### Trans\* Resources

LGBTQ Center
University of Cincinnati
565 Steger Student Life Center
PO Box 210173
Cincinnati, Ohio 45221
(513) 556-4329
www.uc.edu/lgbtq

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Biological Sex:
Hormones, genitalia
secondary sex
characteristics

Gender Expression

Dress, posture,
roles, identity

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Attracted to women

Rale Female Fema

## Revolutionary Gender Model

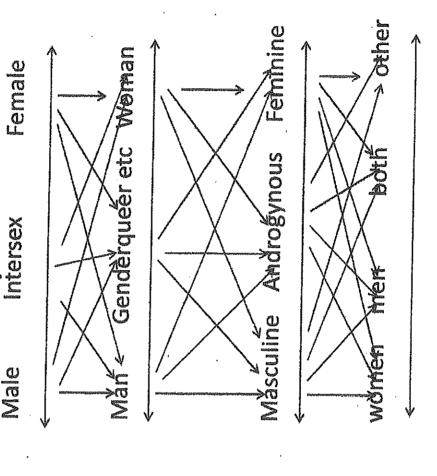
Many Configurations are possible Male Intersex

Biological Sex: Hormones, genitalia secondary sex characteristics Gerder Identity

"I ama."

Gender Expression
Dress, posture, roles, identity

Sexual Orientation Attracted to:



### Cisgender Privilege

- Use public restrooms without fear of verbal abuse, physical intimidation, or arrest
- Use public facilities such as gym locker rooms and store changing rooms without stares, fear, or anxiety.
- Strangers don't assume they can ask you what your genitals look like and how you have sex.
- Your validity as a man/woman/human is not based on how much surgery you've had or how well you "pass" as non-transgender.
- You have the ability to walk through the world and generally blend-in, not being constantly stared or gawked at, whispered about, pointed at, or laughed at because of your gender expression.
- You can access gender exclusive spaces such as the Michigan Womyn's Music Festival,
   Greek Life, or Take Back the Night and not be excluded due to your trans status.
- Strangers call you by the name you provide, and don't ask what your "real name" [birth name] is and then assume that they have a right to call you by that name.
- You can reasonably assume that your ability to acquire a job, rent an apartment, or secure a loan will not be denied on the basis of your gender identity/expression.
- You have the ability to flirt, engage in courtship, or form a relationship and not fear that
  your biological status may be cause for rejection or attack, nor will it cause your partner
  to question their sexual orientation.
- If you end up in the emergency room, you do not have to worry that your gender will keep you from receiving appropriate treatment, or that all of your medical issues will be seen as a result of your gender.
- Your identity is not considered a mental pathology ("gender identity disorder" in the DSM IV) by the psychological and medical establishments.
- You have the ability to not worry about being placed in a sex-segregated detention center, holding facility, jail or prison that is incongruent with your identity.
- You have the ability to not be profiled on the street as a sex worker because of your gender expression.
- You are not required to undergo an extensive psychological evaluation in order to receive basic medical care.
- You do not have to defend you right to be a part of "Queer," and gays and lesbians will not try to exclude you from "their" equal rights movement because of your gender identity (or any equality movement, including feminist rights).

