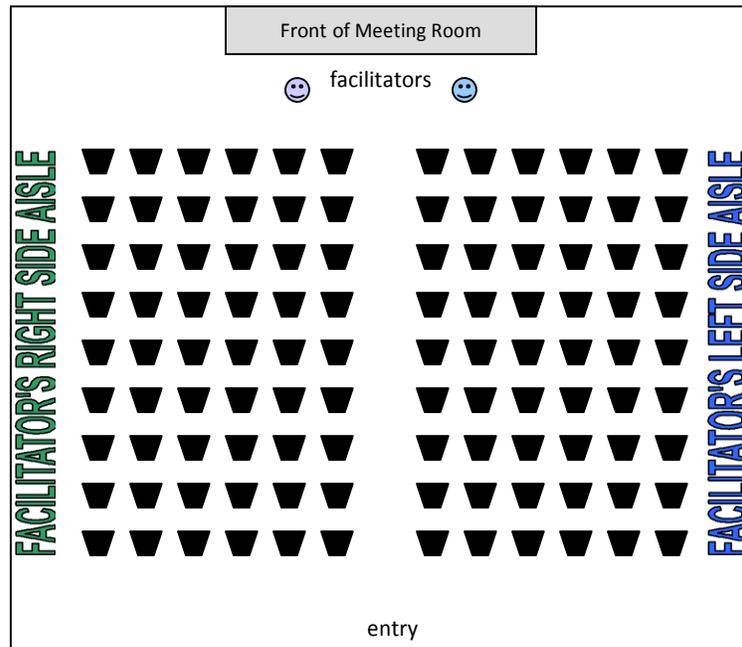


Learning Activity: LGBTQ Words and Definitions “Match Game”

- Group Size:** Up to 80 participants: Recommended for groups of 12 – 40 participants
- Time Needed:** 30 minutes (minimum)
- Staffing Needed:**
- 1 Main Facilitator
 - 1 Assistant Facilitator (or more for help distributing the cards)
- Required Materials:**
- Words & Definitions Cards (printed on cardstock; cut to separate)
 - Terminology & Definitions handout
 - Words & Definitions “cheat sheet” for facilitator
- Optional Materials:**
- Flipchart & Markers
 - Masking Tape (Blue Painter’s Tape is best.)
- Room Set up:** Classroom or Theatre style, with clear aisles at the far right and left sides of the room (See layout example below)



- Activity Purpose:**
- Participants learn terms and definitions relevant to the cultural identities and lived experiences of LGBTQ people.
 - Participants gain a common language set to further discussion of building cultural competency.
- Activity Overview:**
- Each participant receives a pre-printed card.
 - The card contains either a Word or a Definition.
 - The goal of the activity is for participant to match up into correct pairings of Word and Definition.
 - The Assistant Facilitator helps guide “lost” participants to a correct match using hints.
 - The Main Facilitator reviews each correct match with the large group to determine that all participants understand the Word/Definition.
 - OPTIONAL: Questions or Realizations about Words/Definitions are written on flipchart paper and then posted around the room as prompts for future discussion and evidence of the group’s achievement through the activity.

Learning Activity: LGBTQ Words and Definitions “Match Game”

Required Materials Review

**Words and Definitions Cards
(Separated and shuffled for
distribution)**

Ally

Someone who confronts heterosexism, homophobia, biphobia, transphobia, heterosexual and genderstraight privilege in themselves and others; a concern for the wellbeing of lesbian, gay, bisexual, trans, and intersex people; and a belief that heterosexism, homophobia, biphobia and transphobia are social justice issues.

**Terminology & Definitions Handout
(distribute at the conclusion of the
activity)**

LGBTIQ Terminology & Definitions
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Ally
Someone who confronts heterosexism, homophobia, biphobia, transphobia, heterosexual and genderstraight privilege in themselves and others; a concern for the wellbeing of lesbian, gay, bisexual, trans, and intersex people; and a belief that heterosexism, homophobia, biphobia and transphobia are social justice issues.

**Words and Definitions Cards
(Printed as 1 document: your
“cheat sheet”)**

Ally

Someone who confronts heterosexism, homophobia, biphobia, transphobia, heterosexual and genderstraight privilege in themselves and others; a concern for the wellbeing of lesbian, gay, bisexual, trans, and intersex people; and a belief that heterosexism, homophobia, biphobia and transphobia are social justice issues.

ACTIVITY INSTRUCTIONS

Facilitator Explains:

“We’re going to do a fun learning activity now. You’ll be learning some new language and, perhaps, some new concepts in this activity.”

“We’re going to divide the room in half down the center. Everyone to the left (MY LEFT) of the center line, please stand and line up against the WALL to my LEFT. Everyone to the right (MY RIGHT) of the center line, please stand and line up against the WALL to my RIGHT. You should be facing into the center of the room.”

Two lines of participants should now be standing up, one line against each wall, facing each other across the room.

