

About One Iowa

One Iowa seeks to improve the lives of LGBTQ Iowans by protecting and advancing equality and inclusiveness through education, improving workplace culture, and increasing access to quality healthcare across our state.

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Inclusive Language

Pronouns

A pronoun is a word used in a sentence to refer to a person without using their name.

Examples of Pronouns:

- He/Him/His
- She/Her/Hers
- They/Them/Theirs (singular)
- Zie/Zir/Zirs

Gender-Neutral Language

Gender-neutral language is key to being more LGBTQ-inclusive.

Examples of Gender-Neutral Language:

- Folks, Everyone, Ya'll
- Sibling/Child
- Significant Other/Spouse/Partner
- Parent/Guardian/Trusted Caretaker

Art of the Apology

Everyone makes mistakes! What is important is how you respond. Always apologize if you misgender or deadname a person.

LGBTQ Basics



Sex

Sex refers to hormones, chromosomes, genital and reproductive anatomy, and is a biological classification (male, female, intersex)

Sexual Orientation

The enduring pattern of romantic and/or sexual attraction to other persons.

- Straight
- Lesbian
- Bisexual
- Pansexual
- Asexual

Gender Identity

The persistent internal sense of being a man or a woman or somewhere else on the gender spectrum.

- Man
- Woman
- Non-binary (Agender, Bigender, 2 Spirit, Genderfluid, Genderqueer, Polygender, etc)

Gender Expression

Mannerisms, personal traits, ways of dressing, etc. which serve to communicate a person's identity as they relate to gender and gender roles.

- Masculine
- Feminine
- Androgynous

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LGBTQ 101

Discrimination Fast Facts

Since the Iowa Civil Rights Code was amended in 2007:

- 100% of the population is protected against discrimination based on their sexual orientation
- 100% of the population is protected against discrimination based on their gender identity
- Federally – Title VII provides employment protections to gay and transgender people nationwide as of 6/18/20

Other Forms of Discrimination

- Government Identity Documents that are prohibitively difficult to change
- Lack of access to inclusive medical care
- Sex-segregated restrooms
- Discrimination in the areas of: housing (24 states) , credit practices (35 states), public accommodations (25 states)