Glossary and Related Terms

From Julie Ann Winkelstein

With any community members you serve at your library, it's important to use respectful and appropriate vocabulary. It is hoped this glossary will help.

General Terms Related to Homelessness

Experiencing Homelessness

According to the U.S. Department of Housing and Urban Development (HUD), homelessness can be divided into four categories:

- People who are living in a place not designed for human habitation, or who are in emergency or transitional housing

- People who are about to lose their primary night-time residence

- Families with children or unaccompanied youth who are unstably housed

- People who are fleeing or are attempting to flee domestic violence

However, a broader and more accurate definition comes from the McKinney-Vento Homeless Assistance Act, which states that children are experiencing homelessness if their housing status is not "**fixed, regular and adequate**." (National Association for the Education of Homeless Children and Youth, 2016)

Chronic Homelessness (as defined by HUD)

- A homeless individual with a disability who lives either in a place not meant for human habitation, a safe haven, or in an emergency shelter

- Has lived as described continuously for at least 12 months or on at least four occasions in the last three years, and this time totals at least 12 months

Invisible Homelessness

- No accurate count

- Includes couch surfing, sleeping outside or in vehicles

- Nighttime shelter can be more fluid for young people than for adults – couch surfing one day, shelter the next, a friend's floor the next, the streets the next, etc.

Point-in-Time Counts (PIT) (HUD)

- Unduplicated one-night estimates of both sheltered and unsheltered homeless populations

- The one-night counts are conducted by CoCs (Continua of Care) nationwide and occur during the month of January of each year.

Housing Inventory Count (HIC) (HUD)

- From each Continuum of Care (CoC)

- Provides an annual inventory of beds

- Assists people in the CoC who are experiencing homelessness

Homeless Management Information System (HMIS) (HUD)

- A Homeless Management Information System (HMIS) is a local information technology system used to collect client-level data and data on the provision of housing and services to homeless individuals and families and persons at risk of homelessness.

- Each Continuum of Care is responsible for selecting an HMIS software solution that complies with HUD's data collection, management, and reporting standards.

Homelessness and Youth

McKinney-Vento Homeless Assistance Act

- Subtitle VII-B of The McKinney-Vento Homeless Assistance Act authorizes the federal Education for Homeless Children and Youth (EHCY) Program and is the primary piece of federal legislation related to the education of children and youth experiencing homelessness. It was reauthorized in December 2015 by Title IX, Part A, of the Every Student Succeeds Act (ESSA). (NCHE, n.d.)

- Includes homeless liaisons in schools, who ensure that unhoused or unstably housed children are identified, and homeless children and youths are enrolled in, and have a full and equal opportunity to succeed in, schools of that local educational agency;

- Homeless families and homeless children and youths have access to and receive educational services for which such families, children, and youths are eligible

- Homeless families and homeless children and youths receive referrals to health care services, dental services, mental health and substance abuse services, housing services, and other appropriate services;

- The parents or guardians of homeless children and youths are informed of the educational and related opportunities available to their children and are provided with meaningful opportunities to participate in the education of their children. (NCHE, 2017)

RHY

- Runaway and Homeless Youth

Youth Experiencing Homelessness (or Unhoused Youth)

- Ages 12 to 24

- Unaccompanied youth – youth who are not with family or guardians

- They may be or may have been part of the juvenile carceral system

- Youth experience homelessness for many reasons, including:
    - Family poverty or homelessness
    - Family conflict
    - Parental or sibling alcohol and/or drug abuse
    - Physical and/or sexual abuse at home
    - Leaving the foster system

LGBTGQ+ (Lesbian, Gay, Bisexual, Transgender, Gender Expansive and Queer/Questioning)

Youth Experiencing Homelessness

- Same bullet points as youth experiencing homelessness

- Frequently caused by conflicts over sexual orientation or gender identity

Throwaway Youth

- Youth who
    - Are abandoned/deserted
    - Are told to leave home by a parent or other adult in the household
    - Leave and are prevented from returning home
    - Run away and whose parents/caretakers make no effort to recover them/do not care if they return

Runaway Youth

- Minors age 14 years or younger who have left home for one or more nights without parental permission

- Age 15 and older who have left home for two or more nights

System Youth

- Youth who have been involved in the foster, mental health and/or juvenile legal systems

Street Youth

- Youth who spend a significant amount of time on the street and in other areas (such as abandoned buildings) that increase their risk for sexual abuse, sexual exploitation, and drug overuse

TAY (Transitional Age Youth)

- Usually defined as youth ages 18 to 24, although sometimes includes age 16 to 24
- Transitioning out of the state system, the foster system – "aging out"
- A vulnerable time when many young people end up unstably housed

Housing

United States Interagency Council on Homelessness (USICH)

- Charged with coordinating the federal response to homelessness
- Creates a national partnership at every level of government and with the private sector (United States Interagency Council on Homelessness, n.d.)

