

Affirm	To acknowledge or assert as fact; here, to assert one's own sexual orientation or gender identity strongly and publicly or to openly acknowledge and publicly assert the rights and dignity of GLBTQ people.
Ally	A person (usually a heterosexual individual) or organization that actively helps another with a specific issue; here, one who openly supports and affirms the rights and dignity of GLBTQ people.
Anti-transgender bias	A fear (i.e. transphobia) or hatred of, aversion to, or discrimination against: <ul style="list-style-type: none"> <li>- Transgender people</li> <li>- People who are perceived to be Transgender</li> <li>- People who are gender nonconforming</li> </ul>
Bisexuality	Feeling romantic, emotional, and sexual attraction to both males and females, a normal sexual orientation of no known cause, see also heterosexuality and homosexuality.
Bullying	Physically, mentally, and/or emotionally intimidating and/or harming an individual or members of a group; here, intimidating or harming individuals whose sexual orientation or gender identity is somehow threatening to the bully.
Coming out	Coming out is the process of recognizing and acknowledging non-heterosexual or transgender identity to oneself and then sharing it with others. Developmentally, many LGBTQ and questioning individuals initially pretend (actively or through silence) to be heterosexual and congruent. Coming out means dropping the secrecy and pretense and becoming more emotionally integrated. This usually occurs in stages and is a non-linear, life-long process.
Discrimination	The unjust or prejudice treatment of an individual or groups of people; here unfair treatment on the grounds of sexual orientation and/or gender identity. (See oppression definition).
Equality	The state of being equal in regards to status, rights, opportunities, and treatment.
Gay	Gay refers to a person who is physically and or emotionally attracted to members of the same sex (a woman might prefer to call herself lesbian).
Gender	Is the range of characteristics pertaining to, and differentiating between, masculinity and

	femininity. Depending on the context, these characteristics may include biological sex (i.e. the state of being male, female or intersex), sex-based social structures (including gender roles and other social roles), or gender identity.
Gender conforming	Appearing and behaving within the culturally expected gender roles.
Gender expression	The way in which an individual communicates their gender to others through behavior, clothing, hairstyle, voice, etc.; not an indication of sexual orientation.
Gender fluidity	Social constructions of gender identity and gender roles lie along a spectrum and cannot be limited to two genders; a feeling that one's gender varies from societal notions to two genders.
Gender identity	An individual's innermost and deeply held psychological sense of themselves as man or woman, both, neither, or something entirely different. Everybody has a gender identity.
Gender neutral	Anything (such as clothing, styles, activities, or spaces) that a society or culture considers appropriate for anyone, irrespective of gender; anything that carries with it no particular gender associations.
Gender nonconforming	Expressing gender and/or having gender characteristics that do not conform to the expectations of society and culture.
Gender role	Culturally and/or socially determine sets of attitudes and behaviors that are expected of an individual based on her/his assigned sex at birth or perceived sex.
Heteronormativity	Is the belief that people fall into distinct and complementary genders (man and woman) with natural roles in life. It asserts that heterosexuality is the only sexual orientation or only norm, and states that sexual and marital relations are most (or only) fitting between people of opposite sexes.
Heterosexism	Is a system that contains within it biases, which people may or may not express, but we all may hold these attitudes. It can include the presumption that other people are heterosexual or that opposite-sex attractions and relationships are the only norm and therefore superior. Heterosexism as discrimination ranks gay men, lesbians, bisexuals and other sexual minorities as

	second-class citizens with regard to various legal and civil rights, economic opportunities, and social equality in many of the world's jurisdictions and societies.
Heterosexuality	Feeling romantic, emotional, and sexual attraction to members of the opposite sex; a normal sexual orientation of no known cause; see also straight, bisexuality and heterosexuality.
Homophobia	Fear or intolerance of LGBTQ people, a feeling that is not limited to particular cultures or to straight people.
Homosexuality	Feeling romantic, emotional, and sexual attraction to members of the same sex; a normal sexual orientation of no known cause; see also gay, lesbian, bisexuality and homosexuality.
Identity	What, how and who one perceives oneself to be; a multi-faceted self-concept that evolves throughout life.
Intersex	An intersex person is born with sexual anatomy, reproductive organs, and/or chromosome patterns that do not fit the typical definition of male or female. This may be apparent at birth or become so later in life. An intersex person may identify as male or female or as neither. Intersex status is not about sexual orientation or gender identity: intersex people experience the same range of sexual orientations and gender identities as non-intersex people.
Lesbian	Lesbian refers to a woman who is physically and/or emotionally attracted to other woman (members of her same sex).
Oppression	Prolonged cruel or unjust treatment, sometimes unconscious, sometimes covert; constant state of denying to others fair and equal treatment and fair and equal opportunities.
Out	Openly acknowledging one's sexual orientation or gender identity; may be partial (that is out to some people and in the closet to others). Oppression occurs when established laws, customs, and practices systematically reflect and produce inequalities based on one's membership in targeted social identity groups.
Outed	When someone else accidentally or deliberately discloses another's sexual orientation or gender identity, usually without permission.
Pansexual	Is sexual attraction, romantic love, or emotional attraction toward people of any sex or gender

	identity. Pansexual people may refer to themselves as gender-blind, asserting that gender and sex are insignificant or irrelevant in determining whether they will be sexually attracted to others. Because pansexual people are open to relationships with people who do not identify as strictly men or women, and pansexuality therefore rejects the gender binary, the "notion of two genders and indeed of specific sexual orientations".
Prejudice	Bias; an attitude that favors one person or group over another; here, favoring: ones sexual orientation and/or gender identity over any other; an attitude that usually leads to discrimination.
Queer	<i>Queer</i> has sociopolitical connotations, and is used to reclaim a word once used pejoratively as a way to position oneself in opposition to oppressive systems and practices by those who strongly reject traditional gender identities; by those who reject distinct sexual identities such as gay, lesbian, bisexual, and straight; and by those who see themselves as oppressed by the heteronormativity of the larger culture
Questioning	Being unsure of where ones primary attraction lies.
Sexism	Discrimination and unfairness based on sex or gender in which advantage is usually afforded to men and not women.
Sexual orientation	Describes the emotional, romantic, and physical feelings of attraction-usually-over a period of time; it is distinct from sexual behavior.
Social Stigma	Is the extreme disapproval of (or discontent with) a person or group on socially characteristic grounds that are perceived, and serve to distinguish them, from other members of a society. Stigma may then be affixed to such a person, by the <i>greater</i> society, who differs from their cultural norms. Social stigma can result from the perception of mental illness, physical disabilities, diseases, illegitimacy, sexual orientation, gender identity, skin tone, education, nationality, ethnicity, ideology, religion (or lack of religion) or criminality.
Stereotype	An oversimplified generalization about an entire group of people without regard for individual differences.

Transgender	<p>A term used by an individual(s) who:</p> <ul style="list-style-type: none"><li>- Internally and psychologically identifies as a gender/sex other than the one assigned at birth.</li><li>- Identifies as gender variant.</li><li>- Individual who identifies as gender non-conforming.</li><li>- Does not identify with a gender or sex binary.</li></ul> <p>An individual can identify with all, a combination, one or none of the above.</p>
Transition	<p>The period when one is intentionally changing from living as one sex or gender to a different conception of sex or gender; a multi-step, complicated process that may or may not include sexual reassignment surgery and/or hormonal supplements to alter one's body.</p>
2-Spirit	<p>Two-spirit people is used by some indigenous North Americans for Gender variant individuals in their communities.</p>