

LGBTQ+ IDENTITY, TERMINOLOGY, AND PRONOUNS

GREAT FALLS COLLEGE - MONTANA STATE UNIVERSITY

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LGBTQ+ IDENTITY, TERMINOLOGY, AND PRONOUNS

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LEARNING OUTCOMES

- **Increase awareness and understanding of LGBTQ+ identity**
 - LGBTQ+ terminology - specifically regarding gender identity, assigned sex, and sexual identity
 - Explore the importance of LGBTQ+ inclusivity
- **Develop a better understanding of pronouns**
 - Their importance, usage, and overall inclusivity

CAMPUS CLIMATE AND CULTURAL OUTCOMES

- **Catalyze future dialogue and action** around LGBTQ+ inclusivity, allyship, and undoing personal/institutional biases
- **Developing, prioritizing, and implementing efforts** that will increase LGBTQ+ sense of belonging in the campus community

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GROUP NORMS

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Put Relationships First

Work to build community and trust with an awareness of power dynamics.

Right to Pass

Nobody has to answer a question or participate in any activity.

Use "I" statements

Speak only for yourself and from your experiences. This will help us all to limit generalizations and show personal investment in a topic/subject.

Active Listening

Learning how to listen to the people that share their stories with you is a key aspect of being an ally.

Every question is important

Questions are learning opportunities; therefore, all questions are encouraged. Be aware that we may not have the answers!

Respect

It is okay to disagree respectfully. Avoid put downs and try to show support. Allow space so that only one person speaks at a time.

Take Risks

We ask that you contribute to discussions and exercises by sharing your thoughts, feelings, and experiences. Sometimes this may involve personal discomfort and risk taking. It is up to you the degree of risk or disclosure you make.

Triggers

Some of the material in these trainings may possibly trigger past experiences or memories in participants. You may pull a trainer aside or excuse yourself if you feel uncomfortable participating.