Facilitator Explains:

“My wonderful co-facilitator (OR OTHER ASSISTANTS) will be bringing two stacks of large CARDS and giving one stack EACH to the LAST PERSON in line at EITHER SIDE of the room.”

Try to make eye contact with that person to confirm that they have heard you and are paying attention for the following instructions.

Learning Activity: LGBTQ Words and Definitions “Match Game”

Facilitator Explains:

“When you get the STACK of CARDS for your LINE, TAKE ONE CARD and then PASS THE STACK forward. EACH PERSON IN LINE SHOULD TAKE ONE CARD AND KEEP PASSING THE STACK FORWARD until the end of the line is reached HERE (*indicate the ends of the lines closest to your position at the front of the room*).”

“It’s okay to LOOK at your card, but please don’t DISCUSS your card yet.”

Decide in advance which cards (Words or Definitions) are going to which sides of the room. You can pause until the stacks are passed all the way to the front. Collect any leftovers.

You will need to lay leftover cards out, face up, at the speakers’ table and manage any “dropped” matches. Your co-facilitators/assistants can help with that.

Card Distribution Variation If you can’t be certain in advance of how many participants will be in your workshop, you can most easily control for this by adapting the distribution of cards in the following way:

At room set-up time

- Tape ALL WORD CARDS on the aisle wall to the LEFT of the Facilitator
- Tape ALL DEFINITION CARDS on the aisle wall to the RIGHT of the Facilitator
- Give line-up instructions in the same manner
- Allow each side of the room to work in pairs/buddies to CHOOSE and DEFINITION and then FIND the WORD Matches. This way, everyone has a chance to play.
- Play until all matches are made.

Facilitator Explains:

“All right, now that everyone has a card, I can tell you about the activity.”

“Each person in the LINE to MY LEFT has a card with a WORD on it. Each person in the LINE to MY RIGHT has a card with a DEFINITION on it. The GOAL of the activity is to MATCH EACH DEFINITION from the RIGHT SIDE with the CORRECT WORD on the LEFT SIDE.”

Pause and check with group for understanding. Clarify GOAL if necessary.

Learning Activity: LGBTQ Words and Definitions “Match Game”

Facilitator Explains:

“Okay, so here’s how we’re going to do that. I’m going to ask one person from the RIGHT SIDE to READ OUTLOUD the DEFINITION ON THEIR CARD. Please make sure that you speak up so that everyone can hear. After the DEFINITION is read, I would like the PERSON from the LEFT SIDE who thinks they have the CORRECT WORD to hold up their CARD and SAY ‘I GOT IT!’ Then READ OUTLOUD the WORD on your CARD.”

“We’ll do a check in to make sure that a CORRECT MATCH has been made. If the MATCH is NOT CORRECT, I’ll ask for ANOTHER PERSON who thinks they have the CORRECT WORD to STEP FORWARD. We may have the DEFINITION READ AGAIN if necessary, until we get a CORRECT MATCH. Once a CORRECT MATCH is made, we’ll move on to a new DEFINITION and a new WORD. Does everyone understand how to play?”

Pause and check with group for understanding. Clarify the PROCESS if necessary. Once everyone is clear on the process, begin the activity.

Pause after EACH CORRECT MATCH is made. ASK:

Facilitator Asks:

“Is that a NEW WORD for ANYONE?”

If YES, ask: “Can someone who is familiar with this WORD use it in a sentence for us?”

If NO, say: “Good match! Let’s try a new DEFINITION. Who wants to READ their CARD?”

Continue playing until all matches are made, or until there are only 5 MINUTES LEFT in the ACTIVITY TIME.

Facilitator Says:

“That was great work, everyone. (We’re going to need to stop now because we’re almost out of time.) The purpose of this activity was introduce you to some new language, and maybe some new concepts, and to clarify words and their meanings, just in case some of them were unclear for you. Do you feel that we were able to do that?”

Pause for group feedback.

The Co-facilitator/s should be distributing the terms and Definitions handout now.

Assure participants that any additional questions about language and use of terms can be discussed as it comes up during other portions of the day.

Facilitator Closes:

“Thank you again for your enthusiastic participation in this learning activity. Let’s have a round of self-affirming applause to celebrate our achievement!”

END

Ally

Someone who confronts heterosexism, homophobia, biphobia, transphobia, heterosexual and genderstraight privilege in themselves and others; a concern for the wellbeing of lesbian, gay, bisexual, trans, and intersex people; and a belief that heterosexism, homophobia, biphobia and transphobia are social justice issues.

Agender or Nongender

The self-perception of being without gender, or of having no internal sense of gender as typically conceived by one's culture, or; the refusal to adopt a social role or identity constructed or constrained by gender-dependent rules and roles.

Bisexual

A person emotionally, physically, and/or sexually attracted to males/men and females/women. This attraction does not have to be equally split between genders, and there may be a preference for one gender over others.

Cisgender

Anyone who is not transgender, gender non-conforming or questioning; a person who was raised as, still identifies as, and expresses the gender most people would think matched the sex the person was assigned at birth.

