

Affirm	To acknowledge or assert as fact; here, to assert one's own sexual orientation or gender identity strongly and publicly or to openly acknowledge and publicly assert the rights and dignity of LGBTQI2-S people.
Ally	A person (usually a heterosexual individual) or organization that actively helps another with a specific issue; here, one who openly supports and affirms the rights and dignity of LGBTQI2-S people.
Anti-transgender bias	A fear (i.e. transphobia) or hatred of, aversion to, or discrimination against: <ul style="list-style-type: none"> - Transgender people - People who are perceived to be Transgender - People who are gender non-conforming
Bisexuality	The potential to be attracted – romantically and/or sexually – to people of more than one sex and/or gender, not necessarily at the same time, not necessarily in the same way, and not necessarily to the same degree.
Bullying	Physically, mentally, and/or emotionally intimidating and/or harming an individual or members of a group; here, intimidating or harming individuals whose sexual orientation or gender identity is somehow threatening to the bully.
Cisgender	A term for people whose gender identity matches the sex that they were assigned at birth.
Cisnormative	The belief that that the cisgender experience is the normal and typical experience for people.
Cissexism	Systemic prejudice in the favor of cisgender people.
Coming out	Coming out is the process of recognizing and acknowledging non-heterosexual or transgender identity to oneself and then sharing it with others. Developmentally, many LGBTQI2-S and questioning individuals initially pretend (actively or through silence) to be heterosexual and congruent. Coming out means dropping the secrecy and pretense and becoming more emotionally integrated. This usually occurs in stages and is a non-linear, life-long process.
Discrimination	The unjust or prejudice treatment of an individual or groups of people; here, unfair treatment on the grounds of sexual orientation and/or gender identity.
Equality	The state of being equal in regards to status, rights, opportunities, and treatment.
Gay	A person who is physically and or emotionally attracted to members of the same sex (a woman might prefer to call herself lesbian).
Gender	Social and cultural expression of sex; not biological sex.
Gender conforming	Acting within the culturally expected gender roles.
Gender expression	The way in which an individual communicates their gender to others through behavior, clothing, hairstyle, voice, etc.; not an indication of sexual orientation or gender identity.

Gender fluidity	The belief that social constructions of gender identity and gender roles lie along a spectrum and cannot be limited to two genders; a feeling that one's gender varies from societal notions of two genders.
Gender identity	An individual's innermost and deeply held psychological sense of themselves as man or woman, both, neither, or something entirely different. Everybody has a gender identity.
Gender neutral	Anything (such as clothing, styles, activities, or spaces) that a society or culture considers appropriate for anyone, irrespective of gender; anything that carries with it no particular gender associations.
Gender non-conforming	Expressing gender and/or having gender characteristics that do not conform to the expectations of society and culture.
Gender role	Culturally or socially determined sets of attitudes and behaviors that are expected of an individual based on her/his assigned sex at birth or perceived sex.
Heterosexism	A dominant notion that everyone is heterosexual (or should be) and that heterosexuality is superior, better, and preferred.
Heterosexuality	Feeling romantic, emotional, and sexual attraction to members of the opposite sex.
Homophobia	Fear or intolerance of LGBTQI2-S people, a feeling that is not limited to particular cultures or to straight people.
Homosexuality	Feeling romantic, emotional, and sexual attraction to members of the same sex.
Identity	What, how, and who one perceives oneself to be; a multi-faceted self-concept that evolves throughout life.
Intersex	An intersex person is born with sexual anatomy, reproductive organs, and/or chromosome patterns that do not fit the typical definition of male or female. This may be apparent at birth or become so later in life. An intersex person may identify as male or female or as neither. Intersex status is not about sexual orientation or gender identity: intersex people experience the same range of sexual orientations and gender identities as non-intersex people.
Lesbian	A person who is physically and/or emotionally attracted to other women (members of her same sex).
Misgender	To refer to someone using a word, especially a pronoun or form of address, that does not correctly reflect the gender with which they identify.
Non-binary	Preferred umbrella term for all genders other than female/male or woman/man. Not all non-binary people identify as trans and not all trans people identify as non-binary.
Oppression	Prolonged cruel or unjust treatment, sometimes unconscious, sometimes covert; constant state of denying to others fair and equal treatment and fair and equal opportunities.

Out	Openly acknowledging one's sexual orientation or gender identity; may be partial (that is out to some people and in the closet to others).
Outed	When someone else accidentally or deliberately discloses another's sexual orientation or gender identity, usually without permission.
Pansexual	Capable of being attracted to many/any gender(s). Sometimes the term omnisexual is used in the same manner.
Prejudice	Bias; an attitude that favors one person or group over another; here, favoring: ones sexual orientation and/or gender identity over any other; an attitude that usually leads to discrimination.
Queer	The term queer has sociopolitical connotations, and is often preferred by those who are activists; by those who strongly reject traditional gender identities; by those who reject distinct sexual identities such as gay, lesbian, bisexual, and straight; and by those who see themselves as oppressed by the heteronormativity of the larger culture.
Questioning	Being unsure of where ones primary attraction lies.
Sexism	Discrimination and unfairness based on sex or gender in which advantage is usually afforded to men and not women.
Sexual orientation	Describes the emotional, romantic, and physical feelings of attraction-usually over a period of time; it is distinct from sexual behavior.
Stereotype	An oversimplified generalization about an entire group of people without regard for individual differences.
Transgender	A term used by an individual(s) who: <ul style="list-style-type: none"> - Internally and psychologically identify as a gender/sex other than the one assigned at birth. - Identify as gender variant. - An individual who identifies as gender non-conforming. - Does not identify with a gender or sex binary. An individual can identify with all, a combination, one, or none of the above.
Transition	The period when one is intentionally changing from living as one sex or gender to a different conception of sex or gender; a multi-step, complicated process that may or may not include sexual confirmation surgery and/or hormonal supplements to alter one's body.
2-Spirit	A term used by <u>some</u> indigenous North Americans for gender variant individuals in their communities.