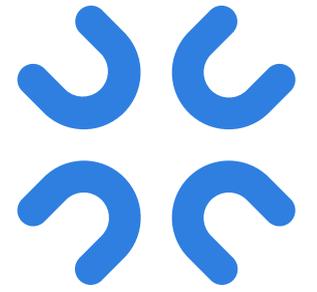


# Introduction to SOGI Language and Terminology

February 13, 2024

# Welcome!

# Objectives

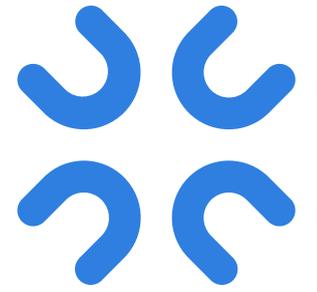


Familiarization  
with SOGI terms  
and definitions

Recognize the  
spectrum of  
identities within  
sexual orientation  
and gender  
identity

Understanding of  
why UCare is  
collecting this  
data

# Ground Rules

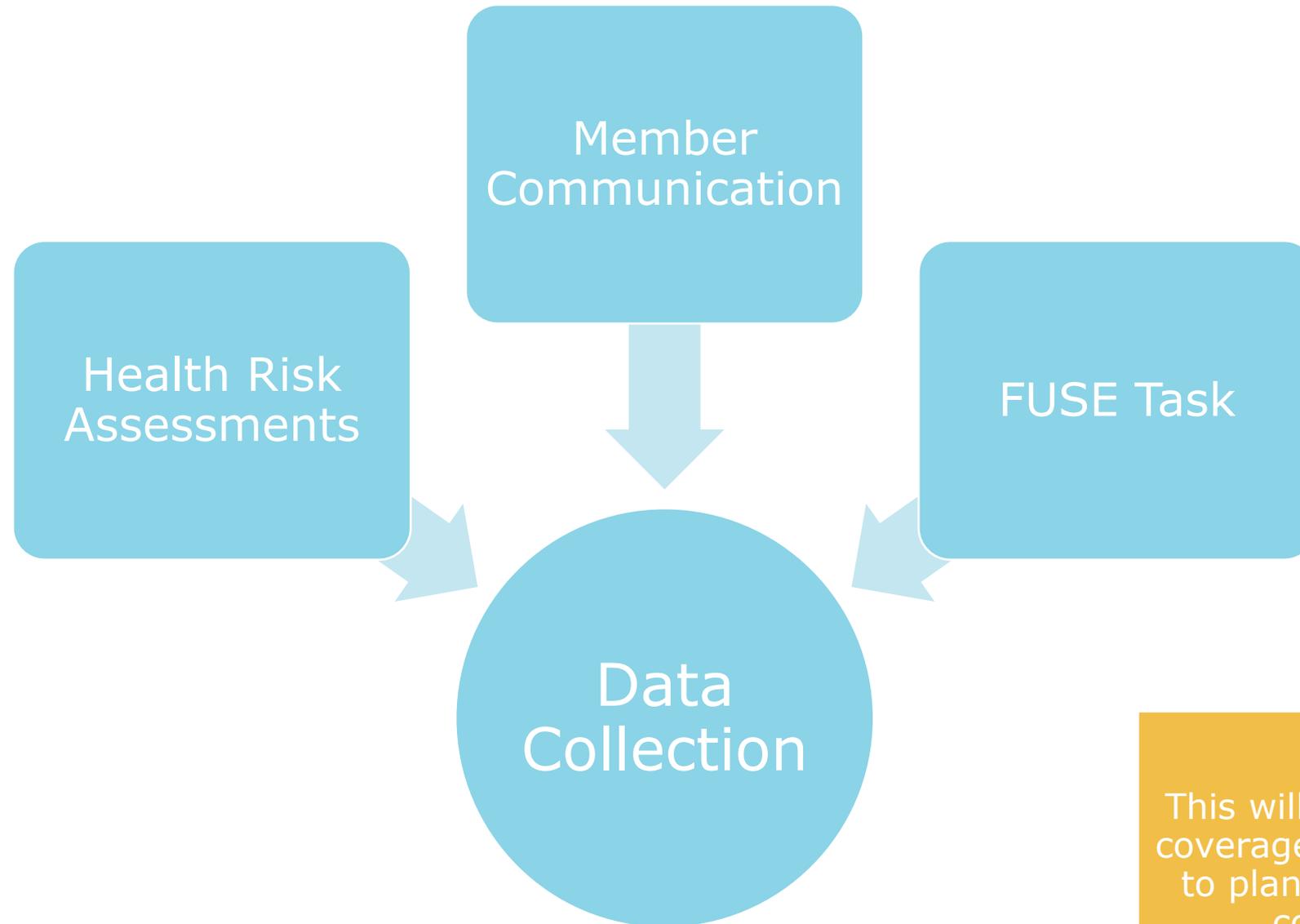
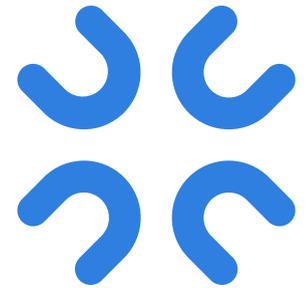


