

LGBTQ+ Glossary

Understanding and using the correct terminology is an important aspect of fostering an inclusive environment in any workplace.

LGBTQ+

An acronym for Lesbian, Gay, Bisexual, Transgender, Queer (or Questioning), and others. The "+" signifies the inclusion of other sexual orientations, gender identities, and expressions.

Ally

A person who supports and stands up for the rights and dignity of LGBTQ+ people.

Bisexual

A person who is attracted to both people of their own gender and people of other genders.

Cisgender

A person whose gender identity aligns with the sex they were assigned at birth.

Coming Out

The process of revealing one's LGBTQ+ identity to others.

Gender Identity

One's internal sense of their gender, which may be different from the sex assigned at birth.

Gender Expression

The external manifestation of one's gender identity, which can include behaviour, clothing, haircut, voice, and body characteristics.

Non-binary

A term used by people who do not identify strictly as male or female. They may identify as both, neither, or somewhere in between.

Pronouns

Words used to refer to someone in place of their name. Common pronouns include he/him, she/her, and they/them.

Queer

A broad term that encompasses a range of sexual orientations, gender identities, and gender expressions. Some use it as an inclusive, empowering label.

Sexual Orientation

A person's physical, romantic, and/or emotional attraction to others. Examples include heterosexual, homosexual, bisexual, and asexual.

Transgender

A person whose gender identity does not align with the sex they were assigned at birth.

Transitioning

The process some transgender people go through to live as the gender with which they identify. This can include medical procedures, but not all transgender people choose or can afford to medically transition.

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Happy Pride Month

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