

A vibrant scene from a Pride parade. A dense crowd of people is visible, many holding rainbow Pride flags. A prominent blue umbrella is held in the center. The background shows trees and a clear sky, suggesting an outdoor urban setting. The overall atmosphere is celebratory and inclusive.

# PRIDE GUIDE

**CPM**

A horizontal bar with the colors of the rainbow flag (red, orange, yellow, green, blue, purple) positioned below the 'CPM' text.

# What is Pride?

Occurring each year in June, Pride month is a global event which commemorates the June 1969 Stonewall riots in New York City.

From parades and concerts to workshops and exhibitions, the events of Pride month enable LGBTQIA+ people and allies to celebrate their genders and sexualities, discuss LGBTQIA+ history, and advocate for further change and everyday equality and inclusion. Something which is really important to us at CPM.

PRIDE is an acronym for Personal Rights in Defense and Education and whilst much progress has been made in securing rights and freedoms for members of the LGBTQIA+ community since the Pride movement began, the essence of the Pride movement remains as valid and necessary today as it did in 1969 and before.

We are all constantly growing and evolving on this journey. We know we will make mistakes but learning from these experiences are part of it becoming more inclusive in our everyday behaviours. If you want to learn more, then we recommend you spend some time going through the resources on these websites:

[The International Lesbian, Gay, Bisexual, Trans And Intersex Association](#)



[It Gets Better](#)

[Stonewall](#)

[The Trevor Project](#)

[We Create Space](#)



# What is the Progress Pride Flag?

**Red = Life**

**Orange = Healing**

**Yellow = New Ideas**

**Green = Prosperity**

**Blue = Serenity**

**Violet = Spirit**

**Black/Brown = People of Colour**

**White/Blue/Pink = Trans**



# Your ultimate guide to the Pride Flags



The Pride Flag that started it all



The 6-colour Pride Flag



The Philadelphia Pride Flag



The Transgender Flag



The Nonbinary Pride Flag



The Intersex Flag



The Flag for the Asexual Community



The Bisexual Pride Flag



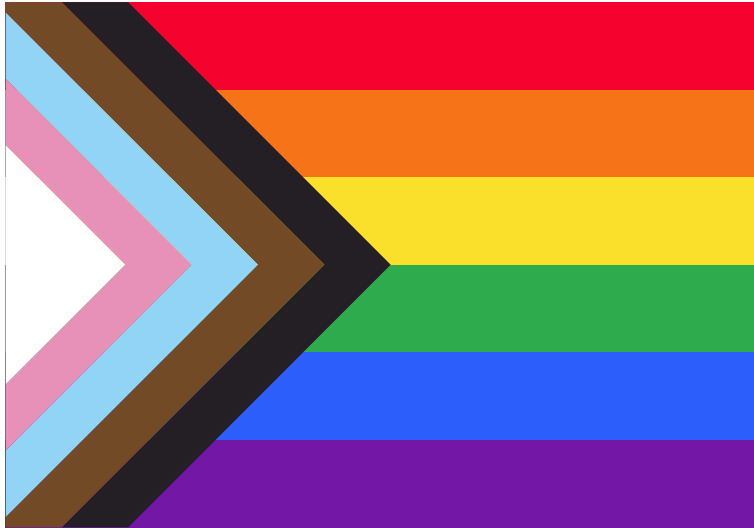
The Pansexual Flag



The Flag for the Lesbian Community



The Gay Men Pride Flag



The Modern Pride Flag

# Ten facts on LGBTQIA+

**71** There are 71 countries where homosexuality is criminalised

The punishment for being in a same-sex relationship in 11 of these countries is the death penalty

**64%**

Two-thirds of LGBTQIA+ people report having experienced anti-LGBTQIA+ violence or abuse

Pride wasn't always called Pride. When early events started, they were more militant and were more often referred to as marches. "Gay Liberation" or "Gay Freedom" were more common names for these marches

The first Pride marches took place in June 1970, one year on from the Stonewall riots

The Rainbow Flag, the international symbol of LGBTQIA+ community, was designed by Gilbert Baker in 1978

