

Terms & Definitions taken from the LGBT+ Allies Training

<p>AFAB/AMAB</p>	<p>These terms are used most frequently as a shorthand to designate a gender assigned at birth. The terms are used by a wide range of individuals, including those who are transgender, non-binary, or intersex. They are generally not considered identities in and of themselves, so you should use a person's requested pronouns and self-description.</p>
<p>Agender</p>	<p>A term to describe someone who is without gender. It can be either a non-binary gender identity or not having a gender identity.</p>
<p>Ally</p>	<p>Someone who confronts heterosexism, homophobia, biphobia, transphobia, and heterosexual privilege in themselves and others; a concern for the wellbeing of lesbian, gay, bisexual, trans, and intersex people; and a belief that heterosexism, homophobia, biphobia and transphobia are social justice issues.</p>
<p>Ace</p>	<p>An umbrella term used to describe a variation in levels of romantic and/or sexual attraction, including a lack of attraction. People may describe themselves using one or more of a wide variety of terms, including, but not limited to, asexual, aromantic, demis and grey-As.</p>

Asexual	A term to describe someone who does not experience sexual attraction.
Bi	An umbrella term used to describe an emotional, romantic and/or sexual orientation towards more than one gender. People may describe themselves using one or more of a wide variety of terms, including, but not limited to, bisexual, pan, bi-curious, queer, and other non-monosexual identities.
Bi-erasure	The tendency to ignore, deny, or minimise the existence of bisexuals and/or bisexuality. This could include denying someone's bisexual identity if they are in a relationship with someone of a different gender.
Biphobia	The fear or dislike of someone who identifies as bi based on prejudice or negative attitudes, beliefs or views about bi people. Biphobic bullying may be targeted at people who are, or who are perceived to be, bi.

Cisgender or Cis	Someone whose gender identity is the same as the sex they were assigned at birth. Non-trans is also used by some people.
Coming out	May refer to the process by which one accepts one's own sexuality or gender identity. May also refer to the process by which one discloses these identities to others. This is an ongoing process, and an individual will repeatedly disclose their identity at different multiple times and to different groups of people throughout their life.
Deadnaming	Calling someone by their birth name after they have changed their name. This term is often associated with trans people who have changed their name as part of their transition.
Discrimination	The unjust or prejudicial treatment of a person or group of people based on who they are or because they possess certain characteristics. This can take many forms, including both individual acts of hatred or injustice, and institutional denials of privileges normally accorded to other groups.

Gay

Refers to someone who has an emotional, romantic and/or sexual orientation towards someone of the same gender.

Gender

Often expressed in terms of femininity and masculinity, it is largely culturally determined and is assumed from the sex assigned at birth. It has been defined as an experience of and identity with culturally-defined roles on a spectrum between male and female.

Gender Binary

The idea that there are only two genders—female/male or woman/man, and that a person must be strictly gendered as either/or.

Gender Fluid

This term denotes or is related to a person who does not have fixed gender.

Gender Identity	A person's innate sense of their own gender, which may or may not correspond to the sex assigned at birth.
Gender Role	The behaviours, values, and attitudes that a society considers appropriate for genders.
Genderqueer	A gender diverse person whose gender identity is neither female nor male, is between or beyond genders, or is some combination of genders. This identity is usually related to, or in reaction to, the social construction of gender, gender stereotypes and the gender binary system.
Gender Recognition Certificate (GRC)	This enables trans people to be legally recognised in their affirmed gender and to be issued with a new birth certificate. Not all trans people will apply for a GRC and you currently have to be over 18 to apply. You do not need a GRC to change your gender markers at work or to legally change your gender on other documents such as your passport.

Heterosexual/ Straight	Refers to a man who has an emotional, romantic and/or sexual orientation towards women, or to a woman who has an emotional, romantic and/or sexual orientation towards men.
Heteronormativity	The assumption - in individuals, systems, or institutions - that everyone is heterosexual, and that heterosexuality is the norm and superior to other sexualities, e.g. homosexuality, bisexuality, pansexuality, or asexuality.
Heterosexism	Prejudice against individuals and groups who express non-heterosexual behaviours or identities, combined with the majority power to impose such prejudice. Usually used to the advantage of the group in power. Any attitude, action, or practice backed by institutional power that subordinates people because of their sexual orientation.
Heterosexual Privilege	The unearned and unchallenged advantages and benefits conferred on heterosexual people or those perceived as heterosexual, solely as a result of their sexual orientation.

