

LGBTQ+ Terminology

A glossary of common terms for clear and empowered communication

ACE or ASEXUAL	A person who does not experience sexual attraction to any gender.
ALLY	Typically a cis-gendered heterosexual person who supports the LGBTQ+ community. Also includes allies to other categories within the LGBTQ+ community. e.g. A lesbian who is an ally to transgender people.
AROMANTIC	People who feel little or no romantic attraction to others.
BISEXUAL	People who are attracted sexually to two or more genders. Essentially, the person is attracted to the same gender as themselves and a gender different from their own.
CIS-GENDER or CIS	When a person's gender matches the sex they were assigned at birth.
CIS HET	A term used to describe people are cis-gender and heterosexual.
DEAD NAMING	Calling someone by their birth name after they have changed it. This is mostly associated with transgender and non-binary genders.
GAY	A person who is sexually, emotionally and romantically attracted to a person of the same sex.
GENDER	Largely a cultural and social construct assumed from your sex.
GENDER AFFIRMING SURGERY	The surgical procedures carried out as part of a person transitioning. It is only one of many steps. Not everyone who transitions has surgery.
GENDER DYSPHORIA	When a person experiences psychological and emotional distress because there is a mismatch between the sex they were assigned at birth and their gender identity. The term is also a formal clinical diagnosis determined by medical professionals before a person receives gender affirming care.
GENDER EXPANSIVE	An umbrella term used for people who expand society's notion of the binary male/female.
GENDER IDENTITY	A person's inner sense of their gender, which may not match the sex that they were assigned at birth.
HETERONORMATIVE	The assumption that everyone is cis-gender and heterosexual.
HOMOPHOBIA	Prejudice, fear or dislike of gay, lesbian and bisexual people.



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INTERSEX	The term for people who have the biological attributes of both sexes
LESBIAN	A woman who is sexually, emotionally and romantically attracted to women (and may include women who are not cis-gender).
LESPHOBIA	Prejudice, fear or dislike of lesbians. Not commonly used, but identifies the intersectionality of lesbians compared to gay men.
LGBTQIA+	Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex, Asexual plus any other gender identity, gender expression and/or sexuality that is not cis-gender and heterosexuality.
NON-BINARY	Umbrella term for people who do not identify as 'man' or 'woman'.
PANSEXUAL or PAN	A person who is attracted to all genders including agender people (no gender). Pan people tend to not take gender into account, but focus more on the other aspects of a person.
QUEER	A term used by people who reject social ideas of sexual orientation and gender. It was used as a slur in the 1980s. Be careful with its use as for many people it is still a slur.
QUESTIONING	Someone who is in the process of questioning their sexual orientation, sexual identity and/or gender identity. They are yet to self-identify.
SEX	The biological sex assigned at birth, commonly based on genitalia.
THEY/THEM	Pronouns used by people who do not identify solely with 'he' or 'she'. Some non-binary people will also use 'they/him' or 'they/her'. In the English language, we also use they/them as the singular. E.g. in talking about your manager, "I really like them. They are a good boss."
TRANSGENDER	Someone whose gender does not match their gender assigned at birth. Usually, the person feels the need to make bodily changes to better align their incongruence.
TRANSGENDER MAN	A person who was assigned female at birth, and is living as a man.
TRANSGENDER WOMAN	Someone who was assigned male at birth, and is living as a woman.
TRANSITIONING	The steps a person takes to live as the gender with which they identify. There are multiple possible steps in this process including a change of name, different haircuts, hormone therapies, and sometimes surgery.

