RAINFOW
RESOURCE GUIDE FOR OLDER ADULTS
Published Spring, 2017
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203 S. Zeeb Rd. Ste 207, Ann Arbor, MI 48103

Thomas E. O’Connor,
M.A., CCC-A
Claudia B. Williams, B.S.
Private Practice Owners
Dear SAGE Supporters:

SAGE Metro Detroit aims to build awareness and promote change so that LGBT older adults may age with dignity and authenticity. We have identified four pillars to focus our attention: programming, information, training, and advocacy. We are thrilled to introduce our new Rainbow Resource Guide to serve as a source of information and referrals about organizations and businesses that have committed to serving LGBT older adults free from discrimination.

While many resource guides provide a comprehensive listing of services and businesses, our guide is smaller but provides a bit more information to help you decide which businesses or organizations may be right for you. We required all businesses and organizations in our Guide to express a commitment not to discriminate against LGBT clients or customers.

Specifically, we asked each business or organization: (1) whether they have an inclusive written nondiscrimination employment policy that addresses sexual orientation and gender identity, (2) whether they have a statement of care or service policy that explicitly states they will not discriminate against customers or clients based on sexual orientation or gender identity, and (3) whether they have provided training to staff for acceptance, inclusion, and sensitivity to LGBT employees, customers, clients, or guests. We have included icons in the Guide that reflect that the organizations and businesses indicated that they meet the above criteria. Please see more about the icons in the Icon Directory below.

Many obstacles remain for LGBT older adults. Our laws fail to provide clear coverage. For example, Michigan’s Elliott-Larsen Civil Rights Act prohibits sex discrimination but remains silent about sexual orientation and gender identity. Funding often eludes our communities. Discrimination continues. The community resources and policy makers we turn to for help frequently lack understanding and training. We hope that this Rainbow Resource Guide will provide a tool to promote awareness, share information, and deter discrimination. If you are interested in learning more about SAGE Metro Detroit, obtaining a training, developing a nondiscrimination policy, or supporting SAGE, please contact us at info@sagemetrodetroit.org. Our national SAGE organization also provides a national LGBT aging cultural competency credential through SAGECare that you learn more about at www.sageusa.care.

We look forward to growing with you to build awareness and promote change so that LGBT older adults may age with dignity and authenticity.

All the best

Angela (Angie) Perone
Director

ICON DIRECTORY

The icon directory explains what each icon means. We asked each business or organization to check a box next to each of the following statements. We then placed the appropriate icon next to each business or organization.

- We have an inclusive written nondiscrimination employment policy that addresses sexual orientation.
- We have an inclusive written nondiscrimination employment policy that addresses gender identity.
- We have a statement of care or service policy that explicitly states we will not discriminate against customers or clients based on sexual orientation and gender identity.
- We have provided training to staff for acceptance, inclusion, and sensitivity to LGBT employees, clients, guests and/or customers.
Your Trusted Senior Living Community and Health Care Leader for over 38 Years...

...Is now getting even better!

New Construction and Renovations:
- New One bedroom Assisted Living Apartments
- New Bistro and lounge
- Renovated Restaurant Style Dining Room
- Remodeled Main Building and Activity Area
- Private nursing rehabilitation rooms
- New Larger Rehabilitation gym and Occupational Therapy
- Snoezelen Room and program for Alzheimer’s and memory loss residents

Our Life Plan Community
- Planned programming and social engagements
- On site Doctors
- Beauty Salon and Barber shop
- Fitness Center and Exercise classes
- Full time driver and transportation
- Full time Chaplain and beautiful Chapel
- Restaurant Style Dining
- Five Star Nursing and Rehabilitation Health Care Center
- Full time Chaplain and beautiful Chapel
- Restaurant Style Dining
- Five Star Nursing and Rehabilitation Health Care Center

What sets us apart and makes us different? Our trusted not for profit Senior Living Community offering over 71 years of experience dedicated to innovative Senior Care and Living as part of Presbyterian Villages of MI. We offer you an entire Village spread out on a 44 acre tree lined campus close to beautiful Lake St. Clair, shopping, and entertainment.

