

## GLOSSARY OF RELEVANT TERMS

\*\*\*\*, \***Agender**: A person who sees themselves as not having a gender. Some agender-identified people see themselves as being gender neutral, rather than not having any gender, but in any case do not identify with a gender.

In a sentence: Hi, my name is Lex and I'm a 31-year-old agender accountant from Ohio.

\***Ally**: A straight and/or cisgender person who supports and advocates for LGBTQ people.

In a sentence: I am an ally to the LGBTQ community because, despite not being LGBTQ, I believe that every human being should be treated equal—regardless of their sexual orientation or gender identity. I use my straight privilege to advocate for LGBTQ people.

\***Androgyne(s)**: A gender identity in which a person feels their gender is between male and female and feels both masculine and feminine simultaneously. An androgyne person may feel more masculine than feminine, more feminine than masculine, or an equal amount of both at any given time. Presenting androgynously is not a requirement for this gender identity.

\***Androgynous**: A person that has both masculine and feminine qualities.

In a sentence: I do identify as a woman, but prefer to specify 'androgynous woman' as my gender expression.

\***Asexual**: An adjective used to describe people who do not experience sexual attraction (e.g., asexual person).

In a sentence: Riley identifies as asexual.

\***Bicurious**: Similar to "questioning," bicurious people are exploring whether or not they're attracted to people of the same gender as well as people of different genders.

In a sentence: Michael is still exploring his sexuality and considers himself bicurious.

\***Bigender**: Someone who identifies with two distinct genders, such as man/ woman or woman/ androgyne. Bigender people don't necessarily identify with each gender 50 percent of the time, and unlike gender fluid people, they don't exist on a spectrum, either.

In a sentence: Carter identifies as bigender, they identify both as a man and a woman.

\***Biphobia** [bai-foh-bee-uh] | noun (adjective: biphobic): Prejudice or hatred toward bisexual people, expressed in speech or actions. Biphobia may be expressed in comments that reflect doubts about the legitimacy of bisexuality as an orientation—that it's not real, "just a phase," or a cover for someone not ready to come out as gay.

In a sentence: When John told us he's bisexual, Cindy made a biphobic joke that insinuated he's actually gay.

**\*Bisexual:** Sometimes shortened to "bi." A person who has the capacity to form enduring physical, romantic, and/or emotional attractions to those of the same gender or those of another gender. People may experience this attraction in differing ways and degrees over their lifetime. Bisexual people don't need to have had specific sexual experiences to be bisexual; in fact, they don't need to have had any sexual experience at all to identify as bisexual.

In a sentence: Halsey is a proud bisexual pop singer.

**\*Cisgender** (cisgender people (not cisgenders): A term used by some to describe people who are not transgender; also known as "cis" for short. "Cis-" is a Latin prefix meaning "on the same side as," and is therefore an antonym of "trans-." A more widely understood way to describe people who are not transgender is simply to say non-transgender people.

In a sentence: Hannah identifies as cis woman.

**\*\*\*\*\*Code-Switching** – Changes members of marginalized communities make to their voices, speech patterns, mannerisms, and behavior to blend in across various social settings and varying levels of tolerance (gay clubs versus the office, say). For trans people, especially precarious Black trans women, code switching is literally a matter of life or death.

**\*Coming Out:** A lifelong process of self-acceptance. People forge their LGBTQ identity first to themselves, and then they may reveal it to others. Publicly sharing one's identity may or may not be part of coming out.

In a sentence: Upon coming out as a lesbian, I was met with plenty of support from my friends and family.

**\*\*\*\*Congruence** - Gender congruence is the feeling of harmony in our gender.

**\*Crossdresser:** A person who enjoys the gender expression of wearing clothing and accessories commonly associated with the opposite sex. People of all sexual orientations may crossdress. Further, while they do so as a part of their identity, many crossdressers do not want to live completely within that gender expression.

