**Appendix B**

***Definitions***

***Agender:*** A person who does not identify themselves as a specific gender.

***Ally:*** Typically any non-LGBT person who supports and stands up for the rights of LGBT people, though LGBT people can be allies, such as a lesbian who is an ally to a transgender person.

***Androgynous:*** neither specifically male nor female; having both male and female characteristics.

***Asexual:*** A person who generally does not feel sexual attraction or desire to any group of people. Asexuality is not the same as celibacy.

***Assigned Sex at Birth:*** The sex a person is assigned when they are born, which may or may not be the same as the gender they identify with.

***Bisexual:*** A person who is attracted to both people of their own gender and another gender. Also called “bi”.

***Cisgender:*** Types of gender identity where an individual's experience of their own gender matches the sex they were assigned at birth.

***Coming Out:*** The process of acknowledging one’s sexual orientation and/or gender identity to other people. For most LGBT people this is a life-long process.

***Gay:*** A person who is attracted primarily to members of the same sex. Although it can be used for any sex (e.g. gay man, gay woman, gay person), “lesbian” is sometimes the preferred term for women who are attracted to women.

***Gender Dysphoria:*** the feeling of one’s emotional state of being male of female being the opposite of their biological sex.

***Gender Conforming:*** a person acting on what they believe to be masculine or feminine, not what society tells them that looks like or feels like.

***Gender Expression:*** A term which refers to the ways in which we each manifest masculinity or femininity. It is usually an extension of our “gender identity,” our innate sense of being male, female, etc. Each of us expresses a particular gender every day – by the way we style our hair, select our clothing, or even the way we stand. Our appearance, speech, behavior, movement, and other factors signal that we feel – and wish to be understood – as masculine or feminine, or as a man or a woman.

***Gender Fluid:*** moving from one gender to another on a regular basis depending on how the person feels at that specific time and that specific moment.

***Gender Identity:*** The sense of “being” male, female, agender, etc. For some people, gender identity is in accord with physical anatomy. For transgender people, gender identity may differ from physical anatomy or expected social roles. It is important to note that gender identity, biological sex, and sexual orientation are separate and that you cannot assume how someone identifies in one category based on how they identify in another category.

***Heteronormative:*** furthering the stereotype that heterosexuality is the preferred sexual orientation.

***Homophobia:*** A range of negative attitudes and feelings toward homosexuality or people who are identified or perceived as being lesbian, gay, bisexual or transgender (LGBT). It can be expressed as antipathy, contempt, prejudice, aversion, or hatred, may be based on irrational fear, and is sometimes related to religious beliefs.

***Homosexual:*** A clinical term for people who are attracted to members of the same sex. Some people find this term offensive.

***Intersex:*** A person whose sexual anatomy or chromosomes do not fit with the traditional markers of "female" and "male." For example: people born with both "female" and "male" anatomy (penis, testicles, vagina, uterus); people born with XXY.

***In the Closet:*** Describes a person who keeps their sexual orientation or gender identity a secret from some or all people.

***Lesbian:*** A woman who is primarily attracted to other women.

***Non-binary:*** having a gender identity that does not fall into traditional categories such as male or female.

***Queer:*** 1) An umbrella term sometimes used by LGBTQA people to refer to the entire LGBT community. 2) An alternative that some people use to "queer" the idea of the labels and categories such as lesbian, gay, bisexual, etc. Similar to the concept of genderqueer. It is important to note that the word queer is an in-group term, and a word that can be considered offensive to some people, depending on their generation, geographic location, and relationship with the word.

***Questioning:*** For some, the process of exploring and discovering one's own sexual orientation, gender identity, or gender expression.

***Pansexual:*** A person who experiences sexual, romantic, physical, and/or spiritual attraction for members of all gender identities/expressions, not just people who fit into the standard gender binary (i.e. men and women).

***Pronouns:*** The identifier used to describe a person’s gender identity, such as he, she or they. See the Gender Pronouns chart for more options.

***Sexual Orientation:*** The type of sexual, romantic, and/or physical attraction someone feels toward others. Often labeled based on the gender identity/expression of the person and who they are attracted to. Common labels: lesbian, gay, bisexual, pansexual, etc.

***Transgender:*** This term has many definitions. It is frequently used as an umbrella term to refer to all people who do not identify with their assigned gender at birth or the binary gender system. This includes transsexuals, cross-dressers, genderqueer, drag kings, drag queens, two-spirit people, and others. Some transgender people feel they exist not within one of the two standard gender categories, but rather somewhere between, beyond, or outside of those two genders.

***Transphobia:*** The fear or hatred of transgender people or gender non-conforming behavior. Like biphobia, transphobia can also exist among lesbian, gay, and bisexual people as well as among heterosexual people.

***Two Spirited:*** a term used by Native peoples to describe people who have both masculine and feminine characteristics and qualities.

**Please Note:** It is very important to respect people’s desired self-identifications. One should never assume another person’s identity based on that person’s appearance. It is always best to ask people how they identify, including what pronouns they prefer, and to respect their wishes.