Sheltered Homelessness (HUD)

- Refers to people who are staying in emergency housing, shelters, motels, hotels
- Not considered housed because the housing is temporary/short-lived

Unsheltered Homelessness (HUD)

- People whose primary nighttime location is a public or private place not designated for, or ordinarily used as, a regular sleeping accommodation for people (for example, the streets, vehicles, parks, abandoned buildings, under bridges, etc.)

Emergency Housing/Shelter

- Temporary
- Emergency basis
- Limited time
- Can be a first step in housing

Transitional Housing

- More stable
- Specific period - can be 1 to 2 years
- Next step after emergency housing

Supportive Housing

- Can be transitional or permanent
- Tied to supportive services, such as having a case worker

Shelter Plus Care (S+C)

- Includes grants from HUD for rental assistance for people with chronic disabilities.
- Eligible recipients are state and local government units, public housing agencies
- Rental assistance grants must be matched in the aggregate by supportive services that are equal in value to the amount of rental assistance and appropriate to the needs of the population to be served. Recipients are chosen on a competitive basis nationwide. (HUD, n.d.)

Permanent Supportive Housing (HUD)

- A housing model designed to provide housing assistance and supportive services on a long-term basis for people who were experiencing homelessness. Clients are required to also have a disability.

Permanent Housing

- No limit on stay
- Own or abide by lease

Community Land Trusts (CLTs)

- "Non-profit, community-based organizations designed to ensure community stewardship of land."
- "Primarily used to ensure long-term housing affordability." (Community-Wealth.org)

SRO

- Single resident/room occupancy
- Can get rental assistance
- Permanent housing within a Continuum of Care

Housing First

- Different from past traditional approaches to homelessness
- Centers on providing people experiencing homelessness with housing as quickly as possible – and then providing services as needed
- Pro: Provides a stable place to sleep

- Con: Can be very isolating

Rapid Re-Housing

- Intervention designed to help individuals and families to quickly exit homelessness and return to permanent housing
- Three components: Housing identification, rent and move-in assistance, and rapid re-housing case management and services
- Pro: Provides quick access to housing
- Con: Is only subsidized for a specific amount of time, so people can end up back on the streets

Section 8 Housing: Housing Choice Vouchers

- Federal government program
- Administered locally by public housing agencies (PHA)
- Funds are paid by PHA directly to landlord
- Tenants pay the difference
- The housing voucher family pay 30% of its monthly adjusted gross income for rent and utilities but must pay additional amount of rent, up to 40% if rent is higher
- The national average wait time for a voucher is two years and much longer in larger cities like New York City and Los Angeles

Low Threshold Housing

- Low occupancy requirements, including sobriety and background checks
- Related to harm reduction approach
- Applies to all kinds of housing

Government Benefits

Supplemental Security Income (SSI)

- A monthly benefit for people with limited income and resources
- Must be blind, have disabilities or be 65 or older
- Is not part of Social Security funds – money comes from U.S. Treasury general funds (Social Security, 2019)

Social Security Disability Insurance (SSDI)

- Offers monthly Social Security Disability Insurance payments to people under age 65 who have qualifying disabilities and sufficient work credits
- Qualifying employment for SSDI means recipients paid into the social security system (Disability Benefits Help, n.d.)

Supplemental Nutrition Assistance Program (SNAP)

- Government funded program but must apply in the state of residence
- Funds are loaded onto a debit card
- SNAP pays for most household foods, including seeds and plants used to produce food (USDA Food and Nutrition Service, 2019)

Special Supplemental Nutrition Program for Women, Infants and Children (WIC)

- Provides federal grants to states for supplemental foods, health care referrals
- For low-income pregnant, breastfeeding and non-breastfeeding postpartum women and
- For infants and children up to age five who are found to be at nutritional risk (USDA Food and Nutrition Service, n.d.)