We offer you a place where you can call it home.

For more information call 586.725.6030
33875 Kiely Drive
Chesterfield, Michigan 48047-3604
www.pvm.org
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DETOIT PUBLIC HEALTH
STD CLINIC
TESTED

50 East Canfield, Detroit, MI 48201
Monday - Friday 8 a.m. - 4:30 p.m.

- STD testing and treatment
- Rapid HIV & Syphilis testing
- Free condoms
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- Discreet & confidential
- We help everyone regardless of their ability to pay
- We offer HIV PrEP and nPEP

313-577-9100
Detroitmi.gov/HEALTH
Hosted by Wayne State University Physician Group
Community Centers

Affirmations Community Center
290 W. 9 Mile Rd
Ferndale, MI 48220
(248) 398-7105
info@goaffirmations.org
www.goaffirmations.org
Please see our ad on page 18

Luella Hannan Memorial Foundation
4750 Woodward Ave
Detroit, MI 48201
(313) 833-1300
www.hannan.org
Please see our ad on page 18

Home Health Care

All Valley Home Care
275 E. Big Beaver Rd, Ste 109
Troy, MI 48083
(248) 601-0777
andrew.green@vidaseniorresource.com
www.allvalleyrochester.com

Assured Home Nursing
725 S. Adams Rd, Ste 258
Birmingham, MI 48009
(248) 593-8134
assuredhomenurse@aol.com
www.assuredhomenursing.com

ComForCare
2520 S. Telegraph Rd, Ste 201
Bloomfield Hills, MI 48302
(800) 886-4044
jcadovich@comforcare.com
www.comforcare.com
Please see our ad on page 12

Comfort Keepers
Serves Oakland and Wayne counties
(248) 957-9717
farmingtonmi@comfortkeepers.com
www.comfortcarepartners.com

Excellacare
Serves the Metro Detroit area
(248) 476-9091
vanessa@excellacare.com
www.excellacare.com

LaJoy Group Home Health Care
Serves Wayne, Macomb, Oakland, and Washtenaw counties
(734) 259-7626
mkalish@lajoygroup.com
www.lajoygrouphhc.com

Optimal Care Inc.
30600 Telegraph Rd #3275
Bingham Farms, MI 48025
(248) 723-9613
kbartz@optimalcareinc.com
www.optimalcareinc.com
Please see our ad on page 10

Legal and Financial Services

ACLU of Michigan
2966 Woodward Ave
Detroit, MI 48201
(313) 578-6802
bbove@aclumich.org
www.aclumich.org
Information, Resources and Programs for LGBT Older Adults

Whether you’re looking for help for yourself, a partner, a friend or a chosen family member, the Area Agency on Aging 1-B can help. We are a nonprofit that’s focused on helping older adults live safely and independently in whatever setting they call home.

A Safe and Welcoming Place to Call

Our staff is specially trained to recognize and address the unique needs of LGBT older adults. Things we can help with include:

- Information and Referral to Local Resources
- Meals on Wheels
- Help Finding Housing
- Help Finding Transportation
- Care Coordination and Care Services
- Help with Medicare and Medicaid

Serving Livingston, Macomb, Monroe, Oakland, St. Clair and Washtenaw counties.

For more information, call 800-852-7795 or visit AAA1B.org today.
Bassett Law
2045 Hogback Rd
Ann Arbor, MI 48105
(734) 930-9200
reception@bassettlaw.com
www.bassettlaw.com
**Please see our ad on page 10**

Elder Law of Michigan Inc.
3815 West St. Joseph, Ste C-200
Lansing, MI 48917
(866) 400-9164
info@elderlawofmi.org
www.elderlawofmi.org

**Please see our ad on page 14**

Neighborhood Legal Services Michigan
7310 Woodward Ave, Ste 301
Detroit, MI 48202
(313) 874-5820 (Main Number)
(313) 874-5820 Ext. 2214
llindsay@wcnls.org
www.nlsmichigan.org

**Shelton & Deon Law Group**
612 E. 4th St
Royal Oak, MI 48067
mkd@sheltondeonlaw.com
www.sheltondeonlaw.com
**Please see our ad on page 14**