Respect

Patience

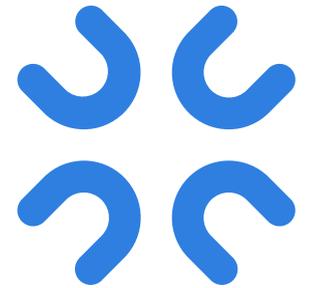
No  
Judgement

# Background and Updates



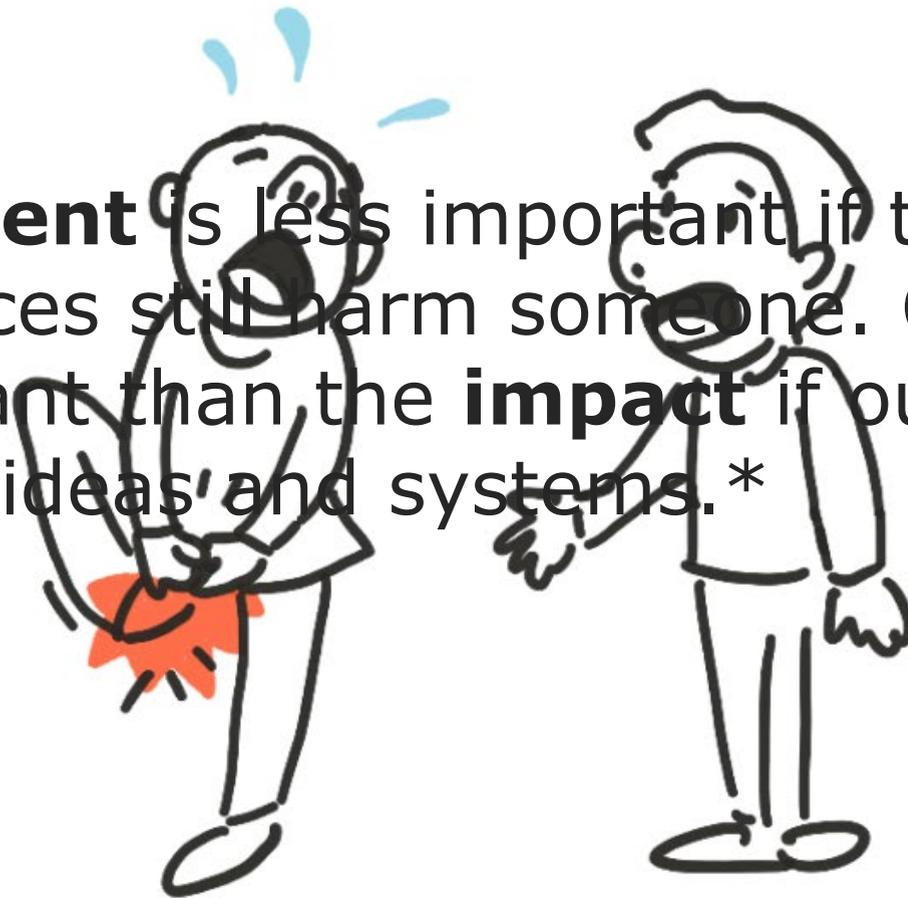
**Important Note:**  
This will not currently impact any coverage for services, please refer to plan benefits when asked for coverage information

# Impact Over Intent



## IMPACT VS. INTENTION

Our **intent** is less important if the **impact** of our actions or choices still harm someone. Our **intent** is less important than the **impact** if our actions perpetuate hurtful ideas and systems.\*

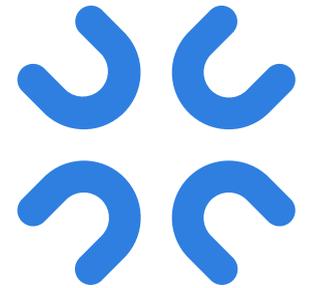


I DIDN'T MEAN TO RUN OVER YOUR FOOT...  
I'M A GOOD DRIVER!



