

Glossary

Bisexual – A person who is romantically and sexually attracted to both men and women.

Gay – A person who is romantically and sexually attracted to people of the same gender.

Gender – The roles, behaviors, activities, and attributes that a society considers appropriate for men and women.

Gender Expression – How people represent or express themselves in relation to gender – through their clothes, hairstyle, or mannerisms.

Gender Identity – An individual's private sense and personal experience of gender. One's gender identity may differ from one's assigned sex.

Genderqueer – An umbrella term for gender identities outside of the male-female binary.

Intersex – A sex assigned to persons exhibiting physical characteristics of both males and females.

Lesbian – A woman romantically and sexually attracted to other women.

Sex – A category, such as male, female, or intersex, assigned at birth based on physical characteristics.

LGBT+ – Lesbian, Gay, Bisexual, Transgender. The plus recognizes that not everyone fits neatly into the LGBT constructs.

Transgender – One whose gender identity differs from the sex they were assigned at birth.

LGBT+ Physicists is committed to building a scientific environment that is free from all forms of prejudice and discrimination. The organization works to ensure that this basic human right is upheld for members of our community who are also sexual and/or gender minorities.

The Working Group on LGBTIQ Equality (WGLE) works to promote equality for lesbian, gay, bisexual, transgender, intersex, and questioning (LGBTIQ) individuals within the astronomical community.

lgbt+physicists

lgbtphysicists.org
and



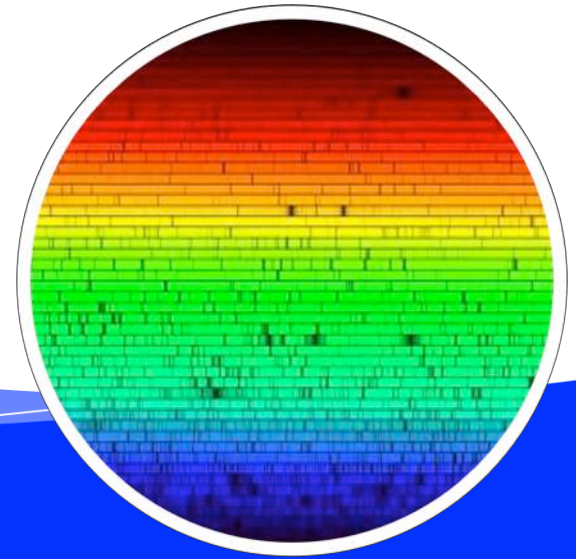
The AAS Working Group on
LGBTIQ Equality (WGLE)
wgle.aas.org

Supporting LGBT+ Physicists & Astronomers

Best Practices for Academic Departments

Equality begins at home.

Want to make your department more welcoming to lesbian, gay, bisexual, and transgender (LGBT+) students, staff, and faculty? *Supporting LGBT+ Physicists and Astronomers: Best Practices for Academic Departments* presents simple, concrete suggestions to improve climate and increase LGBT+ visibility. The full document is available from our websites, lgbtphysicists.org and wgle.aas.org. Here are some highlights:



Improving Departmental Climate Today

- Invite LGBT+ speakers to campus.
- Join an Out List as an LGBT+ scientist or ally.
- Pay particular attention to the climate within the classroom.
- Explicitly include everyone in invitations to departmental events.
- Use gender-neutral and inclusive language in documents and conversation.

Improving Departmental Climate Tomorrow

- Actively recruit LGBT+ students.
- Encourage faculty and staff to obtain diversity training.
- Facilitate name and gender changes on departmental records.
- Recognize and award achievements of LGBT+ students and faculty.

Recruitment and Personnel Issues

- Provide help for *all* dual-career couples.
- Include non-discrimination statements in job announcements.
- Consider LGBT+ persons when developing family-friendly policies.
- Avoid assumptions about names, nicknames, and pronouns. Always ask.

Advocacy at the University Level

- Help transgender students deal with Selective Service.
- Provide gender-neutral restrooms throughout campus.
- Provide inclusive health insurance. Provide other benefits fairly.
- Participate in national or regional surveys that address LGBT+ issues.