- If you are murdered (or have any crime committed against you), your gender expression will not be used as a justification for your murder ("gay panic") nor as a reason to coddle the perpetrators.
- You can easily find role models and mentors to emulate who share your identity.
- Hollywood accurately depicts people of your gender in films and television, and does not solely make your identity the focus of a dramatic storyline, or the punchline for a joke.
- Be able to assume that everyone you encounter will understand your identity, and not think you're confused, misled, or hell-bound when you reveal it to them.
- Being able to purchase clothes that match your gender identity without being refused service/mocked by staff or questioned on your genitals.
- Being able to purchase shoes that fit your gender expression without having to order them in special sizes or asking someone to custom-make them.
- No stranger checking your identification or drivers license will ever insult or glare at you because your name or sex does not match the sex they believed you to be based on your gender expression.
- You can reasonably assume that you will not be denied services at a hospital, bank, or
  other institution because the staff does not believe the gender marker on your ID card
  to match your gender identity.
- Having your gender as an option on a form.
- Being able to tick a box on a form without someone disagreeing, and telling you not to lie. Yes, this happens.
- Not fearing interactions with police officers due to your gender identity.
- Being able to go to places with friends on a whim knowing there will be bathrooms there you can use.
- You don't have to convince your parents of your true gender and/or have to earn your parents' and siblings' love and respect all over again.
- You don't have to remind your extended family over and over to use proper gender pronouns (e.g., after transitioning).
- You don't have to deal with old photographs that did not reflect who you truly are.
- Knowing that if you're dating someone they aren't just looking to satisfy a curlosity or kink pertaining to your gender identity (e.g., the "novelty" of having sex with a transperson).
- Being able to pretend that anatomy and gender are irrevocably entwined when having the "boy parts and girl parts" talk with children, instead of explaining the actual complexity of the issue.

### Trans Ally Tips SOME WAYS TO BE A GOOD TRANS ALLY...

- Don't ever out a transperson. This is dangerous to their safety & can invalidate their identity. Likewise, be aware of your surroundings when discussing trans issues with a transperson. For their safety & comfort, they may prefer not to discuss these topics in public places or among strangers.
- Always use the pronouns & name the person wants you to use. If you're unsure, ASKI If you
  make a mistake, correct yourself, & politely (& subtly, if possible) correct others if they use the
  wrong pronoun.
- Ask when & where it's safe to use their chosen name & pronouns (e.g., if a transperson is not out at home, ask them how you should refer to them around their family, etc). Don't ask transpeople what their "real" name is (i.e., the one they were born with). If you know their birth name, do not divulge it to others.
- Instead of using prefixes like bio- or real- to designate that someone is not trans, use the prefix "cis-". Two reasons for this: one, using "real" or "bio" sets up a dichotomy in which transpeople are not considered "real" or "biological." Two, using the term cis- alters the framework so that cisgender people are not the default. This shift in language can help make transphobia & gender privilege more obvious.
- Instead of saying someone was born a boy (or a girl), try saying they were assigned male at birth
  (or were female-assigned). These terms recognize the difference between sex & gender, and
  emphasize the ways in which sex & gender are assigned to individuals at birth, rather than being
  innate, binary or immutable qualities.
- Don't confuse gender with sexual preference. Transpeople, like non-trans people, are straight, gay, bisexual, pansexual, asexual, etc. Gender is not tied to sexual preference, & there are a million ways to express desire.
- Don't fetishize. Transpeople's bodies are not a public forum. "Creatures with cunts," "the best of both worlds" & "chicks with dicks" are all inappropriate ways of describing transpeople's bodies.
- Don't ask transpeople about their bodies, how they have sex, what their genitals are like, etc.
   It's rude & none of your business. It can help to think about whether you would ask these questions of a non-trans person.