**31**

To date, 31 countries in the world recognise same-sex marriages, the first being The Netherlands on 1 April 2001 and the most recent being Chile where it has been legal since 10 March 2022

**20**

There are currently over 20 different LGBTQIA+ flags that tell the story of the individuals they represent – acting as tools of visibility

**35%**

More than a third of LGBTQIA+ employees (35%) have hidden that they are LGBTQIA+ at work for fear of discrimination

**2.5**

The largest Pride Parade in the world is in Sao Paulo, Brazil with 2.5 million people attending

## Considerations

**It's OK to want to know more! Here are a few things to consider when speaking to an LGBTQIA+ friend or colleague to make sure you remain respectful.**

**It's OK to be curious (it is part of our DNA after all!) and to have questions.**

But it's not always OK to put the responsibility on your LGBTQIA+ colleagues for answers. Do your own research, be proactive in your own learning. There are many brilliant resources out there, a number of which have been shared in this Pride Guide.

**Avoid using "womxn," "sxster," etc. when trying to be inclusive of cisgender and transwomen.**

This phenomenon was started and popularized by Julia Beck, a trans-exclusionary radical feminist. To truly be inclusive, say exactly what you mean (all women, cis women, transwomen, etc)

**Try not to get too caught up on wondering how gender roles play out in the lives and relationships of those around.**

For example, asking someone who is the man/woman in their relationship projects your own biases. People will reveal themselves to you in their own time.

**Avoid trying to relate to your LGBTQIA+ colleague by bringing up the one queer relative, celebrity or acquaintance you know.**

This might indicate that you don't care about your colleague beyond a superficial level. It's also likely irrelevant to your colleague, shows a lack of thoughtfulness and tokenizes people with marginalized identities.

**Avoid referring to your LGBTQIA+ colleague's partner or spouse as their friend.**

This discredits the relationship and is offensive because it assumes heterosexuality is the typical state. Make it a point to listen to how your colleague refers to that person or ask and then make a mental note of it.

**Avoid misgendering your colleagues by referring to them with the wrong pronouns.**

Often, transgender and non-binary people have to work very hard to be perceived and treated as they wish. Extend respect by getting their pronouns right. Look at email signatures to make sure you have the correct pronouns or ask when you're unsure.

**Avoid automatically asking women about boyfriends or husbands or asking men about girlfriends or wives. Instead, use terms such as spouse and partner.**

**Avoid asking a transgender person about surgeries unless a person explicitly invites that conversation i.e. do not say "did you get the surgery?"**

# LGBTQIA+ glossary of terms

**A** Ally

A term used to describe someone who supports and advocates for the equal rights of the LGBTQIA+ community. It encompasses straight and cisgender allies, as well as those within the LGBTQIA+ community who support each other e.g., a bisexual, cisgender man, advocating for the rights of a heterosexual, transgender woman.

**Asexual**

A person who does not feel sexual attraction or desire for other people.

**Aromantic**

A person who does not feel a romantic connection for other people.

**B** Biphobia

The fear, hatred, or discomfort of those who are sexually or romantically attracted to more than one gender. Can often be displayed through words, actions, or behaviours such as negative stereotypes about bisexuality, denial that bisexuality is a genuine orientation, and/or bisexual erasure.

**Biromantic**

A person who feels a romantic connection to two or more genders.

**Bisexual**

A person who feels sexual attraction to two or more genders. Bisexual can mean attracted to men and women in the binary view of gender. Bisexual can also mean being attracted to your own and other genders.

**C** Cisgender

A person whose gender identity aligns with the sex they were assigned at birth.

**Coming out**

A phrase used to describe the act of sharing one's sexual orientation and/or gender identity with others. For the LGBTQIA+ community, this does not just happen once. This is a continual process that occurs throughout all areas of a person's life, both personally and professionally.

**G** Gay

A person who is sexually attracted to another person of the same gender.



