





HOMOPHOBIC, BIPHOBIC AND TRANSPHOBIC SLURS

HOMOPHOBIA: fear and hatred of homosexuality.

BIPHOBIA: fear and hatred of bisexuality.

TRANSPHOBIA: fear and hatred of trans and gender non-conforming people.

HOMOPHOBIA/BIPHOBIA/TRANSPHOBIA IS MANIFESTED IN FOUR DIFFERENT WAYS:

-  **1. Personal or internalized** homophobia/biphobia/transphobia consists of personal beliefs and prejudices.
-  **2. Interpersonal** homophobia/biphobia/transphobia (harassment and individual discrimination) involves individual behaviours based on those personal beliefs.
-  **3. Institutional** homophobia/biphobia/transphobia includes the ways that institutions discriminate against people based on their sexual orientation or gender identity.
-  **4. Cultural** homophobia (heterosexism) refers to societal norms that advantage heterosexuality over all other forms of gender expression and sexual orientation.

The normalization of oppression in the shelter system

can make it difficult for staff to recognize when homophobia, biphobia and transphobia occur, leading them to believe that this type of discrimination does not actually occur, and that homophobic, biphobic and transphobic slurs and language are a part of youth culture that cannot be changed. **When you do not act out against instances of homophobia, biphobia and transphobia as they occur, you are contributing to their normalization.**

ENSURE THE SAFETY AND DIGNITY OF LGBTQ2S YOUTH IN SHELTERS:

Zero-Tolerance ✓

Be sure to include “homophobia, biphobia and transphobia,” in your zero-tolerance policy.

It is important that zero-tolerance policies be posted in high traffic areas of your space. It is important that youth are informed of non-adherence consequences.

Recognize It ✓

It is important to be able to recognize the signs of homophobia, biphobia and transphobia.

If there are things you don't know or understand about LGBTQ2S issues, do some research, ask questions or contact a group that deals with these issues.

Hear It! Stop It! ✓

Challenge all homophobic, biphobic and transphobic language.

Speak up against and STOP homophobic or transphobic jokes, comments, or slurs when witnessed. If you don't, your silence condones and encourages such behaviours.

Written by Dr. Alex Abramovich (2016) SOURCES: Abramovich, A. (2014). Young, Queer and Trans, Homeless, and Besieged: A Critical Action Research Study of How Policy and Culture Create Oppressive Conditions for LGBTQ Youth in Toronto's Shelter System. University of Toronto.; University of Guelph (2016). Recognizing Heterosexism, Homophobia, and Transphobia.