

## Glossary of Terms

**Bisexual** - A person who is sexually, emotionally or romantically attracted not exclusively to people of one particular gender; attracted to both men and women, though not necessarily simultaneously, in the same way or to the same degree. Sometimes used interchangeably with pansexual.

**Cisgender** - A term used to describe a person whose gender identity aligns with the sex assigned to them at birth.

**Gay** - A person who is sexually, emotionally or romantically attracted to members of the same sex or gender. Men, women and non-binary people may use this term to describe themselves.

**Gender binary** - A system in which gender is constructed into two categories of male or female. Gender identity is expected to align with the sex assigned at birth and gender expressions and roles fit traditional cultural expectations.

## Glossary of Terms

**Homophobia** - The fear and hatred of or discomfort with people who are attracted to members of the same sex.

**Intersex** - Intersex people are born with a variety of differences in their reproductive anatomy. There is a wide variety of difference among intersex variations, including differences in chromosomes, sex organs and hormone production

**Lesbian** - A woman who is sexually, emotionally or romantically attracted to other women.

**LGBTQ** - An acronym for “lesbian, gay, bisexual, transgender and queer.”

**Non-binary** - An adjective describing a person who does not identify exclusively as a man or a woman. Non-binary people may identify as being both a man and a woman, somewhere in between, or as falling completely outside these categories.

**Outing** - Exposing someone’s lesbian, gay, bisexual transgender or non-binary identity to others without their permission. Outing someone can have serious repercussions on employment, economic stability, personal safety or religious or family situations.

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**Pansexual** - Describes someone who has the potential for emotional, romantic or sexual attraction to people of any gender though not necessarily simultaneously, in the same way or to the same degree. Sometimes used interchangeably with bisexual.

**Queer** - A term people often use to express a spectrum of identities and orientations that are counter to the mainstream. Queer is often used as a catch-all to include many people, including those who do not identify as exclusively straight and/or people who have non-binary or gender-expansive identities. This term was previously used as a slur, but has been reclaimed by many parts of the LGBTQ movement.

**Questioning** - A term used to describe people who are in the process of exploring their sexual orientation or gender identity.

**Transgender** - An umbrella term for people whose gender identity is different from cultural expectations based on the sex they were assigned at birth. Being transgender does not imply any specific sexual orientation.

# Language

The way in which words are used can build or break trust and confidence

- The same word can be used in different ways – the intent behind its use might be to cause offence or not, depending on context.
- The meaning of a word can change over time.
- Words can be “reclaimed” and used to empower individuals and groups.
- One person’s offensive word can be another’s positive identity.
- Try not to assume what a person’s sexual orientation or gender identity might be when using pronouns