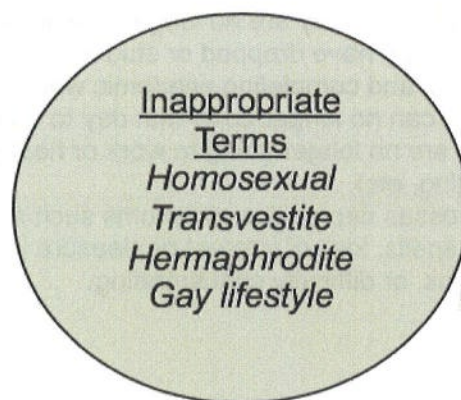
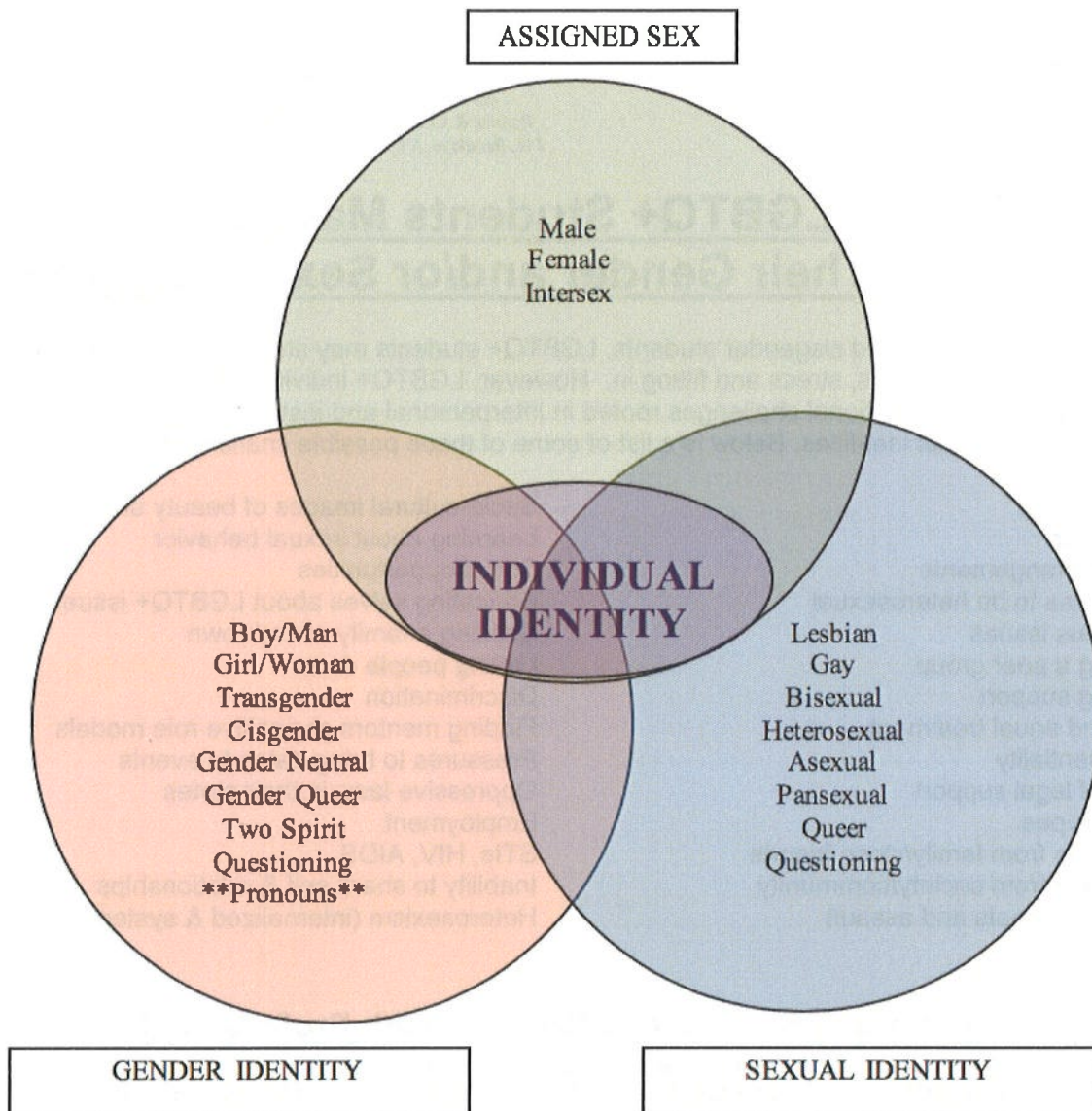
Confidentiality

To develop safety, we ask that whatever is shared during the workshop stays within its confines.

Others:

Pause!

**Don't
Read
Ahead
Yet.**



Original graphic by Kerry Pointer, Duke University. (no date)
Modified by Carrie Dolan, Virginia Department of Health. (2007)
Modified by De Sube, Rainbow Bridge Connection. (2009)
Modified by Terry Bradley, Montana State University. (2015)
Modified by Mariah Hill, Montana State University (2019)

Content Adapted from *Arizona State University's SafeZone Gender Identity 101 curriculum*. Edited by J. Pettitt 2010. Edited by Hadley Smith, Co-founder, Trainer & Collective Member, TRANSLATE GENDER, 121 Fifth Avenue, PMB 131, Brooklyn, NY 11217 www.translategender.org hadley@translategender.org

Issues LGBTQ+ Students May Face Related To Their Gender and/or Sexual Identity

Just like heterosexual and cisgender students, LGBTQ+ students may struggle with issues of self-esteem, relationships, stress and fitting in. However, LGBTQ+ individuals may be at higher risk of experiencing additional challenges rooted in interpersonal and institutional inequities based on their social identities. Below is a list of some of these possible challenges.

