



# LANGUAGE FOR ALL: CREATING LGBTQIA+ INCLUSIVE ELE CLASSROOMS

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## Glossary of Helpful LGBTQIA+ Terms

“Language shapes how we understand the world, and ourselves. For LGBTQIA+ people, the words we use to describe our identities and experiences can be empowering and deeply personal. Using inclusive and accurate language helps create safer, more respectful spaces.”

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Principles when using the glossary:

1. Be kind and respectful. That’s the most important thing.
2. Ask if you’re unsure. If you’re unsure how someone identifies or wishes to be referred to, it’s okay to ask. Just do so with respect and kindness.
3. Avoid assumptions.
4. Stay open to learning.

### Glossary:

- **Ally:** A straight and/or cis person who supports members of the LGBTQIA+ community. Members of the community can also be allies to one another.
- **Androgynous:** A person whose gender identity is both male and female, or neither male nor female. They might present as a combination of male and female or as sometimes male and sometimes female.
- **Aromantic:** A person who experiences little to no romantic attraction. Aromantic experience may or may not experience sexual attraction. Those who do might also use terms such as gay, bi, lesbian, etc in conjunction to describe the direction of their attraction.
- **Asexual:** A person who does not experience sexual attraction. Some asexual people might experience romantic attraction, while others do not. Asexual people might also use terms such as gay, bi, lesbian, etc in conjunction to describe the direction of their romantic attraction.
- **Bi:** Refers to someone who is attracted to more than one gender. Also used as an umbrella term for a wide-variety of orientations including, but not limited to, bisexual, pan, and queer.
- **Biphobia:** Prejudice or negative attitudes, beliefs or views about bi people. This can include the fear or dislike of someone who is, or is believed to be, bi.



- **Cisgender:** Also known as *cis*. Used to refer to someone whose gender is the same as the sex they were assigned at birth. For example, a woman who is assigned female at birth and continues to identify as, and live as, a woman.
- **Coming Out:** ‘Coming Out’ is when a person first tells someone/others about their sexual orientation and/or gender identity.
- **Deadnaming:** Calling someone by their birth name if they have changed their name. This term is often associated with trans people who have changed their name as part of their transition.
- **Demi (sexual or romantic):** An umbrella term used to describe someone who may only feel sexually or romantically attracted to people with whom they have formed an emotional bond with. People might also use terms such as gay, bi, lesbian, etc in conjunction to describe the direction of their romantic or sexual attraction as they experience it.
- **Femme:** A term predominantly used to describe feminine lesbians. It is also sometimes used more generally to describe feminine LGBTQIA+ people.
- **Gay:** Refers to a man who is attracted to men. The term is also used generically within the community as a term to refer to non-heterosexual orientations.
- **Gender:** A person’s innate sense of being a man, woman, non-binary, or another gender. Gendered norms, roles and behaviours exist, which are typically associated with being a woman, man, girl, or boy. These are often expressed in terms of masculinity and femininity, and vary across cultures. A person’s gender is typically assumed from the sex they are assigned at birth.
- **Gender Dysphoria:** The term used to describe the discomfort caused by an incongruence between one’s true gender and their sex assigned at birth.
- **Gender Expression:** The external manifestation of a person’s gender identity. Gender can be expressed through mannerisms, grooming, physical characteristics, social interactions, and speech patterns. Society identifies these cues as masculine or feminine, although what is considered masculine or feminine changes over time and varies by culture.
- **Gender Fluid:** A non-binary gender identity. Gender fluid individuals experience different gender identities at different times. A gender fluid person’s gender identity can be multiple genders at once, then switch to none at all, or move between single gender identities. Some gender fluid people regularly move between only a few specific genders, perhaps as few as two.
- **Gender Identity:** Your deeply-felt sense of your own gender. For example, the knowledge that you are a man, a woman, or some other gender. A person’s gender may or may not correspond to the sex they were assigned at birth. Unlike *gender expression*, gender identity is not visible to others.

