

# Spectrum of Reactions to Lesbian, Gay, Bisexual, Transgender and Questioning Identities

Rejecting

Neutral

Affirming

1. Hate

2. Pity

3. Tolerance

4. Acceptance

5. Support

6. Appreciation

7. Celebration

<b>Theoretical Views:</b> What this <i>might</i> mean about a person's view of people who are LGBTQ	1. Believe being LGBTQ is a sin, punishable, immoral.	2. Feel sorry for people who are LGBTQ. Believe being heterosexual is better.	3. Will "deal with it," but nothing beyond that.	4. Aware of need for accepting LGBTQ, but might be uncomfortable.	5. Active support, but over emphasis on difference of LGBTQ people.	6. Value diversity of people, including LGBTQ people.	7. Assume LGBTQ people are indispensable to society.
<b>Verbal Cues:</b> how a spectrum reaction <i>might</i> be demonstrated verbally	1. Anti-LGBTQ language, hurtful words. (Faggot, Tranny, Dyke)	2. "Being gay is so sad."	3. "Being LGBTQ is just a phase." "They'll get over it they're just confused."	4. "What you do is your own business, just don't flaunt it."	5. "I don't see sexual orientation, we are all human."	6. "I'm working to understand my heterosexual privilege."	7. Using language that supports LGBTQ people such as: ally, partner, pride
<b>Action Cues:</b> Interpersonal actions that <i>might</i> indicate each spectrum reaction	1. Physical, verbal, emotional abuse due to identity. Prison, hospitalization, conversion therapy	2. Encouraging people to be closeted or try conversion therapy.	3. Not treating LGBTQ people with the same maturity as heterosexual people.	4. Demonstrate acceptance towards one LGBTQ person, but not all LGBTQ people.	5. Work towards addressing discrimination in own ways.	6. Gather information on LGBTQ issues, inviting LGBTQ people's partners to events.	7. Attend pride events, voting to protect LGBTQ rights, engage in creating changes at all levels.

Where you would guess people you know are at this time (DATE: \_\_\_\_\_)

1.	2.	3.	4.	5.	6.	7.
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**Remember:** People are living/beautiful/complicated and do not fall clearly in one box. They might go up and down this spectrum. The goal is to understand where people are and to know that change is possible—it will most likely be incremental.