- Don't ask about surgery or hormone status; don't ask "when are you going to have the surgery?" or "are you on hormones?" Like non-trans people, our medical histories & bodies can be intensely personal & private. If transpeople want to share these details with you, allow them to do so on their own terms.
- Don't assume the only way to transition is through hormones/surgery, & understand that
  medical transition is very often based on economic status. Recognize the classism inherent in
  associating medical transition with "authentic" transidentities.
- Don't assume all transpeople want hormones and/or surgery, or to transition at all.
- Don't assume all transpeople feel "trapped in the wrong body." This is an oversimplification and not the way (all) transpeople feel.
- Don't assume all transpeople identify as "men" or "women." Many transpeople and genderqueer people identify as both, neither, or something altogether different.
- Don't tell transpeople what is appropriate to their gender (e.g., transwomen should grow their hair out & wear dresses). Like non-trans people, we have varying forms of gender expression.
- Recognize the diversity of trans & genderqueer lives. Remember that these identities are part of other identities, and intersect with race, class, sexual preference, age, etc.
- Do listen if a transperson chooses to talk to you about their gender identity. Be honest about things you don't understand—don't try to fake it!
- Be aware of places transpeople may not be able to go (pun intended). Be understanding if a
  transperson doesn't feel safe using a gendered bathroom or locker room. If your organization is
  holding an event, designate a gender-neutral bathroom in the building.
- Recognize that not all transpeople or genderqueer folks are out there trying to smash the gender binary. Recognize that it's not their responsibility. If you want to smash the gender binary, then you do it!
- Don't ask transpeople to educate you. Do your own homework & research. Understand that
  there is a difference between talking to individuals about their preferences/perspectives and
  forcing someone to be your educator. Try not to view individuals as spokespeople; the trans
  communities are diverse, not one monolithic voice or viewpoint.
- Don't assume transmen are exempt from male privilege, misogyny, sexism, etc, just because of a so-called "girl past."

- Recognize that transwomen deal with sexism in a very real way (on top of transphobia).
- Recognize that transwomen deserve access to "women-only" spaces/programs/shelters/etc.
- Recognize your privilege & prejudices as a normatively gendered person.
- Think about what makes you uncomfortable & why.
- Don't let transphobia slide. Confront it as you would confront all other forms of oppression. Trans issues are rarely discussed & when they are it is often in a negative light. Transphobia is equally oppressive as (& works in conjunction with) sexism, homophobia, racism, classism, etc.
- Talk about trans issues/rights. Engage people in discussions & share your knowledge. The
  majority of "information" people have about trans issues is based on stereotypes &
  assumptions. To most people, trans folks are the freaks from Jerry Springer.
- Be aware of the vital role you play as a non-trans person. Remember that the way you talk about transpeople (e.g., using the right pronouns) influences how others perceive us & can make a difference in whether we pass, & whether we feel safe/comfortable. Always remember that people may be more likely to listen to & take cues from non-trans people than from transpeople. What you say & do matters!
- Don't just mourn or take action when transpeople are murdered. Celebrate trans lives & work at making trans & genderqueer issues more visible on a day-to-day basis.
- Don't tokenize. Simply adding the "T" to LGB doesn't make you or your organization hip, progressive, or an ally. Make sure you have the resources, information & understanding to deserve that T.
- Above all respect and support transpeople in their lives & choices.

Click here for tips on making classrooms more welcoming for Trans Students: <a href="http://cruciferous.livejournal.com/15984.html">http://cruciferous.livejournal.com/15984.html</a>

### Options for Visibility as an Ally

- 1. Attend events with LGBTQ themes (movies, speakers, etc.)
- Support LGBTQ groups through attending events, promoting the group, encouraging involvement.
- 3. Lobby for equal rights for people who are LGBTQ.
- 4. Confront homophobic/heterosexist language.
- 5. Seek to recognize systemic patterns of oppression in discussions and action.
- 6. Counter hate crime activity.
- 7. Speak in encompassing, supportive terms. Learn how to adapt your language and terminology to new settings, groups, people.
- 8. Acknowledge LGBTQ family members and partners.
- 9. Oppose censorship of LGBTQ-related messages.
- 10. Encourage other allies by recognizing and acknowledging their efforts.
- 11. Read and display LGBTQ positive books.
- 12. Join LGBTO positive groups like a "Support Network" or "Safe Zone" group on campus
- 13. Educate others.
- Celebrate LGBTQ positive holidays: National Coming Out Day, Pride Week, Trans Day of Remembrance, etc.
- 15. Know what is going on in the news.
- 16. Wear your support such as "Straight, but not narrow" buttons.

