

Terms

Gender Inclusion Policy

★ **Become familiar with the terms that may be discussed and included in a gender inclusion policy.**

Anti-gay violence: Violence and crimes committed against lesbians, gay, bisexual and queer people; includes physical assault, abuse, rape, vandalism and murder.

Bisexual: A person who has a romantic attraction to both males and females.

Cisgender: A person's gender identity matches their gender assigned at birth

Coming out (of the closet): The process of first recognizing, acknowledging, then disclosing one's non-heterosexual orientation or that one's gender is different from the one assigned at birth.

Gay: Person who has a romantic attraction to members of the same gender identity. Has been used as an informal way of referring to the LGBTQ community.

Gender Binary: Artificial division of the world into things that are "masculine" or "for men," and things that are "feminine" or "for women."

Gender: A complex system of behaviors, dress, mannerisms, expectations and roles -- not limited to sex, nor to the two groups of "male" and "female."

Gender Expression: How a person expresses their gender to others, often through behavior, clothing, hairstyles, mannerisms, etc.

Gender Identity: A person's deeply held sense or knowledge of their own gender.

Gender Non-conforming: A person whose gender expression is different from stereotypical expectations. This includes persons who identify outside traditional gender categories or identify as both genders.

Inclusive Language: The use of gender non-specific terms. For example: using the term “students” instead of “boys and girls.”

Intersex: People who are born with both female and male genetic characteristics (i.e. sex chromosomes, genitalia or reproductive systems).

Lesbian: A female-identified person who has a romantic attraction to other female-identified people.

LGBTQ: The acronym for Lesbian/Gay/Bi-sexual/Transgender/Queer, an umbrella term that covers both sexual orientation and gender identification. Other variations include GLBT, LBGT, LGBTTA (Allies), and LGBTQQ (Questioning/Queer).

Questioning: A term that refers to those who are unsure of, or are reconsidering, their sexuality or gender.

Queer/Omnisexual/Pansexual: Inclusive terms more commonly used by the younger generation in the LGBTQ community to refer to a person of any gender identity who has a romantic attraction to people regardless of their gender identity. Queer was formerly used as a slur to refer to gays and lesbians in an extremely derogatory way, however many in the LGBTQ community have reclaimed this term with a sense of empowerment.

Transgender: A description of people whose gender identity and expression is different from that traditionally associated with the person’s gender assigned at birth.

Two-Spirit: A Native and/or Aboriginal person who is attracted to people of the same gender or many genders, and/or someone who possesses sacred gifts of the female/male spirit which exists in harmony in the one person.

Xenophobia: Fear of difference, actual or perceived.