



Gender Terminology and Inclusive Practices



What does
LGBTQQI2AAP
mean?

- 
- Lesbian, Gay, Bisexual,
Transgender, Queer, Questioning,
Intersex, Two-Spirit, Asexual,
Androgynous, (Allies), Pansexual

A Note on Terminology

Terms and definitions
change over time and
vary by
individual/community

Each individual has the
right to self-identify

Labels must not be put
upon anyone else,
regardless of how well
(or not) they may seem
to fit definitions



Gender Identity



Gender Expression/Presentation



Sex Assigned at Birth



Sexually Attracted To



Romantically/Emotionally Attracted To



Terminology

– Sex (Biological Sex)

Sex - The classification of people as male or female. At birth infants are assigned a sex, usually based on the appearance of their external anatomy. However, a person's sex is actually a combination of bodily characteristics including: chromosomes, hormones, internal and external reproductive organs, brain structures and secondary sex characteristics

Intersex - People who are born with chromosomes and/or reproductive organs that don't fit the binary definitions of female or male exclusively.

Terminology

– Gender Identity

Gender Identity - Internal, deeply held sense of one's gender. Some people have a gender identity of man or woman (or boy or girl). For others, gender identity does not fit neatly into one of those two categories.

Gender Binary - The classification of sex and gender into two distinct, opposite and disconnected forms of masculine and feminine/male and female, to the exclusion of other genders.

Transgender/Trans - An umbrella term for people whose gender identity differs from what is typically associated with the sex they were assigned at birth. Proper use is in adjective form, e.g. “a transgender man.”

Cisgender/Cis - Used to describe people whose gender identity aligns with the gender they were assigned at birth.

Terminology

– Gender Identity

Trans Woman/Trans Man - A trans woman is a transgender individual who identifies as a woman (also MTF - Male To Female); a trans man is a transgender individual who identifies as a man (also FTM - Female To Male).

Transition - The process by which a person changes aspects of their life to better align with their gender identity. This process may or may not include changes in: name, pronouns, clothing, legal documentation, or medical intervention.

Non-binary/Genderqueer - Used to describe people who experience their gender identity and/or gender expression as falling outside the binary categories of man and woman.

Gender fluid - A gender identity that varies over time.

56 Gender Identities on Facebook

Agender	Gender Variant	Trans* Person
Androgyne	Genderqueer	Trans Woman
Androgynous	Intersex	Trans* Woman
Bigender	Male to Female	Transfeminine
Cis	MTF	Transgender
Cisgender	Neither	Transgender Female
Cis Female	Neutrois	Transgender Male
Cis Male	Non-binary	Transgender Man
Cis Man	Other	Transgender Person
Cis Woman	Pangender	Transgender Woman
Cisgender Female	Trans	Transmasculine
Cisgender Male	Trans*	Transsexual
Cisgender Man	Trans Female	Transsexual Female
Cisgender Woman	Trans* Female	Transsexual Male
Female to Male	Trans Male	Transsexual Man
FTM	Trans* Male	Transsexual Person
Gender Fluid	Trans Man	Transsexual Woman
Gender Nonconforming	Trans* Man	Two-Spirit
Gender Questioning	Trans Person	

Terminology

– Gender Expression

Gender Expression - External manifestations of gender, including personality, style, cultural expressions, how one speaks about oneself, etc.

Cross Dressing – Wearing clothing that is typically associated with a gender that differs from one’s identity (replaces “transvestism”)

Drag – Expressing a gender that differs from one’s identity, often in an exaggerated manner, for entertainment purposes.

Terminology – Sexual Orientation

- **Sexual Orientation** - Identity based on to what group(s) one is physically, emotionally or romantically attracted.
- **Heteronormative** - Promoting and/or assuming heterosexuality as the only, normal, or preferred sexual orientation. Holds as implicit a gender binary model.
- **Lesbian** - Used to describe women who experience physical, romantic, and/or emotional attraction to women (sometimes "gay" is preferred).
- **Gay** - Used to describe men who who experience physical, romantic, and/or emotional attraction to men, though also used to describe anyone attracted to the same gender as their own. Sometimes used as an umbrella term for anyone in the LGBTQ community. Some racial or cultural groups are same gender loving but do not use "gay" or any of the other terms in Lesbian, Gay, Bisexual, Transgender and Queer/Questioning.

Terminology

– Sexual Orientation

Bisexual - Used to describe people who experience physical, romantic, and/or emotional attraction to men and women.