Twitter: @kawai\_lai

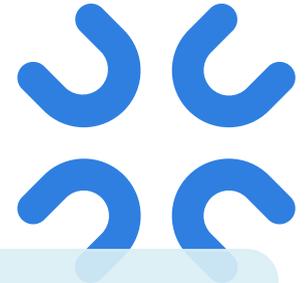
# LGBTQIA2S+ is an Acronym



Lesbian  
Gay  
Bisexual  
Transgender  
Queer /Questioning  
Intersex  
Asexual/Agender  
Two Spirit  
Plus



# Terms and Definitions: Basic Concepts



## Sexual Orientation/Attraction

A natural and unconsciously chosen ability to feel emotional, romantic, or sexual attraction towards other individuals.

## Sex Assigned at Birth

The sex assigned to an infant and written on the original birth certificate. In a medical context this refers to a set of physical characteristics affected by your body's combination of hormones and chromosomes. In other contexts it leads to assumptions about who you are.

## Legal Sex

What is listed on your ID. This includes passports, driver's license, green cards, and other forms of official identification. On the enrollment file, this data is captured in the "Gender" field.

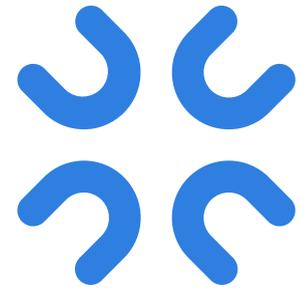
## Gender Identity

One's innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves.

## Gender Expression

A person's behavior, mannerisms, interests, and appearance in a cultural context.

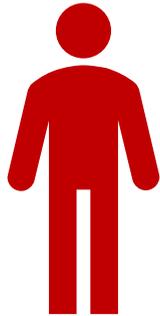
# Sexual Orientation



A natural and unchanging ability to feel emotional, romantic, or sexual attraction towards other individuals.

**L**

**Lesbian**



Describes women who are mainly emotionally and physically attracted to other women. Women and non-binary people use this to describe themselves.

**G**

**Gay**



Describes people who are primarily emotionally and physically attracted to people of the same sex and/or gender as themselves. Commonly used to describe men who are primarily attracted to men but can also describe women attracted to women.

**B**

**Bisexual**



Describes a person who is emotionally and physically attracted to women/females and men/males. Some people define bisexuality as attraction to all genders.

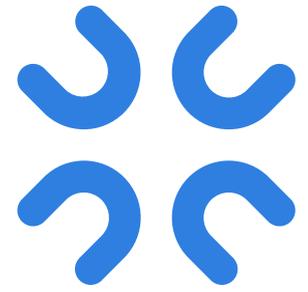
**Q**

**Queer**



Describes people who think of their sexual orientation as outside of societal norms. Some people view the term queer as more fluid and inclusive than traditional categories for sexual orientation.

# Sexual Orientation Continued



Q

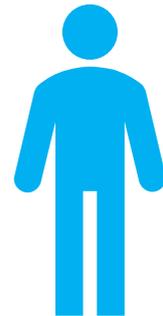
**Questioning**



Describes people who are questioning their sexual orientation or do not understand the meaning of sexual orientation.

A

**Asexual**



Describes people who have a complete or partial lack of sexual attraction or lack of interest in sexual activity with others. Asexuality exists on a spectrum, and asexual people may experience no, little, or conditional sexual attraction.

**Pansexual**



Describes people who are emotionally and physically attracted to people of all gender identities, or whose attractions are not related to gender identity.

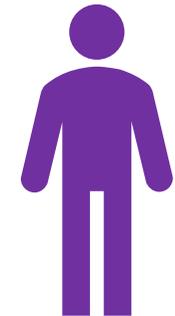
**Straight/  
Heterosexual**



Describes women who are mainly emotionally and physically attracted to men, and men who are mainly emotionally and physically attracted to women.