For example, a cis male-identified person who also has a female gender expression, and sometimes wears clothes typically reserved for women, may not want to do so permanently or consistently. Avoid using the outdated term "transvestite."

In a sentence: Ben's girlfriend knows he's a crossdresser—she bought him a pale blue chemise for his birthday.

**\*\*\*\*\*Dead Name** If a transgender person decides not to use their birth or legal name and chooses a name that better aligns with their identity. The birth name or legal name is there 'deadname.' When someone uses their old name after being asked not to, that is what we call 'deadnaming.' The person who they once were is dead, but the new person is alive, so their current name should be used.

**\*Drag King:** A person who performs as a man for an audience.

Drag kings and queens are performers and dress for entertainment; this differs from cross-dressing, which is typically not a form of performance or entertainment.

In a sentence: Stormé Delarverie was an iconic drag king and a figure in the 1969 Stonewall uprising.

**\*Drag Queen:** A person who performs as a woman for an audience.

In a sentence: Gottmik was the first transgender male drag queen to compete on RuPaul's Drag Race.

**\*\*\*FtM** – A person who was assigned a female sex at birth and whose gender identity is boy/man.

**\*Gay:** The adjective used to describe people whose enduring physical, romantic, and/or emotional attractions are to people of the same gender (e.g., gay man, gay people). Sometimes lesbian (n. or adj.) is the preferred term for women. Avoid identifying gay people as "homosexuals," an outdated term considered derogatory and offensive to many lesbian and gay people.

In a sentence: Adam Rippon was the first gay man to represent the U.S National Team at the Olympic Games.

**\*\*\*\*Gender binary** – A system that constructs gender according to two discrete and opposite categories: boy/man and girl/woman. It is important to recognize that both cisgender and Transgender people can have a gender identity that is binary.

**\*Gender dysphoria:** Refers to psychological distress that can result from an incongruence between one's sex assigned at birth and one's gender identity. Not all transgender people experience dysphoria, and those who do may experience it at varying levels of intensity.

Gender dysphoria is a diagnosis listed in the Diagnostic and Statistical Manual of Mental Disorders (DSM). Some argue the diagnosis inappropriately pathologizes gender incongruence, while others contend that a diagnosis makes it easier for transgender people to access necessary medical treatment.

In a sentence: When Dani reported feeling heavy anxiety around anything related to their gender, their therapist said they may be experiencing gender dysphoria.

**\*Genderfluid:** One who identifies as genderfluid doesn't have a fixed gender identity—meaning, they may identify as male, female, or nonbinary on a shifting basis. Gender-fluid people choose not to abide by the socially-enforced binaries of male or female.

In a sentence: Younger cast member Nico Tortorella identifies as genderfluid, and said in an interview that they prefer gender-neutral pronouns.

**\*Gender identity:** A person's internal, deeply held sense of their gender. For transgender people, their own internal gender identity does not match the sex they were assigned at birth. Most people have a gender identity of man or woman (or boy or girl). For some people, their gender

identity does not fit neatly into one of those two choices (see nonbinary and/or genderqueer). Unlike gender expression, gender identity is not visible to others.

In a sentence: Our workplace prohibits discrimination based on sexual orientation and gender identity.

**\*Gender non-conforming:** A term used to describe some people whose gender expression is different from conventional expectations of masculinity and femininity. Please note that not all gender non-conforming people identify as transgender, nor are all transgender people gender non-conforming. Many people have gender expressions that are not entirely conventional—that fact alone does not make them transgender. Many transgender men and women have gender expressions that are conventionally masculine or feminine. Simply being transgender does not make someone gender non-conforming. The term is not a synonym for transgender or transsexual and should only be used if someone self-identifies as gender non-conforming.

In a sentence: I identify as nonbinary and gender non-conforming.

**\*\*\*Gender Orientation:** Who you go to bed as. This is not interchangeable with Sexual Orientation, also defined herein.