**Mental Health and Medical**

Alzheimer’s Association
25200 Telegraph Road, Ste 100
Southfield, MI 48033
(800) 272-3900
helplinegmc@alz.org
www.alz.org/gmc
**Please see our ad on page 14**

Birmingham Maple Clinic
2075 W. Big Beaver Rd, Ste 520
Troy, MI 48084
(248) 646-6659
ledelson@birminghammaple.com
www.birminghammaple.com
**Please see our ad on page 8**

Center for Transforming Health
2111 Cass Lake Rd, Ste 101
Keego Harbor, MI 48320
(248) 481-7287
cth2111@gmail.com
www ctrtransformhealth.org

**Please see our ad on page 14**

Corktown Health Center
1726 Howard St
Detroit, MI 48216
(313) 832-3300
www.corktownhealth.org
**Please see our ad on page 18**

Detroit Public Health STD Clinic
50 E. Canfield St
Detroit, MI 48201
(313) 577-9100
detroitstd@wayne.edu
www.detroitmi.gov/health
**Please see our ad on page #6**

Health Emergencies Lifeline Programs (HELP)
1726 Howard St
Detroit, MI 48216
(313) 832-3300
www.helpoffice.org
Legal Services for Life’s Changes
Elder law – Veterans’ Benefits
Fiduciary Services
LGB & Transgender Law
Estate Planning – Probate
Assisted Reproduction Law - Adoptions

www.bassettlaw.com  734-930-9200

Optimal Care Inc.
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www.optimalcareinc.com
James Karagon, LMSW  
555 Brush St, #2406  
Detroit, MI 48226  
(313) 962-4075

Kadima Mental Health Services  
15999 W. 12 Mile Rd  
Southfield, MI 48076  
(248) 559-8235  
info@kadimacenter.org  
www.kadimacenter.org

O'Connor Hearing Center  
203 S. Zeeb Rd, Ste 207  
Ann Arbor, MI 48103  
(734) 994-8300  
cwilliams@oconnorhearing.com  
www.oconnorhearing.com

University of Michigan  
Geriatrics Center Clinics  
4260 Plymouth Rd  
Ann Arbor, MI 48109  
(734) 764-6831  
www.uofmhealth.org/conditions-treatments/elderly-care-geriatrics

Senior Housing  
Aleardi's Lilac Inn  
34206 W. 13 Mile Rd  
Farmington Hills, MI 48331  
(734) 788-3000  
denisealeardi@yahoo.com  
www.aleardisplace.com

Henry Ford Village  
15101 Ford Rd  
Dearborn, MI 48126  
(313) 584-5200  
www.henryfordvillage.com

Jewish Senior Life  
With locations in  
Oak Park and West Bloomfield  
(248) 661-1836  
tproghovnick@jslmi.org  
www.jslmi.org

Lockwood of Waterford  
1407 Skipper Dr  
Waterford, MI 48327  
(248) 618-0777  
waterford@lockwoodgrp.com  
www.lockwoodseniorliving.com

Presbyterian Villages of Michigan  
26200 Lahser Rd, Ste 300  
Southfield, MI 48033  
(248) 281-2025  
afrye@pvm.org  
www.pvm.org

Village in the Woods  
15000 W 10 Mile Rd  
Oak Park, MI 48237  
(248) 592-5041  
slsmith@jslmi.org  
www.villageinthewoods.org
If age is a state of mind, then it should mind its own business.

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Proudly providing an independent and carefree retirement lifestyle.