### What An Ally Does

- 1. Uses appropriate language. Learns new terms as language and terminology evolve.
- 2. Confronts inappropriate language and behaviors.
- 3. Supports activities, policies, etc. that address LGBTQ concerns.
- 4. Supports other Allies.
- 5. Bullds relationships with other oppressed groups.
- 6. Regards people who are LGBTQ as whole human beings.
- 7. Takes responsibility for equalizing power.
- 8. Asks questions.
- 9. Appreciates the risk people who are LGBTQ take in coming out.
- 10. Appreciates the efforts of people who are LGBTQ to point out the mistakes an Ally might make.
- 11. Takes risks.
- 12. Educates self on LGBTQ cultures, homophobia, and heterosexism.
- 13. Begins to educate others about LGBTQ cultures, homophobia, and heterosexism.
- 14. Actively participate and identify homophobic & heterosexist institutional practices or individual actions and works to change them.
- 15. Addresses people who are LGBTQA and not their behavior.
- 16. Continues to work on their level of acceptance.
- 17. Acknowledge the risks in our society faced by people who are LGBTQA.
- 18. Supports changes in others.
- 19. Values friendships.
- 20. Becomes knowledgeable on issues which often concern people who are LGBTQA.
- 21. Seeks to act 100% as an Ally -- no strings attached.
- 22. Openly and honestly expresses their feelings.

### What An Ally Does NOT Do

- 1. Use language of oppression language that devalues and/or demoralizes people.
- 2. Assume heterosexuality as the norm.
- 3. Include only women and/or people from underrepresented racial & ethnic groups when talking about diversity.
- 4. Assume there are no people who are LGBTQ on their campus or Residence Hall.
- 5. Hold stereotypical beliefs about people who are LGBTQ, as well as about the concept of family.
- 6. Makes jokes or slurs.
- 7. Omit people who are LGBTQ from art, TV, books, history, etc.
- 8. Believe in rigid normalization of our society.
- 9. Patronize or judge what is appropriate behavior.
- 10. Assume they are more competent than people who are LGBTQ.
- 11. Assume one person who is L, G, B, T, or Q represents the whole community.
- 12. Trivialize the concerns or issues of people who are LGBTQ.
- 13. Overlook history and equate all oppression.
- 14. Expect people who are LGBTQ to educate them about LGBTQ cultures/communities.
- 15. Expect to be trusted by people who are LGBTQ,
- 16. Think own view of reality is the only right one.
- 17: Regard LGBTQ cultures/communities as underdeveloped, and disadvantaged.
- 18. Turn to LGBTQ cultures/communities to enrich humanity while invalidating it by calling it "exotic" or "alternative."
- 19. Ignore effects of homophobla or heterosexism.
- 20. Ignore issues relevant to people who are LGBTQ
- 21. Get offended when assumed to be Lesbian, Gay, Bisexual, Transgender or Queer.

### Qualities of an Ally

- 1. Has worked to develop an understanding of homosexuality/bisexuality and the needs of people who are LGBTQ.
- 2. Chooses to align with people who are LGBTQ and respond to their needs.
- 3. Believes that it is in his/her self-interest to be an ally.
- 4. Is committed to the personal growth required.
- 5. Is quick to take pride and appreciate success.
- 6. Expects support from other allies.
- Able to acknowledge and articulate how patterns of oppression have operated in their own lives.
- 8. Expects to make some mistakes, but does not use this as an excuse for non-action.
- Knows that each person in an ally relationship has a clear responsibility for personal change, whether or not persons on the each side choose to respond.
- 10. Knows that in the most empowered Ally relationships, the persons in the non-LGBTQ role help initiate change towards personal, institutional, and societal justice and equality.
- 11. Knows that he/she is responsible for humanizing or empowering their role in society, particularly as their roles relates to responding to people who are LGBTQ.
- 12. Promotes a sense of community with LGBTQ communities and teaches others about the importance of outreach.
- 13. Has a good sense of humor.
- 14. Does not force his/her help on people who are LGBTQ.
- 15. Assesses her/his own values about equality and how people should be treated.
- 16. Is patient,
- 17. Is willing to dismantle heterosexism and homophobia, even if it means giving up certain comforts, privileges, unearned advantages, ets.
- 18. Supports people who are LGBTQ with time and space and not just words.
- 19. Shows people who are LGBTQ support that is available, whether they choose to use it or not.

