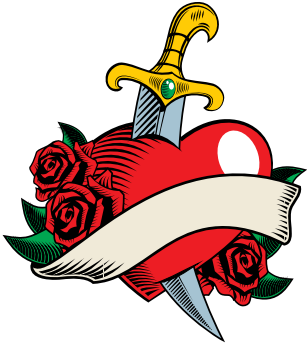
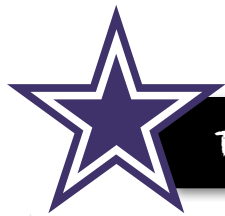




TERMS & CONCEPTS



**di♥ersity =
possibility**



TERMS & CONCEPTS



To access and add to an online glossary, go to MyGSA.ca/SiteGlossary



Terms & Concepts

Ableism	Coming Out
Aboriginal Peoples	Creed
Acceptance	Crossdressers (also Cross-Dressers)
Accommodation	Cyber-Bullying
Ally	Disability
Androgyny	Discrimination
Anti-Black Racism	Diversity
Anti-Discrimination Education	Dominant Group
Anti-Racist	Drag Queen/Drag King
Anti-Racist Education	Duty to Accommodate
Anti-Semitism	Dyke
Barrier	Equality
Berdache	Equity
BGLTT	Ethnicity
Bi	Fag / Faggot
Bias	Fairness
Binary Gender System	Fairy
Biological Sex	Female-to-Male (FTM)
Biphobia	Feminine
Bisexual/Bisexuality	Femme
Bullying	First Nation
Butch	Gay
Camp	Gay-Bashing (sometimes Bashing or Queer-Bashing)
Cisgender/Cisgendered	Gay-Straight Alliance (or GSA, sometimes Queer-Straight Alliance or QSA or Human Rights or Diversity Club)
Cisnormativity	Gearbox
Closet/Closeted	
Colonialism	
Coming In	

Gender	In the Closet
Gender Conformity	Inclusive Education
Gender Dysphoria	Indigenous Peoples
Gender Expression	Intersectionality
Gender Fluidity	Intersex/Intersexual
Gender Identity	Intervention
Gender-Neutral	Inuit
Gender Presentation	Invisible Minority
Gender Role	Islamophobia
Gender Stereotype	Isolation
Genderism	Justice
Genderqueer (also Gender Queer or Gender-Queer)	Kathoey
Genetic Sex	Kothi/Koti
GLBTQ	Lesbian
Gonads	LGBT
GSA	LGBT/GLBT
Harassment	LGBTQ
Hate Crime	LGBTTIQ
Hate Propaganda	Lifestyle
Hatred	Mahu
Heterophobia	Male-to-Female (MTF)
Heterosexism	Mary
Heterosexism and Homophobia	Masculine
Heterosexual/Heterosexuality	Men who Have Sex with Men (MSM)
Hijra	Métis
Homophobia	Minority Group
Homosexual/Homosexuality	Misogyny
Human Rights	MSM
Identity	Multicultural Education

Newfoundland and Labrador
Human Rights Code

Oppression

Out

Outed

Outing

Pansexual

Panthei/Giyya

Passing

Power

Power Dynamics

Prejudice

Pride

Primary Sex Characteristics

Privilege

Queer

Questioning

Race

Racialization

Racialized Group

Racism

Racist

Rainbow Flag

Reclaimed Language

Religion

Religious Accommodation

Respect

Safe Space

Safety

Same Gender Loving

Secondary Sex Characteristics

Sex

Sex & Gender

Sexism

Sexual Dysphoria

Sexual Minority

Sexual Orientation

Sexual Prejudice

Sexual Reassignment Surgery (or SRS)

Social Justice

Stealth

Stereotype

Stonewall

Straight

Systemic Discrimination

Third Gender

Trans

Transgender

Transition

Transman

Transperson

Transphobia

Transsexual (or TS)

Transvestite

Transwoman

Two-Spirit/Two-Spirited

Uzeze (Kitesha)

Visible Minority

See the Sources section at the end for references.



ABLEISM Prejudice, stereotyping, and discrimination directed against people who have developmental, emotional, physical, sensory, or health-related disabilities. Ableism may be evident in organizational and institutional structures, policies, procedures, and programs, as well as in the attitudes and behaviours of individuals. (OME)

ABORIGINAL PEOPLES The descendants of the original inhabitants of North America. Section 35(2) of the Constitution Act, 1982, states: “In this Act, ‘Aboriginal peoples of Canada’ includes the Indian, Inuit, and Métis peoples of Canada.” These separate groups have unique heritages, languages, cultural practices, and spiritual beliefs. Their common link is their indigenous ancestry. (OME)

An adjective used to describe individuals or mixed groups of First Nations, Metis or Inuit people. The term has been wrongly used by the media as a noun, as in “The Aboriginals are...” The proper usage is “The Aboriginal peoples are...” (S&CSTSY)

