

**Ally**

Someone who speaks out or takes actions that are supportive of someone else. For example, any non-LGBT (i.e. heterosexual) person who supports and stands up for the equality of LGBT (Lesbian, Gay, Bisexual and Transgender) people.

**Bisexual**

A sexual orientation and/or identity of a person who is sexually and emotionally attracted to some males and some females.

**Biphobia**

The irrational fear of or aversion to bisexuality or bisexual people.

**Bystander**

Someone who witnesses an incident but doesn't get involved; all bystanders have the potential to become allies or active agents for social change.

**Cisgender**

An identity of a person whose gender identity is aligned with their sex assigned at birth and whose gender expression is conforming.

**Gay**

A sexual orientation and/or identity of a person who is emotionally and sexually attracted to some members of the same sex. Although gay can refer to both males and females, many prefer the term "lesbian" for females. Gay is sometimes used as an umbrella term to refer to all lesbian, gay and bisexual people, but some prefer the more inclusive term "LGBT."

**Gender**

A social construct based on a group of emotional, behavioral and cultural characteristics attached to a person's assigned biological sex. Gender can be understood to have several components, including gender identity, gender expression and gender role.

**Gender Expression**

An individual's physical characteristics, behaviors and presentation that are linked, traditionally, to either masculinity or femininity, such as: appearance, dress, mannerisms, speech patterns and social interactions.

**Gender Identity**

How we identify ourselves in terms of our gender. Identities may be: male, female, androgynous, transgender and others.

**Gender Non-Conforming/Gender Variant**

An identity of a person who has gender characteristics and/or behaviors that do not conform to traditional or societal gender expectations.

**Genderism**

The systematic belief that people need to conform to the gender role assigned to them based on a gender binary system which allows only female and male.

### **Heteronormative**

The belief system that heterosexuality is the norm; the assumption that heterosexuality is universal and that anything other than heterosexuality is unnatural.

### **Heterosexism**

Applies to attitudes, bias and discrimination in favor of heterosexual sexuality and relationships. It includes the presumption that everyone is heterosexual or that male/female attractions and relationships are the norm and therefore superior. It is the belief that everyone is or should be straight.

### **Homophobia**

Refers to an irrational fear of or aversion to homosexuality or lesbian, gay or bisexual people.

### **Lesbian**

A sexual orientation and/or identity of a person who is female-identified and who is sexually and emotionally attracted to some other females.

### **Queer**

An umbrella term used to describe a sexual orientation, gender identity or gender expression that does not conform to heteronormative society. While it is used as a neutral, or even a positive term among many LGBT people today, historically it has been used negatively and is still considered derogatory by many.

### **Questioning**

An identity of a person who is uncertain of their sexual orientation/identity and/or their gender orientation/identity.

### **Sexual Identity**

What we call ourselves in terms of our sexuality. Such labels include "lesbian", "gay", "bisexual", "queer", "heterosexual", "straight", and many more.

### **Sexual Orientation**

The inner feelings of who we are attracted to or oriented to emotionally and sexually.

### **Straight/Heterosexual**

A sexual orientation and/or identity of a person who is sexually and emotionally attracted to some members of another sex (specifically, a male who is attracted to some females or a female who is attracted to some males).

### **Transgender**

An identity of a person whose gender identity is not aligned with their sex assigned at birth and/or whose gender expression is non-conforming.

### **Transphobia**

The irrational fear or aversion to transgender people of those who are perceived to break or blur societal norms regarding gender identity or gender expression.