

**Basic Lexicon of Sexual Orientation and Gender Identity:**

[http://www.americanbar.org/groups/sexual\\_orientation/resources/how-to-be-an-ally-toolkit.html](http://www.americanbar.org/groups/sexual_orientation/resources/how-to-be-an-ally-toolkit.html)

Sexual Identity	Label(s) used to communicate sexual orientation to others
Sexual Orientation	Feeling of sexual attraction
Romantic Orientation	Feeling of romantic attraction
Sexual Behavior	sexual actions engaged by a person with self or others
Gender Identity	Person's internal awareness
Gender Expression	Any and all ways to communicate gender & gender role
Gender Role	Patterns of learned/acted behavior

## Pronouns-- A How To Guide

**Subject:** 1 laughed at the notion of a gender binary.

**Object:** They tried to convince 2 that asexuality does not exist.

**Possessive:** 3 favorite color is unknown.

**Possessive Pronoun:** The pronoun card is 4.

**Reflexive:** 1 think(s) highly of 5.

The pronoun list on the reverse is not an exhaustive list.  
It is good practice to ask which pronouns a person uses.

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1	2	3	4	5
(f)ae	(f)aer	(f)aer	(f)aers	(f)aerself
e/ey	em	eir	eirs	eirself
he	him	his	his	himself
per	per	pers	pers	perself
she	her	her	hers	herself
they	them	their	theirs	themself
ve	ver	vis	vis	verself
xe	xem	xyr	xyrs	xemself
ze/zie	hir	hir	hirs	hirself

## **Tips for Maintaining Inclusive, Sex Positive Clinical Environments**

### Signage and messaging:

- Hang LGBTQ- and diversity-inclusive signage in the clinic patient areas, which can include safer space and nondiscrimination information.
- Have inclusive, non-judgmental posters and educational materials (including POC, trans people, people with disabilities, people of size), using inclusive and sex-positive language.
- Advertise that you are LGBTQ- and kink-friendly on your website (including endorsements from professional organizations, such as the National Coalition for Sexual Freedom).
- Eliminate “women’s health” language and labels, which can be exclusionary toward trans women and trans men who may need these services.

### Forms:

- Have space for legal/billing and preferred/chosen name
- Switch to write-in fields for gender, sex, sexuality, etc. If this is prohibitive, include an array of options where people can check all that apply. For example:
  - My gender identity is: woman, man, trans (MFT), trans (FTM), genderqueer, other: \_\_\_\_\_, decline to state
  - The sex I was assigned at birth is: female, male, intersex, other: \_\_\_\_\_, decline to state
  - My gender pronouns are: she/her/hers, he/him/his, they/them/their, zie/hir/hirs, other: \_\_\_\_\_, decline to state
  - My sexual orientation is: lesbian, gay, queer, bisexual, heterosexual, asexual, questioning, other: \_\_\_\_\_, decline to state
- Eliminate separate “women’s health” questions. Instead, include questions about menstruation, etc on forms for people of all genders.

### Facilities:

- Have gender-neutral restrooms with clear signage, or, if not possible, signage indicating that all patients can use the restroom most comfortable for them. (In California, state law AB1732, enacted March 2017, makes it mandatory for all single-occupancy restrooms in businesses, government buildings, and public places to be available to everyone, regardless of gender identity.)
- Ensure that waiting rooms and exam rooms can accommodate people of size and people with disabilities, such as being wheelchair accessible, having exam tables rated to 500 lbs, sturdy chairs with and without arms, and elevated chairs for people with chronic pain.

### Staff, training, and work culture:

- Hire a diverse staff, including LGBTQ people, people of color, people with disabilities, and people of size.
- Implement staff-wide trainings and periodic refreshers on diversity, including LGBTQ and transgender competency, sex positivity, trauma informed care, and inclusion of patients of color, patients with disabilities, and patients of size. Make sure to cover related clinic policies and procedures.
- Implement a clear procedure for where to record chosen name and pronouns in EMR, and train all staff on that procedure. Have all staff check name and pronouns before any patient contact, including phone, mailings, etc.
- Create an organizational culture supporting chosen names and pronouns, such as:
  - Pins or badge flair with your own gender pronoun.
  - Include your own gender pronouns in email signatures.

These suggestions are important not only for patients, but also in creating a work culture that helps employees feel safe to be their whole selves at work.

