

## Diversity and Inclusion: LGBT Terminology

<b>SEX</b>	A person's assignment at birth as biologically male, female, or intersex.
<b>GENDER IDENTITY</b>	A person's inner understanding of what gender(s) they belong to or identify with.
<b>BISEXUAL</b>	An individual who is emotionally, spiritually, physically, and sexually attracted to more than one gender and/or sex.
<b>LESBIAN</b>	A person who identifies as a woman, and who is emotionally, spiritually, physically, and sexually attracted primarily to members of the same gender and/or sex.
<b>GAY</b>	A person who is emotionally, spiritually, physically, and sexually attracted primarily to members of the same gender and/or sex. (Usually used by people who identify as men, though some women also use this term about themselves.)
<b>INTERSEX</b>	A general term used for a variety of conditions in which a person is born with a reproductive or sexual anatomy that does not seem to fit the normative definitions of female or male
<b>QUEER</b>	An umbrella term used by some to describe lesbian, gay, bisexual and transgender people
<b>SEXUAL ORIENTATION</b>	A pattern of emotional, romantic, and/or sexual attractions. A sense of one's personal and social identity based attractions and behaviours expressing them.
<b>HOMOPHOBIA</b>	The irrational fear of love, affection, or sexual behaviour between people of the same gender. Expressed as negative feelings, attitudes, actions, and institutional discrimination against those perceived as non-heterosexuals.
<b>TRANSGENDER or TRANS</b>	An umbrella term for anyone who knows themselves to be a gender that is different than the gender they were assigned at birth. Some people may have an alternate gender identity that is neither male nor female, and for some people their gender identity may vary at different points in their lives. Some people modify their bodies through medical means, and some do not.
<b>CISGENDER</b>	A person who is comfortable in the gender they were assigned at birth. It is used to contrast with "transgender" on the gender spectrum.

<b>TRANSSEXUAL</b>	A person who feels that his or her gender identity does not match his or her assigned biological sex. Some transsexuals have sex reassignment surgery and/or take hormones to make their bodies look more traditionally male or female.
<b>TRANSPHOBIA</b>	Irrational fear or hatred of people who break or blur gender roles and sex characteristics, which exists in both the heterosexual and gay communities.
<b>GENDER PRONOUNS</b>	<p>An important way to respect people is to refer to them with their preferred gender pronouns. Some people want to be referred to as he / him / his, some as she / her / hers, some as a combination. Some prefer not to use pronouns and all and only use their proper name ("I saw Max yesterday in class. I thought Max's questions were great.").</p> <p>It is always best to ask someone "Do you have a preferred gender pronoun?"</p>