



LGBTQ RESOURCES FOR PROVIDERS AND PATIENTS



capitahealth
Minds Advancing Medicine

capitalhealth.org/pride

The mission of **Capital Health's Pride Initiative** is to integrate practices and policies that provide equitable health care to all patients regardless of sexual orientation, gender, race or religion. We strive to provide a safe and inclusive environment for our lesbian, gay, bisexual, transgender and queer employees, patients, and visitors.

Capital Health upholds a model of equality and respect for the Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ) community. Our goals include:

- ... Providing a welcoming environment for LGBTQ clients, consumers, patients, and staff
- ... Offer training opportunities to all Capital Health staff to serve the LGBTQ community
- ... Participate in Pride Initiative efforts that are community-focused and visible to the public

Notice: All information provided is for educational purposes only. For specific medical advice, diagnoses, and treatment, consult your medical doctor.

GLOSSARY OF TERMS*

Many Americans refrain from talking about sexual orientation or gender expression because they are afraid of saying the wrong thing. This glossary was designed to help give people the words and meanings to help make conversations easier and more comfortable.

- ... **Ally (Heterosexual Ally, Straight Ally)** | Someone who is a friend, advocate, and/or activist for LGBTQ people. A heterosexual ally is also someone who confronts heterosexism in themselves and others. The term ally is generally used for any member of a dominant group who is a friend, advocate or activist for people in an oppressed group (i.e. White Ally for People of Color).
- ... **Bisexual, Bi** | An individual who is physically, romantically and/or emotionally attracted to men and women. Bisexuals need not have had sexual experience with both men and women. In fact, they need not have had any sexual experience at all to identify as bisexual.
- ... **Cisgender** | A term used to describe people who, for the most part, identify as the gender they were assigned at birth.
- ... **Closeted** | Describes a person who is not open about his or her sexual orientation.
- ... **Coming Out** | A lifelong process of self-acceptance. People forge a lesbian, gay, bisexual or transgender identity first to themselves and then may reveal it to others. Publicly identifying one's orientation may or may not be part of coming out.
- ... **Gay** | The adjective used to describe people whose enduring physical, romantic and/or emotional attractions are to people of the same sex (e.g., gay man, gay people). In contemporary contexts, lesbian (n. or adj.) is often a preferred term for women. Avoid identifying gay people as "homosexuals" an outdated term considered derogatory and offensive to many lesbian and gay people.

- ... **Gender dysphoria** | Clinically significant distress caused when a person's assigned birth gender is not the same as the one with which they identify. According to the American Psychiatric Association's Diagnostic and Statistical Manual of Mental Disorders (DSM), the term - which replaces Gender Identity Disorder - "is intended to better characterize the experiences of affected children, adolescents, and adults."
- ... **Gender Expression** | Refers to how an individual expresses their socially constructed gender. This may refer to how an individual dresses, their general appearance, the way they speak, and/or the way they carry themselves. Gender expression is not always correlated to an individual's gender identity or gender role.
- ... **Gender Identity** | Since gender is a social construct, an individual may have a self-perception of their gender that is different or the same as their biological sex. Gender identity is an internalized realization of one's gender and may not be manifested in their outward appearance (gender expression) or their place in society (gender role). It is important to note that an individual's gender identity is completely separate from their sexual orientation or sexual preference.
- ... **Gender Non-Conforming** | A person who is, or is perceived to have gender characteristics that do not conform to traditional or societal expectations.
- ... **Heterosexual** | An adjective used to describe people whose enduring physical, romantic and/or emotional attraction is to people of the opposite sex. Also straight.
- ... **Homosexual** | Outdated clinical term considered derogatory and offensive by many gay and lesbian people. The Associated Press, New York Times, and Washington Post restrict usage of the term. Gay and/or lesbian accurately describe those who are attracted to people of the same sex.

- ... **LGBTQQIA** | An acronym used to refer to all sexual minorities: "Lesbian, Gay/Gender Neutral/Gender Queer, Bisexual/Bigender, Transgender/Transvestite/Transsexual, Questioning/Queer, Intersex, and Allies/Androgynous/Asexual."
- ... **Non-binary** | 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.
- ... **Questioning** | The process of considering or exploring one's sexual orientation and/or gender identity.
- ... **Sex assigned at birth** | The sex (male or female) given to a child at birth, most often based on the child's external anatomy. This is also referred to as "assigned sex at birth."
- ... **Sexual Orientation** | The scientifically accurate term for an individual's enduring physical, romantic and/or emotional attraction to members of the same and/or opposite sex, including lesbian, gay, bisexual, and heterosexual (straight) orientations. Avoid the offensive term "sexual preference," which is used to suggest that being gay or lesbian is voluntary and therefore "curable."



- ... **Transgender** | 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, transgender people may identify as straight, gay, lesbian, bisexual, etc.
- ... **Transphobia** | The fear and hatred of, or discomfort with, transgender people.
- ... **Zie & Hir** | The most common spelling for gender-neutral pronouns. Zie is subjective (replaces he or she) and Hir is possessive and objective (replaces his or her).

REFERENCES:

Glossary of LGBT Terms for Health Care Teams. (March, 2016). Retrieved from https://www.lgbthealtheducation.org/wp-content/uploads/LGBT-Glossary_March2016.pdf

LGBT Health Education. Retrieved from https://docs.asee.org/public/LGBTQ/LGBTQ_Terminology_Handout.pdf

Human Rights Campaign. Retrieved from <https://www.hrc.org/resources/glossary-of-terms>



LOCAL AND REGIONAL RESOURCES

FOR LGBTQ YOUTH AND FAMILIES:

Advocates for Youth | advocatesforyouth.org

TransYouth Family Allies | imatyfa.org

Genders and Sexualities Alliance Network |
gsanetwork.org

Parents and Friends of Lesbians and Gays (PFLAG) |
pflag.org

Renaissance Education Association | ren.org

HiTops | hitops.org

SUBSTANCE ABUSE TREATMENT:

The Recovery Village | therecoveryvillage.com

Realization Center, Inc. | realizationcenternyc.com

New Hope Recovery Center | new-hope-recovery.com

MILITARY SUPPORT SERVICES:

Transgender American Veterans Association (TAVA) |
transverteran.org

OutServe-SLDN | lgbtmilitary.org

WEBSITE RESOURCES FOR HEALTH

CARE PROVIDERS:

Human Rights Campaign | hrc.org/hej

Gay and Lesbian Medical Association | glma.org

WEBSITE RESOURCES FOR PATIENTS

AND FAMILIES:

Gay and Lesbian Medical Association | glma.org

The National Center for Lesbian Rights |
nclrights.org

Advocacy and Services for LGBT Elders (SAGE) |
sageusa.org

National Resource Center on LGBT Aging |
lgbtagingcenter.org

LEGAL INFORMATION:

National Center for Transgender Equality |
transequality.org

Transgender Legal Defense and Education Fund |
transgenderlegal.org

**For additional information, please contact
the Patient Advocate Office at:**

Capital Health Medical Center – Hopewell
609.303.4280

Capital Health Regional Medical Center
609.394.6336



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Capital Health Medical Center – Hopewell
One Capital Way, Pennington, NJ 08534

Capital Health Regional Medical Center
750 Brunswick Avenue, Trenton, NJ 08638

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@capitalhealthnj     