

## TERMINOLOGY

*The facilitator will use the printed cards to have trainees match an LGBTQ term with its definition. Explain to participants that their task will be to match the provided LGBTQ terms and their definitions without help or guidance from the trainer. Note that some of the words may seem controversial or outdated, and it is important to look at the full range of LGBTQ terminology and there will be follow-up after the matching activity. Lay out the definition cards face up and distribute the term cards to participants. Encourage participants to work together, ask questions of each other, and share their cards out loud. After the group has matched up all the terms, read the terminology list (provided below) and have participants double check their work.*

### FACILITATION QUESTIONS

- How was that activity?
- What challenges did you experience in matching the terms?
- Did any of the terms or definitions surprise you?
- Some of the definitions noted that a term has been reclaimed by some members of the LGBTQ community, which doesn't necessarily make the term appropriate for use by the general population. What does it mean for a word to be reclaimed? How can it be meaningful for a community to reclaim a negative word?

### FACILITATOR OBSERVATIONS

- The LGBTQ community may not agree on all terms because they are a large and diverse group, and not everyone agrees on everything much like straight and cisgender people don't agree on everything. Particularly with reclaimed words, it's important to understand the potentially negative associations with words and not to use them. If you have a friend or family member who is a member of the LGBTQ community and they give you permission to use a word, make sure to only use it with that person to avoid confusing or upsetting others. If ever you have a question or experience confusion, ask!
- If and when you ask questions, be respectful, avoid assumptions about individuals and their sexual orientation, gender identity, and life experiences, and know that you are asking one person for their opinion or experience, and that is not necessarily representative of the entire LGBTQ community. Know that a person has the right not to answer your question and that is okay. There are lots of people and resources on campus, and the WOU Safe Zone website has lots of information and links to other reputable resources that may be able to help with your learning. Most people will be receptive and appreciate of your efforts to be respectful and understanding.

Bigender	Closeted	Demisexual	Female-Assigned At Birth (FAAB)
Male-Assigned At Birth (MAAB)	Gender Expression	Gender Identity	Gender Non-Conforming or Gender Variant
Genderqueer	Heterosexism	Internalized homophobia	Transgender man (trans* man)
Transgender woman (trans* woman)	Agender	Two Spirits	Cisgender

<p>A person who fluctuates between traditionally “woman” and “man” gender-based behavior and identities, identifying with both genders (and sometimes a third gender)</p>	<p>A person who is keeping their sexuality or gender identity a secret from many (or any) people, and has yet to “come out of the closet”</p>	<p>A word to describe a person who does not experience sexual attraction unless they form a strong emotional connection with someone. This identity is a part of the asexual spectrum</p>	<p>Assigned the female sex at birth, most likely based on how that person’s genitalia were perceived by the attending physician. Where this assignment corresponds with someone’s gender identity they are said to be cisgender. Similar terms: Designated Female At Birth (DFAB), Coercively Assign Female At Birth (CAFAB)</p>
<p>Assigned the male sex at birth, most likely based on how that person’s genitalia were perceived by the attending physician. Where this assignment corresponds with someone’s gender identity they are said to be cisgender</p>	<p>A person who was assigned a female sex at birth but who identifies as a man. Trans man is an identity label sometimes adopted by female-to-male transgender people to signify that they are men while still affirming their gender history. See also —Transgender</p>	<p>A person who was assigned a male sex at birth but who identifies as a woman. Trans woman is an identity label sometimes adopted by male-to-female transgender people to signify that they are women while still affirming their gender history. See also —Transgender</p>	<p>Refers to all of a person’s external characteristics and behaviors – such as dress, grooming, mannerisms, speech patterns, and social interactions – socially identified with a particular gender</p>
<p>Refers to a person’s innate, deeply felt psychological sense of gender, which may or may not correspond to the person’s assigned sex at birth</p>	<p>A person who does not subscribe to gender expressions or roles expected of them by society. Includes those who are genderqueer, gender fluid, agender (genderless), bigender, etc</p>	<p>A term that people use who identify their gender as falling outside the binary constructs of “male” and “female.”</p>	<p>A person who was assigned a female sex at birth but who identifies as man. Trans man is an identity label sometimes adopted by female-to-male transgender people to signify that they are men while still affirming their gender history.</p>
<p>A person who was assigned a male sex at birth but who identifies as a woman. Trans woman is an identity label sometimes adopted by male-to-female transgender people to signify that they are women while still affirming their gender history. See also</p>	<p>Someone who does not identify with any sort of gender identity. This term may also be used by someone who intentionally has no recognizable gender presentation. Some people use similar terms such as “genderless” and “gender neutral”.</p>	<p>This term for third gender people is mainly used among Native American and Canadian First Nations tribes. It usually implies a masculine spirit and a feminine spirit living in the same body. It is also used by some contemporary gay, lesbian, bisexual, transgender, and intersex Native Americans to describe themselves</p>	<p>Having a gender identity or performing in a gender role that society considers appropriate for one’s sex. Also when one’s biological sex matches their gender identity.</p>