(Adapted from OhloUniversity, http://www.ohlo.edu/labt/resources/ally.cfm)

### **Supporting Transgender People**

Apart from speaking out against transphobia and educating our communities about the realities of transgender people and their lives, allies can also make an effort to be respectful and supportive of transpeople and their experience. If you know transgender people in their community be sure to respect their identity and expression.

Validate their identity. Simply acknowledging and believing a transperson's gender can be an extreme relief. Be sure to use their preferred pronoun and name.

Respect their privacy. Many transpeople want only a few trusted people to know their history or physical status. Make sure it is okay with the person to discuss with other people that they are transgender or other related specifics of their lives.

Consider transgender people when announcing community events. At present when a "men's event" or "women's event" is announced, transpeople cannot always assume they are welcome. Specify women or men-identified. Remember also that some people identify as both, neither, or other, "all genders welcome" is a good all-inclusive phrase.

Include protection for transgender people in worker contracts and laws. It is currently legal in most areas to discriminate on the basis of gender expression and/or identity. A big way allies can help is by advocating and implementing explicit protection for Trans workers and citizens.

Be aware of gendered spaces. Be sensitive to the fact that bathrooms, locker rooms, and gender-specific events can be a place of potential embarrassments or violence for transpeople.

Just ask! If you are not sure what pronoun a person prefers or how they identify, just ask. If for some reason asking doesn't feel comfortable, try to speak without using gender-specific pronouns.

If you make a mistake, apologize and move on. Occasionally you might accidentally use a wrong pronoun or say a wrong name when addressing someone transgender. Apologize and correct yourself, but not too profusely.

Acknowledge their experience. If a transperson does talk about their body, identity and experience you at times might be surprised to hear that their lives do not match up to your expectations. For instance, a male you know might have given birth at some point. This is simply part of the Trans experience. Accept it and learn! Above all it is important to send the message out to transgender people in our communities that they are welcome, appreciated, and that transphobia will not be tolerated. By holding people accountable for transphobic actions and by including transpeople in our events we can all benefit from living in safer communities.

(Adapted from a publication by Gender Queer (GQ), a subgroup of the University of Oregon Lesblan, Gay, Bisexual, Transgender, and Queer Alliance)

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Agender Lack of gender.

Binding The process of flattening one's breasts to have a more masculine or flat appearing chest.

Bottom Surgery Surgery on the genitals designed to create a body in harmony with a person's preferred gender expression.

Cisgender Describes someone who feels comfortable with the gender identity and gender expression expectations assigned to them based on their physical sex. Also known as "cis."

Cross-dresser Someone who wears clothes of another gender/sex.

Erasure The intentional or unintentional refusal to acknowledge someone's identity.

Gender Binary The idea that there are only two genders – male/female or man/woman and that a person must be strictly gendered as either/or. (See also 'Identity Sphere.')

Gender Confirming Surgery Medical surgeries used to modify one's body to be more congruent with one's gender identity. See "Sex Reassignment Surgery."

**Gender Cues** What human beings use to attempt to tell the gender/sex of another person. Examples include hairstyle, gait, vocal inflection, body shape, facial hair, etc.

Cues vary by culture.

**Gender Variant** A person who either by nature or by choice does not conform to gender-based expectations of society (e.g. transgender, transsexual, intersex, genderqueer, cross-dresser, etc.).

Genderfuck The idea of playing with 'gender cues' to purposely confuse "standard" or stereotypical gender expressions, usually through clothing.

**Genderqueer** A gender variant person whose gender identity is neither male nor female, is between or beyond genders, or is some combination of genders. Often includes a political agenda to challenge gender stereotypes and the gender binary system.

