: “I’m Stuck in Isolation with my Homophobic Parents”<sup>3</sup>**

With the UK on coronavirus lockdown, some young people have been forced to isolate alongside parents who don’t accept their sexuality. After the coronavirus outbreak suddenly ended a UK tour he was performing in, Sam, 23, a dancer from Birmingham, said he had “no choice” but to move back to his “strict” Christian family home.

“I saw the career I love disappear overnight, and now I’m stuck in isolation with homophobes.”

Even though Sam chose to return home, he says he is “struggling” because he can’t be himself.

“My mum says that homosexuality is an evil disease and that the devil is making me gay. She loudly prays every day that I’ll be delivered from sin and find a wife.”

“I genuinely have nowhere else to go during this mad time, so I’m just putting up with the abuse.”

Sam came out to his mum and dad while at university, thinking he would never live with his parents again.

"They didn't take it well at all and time hasn't changed things," he adds. He says when he started working in the theatre, his dad told him be "careful" of homosexual men.

Sam says he feels like the LGBT community has forgotten people like him.

"I see on social media that people are so busy filming home workouts, and holding online parties, that they don't realise there are people like me struggling to stay alive right now. Not because of the coronavirus, but because of their sexuality."

### 'If I walk into a room they leave'

Nicky, 19, is a marketing assistant from London. In January, she was "outed" as gay by a family friend. Her mum and her mum's partner immediately asked her to leave their home, saying they did not support her "lifestyle decision". They only allowed her back after she experienced mental health problems.

"Living with my homophobic family is like having flatmates you don't like. You don't talk to them, you just get on with your life."

Nicky's work schedule meant she previously got up early and returned home late. She rarely saw her family.

"I used to spend as much time out of the house as I could. With the lockdown, everything has changed. I can't believe it."

"I'm not allowed to eat the food my mum and her partner buy. My mum's partner talks about me as if I can't hear him. He says I'm disgusting and he hopes he doesn't catch what I have."

Nicky had planned to move out in April, but after losing shifts at work she is now unsure where she stands.

"As bad as it is at home, I just can't afford to move out. I'm using the deposit I saved up just to get by. I need to wait for all of this virus stuff to be over before I start trying again."

## LGBTQIA+ Movies and Books library

### Movies:

#### 1) *Moonlight* (2016)



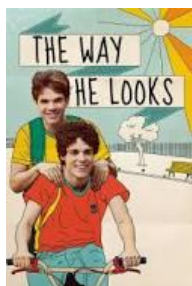
A young African-American man grapples with his identity and sexuality while experiencing the everyday struggles of childhood, adolescence, and burgeoning adulthood.

#### 2) *Call Me by your Name* (2017)



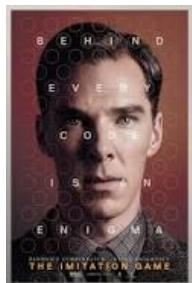
In 1980s Italy, romance blossoms between a seventeen-year-old student and the older man hired as his father's research assistant.

#### 3) *The Way He Looks* (2014)



Leonardo is a blind teenager searching for independence. His everyday life, the relationship with his best friend, Giovana, and the way he sees the world change completely with the arrival of Gabriel.

#### 4) *The Imitation Game* (2014)



During World War II, the English mathematical genius [Alan Turing](#) tries to crack the German Enigma code with help from fellow mathematicians.

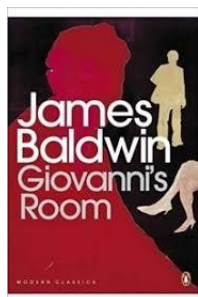
#### 5) *Love, Simon* (2018)



Simon Spier keeps a huge secret from his family, his friends and all of his classmates: he's gay. When that secret is threatened, Simon must face everyone and come to terms

with his identity.

**Books:**



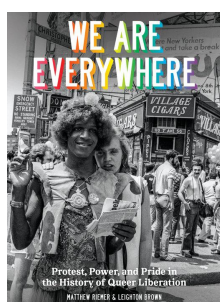
**1) *Giovanni's Room* by James Baldwin**

In a novel that has resonated with the queer community since it was first published decades ago, a young man finds himself caught between desire and morality in 1950s expat Paris. While much has changed since Baldwin wrote it, many aspects of life, love, and heartbreak remain the same.



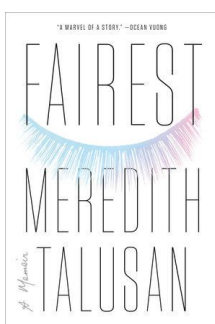
**2) *Rubyfruit Jungle: A novel* by Rita Mae Brown**

Molly Bolt is the adoptive daughter of a poor Southern couple who makes her own way across America, finding love of all stripes in between. This steamy novel proudly describes the author's love for the female anatomy as well as love, full-stop. It's a true celebration of being true to yourself, whoever that may be.



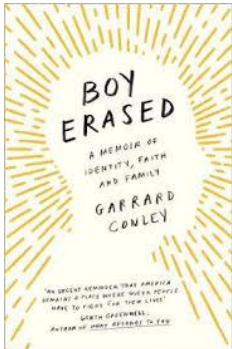
**3) *We are Everywhere* by Matthew Riemer and Leighton Brown**

A rich and sweeping photographic history of the Queer Liberation Movement, from the creators and curators of the massively popular Instagram account @lgbt\_history, released in time for the 50th anniversary of the Stonewall Riots.



**4) *Fairest* by Meredith Talusan**

*Fairest* is a memoir about a precocious boy with albinism, a “sun child” from a rural Philippine village, who would grow up to become a woman in America. Throughout her journey, Talusan shares poignant and powerful episodes of desirability and love that will remind readers of works such as *Giovanni's Room*. Her evocative reflections will shift our own perceptions of love, identity, gender, and the fairness of life.



### 5) *Boy Erased* by Garrard Conley

Through an institutionalized Twelve-Step Program, Garrard Conley was supposed to emerge heterosexual. Instead, even when faced with a harrowing and brutal journey, Garrard found the strength and understanding to break out in search of his true self and forgiveness.