

CRT: Transforming Educators

Gender Identity, Pronouns and Definitions

GLAAD Media Reference Guide 10th Edition, <http://www.glaad.org/reference>

Note: This resource serves as a reference, but is not provided as a print material at SI.

Sex: Classification of a person as male or female. At birth, infants are assigned a sex, usually based on the appearance of their external anatomy. Sex is actually a combination of bodily characteristics including: chromosomes, hormones, internal and external reproductive organs, and secondary sex characteristics.

Sexual Orientation: The scientifically accurate term for an individual's enduring physical, romantic and/ or emotional attraction to members of the same and/or opposite sex, including lesbian, gay, bisexual, and heterosexual (straight) orientations.

Gender Expression: External manifestations of gender, expressed through a person's name, pronouns, clothing, haircut, behavior, voice, and/or body characteristics. Society identifies these cues as masculine and feminine, although what is considered masculine or feminine changes over time and varies by culture.

LGBTQ: Acronym for lesbian, gay, bisexual, transgender, and queer. Sometimes, when the Q is seen at the end of LGBT, it can also mean questioning. LGBT and/or GLBT are also often used.

Lesbian: A woman whose enduring physical, romantic, and/or emotional attraction is to other women. Some lesbians may prefer to identify as gay (adj.) or as gay women. Avoid identifying lesbians as "homosexuals," a derogatory term.

Gay: The adjective used to describe people whose enduring physical, romantic, and/ or emotional attractions are to people of the same sex (e.g., *gay man*, *gay people*). Sometimes *lesbian* (n. or adj.) is the preferred term for women.

Bisexual, Bi: A person who has the capacity to form enduring physical, romantic, and/ or emotional attractions to those of the same gender or to those of another gender.

Transgender (adj.): An umbrella term for people whose gender identity and/or gender expression differs from what is typically associated with the sex they were assigned at birth.

Queer: An adjective used by some people, particularly younger people, whose sexual orientation is not exclusively heterosexual (e.g. queer person, queer woman). Typically, for those who identify as queer, the terms *lesbian*, *gay*, and *bisexual* are perceived to be too limiting and/or fraught with cultural connotations.

Questioning: Those who use the Q to mean 'questioning' refer to people who are in the process of exploring their identity. Questioning means someone who is figuring out their gender identity and figuring out how they want to identify their sexual orientation,"

Cisgender: A term used by some to describe people who are not transgender. "Cis-" is a Latin prefix meaning "on the same side as," and is an antonym of "trans-." Denoting or relating to a person whose sense of personal identity and gender corresponds with their birth sex.

Transsexual (adj.): An older term that originated in the medical and psychological communities. Still preferred by some people who have permanently changed - or seek to change - their bodies through medical interventions. *Transsexual* is **not** an umbrella term.

Gender Identity: A person's internal, deeply held sense of their gender. For transgender people, their own internal gender identity does not match the sex they were assigned at birth. Unlike gender expression gender identity is not visible to others.

Gender Non-Conforming: A term used to describe some people whose gender expression is different from conventional expectations of masculinity and femininity. It is not a synonym for *transgender* or *transsexual* and should only be used if someone self-identifies as gender non-conforming.

Intersex: An umbrella term describing people born with reproductive or sexual anatomy and/or a chromosome pattern that can't be classified as typically male or female. Those variations are also sometimes referred to as Differences of Sex Development (DSD.)

Asexual: An adjective used to describe people who do not experience sexual attraction (e.g., asexual person). A person can also be aromantic, meaning they do not experience romantic attraction.

Heterosexual: An adjective used to describe people whose enduring physical, romantic, and/ or emotional attraction is to people of the opposite sex. Also, *straight*.

Homosexual: Outdated clinical term considered derogatory and offensive to many lesbian and gay people. The Associated Press, *New York Times* and *Washington Post* restrict usage of the term.

Pansexual: Refers to a someone who feels "sexual" attraction, romantic love, or emotional attraction towards people of any sex or gender identity. A pansexual person believes that gender and sex are insignificant or irrelevant when it comes to sexual or emotional attraction to another. Also, referred to as omnisexual.

Gender Pronouns

Please note these are not the only pronouns. There are an infinite number of pronouns as new ones emerge in our language. Always ask someone for their pronouns.

Subjective	Objective	Possessive	Reflexive	Example
She	Her	Hers	Herself	She is speaking. I listened to her. The backpack is hers.
He	Him	His	Himself	He is speaking. I listened to him. The backpack is his.
They	Them	Theirs	Themselves	They are speaking. I listened to them. The backpack is theirs.
Ze	Hir/Zir	Hirs/Zirs	Hirself/Zirself	Ze is speaking. I listened to them. The backpack is zirs.