



# LANGUAGE FOR ALL: CREATING LGBTQIA+ INCLUSIVE ELE CLASSROOMS

Project 2024-1-IE01-KA210-ADU-000251488

## Understanding Diversity and Inclusion

**Diversity** means recognising and including people from a range of social groups, backgrounds and characteristics.

- gender
- sexual orientation
- age
- race, ethnicity or national origin
- disability
- socioeconomic class
- religion
- fatness and body size
- ...the list continues!

We often talk about these groups as minorities, but how many of us don't belong to at least one minority group?

**Inclusion** means working to include voices and perspectives different to our own. This means learning to recognise and challenge **norms** and **biases**. Social norms presume that the 'average' or 'normal' person is white/heterosexual/middle class/able-bodied/male - even though very few of us are that person!

Learning to identify norms helps us to change how we think, recognise minority or marginalised groups, and change the assumptions we make about other people.

This project is about making ELE materials and ELE learning more inclusive of the **LGBT+ community**, so in this worksheet we will focus on this community. The LGBT+ community refers to minority gender and sexual identities.



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## Understanding Gender

Gender refers to our personal experiences of social and cultural gender processes.

As individuals, we all have

- biological sex - the sex of our bodies, i.e. male or female
- gender identity - the gender we identify as, i.e. man or woman
- gender expression - the way we express gender i.e. through masculinity and femininity

When we are born, our biological sex is determined as male or female through organs, anatomy, chromosomes and hormones. This is sometimes referred to the gender we are **assigned at birth**.

As we grow up, we are socialised into **gender norms** through the kinds of clothes girls and boys wear, the kinds of toys they play with, activities they do, expectations that are placed on them - and more.

And as we grow, we develop a sense of self. Part of this is developing a sense of gender, which may or may not be the gender we are assigned at birth.

Most people identify with the gender they were assigned at birth. This means that if you are assigned female at birth (or you are biologically female), you are likely to identify as a woman. We refer to this as being **cisgender**.

But if you do not identify with the gender you were assigned at birth, we might refer to that as being **transgender**.



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## Understanding Gender

Transgender people identify with a different gender than their biological sex. For example, a **transgender woman** is a woman who was likely assigned male at birth, but came to identify as a woman. A **transgender man** is a man who was likely assigned female at birth. Some people are neither male nor female, and might identify as **non-binary**. Non-binary people may not identify with any sense of gender, or might have a different gender identity than male or female.

This can look different for different people, and people may use different identity terms and language than what we have laid out here. Language is personal, language changes, and language evolves!

Gender **expression** is how we express ourselves and our sense of gender. You might do this through how you dress, or if you wear make up, or style your hair, or the kinds of behaviour traits you express. All of these things are ways we express masculinity or femininity, as well as other parts of our personalities. Cisgender and transgender people all express gender in these ways.

Gender expression is culturally specific - what is considered masculine in one culture might not be in others. Gender expression is influenced by cultural and social norms - for example, pink is often associated with femininity, and relatively few men choose to wear pink clothes or accessories.





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## Understanding Sexuality

Sexual orientation refers to the people you are romantically or sexually attracted to.

**Heterosexual** - a man or woman attracted to the opposite gender

**Lesbian** - a woman who is attracted to other women

**Gay** - a man who is attracted to other men

**Bisexual / Pansexual** - a person attracted to all genders

When we talk about sexuality, we usually refer to our own gender and the gender of people we are attracted to at the same time.

Cisgender people can be any sexuality, as can transgender people.

When we refer to the LGBT+ community, we are referring to

- Lesbians
- Gay men
- Bisexual people
- Transgender people
- and other communities, which can include intersex, asexual, gender fluid people.

This worksheet is not a definitive guide to the community, but a jumping off point to get you started.



Transgender  
Equality  
Network  
Ireland



test  
Transilvanian Educational Services & Tourism



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## Intersectionality

This project is focused on the LGBT+ community, but of course all LGBT+ people also hold other identities.