Harassment	Socio-cultural images of beauty and body
Alienation	Learning about sexual behavior
Living arrangements	Social opportunities
Pressures to be heterosexual	Educating selves about LGBTQ+ issues
Religious issues	Building a family of their own
Finding a peer group	Letting people down
Finding support	Discrimination
Fair and equal treatment	Finding mentors or positive role models
Confidentiality	Pressures to bring dates to events
Lack of legal support	Oppressive laws in their states
Stereotypes	Employment
Rejection from family/close friends	STIs, HIV, AIDS
Rejection from society/community	Inability to share self & relationships
Physical threats and assault	Heterosexism (internalized & systemic)

When to Refer a Student to a Mental Health Professional

As a general guideline, you may wish to refer a student to a mental health professional if you are feeling overwhelmed or worried about a student. You may consult a therapist at Great Falls Mental Health Triage Services if you have any concerns regarding making a referral. Remember to respect confidentiality.

1. When a student states they are no longer able to perform within their normal capacity at school. Grades may have dropped or students may express they are having difficulty attending classes and completing academic work.
2. When a student can no longer cope with day to day activities and responsibilities. A student may state they are no longer going to work or having difficulty with basic self-care (e.g., showering, eating, etc).
3. A student expresses depressive symptoms such as: sleep disturbance, appetite disturbance, fatigue, crying spells, loss of interest or pleasure in previously enjoyable activities, difficulty making decisions, or difficulty concentrating.

4. A student expresses severe anxiety symptoms such as: feelings of panic, shortness of breath, headaches, sleep disturbance, appetite disturbance, muscle tension, fatigue, restlessness, sweaty palms, dry mouth, or racing thoughts.
5. A student expresses suicidal thoughts, feelings, or plans.
6. A student has no support or friends they can talk to about their sexual orientation or gender identity.

Coming Out

In addition to the challenges listed above that LGBTQ+ individuals may encounter, all will experience the process of “coming out.” Coming out is a lifelong process of understanding, acknowledging, and accepting one’s identity as LGBTQ+; it also involves the repeated decision of whether or not to share one’s sexual and/or gender identity, and if so, when to do this, how to do this, and with whom. There are three broad phases in the coming out process and people’s particular pathways through this journey will vary (HRCF.org, 2014).

1. *Coming out to oneself*: Coming out starts with discovering, understanding, and acknowledging one’s sexual and/or gender identity. This may include a process of questioning one’s sexual or gender identity. When, how long, and what this process looks like varies from person to person.
2. *Coming out to others*: After coming out to oneself, individuals may choose to share their sexual and/or gender identity with family, friends, classmates, or co-workers.
3. *Living openly*: Following telling people with whom they share close relationships, LGBTQ+ individuals may disclose their gender and/or sexual identity with new people they encounter in fluid ways. Disclosures may be passive, such as displaying a rainbow sticker or photo of their partner, or it may be more active involving a planned conversation.

Note on “Outing”: Most LGBTQ+ people prefer to come out in their own ways and in their own time. Unfortunately, LGBTQ+ people’s sexual orientation or gender identity may be exposed without their knowledge or consent. “Outing” takes the decision-making out of the individual’s hands, which can be painful, awkward, and unsafe.

LGBTQ+ IDENTITY, TERMINOLOGY, AND PRONOUNS

PRONOUNS 101

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WHAT

- Human Rights Campaign Foundation: "Pronouns - we all use them as part of everyday conversation. A pronoun is a word that refers to either the people talking (like "I" or "you") or someone or something that is being talked about (like "she," "it," "them," and "this")."
- Third person pronouns are **how we refer to others** and **how others are to refer to us**

WHO

- Reflection Activity -

Please write 2-3 sentences about your morning routine while writing about yourself in the 3rd person (e.g. *Micah wakes up and stretches. Then, she brews coffee.*)

- We all use them!

WHY

- Misgendering someone can be very hurtful, angering, distracting to the person impacted (Human Rights Campaign)
- Gender identity is not always visible - it's an internal sense of one's own gender
- Personal investments in inclusivity and building mutually respectful and affirming relationships with our community members!
- **Institutional commitments**

GFC MSU values accountability - the College ensures decisions are data-informed and grounded in the best interest of students and their communities.

