

DIVERSITY, EQUITY & INCLUSION RESOURCES

developed in partnership by North American Interfraternity Conference and Association of Fraternal Leadership & Values (AFLV)

LGBTQ+

“

If I wait for someone else to validate my existence, it will mean that I'm shortchanging myself.”

—Zanele Muholi

DEFINE

The term LGBT is an initialism used to refer to non-heterosexual and/or non-cisgender individuals, topics, and communities. The original letters represent lesbian, gay, bisexual, and transgender.

HISTORY OF THE TERM

The term started to see use in the 1990s as a positive alternative to gay community, which was commonly used at the time. The purpose was to promote inclusivity and diversity for sexuality and gender identities.

Over time, the term has evolved to include a Q for “Queer” and a “+” (LGBTQ+) in order to be more inclusive and acknowledge that there are varying identities. It's also common to see LGBT2Q+, the “2” representing the “Two-Spirit” identity used by some indigenous peoples.

SELF-REFLECTION ACTIVITY

- How and when did you come to learn that not all people identified as straight and that some identified as lesbian, gay, bisexual, or other queer identities?
- Where did most of the influence of your initial impressions understanding of lesbian, gay, bisexual, or other queer people come from? (e.g., family, friends, television, books, news, church)
- How and when did you come to learn that not all people identified as cisgender and that some people identified as trans*?
- Where did most of the influence of your initial impressions understanding of trans* people come from? (e.g., family, friends, television, books, news, church)
- How have your impressions/understanding of LGBTQ people changed or evolved throughout your life?



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COMMITMENT

1. Educate yourself on your own hidden biases
2. Educate others in your organization
3. Collect relevant data that shows hidden biases
4. Evaluate the "subtle messages" within your organization
5. Hold each other accountable and have leaders do the same



ADDITIONAL RESOURCES

LISTEN

[Making Gay History with Sylvia Rivera](#)

READ

[Resources and Tools for Equality and Inclusion from the Human Rights Campaign](#)

WATCH

["Ask Me": What LGBTQ Students Want Their Professors to Know](#)

EDUCATE

SUPPORTING SOMEONE "COMING OUT"

- **Don't say "I've always known" or "why didn't you come out to me sooner?"** – If someone is coming out to you, it means they trust you with new and sensitive information. This is likely a big deal for them, even if it's something you may have suspected for a long time.
- **Do ask questions, be curious, inquire** – Ask them how they are doing, if they want you to tell other people or keep it to yourself. Find out what they need or what from you right then, and why they are coming out to you now.
- **Listen, be patient, and don't push** – If they aren't ready to tell you much more, give them time. If they don't want to tell other people, don't push them to. Every person's coming out experiences are different (due in part to the support/lack of support from family, friends, etc.), so respect their wishes and preferences -- odds are they know best.

ACTION



What should we/ START DOING?

List ideas/items:

- Things that are not being done but should be done
- Things to begin doing to get better results
- Things worth trying or experimenting for better results



What should we/ STOP DOING?

List ideas/items:

- Things that are not working or helping
- Things that impede or are not practical
- Not delivering desired results
- We or others dislike



What should we/ CONTINUE DOING?

List ideas/items:

- Things that are working well
- Things that we want to keep
- Worth continuing to see if they're worthwhile
- We like or need