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- Meals
- Housekeeping
- Most utilities included
- Activities
- Transportation
- Home health available

Lockwood of Fenton
16300 Silver Parkway
Fenton
(810) 344-8093

Lockwood of Burton
2173 South Center Road
Burton
(810) 250-7646

Lockwood of Waterford
1407 Skipper Drive
Waterford
(248) 618-0777

Lake Huron Woods
5221 Lakeshore Road
Fort Gratiot
(810) 294-8375

Schedule a tour today!
www.LockwoodSeniorLiving.com
The Village of East Harbor
33875 Kiely Dr
Chesterfield, MI 48047
(586) 725-6030
cmartin@pvm.org
www.pvm.org/locations/east-harbor
*Please see our ad on page 4*

**Services, Resources, and Advocacy**

**Ann Arbor Meals on Wheels**
Serves Ann Arbor
(734) 998-6686
aamealsonwheels@umich.edu
www.med.umich.edu/aamealsonwheels

**Area Agency on Aging 1-B**
Serves Livingston, Macomb, Monroe, Oakland, St. Clair, and Washtenaw counties
(800) 852-7795
www.aaa1b.org
*Please see our ad on page 8*

**Brown Adult Day Program**
(Two locations)
29699 Southfield Rd
Southfield, MI 48076
(248) 233-4000
dyamstein@jvsdet.org
www.jvsdet.org/who-we-serve/seniors.html

6720 W. Maple Rd
West Bloomfield, MI 48322
(248) 661-6390
dyamstein@jvsdet.org
www.jslmi.org/services/
brown-day-care-program
*Please see our ad on page 18*

**Catholic Social Services of Washtenaw County**
Serves Washtenaw County
(734) 712-7774
dkeskitalo@csswashtenaw.org
www.csswashtenaw.org

**Deaf and Hearing Impaired Services Inc.**
Serves Livingston, Macomb, Monroe, Oakland, St. Clair, Washtenaw, and Wayne counties
(248) 473-1888
www.dhisonline.org

**Detroit Area Agency on Aging**
Serves Detroit, Hamtramck, Harper Woods, Highland Park and the five Grosse Pointes
(313) 446-4444
www.detroitseniorsolution.com

**Disability Network Oakland & Macomb**
16645 15 Mile Rd
Clinton Township, MI 48035
(800) 284-2457
info@dnom.org
www.dnom.org
*Please see our ad on page 14*

**Equality Michigan**
Department of Victim Services
Serves the greater Detroit communities, Grand Rapids and Traverse City
(313) 537-7000
sjohnson@equalitymi.org
www.equalitymi.org
Center for Transforming Health is dedicated to education and service, which enhances whole-person care. Our mission is EMPOWERING individuals to embrace their "response-ability" for health and well-being. CTH is a practice that is:

- Integrative internal medicine.
- Fee for service and cash based
- Knowledgeable and provides:
  - hormone therapy
  - nutritional support
  - chronic medical conditions
  - injury or illness

2111 Cass Lake Rd Suite 101
Keego Harbor, MI 48320
(248) 481-7287 • cth2111@gmail.com
http://ctrtransformhealth.org

Join us for Worship and Fellowship at
Christ Church Cranbrook
A welcoming, affirming and inclusive community

Saturday  Holy Eucharist at 5:00 PM
Sunday  Holy Eucharist at 8:00 AM and 10:00 AM
  Evensong at 6:00 PM
Monday, Tuesday, Thursday and Friday
  Morning Prayer at 8:30 AM
Wednesday
  Holy Eucharist at 8:30 AM
  Renew at 6:00 PM ~ A Brief Evening Program of Worship and Community Bible Study followed by a light supper

470 Church Road  Bloomfield Hills, MI 48304
christchurchcranbrook.org
248.644.5210

When Alzheimer’s Touches Your Life, We Are Here for You

24-Hour Helpline
Early Stage Resources
Local Care and Education Programs
Support Groups

alzheimer's® association
Greater Michigan Chapter
800.272.3900
www.alz.org/gmc

The Shelton & Deon Law Group provides clients the quality and depth of experience that is expected of a large firm with the flexibility and individual attention only a small law firm can offer.