GFC MSU values responsiveness - the College recognizes and acts upon opportunities to be innovative, flexible, and adaptable to student and community needs.

Core Themes and Objectives -

Community Development: Provide community enrichment courses to individuals seeking to improve their skills and knowledge and to enrich their lives; **providing a vibrant community gathering space for cultural events, celebrations, meetings, debates and presentations;** provide customized and post-employment training for regional employers.

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PRONOUNS 101

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WHEN / WHERE

- Refer to Human Rights Campaign Handout on "**Creating Opportunities to Ask for (or Offer) Pronouns**" (pg. 13)
- Recommended usage: optional

HOW

- Practice!
- Mistakes will probably happen. Learn from them and move forward!
- Practice using the **Reflection Activity Pt. 2**

Please re-write the 2-3 sentences above about your morning routine, but pretend that it is the morning routine of someone named "Ryan" (or any name) who uses **they/them/theirs** pronouns.

Please re-write the 2-3 sentences above about your morning routine, but pretend that it is the morning routine of someone whose name and gender identity you do not know.

LGBTQ+ IDENTITY, TERMINOLOGY, AND PRONOUNS

GFC MSU
LGBTQ+
RESOURCES

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FUTURE CONSIDERATIONS

- Developing a diversity/inclusivity statement for GFC MSU
- Removing binary gendered language from policies/forms/etc.
- Continuing to familiarize selves with diversity and LGTBQ+ - inclusive practices within higher education
- Confronting biases in yourself and others
 - Safe Zone Module 3
 - **Take Implicit Association Tests online:** <https://implicit.harvard.edu/implicit/>

RESOURCES

Local & State Resources:

- Great Falls LGBTQ Center - <http://greatfallslgbtqcenter.org/>
- PFLAG Chapter Great Falls - <https://www.pflag.org/chapter/pflag-great-fallsgolden-triangle>
- ACLU of Montana - <https://www.aclumontana.org/>
- Gender Expansion Project |
- Montana Gender Alliance - <http://genderexpansionproject.org/>
- Montana Coalition Against
- Domestic & Sexual Violence - <https://mcadsv.com/>
- Montana Equality Now - <https://mtequalitynow.wordpress.com/>
- Montana Human Rights Network - <https://www.mhrn.org/>

Outreach & Awareness:

- National Coalition Building
- Institute | Montana Chapter - <https://www.empowermt.org/about-us/>
- Pride Foundation | Montana - <https://pridefoundation.org/region/montana/>
- AIDS Outreach - <http://www.aidsoutreachmt.org/>

Health & Wellness:

- Montana Department of Public
- Health & Health Services | HIV/STD Prevention Programs - <https://dphhs.mt.gov/publichealth/hivstd>
- Montana Gay Men's Task Force - <https://gayhealthtaskforce.org/>
- Open Aid Alliance - <https://www.openaidalliance.org/>
- Rural Transgender Wellness
- Project - <https://www.facebook.com/RTWP.org/>



What's in a Pronoun?

Pronouns -- we all use them as part of everyday conversation. A pronoun is a word that refers to either the people talking (like "I" or "you") or someone or something that is being talked about (like "she," "it," "them," and "this").

Gender pronouns (such as "he/him/his" and "she/her/hers") refer to people that you are talking about. Gender pronouns are the way that we constantly refer to each other's gender identity - except we often don't think a whole lot about them. Usually we interpret or "read" a person's gender based on their outward appearance and expression, and "assign" a pronoun. But our reading may not be a correct interpretation of the person's gender identity.