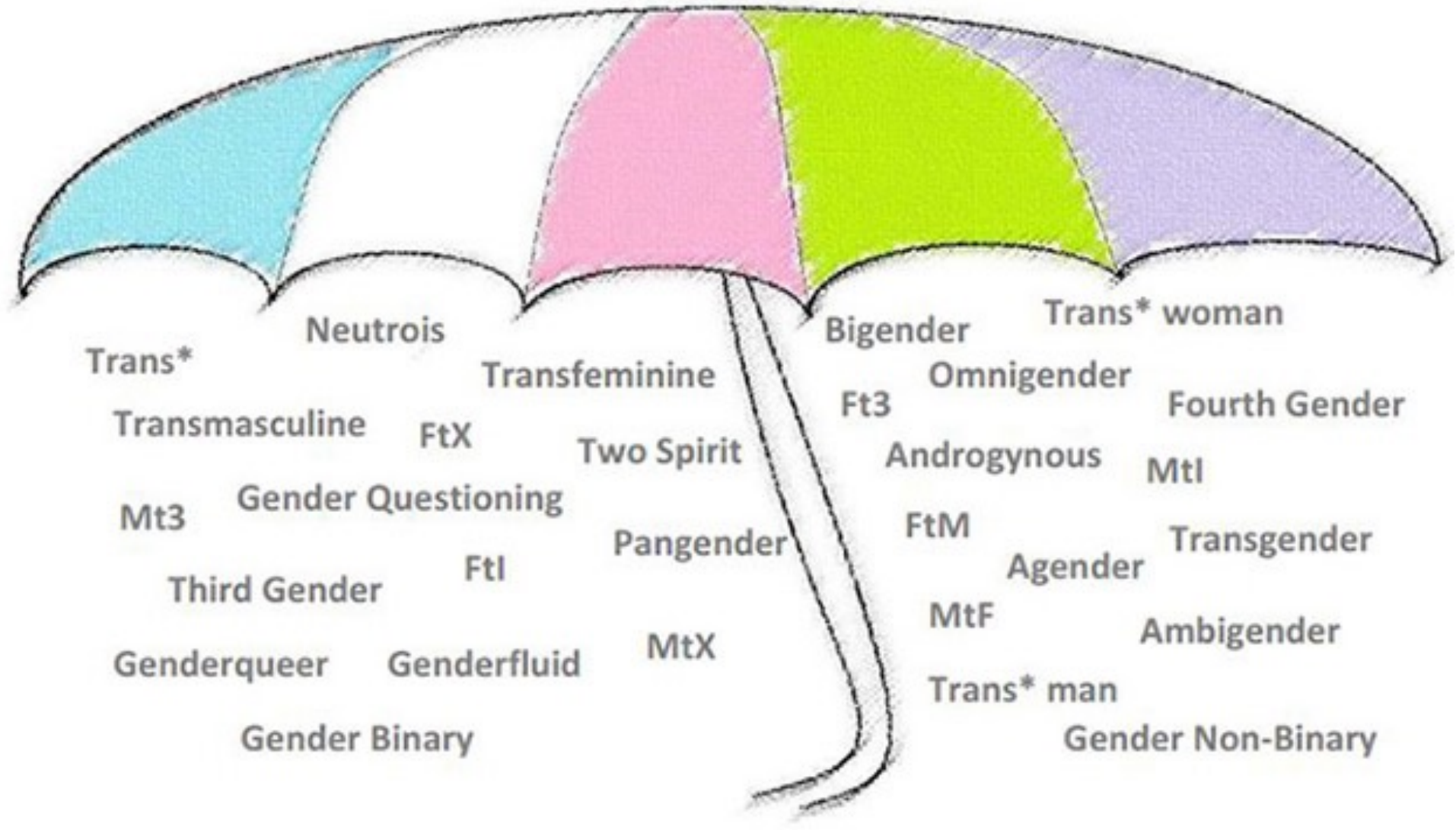
## Sex and Gender, what's the difference?

**Sex** - Either of the two main categories (male and female) into which humans and most other living things are divided on the basis of their reproductive organs and structures

**Sexual orientation** - An inherent or immutable enduring sexual, emotional or romantic attraction to other people. Note: an individual's sexual orientation is independent of their gender identity.

**Gender/Gender Identity** - A person's innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves. One's gender identity can be the same or different from their sex assigned at birth.

**Gender expression** - External appearance of one's gender identity, usually expressed through behaviour, clothing, body characteristics or voice, and which may or may not conform to socially defined behaviours and characteristics typically associated with being either masculine or feminine.



# Trans Terminology

- **Gender dysphoria** - A concept designated in the DSM-5 as clinically significant distress or impairment related to a strong desire to be of another gender, which may include desire to change primary and/or secondary sex characteristics. Not all experience dysphoria.
- **Transition** - The process of changing one's gender presentation or sex characteristics to accord with one's internal sense of gender identity. This may include changing name and pronouns (including legal name change and sex on official documents), commencing cross-sex hormone treatment and gender reassignment surgery. Transgender people may choose to undergo some, all or none of these processes.
- **Gender reassignment** - The act or process of changing from living as a person of one sex to living as a person of the opposite sex by undergoing surgery, hormone treatment, etc. to obtain the physical appearance of the opposite sex
- **Passing** - When a transgender person is perceived by most people, especially strangers, as the sex he or she has transitioned into.
- **Misgender** - To intentionally or unintentionally use incorrect pronouns or other gender-specific words when referring to or speaking to someone.
- **Deadnaming** - To use the birth or other former name (i.e., a name that is "dead") of a transgender or non-binary person without the person's consent. Deadnaming may be accidental or used to intentionally dismiss, deny or reject a person's gender identity.