Homosexual

This might be considered a more medical term used to describe someone who has an emotional romantic and/or sexual orientation towards someone of the same gender. The term 'gay' is now more generally used.

Homophobia

The fear or dislike of someone, based on prejudice or negative attitudes, beliefs or views about lesbian, gay or bi people. Homophobic bullying may be targeted at people who are, or who are perceived to be, lesbian, gay or bi.

Intersex

A term used to describe a person who may have the biological attributes of both sexes or whose biological attributes do not fit with societal assumptions about what constitutes male or female. Intersex people may be female, male, gender-fluid, agender or non-binary.

LGBT+

The acronym we choose to use at the University for lesbian, gay, bi, trans and related communities. The PLUS (+) in ensures that we are inclusive of all identities to make our community feel welcomed and that nobody is left out.

Lesbian

Refers to a woman who has an emotional, romantic and/or sexual orientation towards women.

Non-Binary

An umbrella term for people whose gender identity doesn't sit comfortably with 'woman' or 'man'. Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely.

Non-monogamy/ Polyamory

These are umbrella terms for the practice of, or desire for, intimate relationships with more than one partner, with the consent of all partners involved.

Oppression

The systematic subjugation of a group of people by another group with access to social power, the result of which benefits one group over the other and is maintained by social beliefs and practices.

Outed

When someone's sexual orientation or gender identity is disclosed to someone else without their consent.

Pansexual

Refers to a person whose emotional, romantic and/or sexual attraction towards others is not limited by sex or gender.

Passing

If someone is regarded, at a glance, to be a cisgender man or cisgender woman. Cisgender refers to someone whose gender identity matches the sex they were 'assigned' at birth. This might include physical gender cues (hair or clothing) and/or behaviour which is historically or culturally associated with a particular gender.

Preferred pronoun

The pronoun a person chooses to use for themselves. You should always refer to someone in the pronoun they have chosen.

Prejudice

A conscious or unconscious negative belief about a whole group of people and its individual members.

Pronoun

Words we use to refer to people's gender in conversation - for example, 'she', 'he', 'ze' or 'they'

Queer

In the past a derogatory term for LGBT+ individuals. The term has now been reclaimed by LGBT+ young people in particular who reject traditional categories around gender identity and sexual orientation, but is still viewed to be derogatory by some.

Questioning

The process of exploring your own sexual orientation and/or gender identity.

<p>Sex</p>	<p>Assigned to a person on the basis of primary sex characteristics (genitalia) and reproductive functions.</p>
<p>Sexual Orientation</p>	<p>A person's emotional, romantic and/or sexual attraction to another person, or lack thereof.</p>
<p>Stereotype</p>	<p>A widely held but fixed and oversimplified image or idea of a particular type of person or thing without regard for their individual differences. Though often negative, can also be complimentary. Even positive variants can have a negative impact, however, simply because they involve broad generalizations that ignore individual realities.</p>
<p>Trans</p>	<p>An umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.</p>

Transgender man

A term used to describe someone who is assigned female at birth but lives as a man. This may be shortened to trans man.

Transgender woman

A term used to describe someone who is assigned male at birth but lives as a woman. This may be shortened to trans woman.

Transitioning

The steps a trans person may take to express or affirm their gender. For some this involves medical intervention, such as hormone therapy and surgeries, but not all trans people want or are able to have this. It might also involve things such as telling friends and family, dressing differently and changing official documents.

Transphobia

The fear or dislike of someone based on the fact they are trans, including the denial/refusal to accept their gender identity.

Transsexual

This was used in the past as a more medical term (similarly to homosexual) to refer to someone whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. This term is still used by some although many people prefer the term trans or transgender.