Temporary Assistance for Needy Families (TANF)

- Time limited program that provides assistance to families with children when parents or other relatives are unable to meet the family's basic needs.
- Federal grants to states
- States decide how to carry out programs (HHS.gov, n.d.)

Social Services

Caseworker

- Helps a client locate and coordinate needed services, such as mental health, housing, educational resources
- Relationships are key: One of most important relationships a person experiencing homelessness can have is between themselves and their caseworker

Case Management

- Arranges for provision of an array of services; addresses unique identified needs
- Creates opportunities to be involved in the larger community

Coordinated Entry

- "Process by which people experiencing homelessness are given access to housing and assistance based on their level of need and resources available" (Strategies to End Homelessness, n.d.).

Continuum of Care

- Continuum of Care (CoC) is a regional or local planning body that coordinates housing and services funding for homeless families and individuals
- CoCs represent communities of all kinds, including major cities, suburbs and rural areas

Kinship Care

- Formal or informal arrangements for children to be raised by a close relative or family friend
- In 2017, nearly 141,000 children and teens were in kinship foster care, defined as living with relatives but remaining in the legal custody of the state (Annie E. Casey Foundation, 2019).

Harm Reduction

- Non-judgmental philosophy
- Allows the person to have input into their own treatment plan
- Begins with the person - they set the pace
- Syringe exchange is an excellent example of harm reduction
  - Syringe exchange involves doctors or other social agents giving free clean needles to patients to help prevent the spreading of diseases like HIV
- Related terms to avoid
  - "Resistant"
  - "Refusal of care/services"
  - These labels further stigmatize people who are experiencing homelessness and trauma
  - The implication is that they're not interested, rather than taking into account trauma and past experiences

Service resistant/resistant to services

- Term commonly used by service providers/bureaucrats to indicate a person experiencing homelessness isn't following a plan or open to suggestions from social worker/social services
- Belied by studies and interviews that show people aren't resistant, they are dealing with bureaucracies, unsafe environments, lack of permanent housing, confusion over required documents (NYU, 2018)

Trauma-Informed Care

- An organizational structure and treatment framework that involves understanding, recognizing, and responding to the effects of all types of trauma
  - A traumatic event can involve physical, emotional or sexual abuse, war, community violence, neglect, maltreatment, loss, natural disasters, terrorism, witnessing violence or experiencing violence vicariously, or chronic adversity
- Trauma interferes with one's ability to cope
- Trauma affects youth development
- People respond to trauma in multiple ways – it's helpful to be familiar with possibilities for how a library user and library staff may react

Warm Handoff

"A warm handoff is a transition conducted between two members of the support team in the provision of homelessness and housing services" (De Jong, 2018). For library staff, the goal of a warm handoff is to create a direct and personal connection between the community member you're working with at the library and a contact at an agency or organization. A warm handoff increases the chances the community member will be able to take advantage of the connection you've provided.

Wrap-around services

- "Intensive individualized care planning and management process"
- With wraparound services, all aspects of a person's life are considered and coordinated: Housing, education, health, etc. (National Wraparound Initiative, 2013).

Health-Related Terminology

Mental Health and Homelessness

- In the general population about 1 in 5 people experience some sort of mental health challenge

- In those experiencing homelessness, that number is generally larger, depending on the location. Some people experience homelessness due to their mental health status, while with others their mental health is affected by homelessness

People-first Language

- An objective way of acknowledging, communicating and reporting on disabilities

- Puts the person before the disability

- Eliminates stereotypes and misrepresentations

- Example: A person who has depression (not "who is depressed") or a person living with bipolar disorder (not "a bipolar person") or a person with mental health life experiences (not "the mentally ill")

- Is not always embraced, depending on the person. *Always listen and follow the lead of the person you're engaging with.*

Strengths-Based Language

- Language that emphasizes the strengths of the person

- Example: "Person who has developed coping skills in adverse circumstances" instead of "homeless alcoholic."

