GLOSSARY OF TERMS

Adrogyne/Androgynous/Androgyny
A person whose biological sex is not readily apparent, whether intentionally or unintentionally, or a person whose identity is between the two traditional genders and/or a person who rejects gender roles entirely.

Ally
A person whose attitudes and behaviors challenge heterosexism, cissexism, homophobia, and transphobia--both on a personal and institutional level. Most commonly used for those who do not identify as LGBTQ+ (in other words: cisgender and heterosexual); however, anyone can be an ally.

Asexual/ACE
An individual who does not experience sexual attraction. Individuals may still be emotionally, physically, romantically, and/or spiritually attracted to others, and their romantic orientation may also be LGBTQ+. Unlike celibacy (which people choose), asexuality is intrinsic. Some asexual people do engage in sexual activity for a variety of reasons, such as a desire to please romantic partners or to have children.

Bias
Prejudice; an inclination or preference, especially one that interferes with impartial judgment.

Bigendered/Dual Gendered
A person who possesses and expresses both masculine and feminine sides to their personality. Is comfortable in and enjoys presenting in both gender roles. Not to be confused with two-spirit.

Bisexual/Bi
An individual who is physically, romantically, emotionally, and/or spiritually attracted to men and women. "Bisexual erasure/invisibility" refers to the tendency for some people to forget or ignore those who are attracted to more than one gender.

Cisgender
Individuals whose gender identity and expression line up with their birth-assigned sex.

Cissexism
The system of oppression that values cisgender people, upholds the gender binary, and marginalizes, oppresses, and makes invisible the lives and experiences of transgender people.

Coming Out
The process by which LGBTQIA individuals recognize, accept, typically appreciate, and often celebrate their sexual orientation, sexuality, or gender identity/expression. Coming out varies across culture and community and is ongoing process.

Cross-Dressing
The act of dressing and presenting as the "opposite" binary gender. One who considers this an integral part of their identity may identify as such. Transvestite is an obsolete (and sometimes offensive) term with the same meaning. Cross-dressing and drag are forms of gender expression and are not necessarily tied to erotic activity; nor are they indicative of one's sexual orientation. DO NOT use these terms to describe someone who has transitioned or intends to do so in the future.

Drag Queen/King
A man or woman dressed as the op-

posite gender, usually for the purpose of performance or entertainment. Many times overdone or outrageous and may present a "stereotyped image."

Erasure
Ignoring or dismissing the existence and validity of certain identities, such as bisexual or asexual.

F to M/FTM/F2M
Female to male. Abbreviation used to specify the direction of sex or gender role change, usually used by those who identify as transsexual.

Gay
Usually, but not always, refers to homosexual men. Also used as an umbrella term for the LGBTQ+ community.

Gender
The set of of social expectations for attitude, behavior, capability, dress, gender role/s, profession, etc. assigned to an individual at birth, usually based on sex (male/female/intersex). These expectations vary between cultures. While gender is said to be fluid, social expectations may be rigidly defined, and those who violate such norms may face prejudice or discrimination. Related terms: genderqueer, man, woman.

Gender Binary
A system of viewing gender as consisting solely of two categories (termed woman and man) which are biologically based (female and male) and unchangeable, and within which no other possibilities for gender or anatomy are believed to exist. This system is oppressive to anyone who defies their birth assignment, but particularly for those who are gender-variant and do not fit neatly into one of the two categories.

Gender Expression/Presentation
The physical manifestation of one's gender identity through clothing, hairstyle, voice, body shape, etc. typically referred to as masculine or feminine. Many transgender people seek to make their gender expression (how they look) match their gender identity rather than their birth-assigned sex.

Gender Fluid
A general term for non-binary gender identities. This term overlaps with genderqueer and bigender, implying movement between gender identities and/or expressions/presentations.

Gender Identity
One's internal sense of being man or woman, neither of these, both, etc.

Gender Non-Conforming
A term for individuals whose gender expression is different from societal expectations related to gender.

Genderqueer
An identity term for a person who may not identify with and/or express themselves within the gender binary.

Heteronormative/Heteronormativity
A culture or belief system that assumes that people fall into distinct and complementary sexes and genders and that heterosexuality is the normal sexual orientation. A heteronormative view is one that involves alignment of sexuality, gender identity, and gender roles.