Intergender A person whose gender identity is between genders or a combination of genders.

Non-binary A person who does not subscribe to the gender binary.

Packing Wearing a phallic device on the groin and under clothing for any purposes including: (for someone without a biological penis) the validation or confirmation of one's

masculine gender identity; seduction; and/or sexual readiness (for one who likes to penetrate another during sexual intercourse).

Passing Describes a person's ability to be accepted as their preferred gender/sex or race/ethnic identity or to be seen as heterosexual.

Romantic Orientation The desire for intimate, emotional relationships with or without a physical aspect to that relationship.

Sex A medical term designating a certain combination of gonads, chromosomes, external gender organs, secondary sex characteristics and hormonal balances. Because usually subdivided into 'male' and 'female', this category does not recognize the existence of intersexed bodies.

Sex Identity How a person identifies physically: female, male, in between, beyond, or neither.

Sexual Orientation The desire for intimate emotional and/or sexual relationships with people of the same gender/sex, another gender/sex, or multiple genders/sexes.

**Sexual Reassignment Surgery (SRS)** A term used by some medical professionals to refer to a group of surgical options that alter a person's "sex". In most states, one or multiple surgeries are required to achieve legal recognition of gender variance. Also known as "Gender Confirming Surgery."

Stealth This term refers to when a person chooses to be secretive in the public sphere about their gender history, either after transitioning or while successful passing. (Also referred to as 'going stealth' or 'living in stealth mode'.)

Top Surgery This term usually refers to surgery for the construction of a male type chest, but may also refer to breast augmentation.

Trans An abbreviation that is sometimes used to refer to a gender variant person. This use allows a person to state a gender variant identity without having to disclose hormonal or surgical status/intentions. This term is sometimes used to refer to the gender variant community as a whole.

Transactivism The political and social movement to create equality for gender variant persons.

Transfeminine A person who's femininity or female identity is not universally considered valid. Often used to talk about a wider range of how a person might identify their gender and would cover a spectrum of transwomen, as well as genderqueers, and people with non-binary genders whose femininity or female-ness is being denied.

**Transgender** A person who lives as a member of a gender other than that expected based on anatomical sex. Sexual orientation varies and is not dependent on gender identity.

**Transgender (Trans) Community** A loose category of people who transcend gender norms in a wide variety of ways. The central ethic of this community is unconditional acceptance of individual exercise of freedoms including gender and sexual identity and orientation.

Transhate The irrational hatred of those who are gender variant, usually expressed through violent and often deadly means.

Tranny Chaser A term primarily used to describe people who prefer or actively seek transpeople for sexual or romantic relations. While this term is claimed in an affirmative manner by some, it is largely regarded as derogatory.

**Transition** This term is primarily used to refer to the process a gender variant person undergoes when changing their bodily appearance either to be more congruent with the gender/sex they feel themselves to be and/or to be in harmony with their preferred gender expression.

Transmasculine A person who's masculinity or male identity is not universally considered valid. Often used to talk about a wider range of how a person might identify their gender and would cover a spectrum of transmen, as well as genderqueers, and people with non-binary genders whose masculinity or male-ness is being denied.

TransmanAn identity label sometimes adopted by female-to-male transsexuals to signify that they are men while still affirming their history as females. Also referred to as 'transguy(s).'

Transphobia The irrational fear of those who are gender variant and/or the inability to deal with gender ambiguity.

Transsexual A person who identifies psychologically as a gender/sex other than the one to which they were assigned at birth. Transsexuals often wish to transform their bodies hormonally and surgically to match their inner sense of gender/sex.

Transvestite Someone who dresses in clothing generally identified with the opposite gender/sex. While the terms 'homosexual' and 'transvestite' have been used synonymously, they are in fact signify two different groups. The majority of transvestites are heterosexual males who derive pleasure from dressing in "women's clothing". (The preferred term is 'cross-dresser,' but the term 'transvestite' is still used in a positive sense in England.)