+

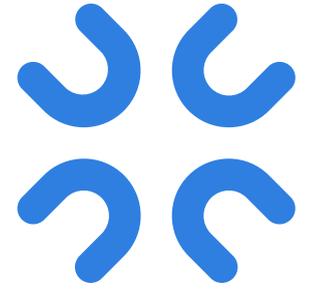
**Plus**



The 'plus' is used to signify the ever-growing list of the sexual orientations that are not specifically covered by the other initials.\*

\* **Other** is an option for people whose sexual orientation is not listed in the response options provided, including people who do not have a sexual orientation.

# Sex vs. Gender



## **Sex Assigned at Birth**

The sex assigned to an infant and written on the original birth certificate.

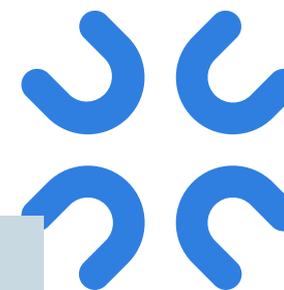
## **Legal Sex**

What is listed on your ID. This includes passports, driver's license, green cards, and other forms of official identification.

## **Gender Identity**

One's innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves.

# Sex



## Sex Assigned at Birth

The sex assigned to an infant and written on the original birth certificate.

- **Male or Female** - Refers to the sex that is assigned to an infant, most often based on the infant's anatomical and other biological characteristics.
- **X or Intersex** - are for people born in jurisdictions that allow a third assigned sex option and whose parents assigned their sex as X or Intersex on their birth certificate.

Minnesota recognizes the X sex marker.

## Legal Sex

What is listed on your ID. This includes passports, driver's license, green cards, and other forms of official identification.

- **Female**
- **Male**
- **X** is for people in jurisdictions that allow a third assigned sex option and whose parents assigned their sex as nonbinary or X on their birth certificate.

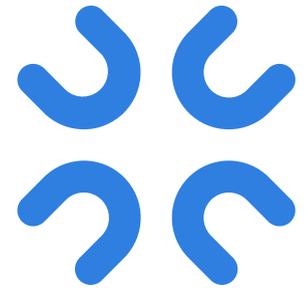
Minnesota allows the X sex marker.

On the enrollment file, this data is captured in the "Gender" field



**Intersex:** Intersex people are born with a variety of differences in their sex traits and reproductive anatomy including differences in genitalia, chromosomes, gonads, internal sex organs, hormone production, hormone response, and/or secondary sex traits.

# Gender Identity



One's innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves.

**T**

## **Transgender**

A term for people whose gender identity differs from the sex they were assigned at birth.

## **Cisgender**

A term for people whose gender identity matches the sex (male or female) assigned at birth.

## **Non-Binary, Genderqueer, Gender Fluid\***

A term for people may identify as being both a man and a woman, somewhere in between, or as falling completely outside these categories.

**A**

## **Agender**

A term for people who identify as having no gender, or who does not experience gender as a primary identity component.

**2S**

## **Two Spirit**

Describes American Indian/Alaska Native people who express their gender identity, spiritual identity, or social role in a traditional, non-Western way.

**+**

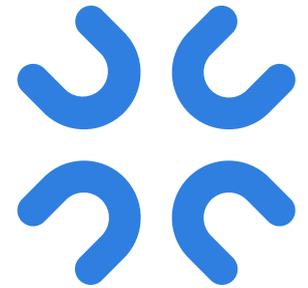
## **Plus**

The 'plus' is used to signify the ever-growing list of the gender identities that are not specifically covered by the other initials..\*\*

\* While many also identify as transgender, not all non-binary people do. Non-binary can also be used as an umbrella term encompassing identities such as agender, bigender, genderqueer or gender-fluid.

\*\***Other** is an option for people whose gender identity is not listed in the response options provided, including people who do not have a gender identity.

# Gender Expression & Pronouns



**Gender Expression** refers to the way in which a person acts to communicate their gender within a given culture.

- It may be communicated through one's name, pronouns, clothing, haircut, behavior, mannerisms, etc.
- There is no one way to look a certain gender or identity.

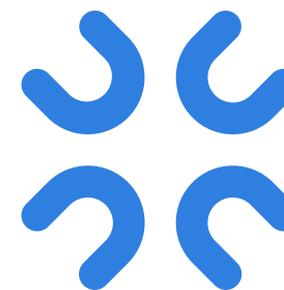
A **pronoun** is a word used to refer to either the people who are talking (like "I" or "you") or a person being talked about in the third person (like "she/her," "he/him," and "they/them").