Because gender identity is internal -- an internal sense of one's own gender -- we don't necessarily know a person's correct gender pronoun by looking at them. Additionally, a person may identify as genderfluid or genderqueer and may not identify along the binary of either male or female (e.g. "him" or "her"). Some people identify as both masculine and feminine, or neither. A genderqueer or non-binary identified person may prefer a gender-neutral pronoun such as the "they" (e.g. "I know Sam. They work in the Accounting Department").

The Persistence of Gender Norms

Gender norms are persistent and highly enforced across societies. Think about babies coming home from the hospital where baby boys get blue caps, and baby girls get pink. Individuals that stand outside of traditional gender norms are highly scrutinized, often becoming fodder for mockery and ridicule. In the U.S., pop culture images like "It's Pat," "Mrs. Doubtfire" and Tyler Perry's "Medea" highlight the omnipresence of gendered assumptions by displaying characters who buck gender norms as the basis for humor.

Transgender activist Riki Wilchins¹ describes the pervasiveness of gender and ongoing enforcement of gender norms when noting that we never fail to notice the transgression when someone does not visually conform to accepted male or female standards. This is the entire premise of Saturday Night Live's "It's Pat" sketch. By making Pat's gender so androgynous that no one can tell whether Pat is male or female, the sketch highlights how our society does not easily allow for a lack of adherence to strongly held gender norms.

¹ Riki Wilchins is an advocate and activist whose work has focused on gender norms. Wilchins founded the first U.S. transgender advocacy group "GenderPAC" in 1995 and was active in founding or running many other advocacy organizations. In 2001, Wilchins' work resulted in her being selected one of just six community activists named by TIME Magazine among its "100 Civic Innovators for the 21st Century."

Transgender and gender nonconforming people are subject to others consistently try to “read” or “figure out” their gender. If their gender presentation is not either male or female “enough,” they may be subject to misunderstanding, bias and discrimination.

Why Pronouns Matter

Nothing may be more personal than the way in which people refer to us through our name and pronouns. Using a person’s chosen name and desired pronouns is a form of mutual respect and basic courtesy.

In the workplace, employees should have the option of articulating their preferred name and the way this is articulated may vary across settings -- formal vs. informal, email vs. in-person meetings, name badges, business cards and so on. But what about pronouns?

The experience of being misgendered can be hurtful, angering, and even distracting. The experience of accidentally misgendering someone can be embarrassing for both parties, creating tension and leading to communication breakdowns across teams and with customers.

It’s important to remember that gender identity is not visible -- it’s an internal sense of one’s own gender. While most people align across their birth-assigned sex, their gender identity, their gender expression and how everyone else interprets their gender -- some people do not. A culture that readily asks or provides pronouns is one committed to reducing the risk of disrespect or embarrassment for both parties.

Pronoun Policies: Background and History

The practice of having an established pronoun policy is rooted in campus life and the advocacy community. Recognizing that not all people identify along a binary gender identity and that people’s gender identity is not necessarily known from the way their expression is “read” by others, pronoun policies intend to create a way for people make their preferred forms of address known instead of relying upon assumption.

At U.S. colleges and universities, students have lobbied for the adoption of “personal pronoun policies” that include having one’s chosen pronouns appear in the student profile in the database and on class rosters as well as asking that professors be held accountable to use the indicated pronouns.

As LGBTQ and ally-identified students matriculate to the workforce, many will come with an understanding of the importance of honoring personal pronouns and allowing for gender-inclusive pronouns such as “they, them, theirs.” Some may even have an expectation that the company has adopted a pronoun policy or other protocol for disclosing one’s self-ascribed pronoun. To date, while formalized policies such as those on college campuses remain less common in the workplace, some employees are finding ways to communicate their pronouns.

Companies seeking to be LGBTQ inclusive need to be aware of the importance of pronouns to the community and explore appropriate solutions for their workplaces. Whatever approach we take to

address pronouns, the bottom line is that everyone deserves to have their self-ascribed name and pronouns respected in the workplace.