- Using strengths-based language removes judgment and focuses on the person's ability to adapt and survive in a hostile or challenging situation

Offensive or Negative Language

- Words or phrases that imply something is wrong or abnormal with the individual

- Negative words that imply tragedy, such as afflicted with, suffers, victim, struggles

- Do not use special to mean segregated

- Avoid euphemisms such as physically challenged, inconvenienced and differently abled

Stigma

- The result of false ideas that people have when they describe someone they see as "different"

- Separates the individual from the rest of their community
- People First Language helps a person feel respected rather than labeled as "abnormal" or "dysfunctional," eliminating the stigma of a mental health diagnosis (but keep in mind earlier comments about People First Language)
- Stigmatized words include:
    - Mentally ill, emotionally disturbed, insane, crazy, odd, abnormal, psycho, maniac, lunatic, loony, wacko, cuckoo, mental, deranged, mad, loopy, out of it, slow, nuts, disturbed, demented, screw loose, brain dead, delusional, issues, schizophrenic

Related Terms

Hostile Urbanism/Architecture/Defensive Design

"Armed with a loose definition of what it means to 'loiter,' intentionally hostile and sometimes downright sadistic urban design prioritizes separating 'undesirables' from city residents deemed more deserving. But these designs aren't just inhumane – they have a negative practical and psychological effect on virtually everyone who spends time in public spaces. Can you imagine how different our cities could feel if they welcomed us, made us comfortable, asked us to stay a while and treated us like we actually live here?" (Rogers, https://weburbanist.com/2018/01/01/hostile-urbanism-22-intentionally-inhospitable-examples-of-defensive-design/)

- Includes benches with arms, spikes in window wells, metal benches, pointed rocks under overpasses and more

Sit/Lie Laws

- Laws and ordinances in cities or towns that criminalize sitting or lying down on sidewalks and in public spaces
- Citations lead to costly fines and even incarceration

Civic Engagement

As Peter Levine points out, there are many definitions of civic engagement. Here's one he lists on his blog:

- "Engagement, then, is not merely a matter of being active, of deploying the rhetorical and cognitive skills necessary to make your case and press your point. To engage with

others requires that we hear what they have to say, that we make space in our interaction for them to respond fully and genuinely, and that we are fully responsive to their responses and proposals." — Anthony Simon Laden, "Taking the engagement in civic engagement seriously" (manuscript paper)

Social Capital

- "Social capital theory assumes that people acquire at birth and accumulate through their lives unequal shares of capital that incrementally alter and determine their life chances" (Rosenberg, 1975, p.228).

Raising Awareness

- Aims to make a specific issue known to the wider public, addressing existing attitudes, social relationships, and power relations in order to initiate social change.

Advocacy

- "Relates to a process where individuals, groups or communities try to influence policy and decision-makers. These groups aim to change policy, procedures and/or practice by focusing upon and minimizing the structural causes of poverty and disadvantage…Advocacy activities typically cover a broad range of activities such as awareness-raising, lobbying, public relations and influencing specific legislation." (Source, n.d.)

Communication

- "A process by which information is exchanged between individuals through a common system of symbols, signs and behavior" (Merriam-Webster, n.d.).

Culture

- A learned set of values, beliefs, customs, norms, and perceptions shared by a group of people that provide a general design for living and a pattern for interpreting life. "Culture is those deep, common, unstated, learned experiences which members of a given culture share, which they communicate without knowing, and which form the backdrop against which all other events are judged (E. Hall)." (UC Davis LGBTQIA Resource Center, n.d.)

Cultural Humility

- Includes:

- - Lifelong learning and critical self-reflection
  - Recognizing and challenging power imbalances
  - Institutional accountability
- No endpoint – there is no point at which we are "competent" and now know everything we need to know about a culture different from our own
- Cultural humility helps us create a **professional** sense of self that may be different from our **personal** sense of self (Murray-Garcia & Tervalon, 2012)

Emotional Labor

- "Emotional labor is the work, for which you're paid, which centrally involves trying to feel the right feeling for the job. This involves evoking and suppressing feelings… The point is that while you may also be doing physical labor and mental labor, you are crucially being hired and monitored for your capacity to manage and produce a feeling." (Beck, 2018, quoting Hochschild)

Vocational Awe

"Vocational awe describes the set of ideas, values, and assumptions librarians have about themselves and the profession that result in notions that libraries as institutions are inherently good, sacred notions, and therefore beyond critique. I argue that the concept of vocational awe directly correlates to problems within librarianship like burnout and low salary." (Ettarh, 2018)

Asset Based Community Development (ABCD)

