



**Out &
Proud
Program**

fact sheet

DEFINITIONS

Bisexual: A male or female person who orients sexually to both men and women

Closeted: A lesbian, gay or bisexual person who hides their sexual orientation from either themselves or others or both.

Come Out or Coming Out: A process by which individuals who orient differently to the norm of heterosexuality begin to disclose their sexual orientation to themselves and others.

Gay: A male person who is primarily attracted physically, sexually and/or emotionally to other males. Some lesbians prefer this term but others may not.

Gender: One's innate, internal sense of maleness or femaleness, regardless of biological sex. Gender identity is experienced as a core identity, a fundamental sense of belonging to one sex or the other. Gender is assigned at birth and assumed to be either male or female, based on a binary system, with no other options or combinations possible, although this assumption is being challenged. Gender is socially constructed and arbitrary method to divide people into men and women which is assumed to be based on biological sex. Gender has male and female attributes that vary greatly across cultures and which deny individual variation

Gender identity: One's self-concept of one's gender. Most people experience their gender identity to be congruent with their biological sex, but some people experience it as different.

Gender role: The socially dictated expression of masculinity and femininity, prescribing particular appearances, mannerisms and behaviours. Gender roles describe how gender is expressed and is not necessarily the same as one's gender identity or biological sex.

Heterosexism: The assumption that heterosexuality is the preferred norm and that most people (especially children and youth) are heterosexual. It best describes the systemic beliefs and practices that benefit heterosexuality over other sexual orientations. This is the most pervasive source of discrimination against LGBT people and undetected by people in the mainstream.

Homophobia: Individual, social and systemic values, beliefs, attitudes and actions that indicate hate, discrimination and 'othering' of people who do not conform to socially prescribed sexual identities and norms.

Homosexual: A medicalized term that is means gay or lesbian but is rarely used because it denotes

**Fostering Safe Spaces For People Of All Sexual And Gender Diversities:
Lesbian, Gay, Bisexual, Transsexual, Transgendered, Intersex,
Queer, Questioning And Others**



that homosexuals have a medical condition to be treated.

Intersex: Individuals born with some combination of male and female sex characteristics. When these conditions are detected at birth, the individual is usually assigned a gender and surgically altered to conform to that assigned gender.

Lesbian: A female person who is primarily attracted physically, sexually and/or emotionally to other females. Some lesbians prefer the use of gay to identify themselves.

LGBTQQI: Lesbian, Gay, Bisexual, Transsexual, Transgender, Two-Spirited, Queer, Questioning, Intersex. Often shortened to LGBT.

Pan-Sexual: A person who orients toward a range of sexualities

Queer: An umbrella term that includes: lesbians, gays, bisexuals, transsexuals, transgendered and can include intersex, two-spirited, questioning and others who do not fit societies expectations regarding sexual orientation or gender identity. It also refers to the ambiguity and fluid nature of sexual and gender identity. Has been traditionally used as an insult against LGBT people or anyone suspected of being LGBT but it has been reclaimed by some members of the LGBT community as a positive and inclusive term. It must be used with caution as queer is not accepted by all LGBT people and heterosexual people should not use it at all unless you are referring to the TV shows that have it in their titles.

Rainbow Flag: Represents PRIDE for the LGBT communities done in 6 colour stripes, red, orange, yellow, green, blue, purple.

Sex: The physiological sex organs an individual is born with.

Sexual Orientation: The direction of one's attraction i.e. one's tendency to be primarily attracted to the same sex (lesbian or gay), other sex (heterosexual), both sexes (bisexual), neither sex (nonsexual) or any sex (pansexual). Some people experience it as an unchanging part of their essential nature; others experience it with more fluidity.

Straight: A term used to describe heterosexual people. It is also seen as a description of people who conform to society's standards or believe and value heterosexual stereotypes.

Transgender: A more generic term for people who transgress social norms around gender. May want to present some of the time as the other sex; or may feel like a combination of male and female or neither male nor female; may want to alter their body, but generally does not want to change their bodies so much as to be the other sex. Transgender behaviour can include behaviours such as weekend cross dressing, drag queens/drag kings and in some definitions, transsexuals are also grouped as transgender; however, due to their unique experiences in transitioning, we choose to define transsexuals in their own category. Can be any sexual orientation.



Transphobia: Irrational fear or hatred of transsexual, transgendered or otherwise gender variant people.

Transsexual: A person who feels internally that their gender does not match the sexual organs they have. A transsexual person may be at various stages of transition. They usually feel an overwhelming desire to live full-time presenting as a gender that feels comfortable and true. Can be any sexual orientation.

Transvestite: A person who cross dresses as a sexual turn on. It is often heterosexual men dressing in women's clothing that will identify as a transvestite. This is being seen as a derogatory term so it is more correct to say cross dresser.

TS-TG: An abbreviation for Transsexual-Transgender

Two-Spirit: Individuals of First Nations of indigenous descent who traditionally considered to occupy a third-gendered position with the social characteristics of both men and women, and the visions of both sexes, based on their innate nature. They were often given spiritual sanction and associated powers viewed as a sacred gift and treated with reverence. They often cross-dressed and were attracted to members of their own biological sex.

Anti-oppression: Anti-oppressive practice (AOP) analyses how racism, ableism, ageism, colonialism, homophobia, heterosexism, anti-Semitism, sexism and other forms of oppression are considered in relation to the experiences, needs, and responses of populations who have been historically excluded, disadvantaged, and oppressed. Those choosing to work from an AOP framework must engage in critical self-reflection to be able to analyze how dominant discourses, ideologies and privileges constrain and limit their work with clients. Key concepts of AOP are empowerment; the re-conceptualization of power; client right to self-determination; linking the personal and the political; normalizing and validating peoples lived experiences; redefining or reframing personal troubles in social or political terms; and challenging and confronting oppressive discourses.

Discrimination: Behaviour actions, choices, laws and policies that treat people unfairly and unequally because of who they are.

Internalized Homophobia: Refers to homophobia as a prejudice carried by individuals against homosexual manifestations in themselves and others. It causes severe discomfort with or disapproval of one's own sexual orientation.

Prejudice: a feeling or attitude about a group of people, often negative that prejudices people based on stereotypes.

Stereotype: An idea or generalization about a group of people based on some characteristic that may be based on a grain of truth, often negative, although it can be positive, but still be harmful.