# LGBTQIA+ glossary of terms

## **G** Gender binary

The classification of gender and gender expression being two distinct and strict categories of male/female and masculine/feminine. In most Western cultures, gender is seen as being an either/or choice. In this way of seeing gender, you can either be man or woman, boy or girl, nothing else. A big part of LGBTQIA+ activism focuses on challenging this limiting view and being more inclusive of the full gender spectrum.

## **G** Gender expression

How an individual chooses to express their gender identity through their appearance, behaviour, demeanour, or characteristics.

## **G** Gender fluid

A person who does not identify with a single fixed gender or has a fluid or unfixed gender identity.

## **G** Gender identity

A person's innate sense of their own gender which may or may not correspond to the sex they were assigned at birth. Note: a person's gender identity is independent of their sexual/romantic orientation.

## **G** Genderqueer

A person whose gender identity does not fit the constraints of the gender binary, but instead views gender as something which is fluid and identifies with neither, both, or a combination of male and female genders.

## **H** Heterosexual

A person who is sexually attracted to another person of the opposite gender.

## **H** Heteroromantic

A person who feels a romantic connection to the opposite gender.

## **H** Homophobia

The fear, hatred, or discomfort of those who are sexually or romantically attracted to the same gender. Can often be displayed through negative words, actions, or behaviours such as prejudice, stereotypes, insults, discrimination, and violence. All of the LGBTQIA+ community can experience this in some way, no matter orientation or gender identity.

## **H** Homoromantic

A person who feels a romantic connection to only the same gender.





# LGBTQIA+ glossary of terms

## I Intersex

Intersex is an umbrella term for differences in sex traits or reproductive anatomy. Intersex people are born with these differences or develop them in childhood. There are many possible differences in genitalia, hormones, internal anatomy, or chromosomes, compared to the usual two ways that human bodies develop. Some intersex traits are noticed at birth. Others don't show up until puberty or later in life. Intersex people often face shame—or are forced or coerced into changing their bodies, usually at a very young age. Most surgeries to change intersex traits happen in infancy. The intersex community is slowly becoming more visible but is still an overlooked part of the LGBTQIA+ community.

## L Lesbian

A woman who is emotionally, romantically and/or sexually attracted to other women. Women and those who identify as non-binary may use this term to describe themselves.

## N Non-binary

A person whose gender identity does not fit the constraints of the gender binary, but instead views gender as a spectrum and may identify as being both a man and a woman, somewhere in between, or as falling completely outside of these categories.

## O Outing

Exposing a person's sexual orientation or gender identity to others, without their permission. This could potentially lead to a harassment claim under the equality legislation.

## Q Queer

An umbrella term used by the LGBTQ+ community who may not identify or associate with the labels used to describe orientation or gender identity. It is often used as an all-encompassing term for identities within the community, also taking into account culture, politics and worldview. Once a derogatory term, this has recently been reclaimed by the community – however some may still find it an offensive word.

## Questioning

A person who may be unsure of or exploring their orientation or gender identity.



**T** Transgender /  
Trans

An umbrella term for people whose innate gender identity and/or expression differs from the sex they were assigned at birth. A trans person is someone whose gender differs from the one they were assigned at birth. At birth we are assigned a gender (boy or girl). For cisgender people this gender feels right. The gender assigned to trans people at birth (boy or girl) is not right for them. Transgender people may identify as male or female, a trans man or trans woman, or they may use a different term such as agender, non-binary, or a term specific to their language, generation or culture.

Transphobia

The fear, hatred, or discomfort towards those whose gender identity or expression does not conform to the gender binary view. Can often be displayed through words, actions, or behaviours such as negative stereotypes, outing, and the deliberate misuse of pronouns.

Transitioning

The journey and process of changing an aspect of a person’s identity or presentation to ensure the individual can live more fully as the innate gender in which they identify as opposed to the gender they have been assigned at birth. This may include, but is not limited to: medical transition, such as hormone therapy or gender affirming surgeries; legal transition, which may include changing legal name and sex on government identity documents; social transition, such as changing appearance, expression, name, and pronouns. This is a very person and individual journey, as a Transgender person may choose to undergo some, all, or none of these processes.