Creating Opportunities to Ask for (or Offer) Pronouns

For the workplace, it may be best to explore where opportunities to ask for or offer one's pronouns may exist. The best practice may vary depending on the nature of the workplace - for example, corporate office vs. dispersed retail locations.

Here are some examples of opportunities to ask for or offer pronouns:

- Interviewing process: Create a place to declare preferred name and pronouns. Many Applicant Tracking Systems (ATS) are driven by legal name. Creating an opportunity to disclose preferred names is a recommended best practice not only for transgender people, but for anyone who uses a preferred (or "nick") name.
- Onboarding process: Create a place to declare preferred name and pronouns. Use these as basis of introducing new employees.
- Corporate social networks or platforms, digital directories: Allow employees to self-ID preferred name and pronouns as part of their profile.
- Include personal pronouns in email signature lines.
- Make offering personal pronoun part of introduction process at the start of meetings or events.

Example:

"We're going to go around the room to introduce ourselves. Please say your name, the department you work in and, if you want, your personal pronouns."

"My name is John Smith. I work in Quality Control. My pronouns are they, them, theirs."

- Role model appropriate pronoun when introducing people to their new workgroup. Ex:
"Everyone I am pleased to introduce John Smith who is transferring over from Quality Control. They will be the lead person on the new product development project."

"Pronouns are important because that's the essence of who I am or who a trans person is. It's how we identify ourselves. I prefer she and her. There might be someone else that prefers something else. I understand that this might be a little weird for you because you don't have a trans person in your life so here's what you do, you stop, you take a deep breath, and you ask. That's all you have to do. Not hard, just ask. And let me tell you something by asking that will go so far, so far and so well with that trans or gender neutral non-conforming person who's going to be sitting across from you because that tells them that you care, that you want to do the right thing, that your intentions are honest and I think if you do that if you're you know find yourself in an uncomfortable uneasy situation, you'll be fine."

- Stephanie Battaglino, Consultant, [Follow Your Heart LLC](#)

The Basics – A Guide to Terminology

Androgynous

Being neither distinguishably masculine nor feminine, as in dress, appearance, or behavior. Of indeterminate sex.

ASAB / AFAB / AMAB

Assigned sex at birth, assigned female at birth, assigned male at birth, respectively

Asexual

Lacking interest in or desire for sex. Not sexually attracted to individuals of any gender. Asexuality exists on a spectrum and those who identify as asexual may be romantically or emotionally involved with others.

Bisexual

Type of sexual orientation in which a person is emotionally and sexually attracted to their own gender and other genders.

Coming Out

The process by which a person begins to self-identify as a sexual and/or gender minority. Coming out is a continual and life-long process that may occur to varying degrees (e.g., a person may be out to their friends, but not to their family).

Cross Dresser

A term that is less in use and has some pejorative connotations. Historically, it referred to heterosexual men who at times would wear clothes, makeup, and/or accessories culturally associated with women. Cross-dressing is usually engaged in for emotional and/or psychological purposes related to gender expression and not for entertainment purposes.

Cisgender

Cisgender and cissexual describe related types of gender identity where an individual's self-perception of their gender matches their assigned sex at birth; an individual whose gender identity by nature or by choice aligns with culturally determined appropriate roles and behavior based on their sex. Kristen Schilt and Laurel Westbrook define *cisgender* as a label for "individuals who have a match between the gender they were assigned at birth, their bodies, and their personal identity."

Drag

A form of performance art in which a person explores and subverts socially constructed boundaries related to gender expression. Drag can involve performing in clothes, makeup, song, and dance that is typically associated with a different sex or gender than that of the performer (but does not have to be). Drag is usually done for entertainment purposes. There are Drag Queens (people dressing up as women) and Drag Kings (people dressing up as men). Performers come from all genders and sexual identities.

FTM

A person who transitions from "female-to-male," meaning a person who was assigned female at birth but identifies as a man. Also known as as "transgender man."