**\*Homosexual:** An outdated clinical term referring to queer people considered derogatory and offensive.

In a sentence: You shouldn't call someone a "homosexual," choose "gay" instead.

**\*Intersex:** An umbrella term describing people born with reproductive or sexual anatomy and/or a chromosome pattern that can't be classified as typically male or female. Those variations are also sometimes referred to as Differences of Sex Development (DSD). Avoid the outdated and derogatory term "hermaphrodite." While some people can have an intersex condition and also identify as transgender, the two are separate and should not be conflated.

In a sentence: In the early 2000s, intersex individuals in Australia sought and received replacement birth certificates that left gender unspecified.

**\*Latinx:** A gender-neutral term used to replace the gender-specific Latino or Latina. It can be used to refer to a group of people or to a single person of Latin-American descent.

In a sentence: I am a Latinx woman from New York.

**\*LGBTQ:** Acronym for lesbian, gay, bisexual, transgender, and queer. Sometimes, when the Q is seen at the end of LGBT, it can also mean questioning. LGBT and/or GLBT are also often used. The term "gay community" should be avoided, as it does not accurately reflect the diversity of the community. Rather, LGBTQ community is preferred.

In a sentence: GLAAD's Accelerating Acceptance report found that 20 percent of millennials identify as LGBTQ.

**\*Lesbian:** A woman whose enduring physical, romantic, and/or emotional attraction is to other women. Some lesbians may prefer to identify as gay (adj.) or as gay women. Avoid identifying lesbians as "homosexuals," a derogatory term.

In a sentence: Ellen became one of the first major shows with an openly lesbian main character.

**\*Metrosexual:** Usually used to describe a straight man—although some queer men may also use the term—who spends more time on his appearance than is considered, according to societal expectations, "normal" for men.

In a sentence: Michael is a metrosexual man. He has an incredible sense of style.

**\*\*\*MtF** – A person who was assigned a male sex at birth and whose gender identity is girl/woman.

**\*Nonbinary and/or Genderqueer:** Terms used by some people who experience their gender identity and/or gender expression as falling outside the categories of man and woman. They may define their gender as falling somewhere in between man and woman, or they may define it as wholly different from these terms. The term is not a synonym for transgender or transsexual and should only be used if someone self-identifies as nonbinary and/or genderqueer. Nonbinary is sometimes shortened to enby or NB.

In a sentence: My sister identifies as nonbinary.

**\*Out:** Refers to a person who self-identifies as LGBTQ in their personal, public, and/or professional lives. The term is preferred to "openly gay."

In a sentence: Ricky Martin is an out pop star from Puerto Rico.

**\*Pansexual:** A person who has the capacity to form enduring physical, romantic, and/or emotional attractions to any person, regardless of gender identity.

In a sentence: Janelle Monáe identifies as pansexual.

**\*Queer:** An adjective used by some people, particularly younger people, whose sexual orientation is not exclusively heterosexual (e.g. queer person, queer woman). Typically, for those who only identify as queer, the terms lesbian, gay, and bisexual are perceived to be too limiting and/or fraught with cultural connotations they feel don't apply to them. But many people identify as both queer and another sexual orientation (e.g. queer and a lesbian). Once considered a pejorative term, queer has been reclaimed by some LGBT people to describe themselves; however, it is not a universally accepted term, even within the LGBT community. When Q is seen at the end of LGBT, it typically means queer and, less often, questioning.

In a sentence: Destiny identifies as queer.

**\*\*\*Sexual Orientation:** Who you go to bed with, contrast with Gender Orientation.

**\*Sex:** The classification of a person as male or female. At birth, infants are assigned a sex, usually based on the appearance of their external anatomy. (This is what is written on the birth certificate.) A person's sex, however, is actually a combination of bodily characteristics including: chromosomes, hormones, internal and external reproductive organs, and secondary sex characteristics.

In a sentence: My biological sex assigned at birth was male.