- **Hate Crime:** Any criminal offence which is perceived by the victim or any other person to, in whole or in part, be motivated by hostility or prejudice, based on actual or perceived age, disability, race, colour, nationality, ethnicity, religion, sexual orientation or gender.
- **Heteronormativity:** The assumption, of individuals and/or institutions, that everyone is heterosexual and that heterosexuality is superior to all other sexualities. This can lead to invisibility and stigmatizing of other sexualities. Heteronormativity also leads us to assume that only masculine men and feminine women are straight.
- **Heterosexual:** Also known as *straight*. Refers to a man who is attracted to women or a woman who is attracted to men.
- **Homophobia:** Prejudice or negative attitudes, beliefs or views about gay people. This can include the fear or dislike of someone who is, or is believed to be, gay.
- **Homosexual:** The term used to describe someone who is attracted to someone of the same sex or gender. Oftentimes, the term *gay* is used more generally.
- **Intersex:** A term used to describe someone who has biological attributes of both male and female sexes or whose biological attributes do not fit with societal or medical assumptions about what constitutes male or female. Intersex people might identify as male, female, non-binary or otherwise. Also known as *Variation of Sex Development (VSD)*, a term preferred by some medical practitioners and intersex people as it removes the stigma.
- **Lesbian:** Refers to a woman who is attracted to women.
- **Lesophobia:** Prejudice or negative attitudes, beliefs or views about lesbians. This can include the fear or dislike of someone who is, or is believed to be, lesbian.
- **LGBTQIA+ :** The acronym commonly used to describe people who are Lesbian, Gay, Bi, Trans, Queer, Questioning, Intersex, and Ace. Other common acronyms include LGBT and LGBTQ.
- **Masc:** A term predominantly used to describe masculine lesbians. Another term predominantly used is *butch*.
- **Mixed Pronouns:** Shorthand term for when an individual uses more than one set of pronouns, such as ‘she/they’ or ‘he/they’. This can mean they are comfortable with any of the listed pronouns, are comfortable with all but prefer one more than another, or are using them to express an identity that isn’t fully captured by a single pronoun set.
- **Non-Binary:** A term for people whose gender doesn’t sit comfortably with ‘man’ or ‘woman’, and thus does not conform to traditional gender roles. Non-binary identities are varied.
- **Outed:** When an LGBTQIA+ person’s sexual orientation or gender identity is disclosed to someone else without their consent.
- **Pansexual:** Refers to a person whose attraction towards others doesn’t regard sex or gender. Can sometimes be referred to under the umbrella term of “bi”.

- **Pronoun:** Words we use to refer to people's gender in conversation. For example, *he*, *she*, or *they*.
- **Queer:** A term used by those wanting to reject specific labels of sexual orientation and/or gender identity. It can also be seen as a way of rejecting the perceived norms of the LGBTQIA+ community. This term has historically been used as a slur, and is still viewed as such by some LGBT people. However, others have chosen to reclaim and embrace the term.
- **Questioning:** The process of exploring one's sexual orientation and/or gender identity.
- **Sexual Orientation:** Refers to a person's physical, emotional, and/or romantic attraction to another person. Sexual orientation is distinct from sex, gender identity, and gender expression. Transgender people may identify as lesbian, gay, heterosexual, bisexual, pansexual, asexual, or queer.
- **Transgender:** An umbrella term which refers to any person whose gender identity and/or gender expression differs from the sex assigned at birth. This includes non-binary identities. Those who identify as transgender might make physical changes through hormones or surgery, while others might not. Often shortened to *trans*.
- **Transition:** A process through which some transgender people begin to live as the gender with which they identify, rather than the one assigned to them at birth. Transition can include social, physical, and/or legal changes such as coming out; changing one's gender expression; changing one's name, pronoun, and sex designation on legal documents; and medical intervention via hormones and/or surgeries.
- **Trans Man:** A man who was assigned female at birth (AFAB) but identifies as a man. Some trans men may refer to themselves as FTM (female-to-male), however others prefer to refer to themselves simply as a man, or men of transgender experience.
- **Trans Woman:** A woman who was assigned male at birth (AMAB) but identifies as a woman. Some trans women may refer to themselves as MTF (male-to-female), however others prefer to refer to themselves as a woman or women of transgender experience.
- **Transphobia:** The fear, dislike, or hatred of people who are trans or are perceived to challenge conventional gender categories or 'norms'. Transphobia can result in individual and institutional discrimination, prejudice and violence against trans and gender variant people.