## Resource List

### Sex positivity:

- The Center for Sex and Culture: <http://www.sexandculture.org/>
- Center For Sex Positive Culture: <http://thecspc.org/>
- Sex Positivity Academy – professional organization and training: <http://sexpositiveacademy.com/>
- American Association of Sexuality Educators Counselors & Therapists: [www.aasect.com](http://www.aasect.com)
- Woodhull Freedom Foundation – education and advocacy nonprofit focused on protecting sexual freedom and ending sexual violence: <https://www.woodhullfoundation.org/>
- Feminist Sex Stores:
  - Good Vibes in SF, Berkeley, Oakland: <https://www.goodvibes.com>
  - Babeland in Seattle, NYC: <https://www.babeland.com>

### More sexuality and health:

- Kink & BDSM
  - TASHRA: The Alternative Sexualities Health Research Alliance: <http://www.tashra.org/>
  - The Kink Aware Professionals Directory, of the National Coalition for Sexual Freedom: <http://ncsfreedom.org/key-programs/kink-aware-professionals-59776>
  - *The Ultimate Guide to Kink* by Tristan Taormino
- Asexuality – The Asexual Visibility & Education Network: <http://www.asexuality.org/>
- Polyamory:
  - National Coalition for Sexual Freedom's *What Psychology Professionals Should Know About Polyamory*: [https://ncsfreedom.org/images/stories/PolyPaper/72548\\_NCSF\\_2012poly7.pdf](https://ncsfreedom.org/images/stories/PolyPaper/72548_NCSF_2012poly7.pdf)
  - *Opening Up: A Guide to Creating and Sustaining Open Relationships* by Tristan Taormino
  - *The Ethical Slut: A Practical Guide to Polyamory, Open Relationships, and Other Freedoms in Sex and Love* by Janet W. Hardy and Dossie Easton
- Masturbation: *Sex for One: The Joy of Selfloving* by Betty Dodson
- Trauma-informed sex positivity: *Healing Sex: A Mind-Body Approach to Healing Sexual Trauma* by Staci Haines
- Sex and Disability: *The Ultimate Guide to Sex and Disability* by Miriam Kaufman, Cory Silverberg, & Fran Odette
- Sex and Sex Toys:
  - *The Good Vibrations Guide to Sex* by Cathy Winks & Anne Semans
  - *Moregasm: Babeland's Guide to Mind-Blowing Sex* by Rachel Venning & Claire Cavanah
- CDC Taking A Sexual History Guidelines <http://www.cdc.gov/STD/treatment/SexualHistory.pdf>
- Illinois Caucus for Adolescent Health Sexual Education Adult Trainings [www.icaah.org](http://www.icaah.org)

### LGBTQ health and competence:

- Gay and Lesbian Medical Association (GLMA) Cultural Competence Webinars Parts 1 – 3. Available at [www.glma.org](http://www.glma.org)
- American Bar Association
  - How to Be An Ally Program Toolkit: [https://www.americanbar.org/groups/sexual\\_orientation/resources/how-to-be-an-ally-toolkit.html](https://www.americanbar.org/groups/sexual_orientation/resources/how-to-be-an-ally-toolkit.html)

- LGBT Lexicon:  
[https://www.americanbar.org/content/dam/aba/administrative/sexual\\_orientation/sogi\\_lgbt\\_lexicon.authcheckdam.pdf](https://www.americanbar.org/content/dam/aba/administrative/sexual_orientation/sogi_lgbt_lexicon.authcheckdam.pdf)

**Transgender health, competence, and advocacy:**

- UCSF Center of Excellence for Transgender Health
  - Transgender Terminology and Definitions:  
<http://www.transhealth.ucsf.edu/trans?page=guidelines-terminology>
  - Guidelines for the Primary and Gender-Affirming Care of Transgender and Gender Nonbinary People: <http://www.transhealth.ucsf.edu/trans?page=guidelines-home>
- TransLine – Free Transgender Medical Consultation Service (for providers): <http://project-health.org/transline/>
- Trans Health from National LGBT Health Education Center: A program of the Fenway Institute: <https://www.lgbthealtheducation.org/topic/transgender-health/>
- Transgender Mental Health Website (by Ami B. Kaplan, LCSW): <https://tgmentalhealth.com/basic-issues-in-transgender-mental-health/>
- Lambda Legal: Creating Equal Access to Quality Health Care for Transgender Patients: Transgender-Affirming Hospital Policies [https://www.lambdalegal.org/publications/fs\\_transgender-affirming-hospital-policies](https://www.lambdalegal.org/publications/fs_transgender-affirming-hospital-policies)
- Transgender Law Center: <https://transgenderlawcenter.org/>
- National Center for Transgender Equality. Social justice & advocacy organization: <https://transequality.org/>

**Badge flair:**