612 East 4th Street, Royal Oak, MI 48067
248-494-7444  |  www.sheltondeonlaw.com
Interfaith Volunteer Caregivers
8075 Ritter St
Center Line, MI 48015
(586) 757-5551
mailbox@ivcinfo.org
www.ivcinfo.org

Jewish Family Services of Metropolitan Detroit
Serves Oakland, Macomb, and Wayne counties
(248) 592-2313
resourcecenter@jfsdetroit.org
www.jfsdetroit.org

Kosher Meals on Wheels
National Council of Jewish Women
Greater Detroit Section
Serves the Metro Detroit area
(248) 523-2313
mail@ncjwgds.org
www.ncjwgds.org

LGBT Detroit
20025 Greenfield Rd
Detroit, MI 48235
(313) 397-2127
www.lgbtdetroit.org

SameAddress
Serves Livingston, Macomb, Monroe, Oakland, St. Clair, and Washtenaw counties
(248) 262-9999
customercare@sameaddress.com
www.sameaddress.com

The Senior Alliance:
Area Agency on Aging 1-C
Serves the communities of Western & Southern Wayne County
(734) 722-2830
info@tsalink.org
www.aaa1c.org

Simplify It, LLC
Serves the Metro Detroit area
(248) 417-4312
theresa@simplifyitllc.com
www.simplifyitllc.com

Spirituality

Christ Church Cranbrook
470 Church Rd
Bloomfield Hills, MI 48304
(248) 644-5210
www.christchurchcranbrook.org

Congregation Shir Tikvah
3900 Northfield Parkway
Troy, MI 48084
(248) 649-4418 Ext. 1
info@shirtikvah.org
www.shirtikvah.org

Please see our ad on page 14
Additional Resources

The list below includes additional non-profit and governmental organizations and hotline services that may be able to provide assistance through services and information. Please note that, although important resources, these organizations have not been formally vetted like other Guide participants.

**Hotlines**

- **The Alzheimer’s Association’s 24/7 Helpline**
  (800) 272-3900
  www.alz.org/we_can_help_24_7_helpline.asp

- **GBLT National Hotline**
  (888) 843-4564
  www.glbthotline.org

- **HIV Nightline**
  (800) 628-9240
  www.sfsuicide.org/our-programs/hiv-nightlines

- **Michigan HIV/STD Hotline**
  (800) 872-2437
  www.miunified.org/get-help/services/statewide-hiv-sti-hotline

- **National Suicide Prevention Lifeline**
  (800) 273-8255
  www.suicidepreventionlifeline.org

- **SAGE LGBT Elder Hotline**
  (888) 234-SAGE (7243)
  sage@glbthotline.org
  www.sageusa.org/programs/hotline.cfm

- **Trans Lifeline**
  Hotline: (877) 565-8860
  www.translifeline.org

- **Transgender Michigan Helpline**
  (855) 345-TGMI (8464)
  www.transgendermichigan.org/help-line.html

**State Resources**

- **Medicare Medicaid Assistance Program**
  *Works through each Area Agency on Aging*
  (800) 803-7174
  www.mmapinc.org

- **Michigan Adult Protective Services**
  (855) 444-3911

- **Michigan Aging & Adult Services Agency**
  Lansing, MI
  (517) 373-8230
  osainfo@michigan.gov
  www.michigan.gov/osa

- **Michigan Department of Civil Rights**
  Service Center in Detroit, MI
  (313) 456-3700
  TTY: (877) 878-8464
  mdcrservicecenter@michigan.gov
  www.michigan.gov/mdcr

- **Michigan Department of Health & Human Services**
  *Offices in every county*
  (517) 373-3740
  www.michigan.gov/mdhhs

- **Michigan Long-Term Care Ombudsman Program**
  (866) 485-9393
National Resources

GLMA: Health Professionals Advancing LGBT Equality
Washington, DC
(202) 600-8037
info@glma.org
www.glma.org

Human Rights Campaign (HRC)
Washington, DC
(202) 628-4160
TTY: (202) 216-1572
www.hrc.org

Immigration Equality
New York, NY
Legal Emergency Hotline: (212) 714-2904
info@immigrationequality.org
www.immigrationequality.org

Justice in Aging
Offices in Washington, DC,
Los Angeles, CA and Oakland, CA
Washington, DC: (202) 289-6976
Los Angeles, CA: (213) 639-0930
Oakland, CA: (510) 663-1055
www.justiceinaging.org

The LGBT Aging Project
Boston, MA
(857) 313-6590
information@fenwayhealth.org
www.fenwayhealth.org/lgbt-aging-project