- "Asset-based community development (ABCD), or asset-based community-driven development as it is sometimes called, is a bottom-up way of working with communities that focuses on community strengths and assets rather than on deficits and problems." (Stuart, 2017)
- More information can be found here:
  https://sustainingcommunity.wordpress.com/2013/08/15/what-is-abcd/
  I highly recommend the Wendy McCaig video found on that page

Community

- "A group of people with diverse characteristics who are linked by social ties, share common perspectives, and engage in joint action in geographical locations or settings" (MacQueen et al, 2002) or,

- "Community is a body of people living in the same locality...Alternatively, a sense of identity and belonging shared among people living in the same locality...Also, the set of social relations found in a particular bounded area" (Dale, 1990, p. 562)

LGBTGQ+ Related Terms

Note: Many of these terms are evolving and changing and may be replaced or added to other terms. Just as gender and sexuality are fluid, so is the vocabulary used.

Thank you to GLAAD and the UC Davis LGBTQIA Resource Center for many of the following definitions.

LGBTGQIAA

- Lesbian
- Gay
- Bisexual
- Transgender
- Gender-expansive
- Queer/questioning
- Intersex
- Asexual
- Ally

Gender Expression

- How one expresses oneself, in terms of dress and/or behaviors. Society, and people that make up society characterize these expressions as "masculine," "feminine," or "androgynous." Individuals may embody their gender in a multitude of ways and have terms beyond these to name their gender expression(s).

Binary Gender System

- An unspoken cultural system that defines and allows for two and only two distinct, natural and opposite genders - male and female
- Understood to represent mutually exclusive poles on a spectrum
- Disregards any ambiguity or intermingling of gender traits

PGP/Pronouns

- Pronouns are linguistic tools used to refer to someone in the third person. Examples are they/them/theirs, ze/hir/hirs, she/her/hers, he/him/his. In English and some other languages, pronouns have been tied to gender and are a common site of misgendering (attributing a gender to someone that is incorrect.)
- Sometimes called "preferred gender pronoun"- but this definition is becoming less popular, as people object to the idea to the idea of their pronoun being "preferred"
- Allows a person to state what pronoun they use and would like to be used when being referred to

Sex

- The classification of people as male or female. At birth infants are assigned a sex, usually based on the appearance of their external anatomy. (This is what is written on the birth certificate.) However, a person's sex is actually a combination of bodily characteristics including: chromosomes, hormones, internal and external reproductive organs, and secondary sex characteristics.

Gender

- A social combination of identity, expression, and social elements classifying a person as a man, woman or some other identity. Includes gender identity (self-identification), gender expression (self-expression), social gender (social expectations), gender roles (socialized actions), and gender attribution (social perception).

Gender Identity

- One's psychological sense of self; one's identity; who someone is intrinsically
- One's internal, deeply held sense of one's gender. For transgender people, their own internal gender identity does not match the sex they were assigned at birth. Many people have a gender identity of man or woman (or boy or girl). For some people, their gender identity does not fit neatly into one of those two choices. Unlike gender expression, gender identity is not visible to others.

Gender Fluid

- Being fluid between two or more genders
- Shifting naturally in gender identity and/or gender expression/presentation

BiGender

- Having two genders; exhibiting cultural characteristics of male and female roles

Cisgender

- A gender identity that society considers to match the sex assigned at birth
- The prefix cis- means on this side or not across from
- A term used to call attention to the privilege of people who are not transgender or gender non-conforming, gender fluid, non-binary, gender expansive

Transgender

- An umbrella term that describes people whose gender identity or gender expression differs from expectations associated with the sex assigned to them at birth
- People who are transgender may or may not have gender affirming surgery or other surgeries and may or may not use hormone therapy
- Transgender people may be heterosexual, bisexual, gay, lesbian or asexual and so on. In other words, knowing a person is transgender doesn't tell you anything about that person's sexual orientation
- You may see this written as trans*. "The asterisk placed after trans has been used in many different ways. Some folks think of it as being more inclusive towards gender non-conforming and non-binary folks. But others have offered critique that it feels exclusionary towards GNC and non-binary folks for enforcing a binary expectation to "fill in the blank" for trans man or trans woman." (UC Davis)

Transsexual (adj.)