Coming Out

May refer to the process by which one accepts one's own sexuality, gender identity, or status as an intersex person. May also refer to the process by which one discloses these identities to others.

Discrimination

Prejudice + power. It occurs when members of a more powerful social group behave unjustly or cruelly to members of a less powerful social group. This can take many forms, including both individual acts of hatred or injustice and institutional denials of privileges normally accorded to other groups. When ongoing, it creates a climate of oppression for the affected group.

Gay

Term used in some cultural settings to mean males who are attracted to other males in a romantic, erotic, and/or emotional sense. Not all men who are attracted to other men identify with this label, and it should therefore be used with caution.

Gender

The socially-constructed concepts of masculinity and femininity; the “appropriate” qualities or characteristics that are expected to accompany each biological sex.

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.

Gender Identity

A person's sense of being a man/masculine, a woman/feminine, or other sense of gender belonging.

Genderqueer

A gender diverse person whose gender identity is neither male nor female, is between or beyond genders, or is some combination of genders. This identity is usually related to or in reaction to the social construction of gender, gender stereotypes and the gender binary system.

Heteronormativity

The assumption — in individuals, systems, or institutions — that everyone is heterosexual, and that heterosexuality is normal and superior to homosexuality and bisexuality.

Heterosexism

Prejudice against individuals and groups who express non-heterosexual behaviors or identities, combined with the majority power to impose such prejudice. Usually used to the advantage of the group in power. Any attitude, action, or practice backed by institutional power that subordinates people because of their sexual orientation.

Heterosexual Privilege

Those benefits derived automatically by being heterosexual that are denied to homosexuals and bisexuals. Also, the benefits homosexuals and bisexuals receive as a result of claiming heterosexual identity or denying homosexual or bisexual identity.

Identity Sphere

The idea that sexual and gender identities and expressions do not fit on a linear scale, but rather on a sphere that allows room for all expression without weighting any one expression as better or more normative than another.

Institutional Oppression

Arrangements of a society used to benefit one group at the expense of another through the use of language, media, education, religion, economics, etc.

Internalized Oppression

The process by which a member of an oppressed group comes to accept and live out the inaccurate stereotypes applied to the oppressed group.

Intersex

A person whose body does not fit into the dyadic categories of male or female, due to genital, gonadal, chromosomal, and/or hormonal variation. People with these bodies may have typical masculine or feminine identities, or may identify as gender diverse.

Lesbian

Term used to describe female-identified people attracted romantically, erotically, and/or emotionally to other female-identified people. The term is sometimes considered a Eurocentric category that does not necessarily represent the identities of African-Americans and other non-European ethnic groups.

Oppression

The systematic subjugation of a group of people by another group with access to social power, the result of which benefits one group over the other and is maintained by social beliefs and practices.

Prejudice

A conscious or unconscious negative belief about a whole group of people and its individual members.

Queer

A historically derogatory term for a gay man, lesbian, or gender-nonconforming person. The term has been widely reclaimed, especially by younger LGBT people, as a positive social and political identity. It is sometimes used as an inclusive, or umbrella, term for all LGBT people.

Same Gender Loving

A term sometimes used by members of the African - American / Black communities to express a non-heterosexual orientation without relying on terms and symbols of European descent. The term emerged in the early 1990's with the intention of offering Black women who love women and Black men who love men a voice, a way of identifying and being that resonated with the uniqueness of Black culture in life.

Sex

A medical term designating a certain combination of gonads, chromosomes, external gender organs, secondary sex characteristics and hormonal balances.

Usually subdivided into “male” and “female”, this category does not recognize the existence of intersex bodies.

Sexual Orientation

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

Stereotype

A preconceived or oversimplified generalization about an entire group of people without regard for their individual differences.

Though often negative, can also be complimentary. Even positive variants can have a negative impact, however, simply because they involve broad generalizations that ignore individual realities.

Stud

An African-American and/or Latina masculine lesbian. Also known as *butch* or *aggressive*.

Trans

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

Transgender

An umbrella term for anyone whose gender identity and/or gender expression doesn't fit social or cultural expectations or norms of gender. This may include transsexuals, cross-dressers, genderqueer people, and others. This term should only be used with people who self-identify with the term.

Transhate

The irrational hatred of those who are gender diverse, usually expressed through violent and often deadly means. Often generally included within the concept of transphobia.

Transmasculine

A gender-diverse gender expression that has a prominent masculine component.

Transphobia

The irrational fear of those who are gender diverse and/or the inability to deal with gender ambiguity. This term may also encompass *Transhate* — the irrational hatred of those who are gender diverse, usually expressed through violent and often deadly means.

Two-Spirit

Native persons who have attributes of both genders, have distinct gender and social roles in their tribes, and are often leaders in spiritual or ceremonial life. They are generally seen as a separate or third gender. The term is usually considered specific to the Zuni tribe. Similar identity labels vary by tribe.

Ze / Hir

Alternate pronouns that are gender neutral and preferred by some gender diverse persons.