National Center for Lesbian Rights
Offices in San Francisco, CA and Washington, DC
San Francisco, CA: (415) 392-6257
Washington, DC: (202) 734-3545
Legal Rights Helpline: (800) 528-6257
info@nclrights.org
www.nclrights.org

National Council on Aging (NCOA)
Arlington, VA
(571) 527-3900
www.ncoa.org

National LGBTQ Task Force
Offices in Cambridge, MA, Miami, FL, Minneapolis, MN, New York, NY, and Washington, DC.
Washington, DC: (202) 393-5177
New York, NY: (212) 604-9830
Cambridge, MA: (617) 492-6393
Miami, FL: (305) 571-1924
Minneapolis, MN: (612) 821-4397
www.thetaskforce.org

National Resource Center on LGBT Aging
New York, NY
(212) 741-2247
info@lgbtagingcenter.org
www.lgbtagingcenter.org

SAGE (Services and Advocacy for Gay, Lesbian, Bisexual & Transgender Elders)
New York, NY
(212) 741-2247
info@sageusa.org
www.sageusa.org

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Glossary of LGBT-Related Terms

The following word list is designed to provide basic definitions of words and phrases commonly used in discussions about lesbian, gay, bisexual and transgender people and related issues. All language is constantly evolving; new terms are introduced, while others fade from use or change their meaning over time. This remains true for the following terms and definitions.

For terms that refer to people's identities, people must self-identify in order for these terms to be appropriately used to describe them.

**Ally**: A member of the majority or dominant group who works to end oppression by supporting or advocating for the oppressed population. For example, any non-LGBT person who supports and stands up for the equality of LGBT people. (Sometimes referred to as a “straight ally”)

**Androgynous**: Having the characteristics or nature of both maleness and femaleness; neither specifically feminine nor masculine.

**Biphobia**: A fear of or aversion to bisexuality or bisexual people.

**Bisexual**: A sexual orientation and/or identity of a person who is sexually and emotionally attracted to some males and some females.

**Coming Out**: Declaring one's identity, specifically, being lesbian, gay, bisexual or transgender, whether to a person in private or a group of people. To be “in the closet” means to hide one's identity.

**Drag**: Wearing the clothing typically associated with another gender, often involving the presentation of exaggerated, stereotypical gender characteristics. Individuals may identify as drag kings (in drag presenting as male) or drag queens (in drag presenting as female) when performing gender as parody, art or entertainment.

**FTM or F2M** (female-to-male): An identity of a person who was assigned female at birth, and who identifies as male, lives as a male or identifies as masculine. Other related terms include: transgender male, transman and affirmed male.

**Gay**: A sexual orientation and/or identity of a person who is sexually and/or emotionally attracted to some members of the same sex. Although gay can refer to both males and females, many prefer the term “lesbian” for females. Gay is sometimes used as an umbrella term to refer to all lesbian, gay and bisexual people, but some prefer the more inclusive term “LGBT.”

**Gender**: A social construct based on a group of emotional, behavioral and cultural characteristics attached to a person's assigned biological sex. The gender construct then classifies an individual as feminine, masculine, androgynous or other. Gender can be understood to have several components, including gender identity, gender expression and gender role.

**Gender Binary**: The concept that everyone is of two genders: male or female. It also describes the system which society divides people into male and female roles, identities and attributes.

**Gender Expression**: An individual's physical characteristics, behaviors and presentation that are linked, traditionally, to either masculinity or femininity, such as: appearance, dress, manner.
Gender Identity: How we identify ourselves in terms of our gender. Identities may include male, female, androgynous, transgender, among others.

Gender-Neutral Pronoun: A pronoun that does not associate a gender with the person being discussed. Two of the most common gender-neutral pronouns are “zie” replacing she and he, and “hir” replacing her and him.

Gender Non-Conforming or Gender Variant: An identity of a person who has gender characteristics and/or behaviors that do not conform to traditional or societal binary gender expectations.

Gender Orientation: An individual’s internal sense of their gender (e.g., feeling male, female or neither). Gender orientation doesn’t necessarily align with the sex assigned at birth.