Gay

A person whose enduring physical, romantic and/or emotional attractions are to others of the same sex and/or gender. Sometimes *lesbian* (n. or adj.) is the preferred term for women. See Sexual Orientation. [Some individuals who have sex with those of the same gender and/or sex do not identify as gay.]

Gender Fluid

A person whose gender identification and presentation shifts, whether within or outside of societal, gender-based expectations and the gender binary. There is no definite amount of time in which these shifts take place (e.g. weekly, over many years, etc.)

Gender Identity

An individual's internal emotional, psychological, and/or spiritual sense of one's gender. For transgender people, their internal gender identity does not align with their assigned sex at birth. Most people have a gender identity of man or woman (or boy or girl). For some people, their gender identity does not fit neatly into one of those two choices. Unlike gender expression (see below) gender identity is not visible to others.

Gender Expression

Refers to the way in which people externally communicate their internal, personal sense of gender (e.g., one's name, pronouns, clothing, haircut, behavior, voice, or body characteristics) to others through behavior and appearance. For transgender people, their assigned sex at birth and their own internal sense of gender identity do not match, and they seek to make their gender expression match their internal identity, rather than their assigned sex at birth.

Gender Nonbinary

Its own umbrella term used for words such as genderqueer or genderfluid. Nonbinary people have a gender identity that doesn't fit into the either/or of the male/female gender binary. Each nonbinary person will describe their gender identity in a way that is unique to them. Some will say they are both male and female; others will say they are neither male nor female; and still others will use terms that don't reference male or female at all. Some people who are nonbinary also call themselves trans, others do not. Many nonbinary people use they/them pronouns (instead of he/him or she/her) as a way to make their identity more apparent.

Gender Non-conforming

A person who doesn't conform to society's expectations of gender expression based on the gender binary, expectations of masculinity and femininity, or how they should identify their gender. It's important to note that not all gender non-conforming people identify as transgender; likewise, not all transgender people are gender non-conforming.

Gender Queer

A person whose gender identity is neither man nor woman, is between or beyond genders, or is some combination of genders. This identity is usually related to or in reaction to the social

construction of gender, gender stereotypes and the gender binary system. Some genderqueer people identify under the transgender umbrella while others do not.

Gender Variant

A synonym for "gender diverse" and "gender non-conforming"; "gender diverse" and "gender non-conforming" are preferred to "gender variant" because variance implies a standard normativity of gender.

Hermaphrodite

Considered a pejorative term, referring to a person who is intersex.

Heterosexism

Belief that heterosexuality is superior or more valid than other sexual orientations. Those who identify as heterosexual have access to greater social and institutional privilege(s), including increased opportunities for legal, medical, and economic assistance and status.

Heterosexual

People whose enduring physical, romantic and/or emotional attractions are to people of the opposite sex and/or gender that is societally normalized (males attracted to females, females attracted to males).

Homonegativity

Another term for homophobia that refers to a fear, hatred, and/or disgust for people who hold LGBTQ+ identities (in particular, gay and lesbian individuals). Homonegativity assumes many forms such as acts of violence, verbal assault, overt discrimination as well as other more subtle forms.

Homophobia

Fear and hatred of anyone who identifies as anything other than heterosexual. Can often be internalized by someone who is having difficulty with her/his own gay, lesbian, or bisexual orientation. A direct result of heterosexism. *Intolerance* or *prejudice* is usually a more accurate description of antipathy toward LGBTQ+ people.

Homosexual

People whose enduring physical, romantic and/or emotional attractions are to people of the same sex and/or gender (males attracted to males, females attracted to females). A term originally used by the medical community to "diagnose" people who were not heterosexual. Considered pejorative to many people who prefer the terms "gay," "lesbian," or "queer."

Intersex

A variety of conditions that lead to atypical development of physical sex characteristics and can involve uncommon and non-binary presentations of the external genitals, internal reproductive organs, sex chromosomes or sex-related hormones. Use "intersex" rather than "hermaphrodite." People who identify as intersex may or may not identify as transgender.

