

SEXUAL ORIENTATION AND GENDER IDENTITY TERMINOLOGY

This can be sensitive for everyone involved. Sexual and Gender Minority participants may be scared about what the information will be used for, and providers may be nervous about making mistakes or offending someone. If people are wary and hesitant with the changes, try not to take it personally, and offer support as best you can. You can always refer to the terms below, or Maria Quinn, the Program Integration and Equity Specialist if you have additional questions.

TERM	DEFINTION
Transgender	<p>An umbrella term for people whose gender identity and/or gender expression differs from what is typically associated with the sex they were assigned at birth. Some transgender people will identify with the opposite gender they were assigned at birth, and some may not identify with any binary gender.</p> <p>Many transgender people are prescribed hormones by their doctors to bring their bodies into alignment with their gender identity. Some undergo surgery as well. But not all transgender people can or will take those steps, and a transgender identity is not dependent upon physical appearance or medical procedures</p>
Gender	<p>An individual’s actual or perceived sex, gender identity, self-image, appearance, behavior, or expression, whether or not that gender identity, self-image, appearance, behavior or expression is different from that traditionally associated with the sex assigned at birth.</p>

<p>Gender Identity</p>	<p>One’s internal deeply-held sense of one’s gender which may be the same or different from one’s sex assigned at birth. One’s gender identity may be male, female, neither or both, e.g., non-binary. Everyone has a gender identity. Gender identity is distinct from sexual orientation. Gender Identity is informed by how the individual views themselves. It is important to note that an individual’s gender identity is completely separate from their sexual orientation.</p>
<p>Cisgender</p>	<p>A term used to describe people who, for the most part, identify as the gender they were assigned at birth.</p>
<p>Non-Binary</p>	<p>Or gender non-binary is a term used for someone whose gender identity and/or gender expression falls 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, or not at all.</p>
<p>Gender Non Conforming</p>	<p>A term used to describe some people whose gender expression is different from conventional expectations of gender-based stereotypes</p> <p>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.</p>

Two Spirit (Native American/First Nations)	Contemporary term chosen to describe certain Native American and indigenous people who identify with a third gender, implying a masculine and a feminine spirit in one body.
Lesbian	A woman who is emotionally, romantically or sexually attracted to other women.
Gay	A person who is emotionally, romantically or sexually attracted to members of the same gender.
Bisexual	A person emotionally, romantically or sexually attracted to more than one gender though not necessarily simultaneously, in the same way or to the same degree.
Pansexual	“Pan” comes from the Greek word meaning “all”. Someone who is pansexual is attracted to people of all genders, beyond the male and female binary. This can include those who identify as transgender, non-binary, intersex and more.