Heterosexism
The presumption that everyone is, and should be, heterosexual.

Homophobia
The fear or hatred of homosexuality (and other non-heterosexual identities), and persons perceived to be/who are gay or lesbian.

SAFE SPACE

Intersex
Describes a person whose natal physical sex is physically ambiguous. There are many genetic, hormonal, or anatomical variations which can cause this (e.g. Klinefelter Syndrome, Adrenal Hyperplasia, or Androgen Insensitivity Syndrome). Parents and medical professionals usually assign intersex infants a sex and perform surgical operations to conform the infant's body to that assignment, but this practice has become increasingly controversial as intersex adults are speaking out against having had to undergo medical procedures which they did not consent to (and in many cases caused them mental and physical difficulties later in life). The term intersex is preferred over "hermaphrodite," an outdated term which is stigmatizing and misleading.

Lesbian
A woman who is emotionally, physically, spiritually and sexually attracted to other women.

M to F/MTF/M2F
Male to Female. Abbreviation used to specify the direction of sex or gender role change, usually used by those who identify as transsexual.

Oppression
Results from the use of institutional power and privilege where one person or group benefits at the expense of another. Oppression is the use of power and the effects of domination.

Pansexual (also referred to as omnisexuality or polisexuality)
A term referring to the potential for sexual attractions or romantic love toward people of all gender identities and biological sexes. The concept of pansexuality deliberately rejects the gender binary, and derives its origin from the transgender movement.

Polyamory
The practice of having multiple open, honest love relationships.

Preferred/Personal Gender Pronoun
The pronoun or set of pronouns that an individual would like others to use when talking to or about that individual.

Privilege
A group of unearned cultural, legal, social, and institutional rights extended to a group based on their social group membership. Individuals with privilege are considered to be the normative group, leaving those without access to this privilege invisible, unnatural, deviant, or just plain wrong. Most of the time, these privileges are automatic and most individuals in the privileged group are unaware of them.

Queer
An umbrella term which has been embraced and reclaimed as a positive and proud political identifier when used by LGBTQ+ people among and about themselves. Could refer to gender, gender presentation, affectional orientation, etc.

Questioning
A term used to refer to an individual who is uncertain of her/his/their sexual orientation or identity.

Sex
Biological classification of male or female (based on genetic or physiological features); as opposed to gender.

Sexism
Prejudiced thoughts and discrimina-

tory actions based on difference in sex/gender; usually by men against women.

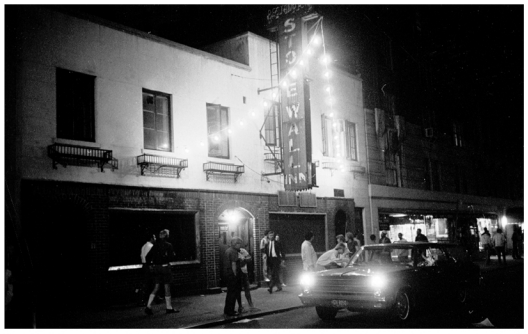
Sexual Orientation
One's natural preference in sexual partners.

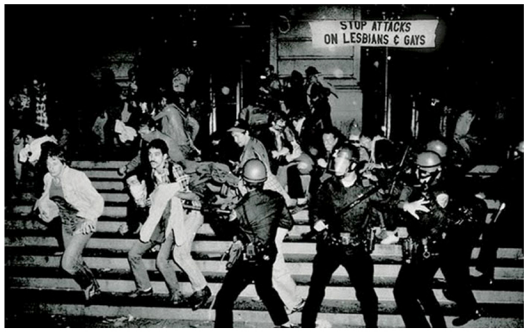
System of Oppression
Conscious and unconscious, non -random, and organized harassment, discrimination , exploitation, discrimination, prejudice and other forms of unequal treatment that impact different groups.

Transgender
The state of one's gender identity (self-identification as woman, man, neither or both) not matching one's assigned sex (identification by others as male, female or intersex based on physical/genetic sex). Transgender does not imply any specific form of sexual orientation; transgender people may identify as heterosexual, bisexual, pansexual, polysexual, or asexual; some may consider conventional sexual orientation labels inadequate or inapplicable to them.

Transsexual
One who identifies as a gender other than that of their biological sex; may or may not have underwent gender confirmation surgery.