Being LGBT+ is only one part of someone's life, and there will be many other aspects of someone's personality, background, or experience that will inform who they are as a person.

**Intersectionality** is a way of looking at how all of our multiple identities overlap and interact to create unique experiences.

Taking an intersectional approach to the LGBT+ community means recognising that the other identities held by members of the community will impact their experiences as LGBT+ people. For example, this means that a white lesbian will have a different experience of being a lesbian than a lesbian of colour. Both lesbians will likely experience homophobia, but in very different ways, and the homophobia experienced by the lesbian of colour may be compounded by racism.

LGBT+ people who hold other marginalised identities will have very different experiences of their LGBT+ identities than LGBT+ people from more privileged social or economic groups.

LGBT+ who are more at risk than others include:

- LGBT+ people of colour
- LGBT+ migrants
- LGBT+ women, and particularly transgender women
- LGBT+ young people and LGBT+ elders
- Disabled LGBT+ people





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## Legal Rights of LGBT people in Europe

These are some of the key legal rights that may be threatened for LGBT+ people.

### **Marriage and Family**

Legal rights to marriage, civil union, adoption and parentage  
Marriage and adoption recognised in many European countries

### **Legal Gender Recognition**

Rights for trans people to change legal name and / or gender marker  
Mechanisms to have this implemented across IDs, documents, passports, etc

### **Discrimination and Hate**

Protection against hate crime and hate speech  
Anti-discrimination in work, in access to goods and services

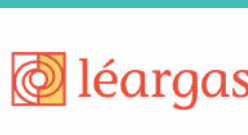
### **Conversion Therapy**

Protection against attempts to change LGBT+ people's identities, often via 'therapeutic' or religious interventions. This causes extreme harm and damage to LGBT+ people.

### **Assembly and Association**

Restricted or under attack in 13 countries in Europe  
For example, in 2025 Hungary banned Budapest LGBTQ+ Pride.  
Regardless, a record 200,000 people marched in the Pride parade.

ILGA-Europe produce an annual Rainbow Map which tracks LGBT+ rights across Europe, check it out for up-to-date information!





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## Homophobia and Transphobia

The LGBT+ community is at risk of anti-LGBT+ prejudice and discrimination. This is often referred to as **homophobia** (when directed at the LGBT+ community broadly) and **transphobia** (when directed specifically at trans people).

Since the mid-2010s there has been an increase in homophobic and transphobic speech online and in politics, and homophobic and transphobic attacks and hate crimes. During this time there has been a specific target on trans people and LGBTQ+ young people.

### **Homophobic and Transphobic Social/Political Discourse:**

Restrictions on rights - removal of family rights, restrictions on access to healthcare, housing, and services

Political discourse and rhetoric - UK, US, Russia, Hungary, Turkey, and others

### **Interpersonal Homophobia and Transphobia**

Intentionally / continuously using wrong name, pronouns

Verbal harassment, name-calling, derogatory language, jokes

Discrimination in employment, housing, healthcare

Physical and sexual violence

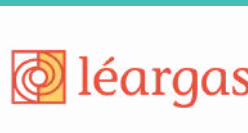
Common contexts for hate speech and hate crimes:

Attacks on libraries, schools, youth groups supporting LGBT+ young people

Street harassment

Public bathrooms

Social media, right-wing media outlets, some mainstream media





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## Allyship

**Allyship** means acting in solidarity with a marginalised community even if you are not a member of that community.

There is no requirement to act or speak a certain way to be an LGBTQ+ ally. It looks different for everyone, but there are some ideas on this sheet. You can draw from this list and add your own ideas.

**Be an ally in public** - role model inclusive language in the classroom, be visible and verbal on social media, attend protests and Prides, use rainbow stickers, lanyards and flags, add pronouns to your email signature or social media, fundraise for LGBTQ+ groups or causes

**Be an ally in private** - have conversations with family and friends, get involved in work, use your position in school or in the classroom

**Stay educated** - there's so much misinformation out there! Check the resources on the next page, look for others, check what LGBTQ+ people or allies are recommending, and be able to respond to misinformation

**Be intersectional** - LGBTQ+ people are the focus right now because we're an easy target, but bigotry targets us all. Use these principles to support migrants, women, people of colour, young people, and other marginalised groups. We face the same struggles.

