



Compass Community Center: Cultural Competency Training

Glossary of Terms and Concepts

3 Main Realities of Orientation, Identity and Expression

There are 3 important terms to know:

1. Sexual Orientation
2. Gender Identity
3. Gender Expression

These terms are often mistaken to mean the same thing, when in reality they are very different.

Sexual Orientation

The inner feelings of who a person is attracted to emotionally and/or physically, in relation to their own gender identity.

Heterosexual-

People who are sexually attracted to members of the opposite gender.

Gay-

Male identified person who is attracted to men or male gender expression.

Lesbian –

Female identified person who is attracted to women or feminine gender expression.

Bisexual-

A person who is emotionally and/or physically attracted to two genders.

Pansexual-

A person who is emotionally and/or physically attracted to some people, regardless of their gender identity.

Asexual-

A person who does not experience sexual attraction, but may experience other forms of attraction (e.g., romantic, intellectual, emotional).

Gender Identity

The gender one feels they are on the inside.

One's gender identity can be the same or different from their sex assigned at birth.

Cisgender-

Someone whose gender identity matches their biological anatomy or their “sex” assigned at birth.

Transgender

Someone whose gender identity does not match their biological anatomy or their “sex” assigned at birth.

Please do not use the term **Transgendered** or **Transgenders**. It is transgender people, transgender woman, transgender man, etc.

Gender Dysphoria-

When a person experiences discomfort or distress because there's a mismatch between their biological sex and **gender** identity.

Transition-

This term is primarily used to refer to the process a trans person undergoes when changing their bodily appearance either to be more congruent with the gender/sex they feel themselves to be and/or to be in harmony with their preferred gender expression.

Different ways a person can transition are all or a combination of the following: Medical, Social, Psychological/Emotional.

Passing-

Trans people being accepted as, or able to “pass for,” a member of their self-identified gender identity (regardless of sex assigned at birth) without being identified as trans.

Stealth-

A trans person who is not “out” as trans, and is perceived by others as cisgender.

Non-Binary-

For anyone who does not identify or conform to traditional male and female gender identity or expression.

Intersex-

Intersex describes people who are born with a reproductive or sexual anatomy that doesn't seem to fit the typical definitions of female or male.

Gender Expression

External appearance of one's gender identity, usually expressed through behavior, clothing, haircut or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine.

Cisgender-

Someone whose gender identity matches their biological anatomy or their “sex” assigned at birth.

Transgender

Someone whose gender identity does not match their biological anatomy or their “sex” assigned at birth.

Gender Dysphoria-

When a person experiences discomfort or distress because there's a mismatch between their biological sex and **gender** identity.

The Full LGBTQ Acronym

LGBTQIAAP

Lesbian	Orientation
Gay	Orientation
Bisexual	Orientation
Transgender	Identity
Transsexual (outdated)	Identity
Queer	All
Questioning	All
Intersex	Identity
Asexual	Orientation
Ally	All
Pansexual	Orientation

Additional Terms Covered in the Presentation

Drag King-

Someone who performs masculinity theatrically.

Drag Queen-

Someone who performs femininity theatrically.

MSM/WSW

Men who have sex with men or women who have sex with women, to distinguish sexual behaviors from sexual identities.

Because a man is straight, it doesn't mean he's not having sex with men.

Often used in the field of HIV/Aids education, prevention, and treatment.

Two Spirit-

Two Spirit is an umbrella term traditionally used by Native American people to recognize individuals who possess qualities or fulfill roles of both genders.

Third Gender-

Third Gender is for a person who does not identify with either man or woman, but identifies with another gender.

This gender category is used by societies that recognize three or more genders.

Cross Dresser/Transvestite-

A cross-dresser is the practice of dressing and acting in a style or manner traditionally associated with the opposite sex.

Today, the term *transvestite* is commonly considered outdated and derogatory, with the term **cross-dresser** used as a more appropriate replacement

Phobia-

An extreme or irrational fear or aversion to something.

Homophobia-

Homophobia is the irrational hatred or dislike of people who identify as gay, lesbian, bisexual or somewhere on the sexual orientation spectrum.

Transphobia-

Transphobia is the irrational hatred or dislike of people whose gender identity does not conform to the traditional gender binary.

Tips for Allies

Allies are an important group and they play a crucial role in making sure that the LGBTQ community is treated with humanity and respect.

1. Challenge anti-LGBTQ remarks, language and slurs you hear being used.
2. Promote education on what it means to be LGBTQ.
3. Be mindful and don't "Out" someone. Always maintain confidentiality in both business and personal lives.
4. Respect the identifiers, including pronouns, and use the preferred name and pronouns for individuals.

If you do not know which pronouns to use, please ask, "What are your pronouns?"

5. Don't ask a transgender person about their genitals, surgeries, or sex life out of curiosity.