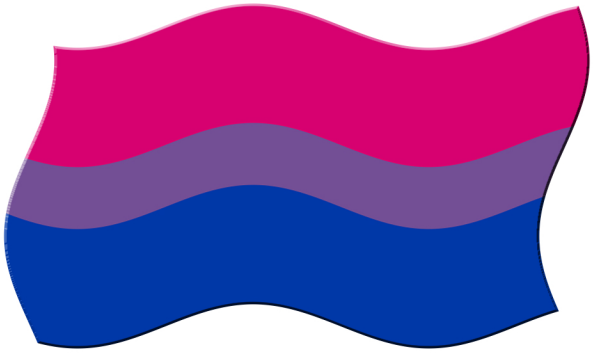
Two-Spirit
Two-spirit people (also two spirit or twospirit) is a modern umbrella term used by some indigenous North Americans for gender variant individuals in their communities. Not all tribes have rigid gender roles. Among those that do, some tribes consider there to be at least four genders.



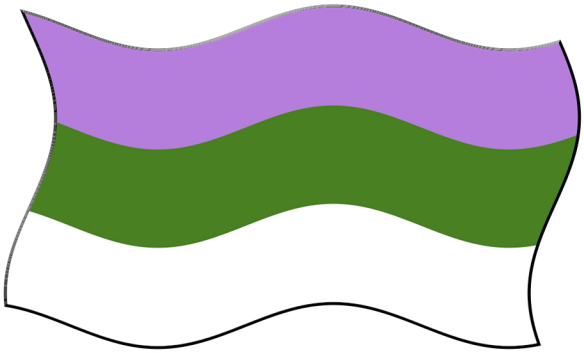


Designed by San Francisco artist Gilbert Baker (and originally eight colored stripes), the LGBT pride flag has been used to signify the LGBT movement since the 1970s. It is used worldwide as a symbol of hope and community. The six colors are meant to signify Life (RED), Healing (ORANGE), Sunlight (YELLOW), Nature (GREEN), Serenity (BLUE), and Spirit (PURPLE).

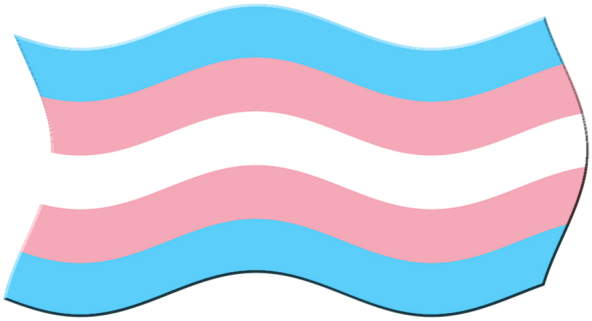
Designed and adopted in 2010, the asexual pride flag's colors symbolize Asexuality (BLACK), Grey-Sexuality and Demisexuality (GREY), Non-Asexual Partners and Allies (WHITE), and Community (PURPLE).



First unveiled on December 5, 1998, the bisexual pride flag was designed by Michael Page to represent bisexualls. This rectangular flag consists of a broad MAGENTA stripe at the top (representing same-gender attraction), a broad stripe in BLUE at the bottom (representing opposite-gender attraction), and a narrower deep LAVENDAR band occupying the center (representing attraction toward both genders).



Designed in 2011 by Marilyn Roxie, the genderqueer pride flag's colors symbolize: Androgynes/Androgyny/Queer (LAVENDER); Agender (WHITE), and Third Gender/those whose identities are defined outside and without reference to the binary (CHARTREUSE).



The transgender pride flag was designed by Monica Helms (an openly transgender woman) in 1999. The stripes at the top and bottom are the traditional color for baby boys; the stripes next to them are the traditional color for baby girls; the stripe in the middle is for those who are intersex, transitioning, or consider themselves having a neutral or undefined gender.

The pink triangle was one of the Nazi concentration camp badges, used to identify male prisoners who were sent there because of their homosexuality. Every gay male prisoner had to wear a downward-pointing triangle on his jacket. Originally intended as a badge of shame, the pink triangle (often inverted from its Nazi usage) has been reclaimed as an international symbol of gay pride and the gay rights movement, and is second in popularity only to the rainbow flag. Despite its positive reclamation, some still avoid using the pink triangle, as it is a constant reminder of a painful history