

Pride at KPU Terms of Reference – Glossary

The terms that make up this glossary have been adapted from KPU's Positive Space Working Group, and have been adopted by Pride at KPU. These terms are social constructs used by people to self-identify, and it is acknowledged that such terms can, and have, changed and evolved over time and that the purpose of the descriptions here is to assist with the informing and support of safe practices and spaces at KPU, and not as labels. These terms were originally adapted from QMUNITY's 'Q Glossary', which was developed and revised by QMUNITY staff, volunteers and community members through dialogue and discussion. To view the full Q Glossary, please visit: https://qmunity.ca/wp-content/uploads/2019/06/Queer-Glossary_2019_02.pdf

Ally: An ally is someone who considers themselves a friend to the LGBT2Q+ community. This person does not identify as part of the LGBT2Q+ community, but they support and stand up for people who are. Being an ally means challenging heterosexist and queerphobic actions of others, acknowledging and confronting biases within ourselves, and supporting the community to amplify their own voices.

Aromantic: A person who does not experience any romantic attraction.

Asexual: A person who has a lack of sexual attraction, or interest in or desire for sex. Asexuality can be considered a spectrum, where some asexual people will desire romantic intimacy, while others do not. Unlike celibacy, which is a choice, asexuality is a sexual orientation. Asexual people have the same emotional needs as everybody else and are just as capable of forming intimate relationships.

Biphobia: The aversion and/or discrimination toward bisexuality and bisexual people as a social group or as individuals.

Bisexual: A person who is sexually and romantically attracted to both men and women. Some people avoid this term because of its implications that there are only two sexes/genders to be sexually attracted to and this reinforces the binary gender system.

Cisgender: An adjective used to identify with the same gender that one was assigned at birth.

Cissexism: Can be defined as the system of oppression which considers cis-people superior to trans people and holding the genders of trans people to more intense scrutiny than the genders of cis-people. Cissexism is the belief that it is "natural" to be cis, that being trans is aberrant. The critical element that differentiates cis-gender (or any other "ism") from prejudice and discrimination is the use of institutional power and authority to support prejudices and enforce discriminatory behaviors in systematic ways with far reaching outcomes and effects.

Coming Out: To become aware of and openly announce one's gender identity and/or sexual orientation.

Demisexual: A person who only feels sexual attraction once they have established an emotional connection with a particular individual.

Gay: Often referred to a male who is sexually and romantically attracted to men. It is also used as a broad term to include gay men and lesbians.

Gender: Based on socio-cultural practices and beliefs, gender refers to what society deems as "masculine" or "feminine." This can include, gender roles, gender expression, gender attribution, and gender identity. Much has been written on gender, and there are countless definitions, but most

contemporary definitions stress how gender is socially and culturally produced and constructed, as opposed to being a fixed, static, coherent essence.

Gender Attribution: Making assumptions about another person's gender based on the way they look, the way they speak, and other physical attributes.

Gender Binary: The idea that there are only two, distinct genders that exist and that one can identify with; masculine and feminine.

Gender Expression: How someone presents their gender outwardly, including what pronouns they use and how they dress. The way in which someone expresses their gender might not suggest their gender identity.

Gender fluid/Gender non-conforming/non-binary: A term to refer to people who do not conform to societies typical gender norms and expressions of "man" and "woman". A gender fluid person's identity may change over time.

Gender Identity: Refers to an individual's self-identification as a man, woman, trans gender or any other gender category. Gender identity may change over time and may not accord to dichotomous gender categories.

Heterosexism: The societal, cultural, institutional, and individual beliefs and practices that privilege heterosexuals and their opposite-sex sexuality and relationships. This definition includes the assumption that everyone is or should be heterosexual. The critical element that differentiates heterosexism (or any other "ism") from prejudice and discrimination is the use of institutional power and authority to support prejudices and enforce discriminatory behaviors in systematic ways with far reaching outcomes and effects.

Heterosexual: A person who is sexually and romantically attracted to the opposite gender.

Homophobia: The fear, hatred, or intolerance of people who identify as being sexually and romantically attracted to the same gender. Homophobic behavior can range from telling jokes about lesbians and gay men, to verbal abuse, to acts of physical violence and includes anti-LGBT2Q+ attitudes and behavior in the promotion of "heterosexism."