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## ANSWER KEY

<b>Agender:</b>	Someone who does not identify with any sort of gender identity. This term may also be used by someone who intentionally has no recognizable gender presentation. Some people use similar terms such as “genderless” and “gender neutral”.
<b>Bigender:</b>	A person who fluctuates between traditionally “woman” and “man” gender-based behavior and identities, identifying with both genders (and sometimes a third gender)
<b>Closeted:</b>	A person who is keeping their sexuality or gender identity a secret from many (or any) people, and has yet to “come out of the closet”
<b>Demisexual:</b>	A word to describe a person who does not experience sexual attraction unless they form a strong emotional connection with someone. This identity is a part of the asexual spectrum
<b>Female-Assigned At Birth (FAAB):</b>	Assigned the female sex at birth, most likely based on how that person’s genitalia were perceived by the attending physician. Where this assignment corresponds with someone’s gender identity they are said to be cisgender. Similar terms: Designated Female At Birth (DFAB), Coercively Assign Female At Birth (CAFAB)
<b>Male-Assigned At Birth (MAAB):</b>	Assigned the male sex at birth, most likely based on how that person’s genitalia were perceived by the attending physician. Where this assignment corresponds with someone’s gender identity they are said to be cisgender
<b>Gender Expression:</b>	Refers to all of a person’s external characteristics and behaviors – such as dress, grooming, mannerisms, speech patterns, and social interactions – socially identified with a particular gender
<b>Gender Identity:</b>	Refers to a person’s innate, deeply felt psychological sense of gender, which may or may not correspond to the person’s assigned sex at birth
<b>Gender Non-Conforming or Gender</b>	

***Variant:*** A person who does not subscribe to gender expressions or roles expected of them by society. Includes those who are genderqueer, gender fluid, agender (genderless), bigender, etc

**Genderqueer:** A term that people use who identify their gender as falling outside the binary constructs of “male” and “female.”

**Heterosexism:** Behavior that grants preferential treatment to heterosexual people, reinforces the idea that heterosexuality is somehow better or more “right” than queerness, or ignores/doesn’t address queerness as existing

### ***Internalized***

***homophobia:*** Self-identification of societal stereotypes by lesbian, gay and bisexual people, causing them to dislike and resent their sexual orientation or gender identity

### ***Transgender man***

***(trans\* man):*** A person who was assigned a female sex at birth but who identifies as man. Trans man is an identity label sometimes adopted by female-to-male transgender people to signify that they are men while still affirming their gender history. See also —Transgender

### ***Transgender woman***

***(trans\* woman):*** A person who was assigned a male sex at birth but who identifies as a woman. Trans woman is an identity label sometimes adopted by male-to-female transgender people to signify that they are women while still affirming their gender history. See also—Transgender