


<b>Affirmed Gender</b>	The gender to which one identifies, which may or may not match the individual's gender at birth.
<b>Bisexual</b>	A person who is sexually and emotionally attracted to persons of the same, opposite or different sex.
<b>Cis or Cisgender</b>	A term used to describe when a person's gender identity matches social expectations for their sex assigned at birth; the opposite of transgender. It is unclear how this term relates to people with intersex variations, if at all.
<b>Coming Out</b>	The process through which an individual comes to recognise and acknowledge (both to self and to others) their sexual orientation / gender identity. People with intersex variations typically find out about their status from their parents or a doctor.
<b>Family</b>	In this definitions list, family may include biological family or family of choice. Due to possibly having experienced rejection from their biological families, some LGBTI people may form core relationship links with others who they may refer to as their 'family of choice'. This is similar to many other people's relationships with their biological family.
<b>Gay</b>	A person whose primary emotional and sexual attraction is towards people of the same gender. The term is most commonly applied to males, although some females use this term.
<b>Gender</b>	Gender is part of a person's personal and social identity. It refers to the way a person feels, presents and is recognised within the community. A person's gender expression refers to outward social markers, including their name, outward appearance, mannerisms and dress.
<b>Gender Diverse</b>	People whose understanding or expression of gender does not conform to social expectations based on their sex assigned at birth.
<b>Gender Identity; Gender Expression</b>	Means the gender-related identity, appearance or mannerisms or other gender related characteristics of a person. This includes the way people express or present their gender and recognises that a person's gender identity may be an identity other than man or woman. Consider: refers to gender-related identity. This may or may not be the same as birth gender.
<b>Heteronormative</b>	The assumption that heterosexuality is the norm and that everyone is heterosexual.
<b>Heterosexism</b>	Refers to the social and cultural "norms" that support the idea that heterosexuality is inherently 'right' and anything else isn't.
<b>Homophobia</b>	A term used to describe the irrational fear, hatred, aversion to or discrimination against people who are homosexual, or same-sex attracted, or who are perceived to be homosexual or same-sex attracted.





<b>Intersex</b>	Intersex people are born with physical, hormonal or genetic features that are neither wholly female nor wholly male, or a combination of female and male.
<b>Lesbian</b>	A female whose primary emotional and sexual attraction is towards other females. Note that some females may use the term gay woman.
<b>LGBTI</b>	An acronym that refers to a group of people with diverse sexual orientation, sex or gender identity. It includes lesbian, gay, bisexual, transgender and intersex people and other sexuality, sex and gender diverse people, regardless of their term of self-identification. The letters may appear in different order (e.g. GLBTI).
<b>Misgendering</b>	Describing or addressing someone using language that does not match a person's gender identity. For people with intersex variations, this may include a presumption that they have a non-binary gender identity, just as much as an assumption that they are a man, or a woman.
<b>Non-binary Gender Identity</b>	Someone with a gender identity other than a male or a female; there are a diverse range of non-binary gender identities. Some intersex people and some transgender people have non-binary gender identities.
<b>Queer</b>	An umbrella term for a wide range of non-conforming gender identities and sexual orientations.
<b>Same-sex attracted</b>	Attraction towards people of one's own gender. The term has been used particularly in the context of young people whose sexual identity is not fixed, but who do experience sexual feelings towards people of their own sex.
<b>Sex</b>	Refers to the chromosomal, gonadal, and anatomical characteristics associated with biological sex.
<b>Sexual Orientation</b>	Sexual orientation means a person's emotional, sexual orientation towards: a) persons of the same sex or b) persons of a different sex or c) persons of the same sex and persons of a different sex or d) persons of neither sex.
<b>Transgender</b>	<p>Transgender (sometimes shortened to "trans") is an umbrella term used to describe a wide range of gender identities that differ from the perceived norms aligned to biological sex. Transgender is a term that may be used to describe someone whose gender identity does not match their birth gender, someone who identifies as both genders, neither gender or a third gender.</p> <p>Common terminology includes Transwomen (M to F) referring to those who were born male but identify as female; although many will identify only as female (not transwomen). Transmen referring to those who were born female but whose gender identity is male (F to M); although many will only identify as male and not transmen.</p>



## **Transgender** (cont.)

Some transgender people seek surgery or take hormones to bring their body into alignment with their gender identity; many do not. Some transgender people change their gender expression to match their affirmed gender, many do not.

## **Transition**

Describes both a public act and a process. It involves the permanent and public adoption of the style and presentation of the gender different to that of a person's birth-assigned sex. It usually includes a change of name, chosen style of address and pronouns, as well as adopting the dress and style of presentation of a person's innate gender. It may also involve gender reassignment surgery and/or hormone replacement therapy (HRT). Not all who transition undergo medically assisted gender reassignment.

## **Transphobia**

A term used to describe the irrational fear, hatred, aversion to or discrimination against people who are transgender, or who are perceived to be transgender. Also can be termed 'transprejudice'

*Terminology and definitions taken from the Australian Government Guidelines on the Recognition of Sex and Gender, the Australian Human Rights Commission and the Pride in Diversity/OII Employers Guide to Intersex Inclusion, 2014.*

