



## LGBTQ2S+ Population

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## Course Outline

- Define Sexual Orientation
- Define Gender, Gender Identity and Gender Expression
- Identify Important Lesbian, Gay, Bisexual, Transgender, Queer or Questioning and Two-Spirited plus (LGBTQ2S+) Terminology
- Identify LGBTQ2S+ Stressors and Health Disparities

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## Gender Identity

### Gender identity

Our internal experience and naming of our gender.  
It can correspond to or differ from one's sex assigned at birth.



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## Gender Identity & Sexual Orientation

**Gender Identity**  
is your inner sense of your own gender.

**Sexual Orientation**  
is about the gender of your romantic and sexual partners.



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## LGBTQ2S+ Population



**Lesbian**  
**Gay**  
**Bisexual**  
**Queer or Questioning**  
**Two-Spirit**  
**+**

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## Lesbian

A person who identifies as a woman who is physically, sexually, romantically and/or emotionally attracted to other women and who identifies as lesbian.

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## Gay

A person who identifies as a man who is physically, sexually, romantically and/or emotionally attracted to other men and who identifies as gay.

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## Bisexual

A person who is physically, sexually, romantically and/or emotionally attracted to people of their own gender, as well as other genders and who identify as bisexual.

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## Transgender

An umbrella term for people who do not conform to conventional notions of male or female gender.

Generally, transgender refers to a person whose gender identity does not match their sex assigned at birth.

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## Queer or Questioning

Queer is a broad term that includes all sexual orientations and gender identities within the LGBTQ2S+ community, including those who don't identify with any other identity in the LGBTQ2S+ acronym.

Questioning describes some people who may feel unsure about their sexual orientation and/or gender identity and view themselves as questioning.

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## 2S (Two-Spirit)

An important term within some Indigenous cultures and for some Indigenous people, meaning a person with both a feminine and a masculine spirit living in the same body.

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## + (Plus)

A way to include additional sexual orientations and gender identities under the LGBTQ2S+ umbrella.

For some, the plus stands for love and acceptance.

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## Sexual Orientation

- Asexual (Ace)
- Demisexual
- Gray asexual
- Pansexual (Pan)



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## Gender Identity

- Agender
- Androgynous
- Cisgender
- Gender fluid
- Genderqueer
- Non-binary



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## Dos and Don'ts



- **Do** use updated terminology
- **Do** align to someone's preferred terminology if defined
- **Don't** use outdated, offensive terms

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## Dos and Don'ts

**DO NOT** say homosexual

**DO** say Gay or Lesbian



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## Dos and Don'ts

**DO NOT** say transgendered, transvestite or a transgender

**DO** say transgender man, woman or person



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## Dos and Don'ts

**DO NOT** say sexual preference or lifestyle

**DO** say sexual orientation



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## Dos and Don'ts

**DO NOT** ask about "real" name

**DO** ask for name listed in official documents when needed



## Dos and Don'ts

**DO NOT** say sex change

**DO** say gender affirmation process





## LGBTQ2S+ Concepts



- There is no single LGBTQ2S+ Community.
- LGBTQ2S+ represents how these concepts are understood and described within the dominant culture.
- LGBTQ2S+ experience minority stress.

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## LGBTQ2S+ Minority Stressors

LGBTQ2S+ people are a *minority* within a primarily straight and cisgender society. LGBTQ2S+ people encounter bullying, rejection, violence discrimination and more.

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## LGBTQ2S+ Health Outcomes

LGBTQ2S+ people encounter

- Bullying
- Rejection
- Violence victimization
- Discrimination

This can lead to

- Anxiety
- Depression
- Substance abuse
- Increased sexual risk-taking



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## LGBTQ2S+ people experience *higher* health disparities related to

- Their mental health
- Substance abuse
- Violence victimization
- HIV/STIs
- Preventive health care



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## LGBTQ2S+ Addressing Health Equity

- Foster a welcoming and affirming atmosphere.
- Interact in ways that do not assume sexual orientation, gender identity and sexual development.
- Gather sexual orientation, gender identity and sexual development information from the people you serve and use it to improve access to health care.
- Provide up-to-date care for the LGBTQ2S+ community.
- Promote the wellness and resilience of the LGBTQ2S+ community.

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## LGBTQ2S+ Advisory Board

- The Board provides recommendations regarding LGBTQ2S+ health issues and topics to the NDHHS
- The Board consists of a diverse group of individuals that represent various backgrounds
- The Board has assisted in working with state agencies and stakeholders and has developed initiatives to better support the LGBTQ2S+ communities in North Dakota.
- This consists of:
  - BeYOU Taskforce Subcommittees
  - Panel discussion hosted by the NDHHS
  - Guidance of Information to NDHHS and Stakeholders



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## Summary

You should now be able to:

- Define sexual orientation.
- Define gender, gender identity and gender expression.
- Summarize and identify important LGBTQ2S+ terminology.
- Identify and summarize LGBTQ2S+ stressors and health disparities.

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## Thank You

Community Engagement | [hhs-engagement@nd.gov](mailto:hhs-engagement@nd.gov)

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