**\*\*Transgender** is an umbrella term for persons whose gender expression or gender identity does not correspond to that typically associated with the sex to which they were assigned at birth.

In a sentence: Gender non-conforming people are not necessarily transgender.

**\*\*\*\*Transition** – “Transitioning” refers to the steps a transgender, Agender, or non-binary person takes to find congruence in their gender. It can mislead. Typically, it is others’ understanding of a person’s gender that shifts. A transition is taking place, but it is often other people (parents and other family members, support professionals, employers, etc.) who are transitioning in how they see the individual’s gender, and not the person themselves. For the person, these changes are often less of a transition and more of an evolution. Instead of “transitioning,” a more apt phrase is “pursuing congruence measures.” A person can seek harmony in many ways:

Social congruence measures: changes of social identifiers such as clothing, hairstyle, gender identity, name and/or pronouns;

Hormonal congruence measures: the use of medical approaches such as hormone “blockers” or hormone therapy to promote physical, mental, and/or emotional alignment;

Surgical congruence measures: the addition, removal, or modification of gender-related physical traits; and

Legal congruence measures: changing identification documents such as one’s birth certificate, driver’s license, or passport.

It is important to note, though, that a transition experience can be a very significant event in a person’s life. A public declaration of some kind where an individual communicates to others that aspects of themselves are different than others have assumed, and that they are now living consistently with who they know themselves to be, can be an empowering and liberating experience (and moving to those who get to share that moment with them).

**\*\*\*\*Two-Spirit** refers to Indigenous people who express their gender or sexual identities as different from others. Not all Indigenous individuals who are not Cisgender or Heterosexual will identify as Two-Spirited, but all Two-Spirit individuals identify as Indigenous. Some nations hold space for more than 2 genders, such as the Dine, The Anishnaabe, and the Lakota.

**Glossary terms were compiled from the following resources accessed online:**

\* **Glossary of LGBTQ Terms** Jonathan Borge, Samantha Vincenty and GLAAD created in collaboration with GLAAD, NLGJA, Association of LGBTQ Journalists, and the Human Rights Campaign (HRC): <https://www.oprahdaily.com/life/relationships-love/g27629860/glossary-of-lgbtq-terms/>

\*\***American Psychological Association:** Transgender People, Gender Identity and Gender Expression: <https://www.apa.org/topics/lgbtq/transgender>

\*\*\***Medicine Hat Public Library:** <https://mhpl.shortgrass.ca/blog/lgbtqia2s-what-does-it-all-mean#:~:text=Sexual%20Orientation%20%26%20Gender%20Orientation,Orientations%20can%20be%20found%20here>

\*\*\*\***Gender Spectrum Language of Gender:** <https://genderspectrum.org/articles/language-of-gender>

\*\*\*\*\***Why Deadnaming is Harmful:** <https://health.clevelandclinic.org/deadnaming/>

\*\*\*\*\***The Exhausting Work of Code-Switching:**  
<https://www.vice.com/en/article/evj47w/the-exhausting-work-of-lgbtq-code-switching>

## ADDITIONAL RESOURCES FOR PROFESSIONALS

### **Books to Recommend to Parents:**

The Gender Creative Child, Diane Ehrensaft

gender born, gender made, Diane Ehrensaft

Helping Your Transgender Teen, Irwin Kreiger

He's My Daughter: A Mother's Journey to Acceptance, Eve Langley

On The Couch With Dr. Angello: Raising and Supporting Transgender Youth, Dr. Michele Angello

### **For Professionals:**

Gender Affirmative Model: An Interdisciplinary Approach To Supporting Transgender and Gender Expansive Children, edited by Colt Keo-Meier and Diane Ehrensaft

### **Transgender Reading List For Adults (curated by PFLAG)**

<https://pflag.org/resource/transgender-reading-list-for-adults/>

### **Websites for organizations supporting parents, transgender individuals and transgender youth:**

**Gender Spectrum:** <https://genderspectrum.org/>

This organization provides education, resources and training to help create a more gender-sensitive and supportive environment for all people, including gender-variant and transgender youth.