- An older term that originated in the medical and psychological communities. Still preferred by some people who have permanently changed - or seek to change - their bodies through medical interventions (including but not limited to hormones and/or surgeries). Unlike *transgender, transsexual* is **not** an umbrella term. Many transgender people do not identify as transsexual and prefer the word *transgender*. It is best to ask which term an individual prefers. If preferred, use as an adjective: transsexual woman or transsexual man.

Gender Affirming Surgery

- Surgical procedures that alter or change physical sex characteristics in order to better express a person's inner gender identity. May include removal or augmentation of breasts/chest or alteration or reconstruction of genitals. Also written as Gender Confirming Surgery or Sex Reassignment Surgery (SRS). Preferred term to "sex change surgery."

Transgender Woman

- A person who was assigned male at birth but it wasn't consistent with her sense of self
- May describe themselves as a trans woman or simply a woman

Transgender Man

- A person who was assigned female at birth but it wasn't consistent with his sense of self
- May describe themselves as a trans man or simply a man

Gender Non-Conforming

- A term used to describe some people whose gender expression is different from conventional expectations of masculinity and femininity.
- **Please note that not all gender non-conforming people identify as transgender; nor are all transgender people gender non-conforming.**
- Many people have gender expressions that are not entirely conventional - that fact alone does not make them transgender. Many transgender men and women have gender expressions that are conventionally masculine or feminine. Simply being transgender does not make someone gender non-conforming.
- The term is not a synonym for *transgender* or *transsexual* and should only be used if someone self-identifies as gender non-conforming.

Gender-Expansive

- An umbrella term used for individuals that 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 with transgender and non-binary identities, as well as those whose gender in some way is seen to be stretching society's notions of gender. (Gender Spectrum)

Genderqueer

- A term used by some people who experience their gender identity and/or gender expression as falling outside the categories of man and woman. They may define their gender as falling somewhere in between masculine and feminine, or they may define it as wholly different from these terms. The term is not a synonym for *transgender* or *transsexual* and should only be used if someone self-identifies as genderqueer.

Queer

- Generally used to recognize someone on the LGBTGQIAA spectrum
- Use cautiously! This term has different meanings to different people. Some still find it offensive, while others reclaim it to encompass a broader range of identities, politics, and histories

Questioning

- Questioning sexual orientation
- Experimenting
- Questioning gender

Intersex

- Born with a sexual or reproductive anatomy and/or chromosome pattern that is not typically male or female. There are many intersex anatomy variations.
- The outdated and offensive term for intersex is hermaphrodite

Sexuality

- A person's exploration of sexual acts, sexual orientation, sexual pleasure, and desire

Asexuality

- A sexual orientation generally characterized by not feeling sexual attraction or a desire for partnered sexuality. This does not eliminate the capability or desire for a romantic relationship
- Asexuality is distinct from celibacy, which is the deliberate abstention from sexual activity
- Some asexual people do have sex

Sexual Orientation

- A pattern of emotional, romantic, and/or sexual attraction to men, women, both genders, neither gender, or another gender

Heterosexual Privilege

- The idea that being a heterosexual in society carries with it power and privileges

Homosexual

- A person primarily emotionally, physically, and/or sexually attracted to members of the same sex

- An outmoded term used by "others" to define the LGBTGQ+ community

- Places emphasis on sex, rather than culture or social interactions

Bisexual

- A person whose primary sexual and affectional orientation is toward people of the same and other genders, or towards people regardless of their gender.

Gay

- A sexual and affectional orientation toward people of the same gender.

Lesbian

- A woman whose primary sexual and affectional orientation is toward people of the same gender.

Omnisexual/Pansexual

- People who have romantic, sexual, or affectional desire for people of all genders and sexes. Used by many in place of bisexual, which implies that only two sexes or genders exist

- Sometimes described as the capacity to love a person romantically irrespective of gender

- Some people who identify as pansexual also assert that gender and sex are meaningless to them

Coming Out

- "The process of first recognizing and then acknowledging non-heterosexual orientation in oneself, and then disclosing it to others" (Mallon, 2010)

- Often in stages

- Nonlinear

- A time when supportive information is critical

Ally

- Someone who advocates for and supports members of a community other than their own. Reaching across differences to achieve mutual goals.

LGBTGQ+ Ally

- Someone who confronts heterosexism, homophobia, biphobia, transphobia, heterosexual and gender-straight privilege in themselves and others

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