

# GLOSSARY OF TERMS

A list of terms and their definitions to help you better understand the community and any conversations you may be a part of.

## **Ally**

Individual who actively supports a marginalised group in the fight for equality, despite not being part of that minority themselves

## **BAME**

Black, Asian and Minority Ethnicities

## **Cisgender (Cis)**

A person who identifies with the gender they were assigned at birth

## **Cisnormativity/Cis-sexism**

Operating under the assumption or prejudice that there are only two genders "binary bathrooms are a relic of cis-sexist attitudes"

## **Gender expansive/Gender variant/Gender minority**

Useful alternatives to the phrase 'Trans Community' that includes Intersex and NB identities

## **Gender Identity**

Any word(s) used to describe a person's gender. This may include: man, woman, non-binary, genderfluid, agender etc

## **Heteronormativity/Heterosexism**

Operating under the assumption or prejudice that everyone is heterosexual or straight, with emphasis on that being 'the norm' and a higher valued position in society

## **Intersectionality**

Coined by Kimberlé Crenshaw. The complex way in which the effects of multiple forms of discrimination (such as racism, sexism, homophobia and transphobia) intersect for those from marginalized groups, for example LGBTQ+, disabled, older or BAME people

## **Intersex**

Individuals who are born with anatomy or physiology differing from stereotypes of what constitute typical 'male' or 'female', this may be apparent at birth or become so during puberty

## **LGBTQIAAP (LGBT+)**

Often abbreviated acronym used to refer to the collective identities - Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, Asexual, Allies, Pansexual

## **Non-Binary (NB)**

An umbrella term for someone whose identity lies outside of the gender binary (Man/Woman), this might mean they experience a fluid or fixed gender, multiple genders, a different gender or no gender

## **POC**

People/Person of Colour

## **Pronouns**

The way in which an individual is referred to when being discussed. The most common pronouns are he/him or she/her, however some use neutral pronouns such as they/them. It is good practice to not assume someone's pronouns, or to ask which ones they use

## **QTPOC**

Queer, Transgender, Intersex People/Person of Colour

## **Queer**

Historically used as an insult, many in the community feel it is a reclaimed term and will use it as a collective term for LGBTQ+ people, some use it to explain their gender, sexual or political identity.

## **Transgender (Trans)**

Individuals who identify with a gender different to the one they were assigned at birth

## **Transman**

A man who was assigned female at birth

## **Transwoman**

A woman who was assigned male at birth



Created in conversation with Adyn Quinn-Davies.