Inclusive Language: Using language that is non-specific to avoid assumptions based on the traditional binary system of gender expression and sexual orientation. For example, using inclusive language would mean saying "Welcome esteemed guests" rather than saying "Welcome ladies and gentlemen". Using inclusive language will help promote allyship and respect.

Intersex: Intersex people are born with the condition of having physical sex markers (genitals, hormones, gonads or chromosomes) that are neither clearly male nor female, or have the appearance of both male and female genitalia. Intersex people are sometimes defined as having some combination of "ambiguous" genitalia.

LGBTQ2+: An acronym used to refer to Lesbian, Gay, Bisexual, Trans, Two-Spirited, and Queer people. The plus (+) symbol is added as a way to be inclusive of all of the different identities and expressions under the queer umbrella, including asexual, aromantic, intersex, and pansexual.

Lesbian: A woman who is sexually and romantically attracted to women; historically, a resident of the Greek Isle of Lesbos, where the poet Sappho lived and often wrote of the love between women.

Oppositional Sexism: The belief that male and female, or masculine and feminine, are two distinct and rigid categories.

Pansexual: A person who is attracted to other people of all genders or sexual orientations. Often confused with bisexuals, who are attracted to both men and women; pansexuals, however, are gender-inclusive and become involved with people from all different places on the gender and sexuality spectrums.

Privilege: Advantages that a person or a group of people hold based on their position, status, race, gender identity, and/or sexual orientation.

Queer: Queer is a term that is becoming more widely used by members of the LGBT2Q+ community to refer to the range of non-heterosexual and non-cisgender people who transgress culturally imposed norms of heterosexuality and gender traditionalism. Although it is still often viewed as an abusive term, many queer-identified people have reclaimed the word to use it as a symbol of pride and affirmation of difference and diversity.

QPOC: An acronym for *Queer People of Colour*.

Queerphobia: A term used to describe all forms of phobia that are related to being queer, including but not limited to, homophobia, lesbophobia, biphobia, and transphobia.

Questioning: A term used to describe the process of exploring gender identity and sexual orientation.

Reclaimed Language: Language that historically has been used to intentionally hurt the LGBT2Q+ community, but now has been reclaimed to empower the community and take negative power out of the words (QMUNITY).

Sex: Separate from gender, this term refers to the cluster of biological, chromosomal, and anatomical features associated to assign humans as males, females or intersex. Sex is often used synonymously with gender in this culture. Although the two terms are related, they should be defined separately to differentiate the biological (“sex”) from the socio-cultural (“gender”).

Sexual Orientation/Attraction: This term refers to the gender(s) which a person is emotionally, physically, romantically and erotically attracted to. Examples of sexual orientation include: being attracted to people of the same gender (gay, lesbian), another gender (heterosexual), both men and women (bisexual), all genders (pansexual), or no genders (asexual). Orientations are defined by feelings of attraction.

Transgender (Trans): An umbrella term which refers to all of the identities within the gender identity spectrum who permanently or periodically dis-identify with the sex they were assigned at birth.

Transphobia: The irrational fear and hatred of all those individuals who transgress, violate or blur the dominant gender categories in a given society. Trans-phobic attitudes lead to massive discrimination, violence and oppression against trans people, drag, and intersex communities.

Transsexual: An individual whose sexual identity has changed from either male to female or female to male. They may utilize hormones and sex reassignment surgery (or gender confirmation surgery) as a way to align their physical body with their internal sexual identity.

Two-Spirit (2-Spirit): Some Indigenous people use the term Two-Spirit to refer to all sexual and gender variance among people of Indigenous North American descent: in other words, lesbian, gay, bisexual, transgender and/or queer identities. The term Two-Spirit has multiple contemporary meanings and also highlights historical elements regarding the possible positions of Two-Spirit peoples in their communities and their place in the sacred circle (Beaucage, 2010; Wilson, 1996). The term was coined at the third International (Two-Spirit) Gathering in 1990 in Winnipeg, Manitoba (Meyer-Cook & Labelle, 2004, p. 31; Roscoe, 1998, p.109).

Ze/Hir: Gender inclusive pronouns that do not account for the traditional, binary way of viewing gender identity. Using Ze/Hir pronouns removes any assumptions about another person's gender. An example of Ze and Hir used in a sentence would be, "Ze decided to go to the grocery store *hirselt*".