



Phobias & -isms:

Talking about discrimination based on sexuality and gender diversity

Biphobia

The negative attitudes expressed through cultural hate, individual and state violence, and discrimination directed towards bisexual and pansexual people. Biphobia is one specific result of monosexism. EG: assuming bisexual people will cheat in a relationship.

Bi is beautiful!



Cisnormativity

The assumption that someone's gender is always determined by their sex assigned at birth. The concept is related to beliefs that cisgender identities are better than transgender identities, or even that trans people are not real. Unlike overt acts of transphobia which are motivated by hatred or fear of trans people, however, cisnormativity is largely taken for granted by those who feel comfortable with the sex they were assigned at birth. Cisnormativity creates the systemic invisibility of gender diversity in legal, medical, social and cultural contexts.

I'm proud to be trans



Heteronormativity

The assumption that heterosexuality or attraction to those of the "opposite" gender is normal. The word "opposite" misrepresents gender diversity as binary. Heteronormativity is related to the belief all people are or should be heterosexual and that heterosexual relationships are normal and therefore superior. While overt acts of homophobia or biphobia are motivated by hatred or fear of sexuality diverse people, heteronormativity is rarely identified, but creates the systemic invisibility of sexuality diversity within legal, medical, social and cultural contexts.

Being gay is an important part of my identity



Homophobia

The negative attitudes expressed through cultural hate, individual and state violence, and discrimination directed towards lesbian, gay and bisexual (LGB) people. EG: assuming lesbians would be straight if they could find the right man or assuming gay men have HIV because gay sex is dirty.

I love being a lesbian



Beliefs, structures, and actions that promote monosexuality (either exclusive heterosexuality or homosexuality) as the only legitimate or right sexual orientation. Monosexism causes the erasure of bisexual or other non-monosexual orientations. EG: research which assumes a woman in a relationship with another woman is a lesbian.

Don't make fun of me because I'm pansexual





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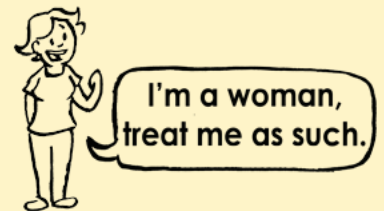
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Transphobia Beliefs, structures, and actions that promote the idea that there are two types of people – men and women – who are born, raised, and naturally associate with that gender and its accompanying characteristics. This leads to discrimination of and negative attitudes toward people whose gendered identities, appearances or behaviours deviate from traditional gender norms. EG: trans people targeted at higher rates of street violence than non-trans or cis* people.



**Cis or cisgender is used to describe people whose gender assigned at birth is the same as their gender identity.*

Transmisogyny The negative attitudes expressed through cultural hate, individual and state violence, and discrimination directed toward trans women and people presumed to be assigned male at birth, who are femininely gendered. EG: excluding trans women from services for female survivors of partner violence or assuming male-assigned people who express femininity are weak.



Homophobia, Biphobia, Transphobia and other types of discrimination operate across four levels:



IDEOLOGICAL: the idea that one group is somehow better than the other, and therefore has the right to control resources and be seen as “normal.”



INSTITUTIONAL: The idea that one group is better than another and has the right to control the other. It gets embedded in society institutions, laws, legal system and police practice, education system, hiring practices, public policy, housing development, media images etc.



INTERPERSONAL: The idea that one group is better than another and has the right to control the other is structured in society institutions. It gives permission and reinforcement for individual members of the dominant group to personally mistreat individuals in the targeted/oppressed group. This ranges from deliberate (eg. bashing someone because of their sexuality or gender identity) to unintentional, because it seems so normal to hold negative views of that group.



INTERNALISED: This is when people experiencing discrimination internalise the ideology of inferiority. They see this operating in institutions, they experience mistreatment interpersonally from members of the dominant groups, and they eventually come to internalise the negative messages about themselves.

All 4

of these levels are important when addressing partner and sexual violence in rainbow communities