Lesbian

A woman whose enduring physical, romantic and/or emotional attraction is to other women. Some lesbians may prefer to identify as gay or queer.

LGBTQIAQ+

Common abbreviation for (L)esbian, (G)ay, (B)isexual, (T)ransgender (Q)ueer, (I)ntersex, (A)sexual and (Q)uestioning (+) any identity not mentioned, such as pansexual, gender non-binary, or others.

MTF

A person who transitions from "male-to-female," meaning a person who was assigned male at birth but identifies as a woman. Also known as as "transgender woman."

Pansexual

People whose enduring physical, romantic, and/or emotional attraction can be inclusive of gender identity but not determined or delineated by gender identity

Pronouns

One's way of referring to themselves in the third person. While the most commonly used are she/her, he/him, and they/them, pronouns are unique to each individual and their gender identity.

Queer

An umbrella term used for anything not heterosexual. Historically, it has been considered pejorative. However, the term has recently been reclaimed by many LGBTQ+ people as a preferred self-identifier, as well as an adjective (e.g., Queer Politics, Queer Studies). Queer should only be applied when describing someone who self-identifies that way or in a direct quote. When Q is seen at the end of "LGBT," it typically means queer and/or questioning.

Questioning

Refers to people who may feel uncertain regarding their gender and/or sexual identity and are in the process of exploring how they identify.

Sex

The classification of people as male, female, or intersex. At birth infants are assigned a sex, usually based on the visual assessment of their external anatomy. However, a person's sex is actually a combination of bodily characteristics including: chromosomes, hormones, internal and external reproductive organs, and secondary sex characteristics.

Sex Reassignment Surgery (SRS)

Refers to surgical procedures some transgender individuals pursue as part of their transition (*see transition* below). Avoid the phrase "sex change operation." Do not refer to someone as being "pre-op" or "post-op." Not all transgender people choose to, or can afford to, undergo medical surgeries.

Sexual Orientation

Refers to an individual's enduring physical, romantic and/or emotional attraction to another person. Includes heterosexual, gay, lesbian, bisexual, asexual, and pansexual. *Transgender is not an indicator of a person's sexual orientation.

Transgender

An umbrella term for people whose anatomy, appearance, self-identification, and/or expression differs from what is stereotypically associated with their assigned sex at birth and thus challenges traditional societal gender role expectations and norms. People under the transgender umbrella may identify themselves as cross-dressers, drag queens/kings, or gender queer. Can also be the preferred self-identifier for people who feel their gender identity differs from their assigned sex at birth; they may or may not transition.

Transition

The process by which a person who identifies as transgender changes to align sex with their gender identity. Transitioning can include some or all of the following: changing name and/or sex on legal documents, using different pronouns, dressing differently, hormone therapy, and/or one or more types of surgery. Not all transgender people choose to transition; those that do may choose some but not all of the options related to transition (e.g. an FTM or MTF may choose hormonal therapy but never have Sex Reassignment Surgery).

Transsexual

An older term that originated in the medical and psychological communities that still may be preferred by some people who have permanently changed their bodies through medical interventions (including but not limited to hormones and/or surgeries). Unlike transgender, transsexual is not an umbrella term. Many transgender people do not identify as transsexual and prefer the word transgender. It is best to ask which term an individual prefers.

Transvestite

Considered a pejorative term when used to describe someone who is a Cross Dresser.

Two-Spirited

Native persons who have attributes of both genders, have distinct gender and social roles in their tribes, and are often involved with mystical rituals (shamans). Their dress is usually mixture of male and female articles and they are seen as a separate or third gender. The term 'two-spirit' is usually considered to specific to the Zuni tribe. Similar identity labels vary by tribe and include 'one-spirit' and 'wintke'.

Terminology adapted from the following sources: apa.org; glaad.org, geneq.berkeley.edu/

For a more extensive glossary, please visit the Safe zone website
<http://www.montana.edu/safezone/>