Gender Role: The social expectations of how an individual should act, think and/or feel based upon one’s assigned biological sex. A set of traditional and stereotypical roles, traits, dress, characteristics, qualities, mannerisms and behaviors that are associated with societal norms of what is male and what is female.

Genderism: The systematic belief that people need to conform to the gender role assigned to them based on a gender binary system which allows only female and male.

Genderqueer: An identity of a person who identifies as and/or express themselves as somewhere in the continuum between maleness/masculinity and femaleness/femininity or outside of the gender binary system. Genderqueer people may or may not identify as LGBT.

Heterosexism: Applies to attitudes, bias and discrimination in favor of heterosexual sexuality and relationships. It includes the presumption that everyone is heterosexual or that male/female attractions and relationships are the norm and therefore superior. It is the belief that everyone is or should be straight.

Heterosexual: A sexual orientation and/or identity of a person who is sexually and/or emotionally attracted to some members of another sex (specifically, a male who is attracted to some females or a female who is attracted to some males). Often referred to as “straight.”

Homophobia: A fear or aversion to homosexuality or lesbian, gay or bisexual people.

Homosexual: An identity of a person who is sexually and/or emotionally attracted to some members of their own sex; originated in the medical and psychological professions. Currently, many prefer the term lesbian or gay.

Intersex: A general term used for a variety of conditions in which a person is born with a reproductive or sexual anatomy that doesn’t seem to fit the typical definitions of female or male. Intersex conditions can affect the genitals, the chromosomes and/or secondary sex characteristics.

Lesbian: A sexual orientation and/or identity of a person who is female-identified and who is sexually and/or emotionally attracted to some other females.
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LGBT: An umbrella term referring collectively to people who identify as lesbian, gay, bisexual and/or transgender. Sometimes the acronym is written as LGBTQ, with the “Q” referring to those who identify as questioning and/or queer. In the past “gay” was used as a general, overarching term, but currently the more inclusive terms LGBT and LGBTQ are regularly used and preferred by many LGBT people and allies.

MTF or M2F (male-to-female): An identity of a person who was assigned male at birth, and who identifies as female, lives as a female or identifies as feminine. Other related terms include: transgender female, transwoman, affirmed female.

Queer: An umbrella term used to describe a sexual orientation, gender identity or gender expression that does not conform to heteronormative society. While it is used as a neutral, or even a positive term among many LGBT people today, historically it has been used negatively and is still considered derogatory by many.

Questioning: An identity of a person who is uncertain of their sexual orientation/identity and/or their gender orientation/identity.

Same Gender Loving: a term sometimes used among African Americans that refers to same-sex physical and/or emotional attraction.

Sex or Biological Sex: This can be considered our “packaging” and is determined by our chromosomes (such as XX or XY), our hormones and our internal and external genitalia. Typically, we are assigned the sex of male or female at birth.

Sexual Behavior: What we do sexually and with whom.

Sexual Identity: What we call ourselves in terms of our sexuality. Such labels include “lesbian,” “gay,” “bisexual,” “queer,” “heterosexual,” “straight,” and many more.

Sexual Orientation: The inner feelings of who we are attracted or oriented to sexually and emotionally.

Transgender: An identity of a person whose gender identity is not aligned with their sex assigned at birth and/or whose gender expression is non-conforming.

Transition: The myriad of actions a person may take to move from one gender identity to another. These may include social, psychological and/or medical processes. Transitioning is a complex process that occurs over a long period of time, it is not a one-time event.

Transphobia: The fear or aversion to transgender people or of those who are perceived to break or blur societal norms regarding gender identity or gender expression.

Transsexual: A term originated in the medical and psychological communities that historically referred to people whose gender identity was not aligned with their sex assigned at birth.

Two-Spirit (also Two Spirit or Twospirit): Used in many Native Americans to refer to people who are lesbian, gay, bisexual, transgender or gender non-conforming. The term usually implies a masculine spirit and a feminine spirit living in the same body and has been adopted by some contemporary lesbian, gay, bisexual and transgender Native Americans to describe themselves.
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