**Be a barrier from harm** - correct others using the wrong pronouns or language, interrupt homophobia or transphobia, and think twice before sharing news about violence or harassment of our communities.

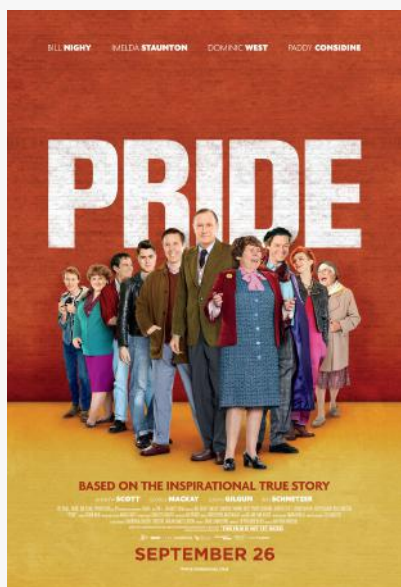




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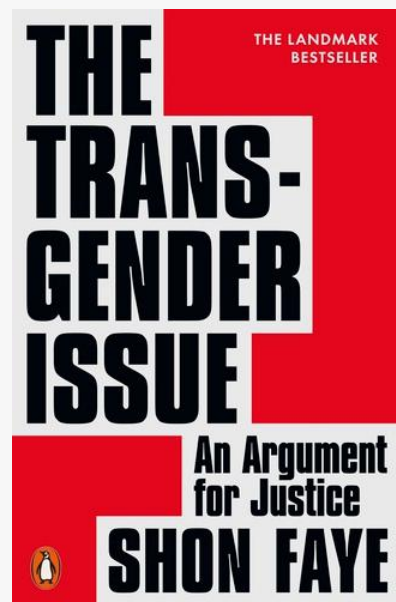
## Resources



Film - LGBT+ support for 1984 British miners' strikes



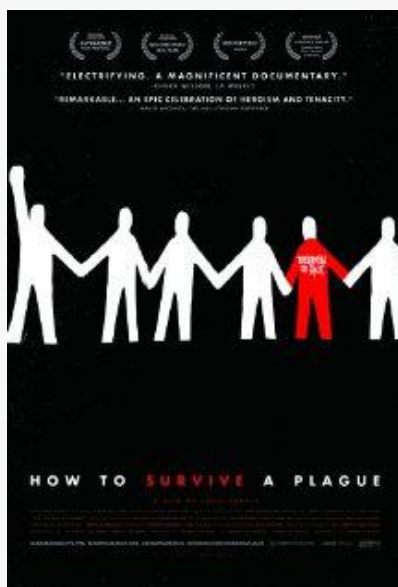
Documentary on trans representation in TV/film



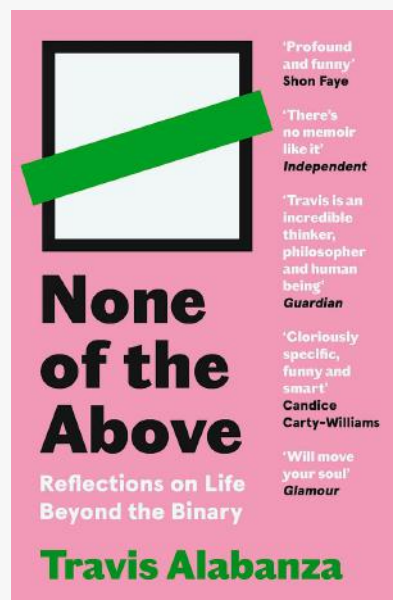
Non-fiction book on trans rights in the UK in 2020s



Podcast with trans hosts and (usually) trans guests



Documentary on AIDS epidemic



Memoir of a non-binary writer

