

## OPWDD LGBTQIA+ Training Flash Cards/Matching Game

On the following pages, you will find the optional flash cards for OPWDD's LGBTQIA+ training. These flash cards can be used to help the training participants learn LGBTQIA+ vocabulary. The term is on the left column, and the accompanying definition is in the right column. You'll notice there are several blank cards at the end of this resource. Here, you can add in terms and definitions that are unique to your agency or training. Use this resource as either flash cards or a matching game.

### Flash Cards

To use this resource as flash cards:

- 1) Print the pages out single sided.
- 2) Cut on the solid line.
- 3) Fold on the dotted line, this way the term is on one side and the definition is on the other.
- 4) Have participants guess the definition and check for the actual definition in typical flash-card style.

If you're giving multiple trainings, you may want to print this out on cardstock to be more durable. Alternatively, you could cut on *both* the dotted and solid lines. You can then staple, paste, or tape the term on one side of an index card and the definition on the opposite side. This makes for a more durable, reusable flash card.

### Matching Game

To use this resource as a matching game:

- 1) Print the pages out single sided.
- 2) Cut on the solid AND dotted line.
- 3) Mix up the definitions and terms. Have participants work independently or in groups to match the term to the appropriate definition.

If you're giving multiple trainings, you may want to print this out on cardstock to be more durable. Alternatively, you can staple, paste, or tape each term and definition to its own index card, this way one side has a term or definition, and the other side is blank. This makes for a more durable, reusable matching game resource.

## **Agender**

An umbrella term that includes many different genders of people who identify as having no gender and/or having a gender that they describe as neutral. Many agender people also identify as transgender.

## **Ally**

A heterosexual ally is a heterosexual and/or cisgender person who supports equal civil rights, gender equality, and LGBTQIA+ social movements.

## **Asexual**

A person who experiences little or no sexual attraction

## **Bisexual**

A person who is romantically and/or sexually attracted to both males and females, or more than one gender.

<p><b>Cisgender</b></p>	<p>A term used to describe a person whose gender identity aligns with what is expected of them in their culture based on the sex assigned to them at birth. The prefix cis- means “on the side of” or “not across.”</p>
<p><b>Discrimination</b></p>	<p>When a person experiences negative treatment or impact, intentional or not, because of their gender identity, gender expression, sexual orientation, or perceived sexual orientation, gender identity, or gender expression.</p>
<p><b>Deadname</b></p>	<p>The name that a transgender person was given at birth and no longer uses upon transitioning.</p>
<p><b>Gay</b></p>	<p>A person who is emotionally, romantically, or sexually attracted to members of the same gender. People of all genders may use this term to describe themselves.</p>

<p><b>Gender Binary</b></p>	<p>A system in which gender is constructed into two strict categories of male or female. Within this system, gender identity is expected to align with the sex assigned at birth and gender expressions and roles are supposed to fit traditional expectations.</p>
<p><b>Gender Expression</b></p>	<p>External appearance of one's gender identity, usually expressed through behavior, clothing, body characteristics or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine.</p>
<p><b>Gender Fluid</b></p>	<p>A person that does not identify with a single fixed gender or has a fluid or unfixed gender identity</p>
<p><b>Gender Identity</b></p>	<p>One's innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves. One's gender identity can be the same or different from their sex assigned at birth.</p>

## **Gender Non-Conforming**

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. While many also identify as transgender, not all gender non-conforming people do.

## **Heterosexual**

Someone who is sexually or romantically attracted to people of a different sex or gender.

## **Intersex**

Intersex people are born with sex characteristics that do not fit typical binary notions of male or female bodies.

## **Lesbian**

A woman who is emotionally, romantically, or sexually attracted to other women. Women and non-binary people may use this term to describe themselves.

<p><b>LGBTQIA+</b></p>	<p>An acronym for “lesbian, gay, bisexual, transgender, queer, intersex, and asexual/aromantic/agender” with a “+” sign to recognize the limitless sexual orientations and gender identities used by members of the LGBTQIA+ community.</p>
<p><b>Non-Binary</b></p>	<p>An adjective describing a person who does not identify exclusively as a man or a woman. Non-binary people may identify as being both a man and a woman, somewhere in between, or as falling completely outside these categories. While many also identify as transgender, not all non-binary people do.</p>
<p><b>Outing</b></p>	<p>Exposing someone’s sexual orientation or gender identity to others without their permission. Outing someone can have serious repercussions on employment, economic stability, personal safety or religious or family situations.</p>
<p><b>Pansexual</b></p>	<p>A person who is not limited in sexual choice with regard to another person’s sex assigned at birth or gender identify.</p>

<p><b>Polyamorous</b></p>	<p>A person who engages in intimate relationships with more than one partner with the consent of all partners.</p>
<p><b>Pronouns</b></p>	<p>Used in place of a proper noun (like someone's name). We use pronouns most often when referring to someone without using their name. (Example: he/him/his; she/her/hers; they/them/theirs). You cannot tell a person's pronouns by looking at them; it is best to ask for someone's pronouns or offer yours as a way of introduction.</p>
<p><b>Queer</b></p>	<p>A term used by some LGBTQ+ people to describe themselves and/or their community. Reclaimed from its earlier negative use the term by some in the LGBTQ+ community and disliked by others because of its origin. Therefore, use this word only when self-identifying or quoting an individual who self-identifies as queer (i.e., "My friend identifies as queer" or "My friend is a queer person").</p>
<p><b>Sex Assigned at Birth</b></p>	<p>The sex, male, female or intersex, that a doctor or midwife uses to describe a child at birth based on their external anatomy.</p>

<p><b>Sexual Orientation</b></p>	<p>An inherent or immutable enduring emotional, romantic, or sexual attraction to other people; a person’s sexual and emotional attraction to another person and the behaviors and/or social affiliation that may result from this attraction. An individual’s sexual orientation is independent of their gender identity.</p>
<p><b>Transgender</b></p>	<p>An umbrella term for people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth. Being transgender does not imply any specific sexual orientation. Therefore, people who identify as transgender may identify as heterosexual, gay, lesbian, bisexual, etc.</p>
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<p><b>Two-Spirit</b></p>	<p>Two Spirit is an umbrella term that encompasses different sexualities and genders in some Indigenous Native American communities. This is a cultural term that is reserved for those who identify as an Indigenous Native American</p>