Transwoman An identity label sometimes adopted by male-to-female transsexuals to signify that they are women while still affirming their history as males.

Versatile (Vers) A person who equally prefers giving and receiving sexual pleasure.

Ze / Hir Alternate pronouns that are gender neutral and preferred by some gender variant persons. Pronounced /zee/ and /here,/ they replace "he"/"she" and "his"/"hers" respectively.

### University of Cincinnati and Community Resources

Campus Resources:

LGBTQ Student Groups

- GenderBloc: Radical queer group for people with all gender identities and sexualities. www.uc.edu/groups/genderbloc/
- UC Alliance: Organization for LGBTQ students and straight allies, www.uc.edu/groups/alliance/
- Women for Women: Graduate women, including women of color, international women, and women who love women will explore family, relationships, intimacy, identity, depression, anxieties, conflicts, etc. Contact: UC Counseling Center. (www.uc.edu/counseling)
- Out & Allies: —Service organization that creates a forum for all students and faculty to discuss issues of sexual orientation in the law, and to create a voice for GLBT students in the Law School and to foster a supportive atmosphere for GLBT students. www.law.uc.edu/current-students/student-orgs/out-allies

### **UC Supportive Offices**

- 24 Hour Help Line: (513)-218-9531
- LGBTQ Center: 565 Steger Student Life Center, 556-4329, www.uc.edu/lgbtq
- Women's Center: 571 Steger Student Life Center, 513-556-4401, www.uc.edu/ucwc
- · University Ombuds: 607 Swift Hall, 556-5956, www.uc.edu/ombuds
- Counseling and Psychological Services: 225 Calhoun Street, Suite 200, 513-556-0648, http://www.uc.edu/counseling.html
- Healthy Pastoral Support: Contact the LGBTQ Center for a list of supportive churches

For a Comprehensive Guide to GLBT Resources in Cincinnati and Northern Kentucky see: www.greatercincinnatiglbtnews.com/resources.htm

### **Cincinnati Community Resources**

- Caracole: www.caracole.org (513)761-1480 | 4138 Hamilton Ave, Cincinnati, OH 45223
- CrossPort: Gender Support Group, 513-344-0116, e-mail: crossportcincy@yahoo.com
- · Equality Cincinnati: www.equalitycincinnati.org
- · Gay, Lesbian, and Straight Education Network (GLSEN): www.gisencinclnnati.org
- Legal Aid Domestic Violence Clinic: Counsels and represents clients who have experienced violence in their intimate relationships and/or are victims of stalking. Representation is free and is provided by third year students from U.C.'s College of Law and supervising attorneys. Students are trained in same sex issues. The clinic is open August 15th April 30th of each year. 215 East Ninth Street, Suite 200, Cincinnati, Ohio 45202. 513-241-9400
- Heartland Trans Wellness: http://transwellness.org/ 513.549.4447 | 6566 Montgomery Rd, Suite 211, Cincinnati, OH 45213
- Human Rights Campaign: Greater Cincinnati: www.hrc.org/cincinnati
- Parents, Families & Friends of Lesbians & Gays (PFLAG): www.geocities.com/pflagcinci

### **National LGBTQ Organizations**

- AARDVARC, An Abuse, Rape and Domestic Violence Aid and Resource Collection: LGBTQ Specific Link <a href="https://www.aardvarc.org/dv/gay.shtml">www.aardvarc.org/dv/gay.shtml</a>
- Asexual Visibility and Education Network (AVEN): www.asexuality.org
- National 24/7 Hotline: 1-866-4U-TREVOR (866-488-7386)
- National Black Justice Coalition: www.nbjcoalition.org
- · National LGBTQ Task Force (NGLTF): www.thetaskforce.org
- Temenos: LGBT People of Color: www.temenos.net/poc/index.shtml
- The People of Color (POC) Media Program: www.glaad.org/poc/

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