

GLOSSARY:

GENDER IDENTITY

The following are terms that are frequently employed in conversations about gender identity and expression. This list is neither comprehensive nor inviolable. Rather, it is a set of basic terms related to gender identity and expression that is meant to help individuals enter into conversations .

Agender: a term that is used to refer to individuals who do not express a gender identity or consider themselves gender neutral. Agender literally means "without gender."

Androgynous: a gender expression that incorporates elements of both femininity and masculinity.

Cisgender: a person whose gender identity and sex assigned at birth align (e.g. a man whose sex was assigned male at birth).

Cisnormativity/Cissexism: a prevailing assumption among individuals, and within institutions, that everyone is cisgender. This assumption may make it more difficult to address the needs of those with non-cisgender identities.

Gender Binary: a term that refers to the idea that there are only two genders (e.g. man/woman) and individuals should be gendered as either man or woman.

Gender Expression: a term that refers to individuals' external display of their gender either through clothing, demeanor, social behavior and other factors. Also referred to as gender presentation.

Gender Fluid: a term that is used to refer to individuals who identify in a way that flows between genders, or whose gender identity fluctuates or shifts. This shift may flow between all genders or any subset of genders.

Gender Identity: an individuals' internal sense of themselves as either male, female, both or neither.

Gender Non-Conforming: a person whose gender presentation does not align with socially-constructed gender expectations.

Gender Normative/Gender Straight: a person whose gender expression aligns with socially-constructed gender expectations.

Genderqueer: a gender identity label that is often used by people who do not identify with the man/woman gender binary. It is also sometimes used as an umbrella term for the spectrum of non-binary gender identities.

Gender Variant: a term that refers to individuals who do not conform with socially-constructed gender expectations.

Heteronormative: a prevailing assumption among individuals, and within institutions, that everyone is heterosexual. This assumption assumes that being heterosexual is "normal" and makes it more difficult to address the needs of those with non-heterosexual sexual identities.

Intersex: an individual whose combination of chromosomes, hormones, internal or external sex organs, etc. differs from the two traditionally prescribed patterns of male (XX) or female (XY). In the past, some used the term hermaphrodite, which is now considered outdated and derogatory.

Misgender: a term used to describe the act of failing to acknowledge (or use) an individual's requested gender pronouns or using gendered language when referring to them (i.e. ma'am, sir, guy, girl, etc.). The possibility of being misgendered is often anxiety provoking for gender non-conforming individuals. Moreover, being misgendered is disrespectful and violent, putting the misgendered individual at risk for discrimination.

Non-binary: a term used to describe individuals who do not identify with the man/woman gender binary. In some cases, individuals may use this term to describe their gender identity.

Sex Assigned at Birth: a medical term used to refer to the physiological (chromosomal, hormonal, etc.) characteristics that are used to classify an individual as female, male, or intersex at birth. Biological sex is more commonly referred to as "sex", "physical sex" or "sex assigned at birth"

They/Them: gender neutral pronouns that are preferred by some individuals who identify as gender non-conforming.

Trans: an umbrella term often used to refer to anyone who identifies as a gender other than their gender designated at birth. However, some people choose not to identify as trans.

Transition/ing: a term used to refer to the multiple processes (social, physical, emotional, etc.) a gender non-conforming person undergoes when changing their bodily appearance to better align with their gender identity.

Transphobia: a term used to refer to fear, hatred or discrimination against individuals who identify as gender non-conforming and/or are ambiguous with respect to gender expression.

Ze/Hir: gender neutral pronouns that are preferred by some individuals who identify as gender non-conforming.