Pansexual - Used to describe people who experience physical, romantic, and/or emotional attraction to people regardless of gender identity.

Asexual - Used to describe people who do not experience sexual attraction to other people (may or may not experience romantic/emotional attraction).

Terminology

– Sexual Orientation

Queer - Though historically a pejorative term against members of the LGBTQ community, has been reclaimed as an umbrella term to represent the LGBTQ community. A controversial term, as many associate this word with negative and painful experience while others find it liberating as a way to own cultural difference and push against heteronormativity.

Questioning - The process by which an individual questions their sexual orientation and/or gender identity. May occur at any age, and for any amount of time.

Terms/Phrases to Avoid

Avoid these terms/phrases:	Use instead:
“Born male/female” “Biologically male/ female”	“Assigned male/female at birth.” Gender is not defined by anatomy nor assignment at birth, as the phrases on the left imply.
“Transgendered/Cisgendered”	“Transgender/Trans” or “Cisgender/Cis.” (Use as adjective only, never as a noun.)
“Transgenderism”	“Being transgender.” “Transgenderism” carries a pathologizing implication.
“Self-identified man/woman”	“Man” or “Woman.” The use of “self-identified” implies one’s gender is only real to oneself and not to others.

Terms/Phrases to Avoid

Avoid these terms/phrases:	Use instead:
“Real name”	“Birth name.” One’s chosen name is their real name. Calling someone who has chosen a new name by their birth name denies their identity.
“Preferred pronouns”	“Pronouns.” One’s pronouns are an important part of one’s identity as opposed to a preference.
“Sex change”	If referring to surgical aspect of transition: “Gender Affirming Surgery”/ “Sex Reassignment Surgery (SRS).” Otherwise, use the term “Transition.” Note that surgery is not always part of transition and is a highly personal topic.

Terms/Phrases to Avoid

Avoid these terms/phrases:	Use instead:
"Pre-op"/ "Post-op"	If referring to time before/after living in alignment with one's gender identity, use: "Pre-" or "Post-transition." (Note that only the individual can determine when transition has/has not occurred.) The phrases on the left also act to overemphasize the significance of surgery to transition.
"Passing"	"Being appropriately gendered." While often used by members in the trans community, those outside the community should avoid the term "passing" as it implies appearing to be something one isn't, that being gendered appropriately is one's responsibility, and that the counter to "passing" is failing.

Terms/Phrases to Avoid

Avoid these terms/phrases:	Use instead:
“Stealth”	“Not openly transgender.” “Stealth” is also often used by members of the trans community, but should be avoided by those outside due to the implication of deceit.
“Homosexual”	“Gay” or “Lesbian.” “Homosexual” is regarded as an antiquated and pathologizing term.
“Lifestyle” with regard to gender/sexuality	None. One’s lifestyle is not determined by gender nor sexuality.
“Sexual preference”	“Sexual orientation.” “Preference” implies choice.

Terms/Phrases to Avoid

Avoid these terms/phrases:	Use instead:
“His or her”/ “He or she”	“They,” either plural or singular. Using “he or she” denies the existence of other pronouns/gender identities.
“Both genders” or “Opposite sex/gender”	“All genders,” “A different gender than one’s own.” The phrases to the left deny the existence of non-binary genders.
“Pregnant women,” “Men with prostate cancer,” or similar	“Pregnant people,” “People with prostate cancer.” Gender is not defined by anatomy/medical needs.

Dos and Don'ts

- Always use a person's chosen name and pronouns.
- If you accidentally misgender someone, simply apologize, correct the error, and move on.
- Avoid and challenge heteronormative/binary language and assumptions.
- Don't ask about a person's genitals, surgical status, sex life, or birth name.
- Challenge anti-LGBTQ remarks or jokes in public spaces.

Inclusive Policies

- Dress code
- References to gender/pronouns in workplace documentation
- Equal Opportunity Statement include gender identity/expression
- Ability to change name in workplace documentation/email address
- Application includes option for preferred name
- Affinity group
- Ongoing assessment of climate
- Gender Transition Guidelines documented and accessible
- Gender-neutral bathrooms

For More...

- Human Rights Campaign Trans Toolkit for Employers:
<https://www.hrc.org/campaigns/trans-toolkit>
- GLAAD Transgender Resources:
<http://www.glaad.org/transgender>
- National Center for Transgender Equality:
<http://www.transequality.org/>