**Trevor Project:**

[https://www.thetrevorproject.org/resources/?gclid=Cj0KCQiAic6eBhCoARIsANlox87oQ1wZMu1getqLW1UTemelIHkVeJB0gaYNBtdSQcpzdyoCIQB1caAhhvEALw\\_wcB](https://www.thetrevorproject.org/resources/?gclid=Cj0KCQiAic6eBhCoARIsANlox87oQ1wZMu1getqLW1UTemelIHkVeJB0gaYNBtdSQcpzdyoCIQB1caAhhvEALw_wcB)

### **Parents, Families and Friends of Lesbians and Gays (PFLAG)**

202-467-8180

[www.pflag.org](http://www.pflag.org)

[info@pflag.org](mailto:info@pflag.org)

PFLAG is a national nonprofit organization with over 200,000 members and supporters and almost 500 affiliates in the United States. As part of its “Our House to the Schoolhouse” campaign, PFLAG provides resources and plans for making schools safe for LGBTQ youth.

**Gay, Lesbian and Straight Education Network:** (GLSEN) [www.glsen.org](http://www.glsen.org)

GLSEN strives to assure that each member of every school community is valued and respected regardless of sexual orientation or gender identity/expression. It provides safe school tools and guides and is an official sponsor of the Day of Silence ([www.dayofsilence.org](http://www.dayofsilence.org)), an annual event to raise schools’ awareness of and protest discrimination against LGBT students.

### Websites Seeking System Changes:

**American Civil Liberties Union:**

<https://www.aclu.org/issues/lgbtq-rights>

**GLAAD** Gay And Lesbian Alliance Against Defamation: Working via media to share stories from the LGBTQ community that accelerate acceptance. LGBTQ Media Advocacy.

[https://www.glaad.org/?gclid=EAIaIQobChMI7ObO3PPA\\_QIVMwutBh21tgaQEAYA\\_SAAEgLusPD\\_BwE](https://www.glaad.org/?gclid=EAIaIQobChMI7ObO3PPA_QIVMwutBh21tgaQEAYA_SAAEgLusPD_BwE)

**GLAD (GLBTQ Legal Advocates and Defenders):** Through litigation, advocacy, and education, GLAD works to protect the rights of LGBTQ people and people living with HIV.

<https://www.glad.org/>

**Lambda Legal:** Lambda Legal Defense and Education Fund, better known as Lambda Legal, is an American civil rights organization that focuses on lesbian, gay, bisexual, and transgender communities as well as people living with HIV/AIDS through impact litigation, societal education, and public policy work.

[https://www.lambdalegal.org/know-your-rights/article/youth-resources?gclid=Cj0KCKQiAic6eBhCoARIsANlox84JtQ9wg7PsH6NV4tMczxbAePJARtD6izy35\\_E7l\\_p4zOs3DGwCWYAg5VEALw\\_wcB](https://www.lambdalegal.org/know-your-rights/article/youth-resources?gclid=Cj0KCKQiAic6eBhCoARIsANlox84JtQ9wg7PsH6NV4tMczxbAePJARtD6izy35_E7l_p4zOs3DGwCWYAg5VEALw_wcB)

**Movement Advancement Project:** We work to create a thriving, inclusive, and equitable America where all people have a fair chance to pursue health and happiness, earn a living, take care of the ones they love, be safe in their communities, and participate in civic life.

<https://www.lgbtmap.org/equality-maps>

**National Center for Lesbian Rights:** National Center for Lesbian Rights advances lesbian, gay, bisexual, and transgender equality through impact litigation, public policy, and public education.

<https://www.nclrights.org/>

**National Center for Transgender Equality:** The nation's leading social justice advocacy organization winning life-saving change for transgender people.

[ncte@nctequality.org](mailto:ncte@nctequality.org)