- Pronouns are helpful tools in language that allow us to refer to someone without having to use their name.
- They help us identify people and can often communicate a person's gender
- Because of gendered associations we need to be mindful of the misuse.

## Did you know?

**Pink** and **blue** once had the reverse gender connotations

# Pronouns

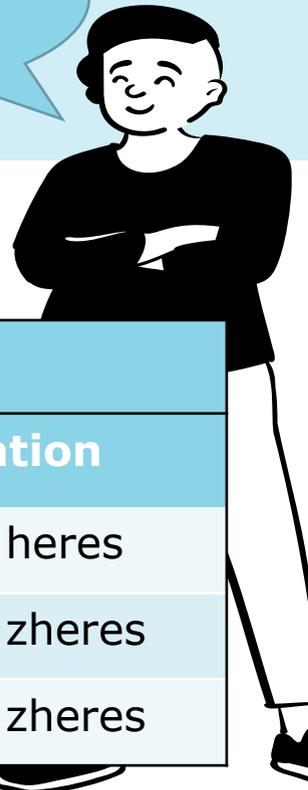


## Most Common Pronouns

- **He/him/his**
- **She/her/hers**
- **They/them/theirs**
- **Other**



I use  
they/them



I use  
he/him

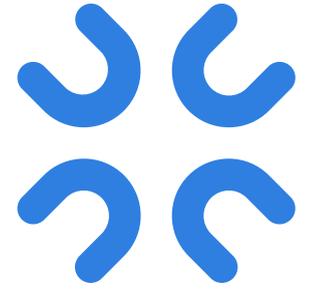


I use  
she/her

## Additional Pronouns

Subject	Object	Possessive	Pronunciation
<b>Ze</b> smiles	I like <b>hir</b>	that is <b>hirs</b>	zhee, here, heres
<b>Ze</b> smiles	i like <b>zir</b>	that is <b>zirs</b>	zhee, zhere, zheres
<b>Xe</b> smiles	i like <b>xem</b>	that is <b>zyrs</b>	zhee, zhere, zheres

# Pronoun Conversation and Misgendering



## Asking for Pronouns

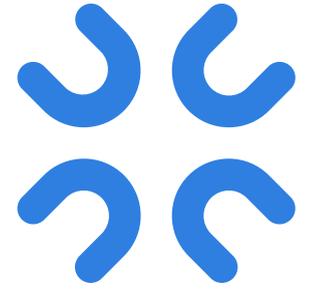
- Not sure of someone's pronouns? Ask!
- Start by introducing yourself and your own pronouns, followed by asking for theirs!  
*"I'm Tom, and my pronouns are he/him- which pronouns do you use?"*
- Asking new folks what their pronouns are can be beneficial and show those folks you're supportive
- Assuming pronouns doesn't allow for the individual to tell you what applies to them, avoid assuming

## Misgendering

- Misgendering is when you refer to a person by the incorrect pronoun  
*Example: Someone who uses They/Them pronouns being referred to as Him instead of Them. While this may not have been **intended**, the **impact** of the misgendering can be harmful.*
- If you slip up, correct yourself, and continue on.
- If you are corrected by someone, thank them for letting you know, and move on with the conversation.



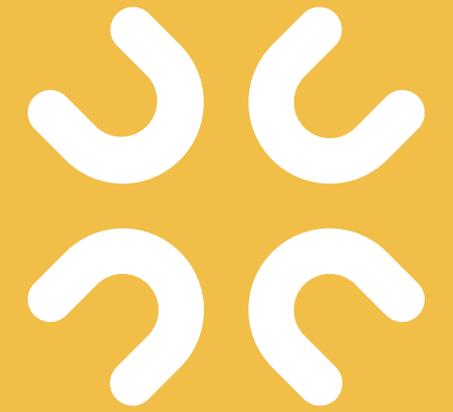
# Continuing Education for Employees



Resources are available

- Equity & Inclusion SharePoint Site
- The Gender Unicorn
- Glossaries of Terms
- Recordings of webinars
- Google

For questions about how to be support our members with Sexual Orientation and Gender Identity, please email the Equity & Inclusion Department or visit their SharePoint Site



Thank you!