ACCEPTANCE An affirmation and recognition of people whose race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status, abilities, or other, similar characteristics or attributes are different from one’s own. Acceptance goes beyond tolerance, in that it implies a positive and welcoming attitude. (OME)

ACCOMMODATION

An adjustment made to policies, programs, guidelines, or practices, including adjustments to physical settings and various types of criteria, that enables individuals to benefit from and take part in the provision of services equally and to participate equally and perform to the best of their ability in the workplace or an educational setting. Accommodations are provided so that individuals are not disadvantaged or discriminated against on the basis of the prohibited grounds of discrimination identified in the human rights codes or other, similar grounds. (For reference, see the Ontario Human Rights Commission's Guidelines on Accessible Education and Policy and Guidelines on Disability and the Duty to Accommodate at www.ohrc.on.ca.) (adapted from OME)

ALLY

A person, regardless of his or her sexual orientation or gender identity, who supports and stands up for the human and civil rights of LGBT people. (ATA)

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. (AY)

An individual who is supportive of the GLBTQ community. They believe in the dignity and respect of all people, and are willing to stand up in that role. (VSB)



ANDROGYN Exhibiting the identity and/or appearance of both male and female, as neither male nor female, or as between male and female; exhibiting behaviors of either or both traditional genders; a descriptive term that many in the GLBTQ community find offensive; see also “Third Gender” and “Two-Spirit.” (AY)

ANTI-BLACK RACISM Prejudice, stereotyping, and discrimination directed against Black people, including people of African descent. Anti-Black racism may be evident in organizational and institutional structures, policies, procedures, and programs, as well as in the attitudes and behaviours of individuals. (OME)

ANTI-RACIST Seeking the elimination of racism in all its forms, including systemic racism. (OME)

ANTI-SEMITISM

Prejudice, stereotyping, and discrimination directed against individual Jews or the Jewish people on the basis of their culture and religion. Anti-Semitism may be evident in organizational and institutional structures, policies, procedures, and programs, as well as in the attitudes and behaviours of individuals.
(OME)





BARRIER An obstacle to equity that may be overt or subtle, intended or unintended, and systemic or specific to an individual or group, and that prevents or limits access to opportunities, benefits, or advantages that are available to other members of society. (OME)

BERDACHE Term originally adopted by European colonizers to refer to Aboriginal individuals who did not seem to fit conventional European definitions of gender and sex roles. It is considered a negative and derogatory term, and it has been replaced by the term “Two-Spirit” (Garret & Barret, 2003). (S&CSTSY)

BGLTT Bisexual, Gay, Lesbian, Transgender and Two-Spirited. (CTF)

BI Slang term for people with a bisexual orientation and who self-identify as bisexual. (AY)

BIAS An opinion, preference, prejudice, or inclination that limits an individual's or a group's ability to make fair, objective, or accurate judgements. (OME)

BINARY GENDER SYSTEM

A system that forces all people into only two categories— either man or woman, boy or girl. In this system men and women are expected to look and behave in a particular ways that are different from one another. (SO)

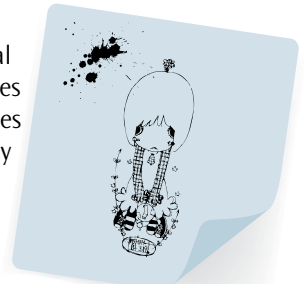
BIOLOGICAL SEX

The biological state of having: 1) female or male genitalia (vulva, labia, clitoris, and vagina for females; penis and testicles for males); 2) female or male chromosomes (XX for females; XY for males); and 3) female or male hormones (estrogen and progesterone for females; testosterone for males). Perhaps one in 2,000 babies is born with the biological characteristics of both sexes or of neither sex entirely (see “Intersex”). See also “Gender” and “Gender Identity,” which are different than biological sex. (AY)

BIPHOBIA

Fear or intolerance toward bisexuality, either from straight people or institutions or from within the gay and lesbian community. (AY)

Treating a person who identifies as bisexual less favourably than someone who identifies as heterosexual, lesbian or gay. This includes saying that a person is only bisexual as they are too “cowardly” to “admit” that they are actually gay or lesbian, or that bisexuality is just a phase. (SO)





BISEXUAL/BISEXUALITY

A person who is attracted physically and emotionally to

both males and females. (ATA)

Feeling romantic, emotional, and sexual attraction to both males and females; a normal sexual orientation of no known cause; see also “Heterosexuality” and “Homosexuality.” (AY)

An individual who is emotionally/romantically and physically attracted to persons of either sex. (CTF)

An individual (male or female) who is attracted to, and may form sexual and affectionate relationships with both males and females. A bisexual may not be equally attracted to both genders and the degree of attraction may vary over time. (GVSD)

A person who is attracted to both men and women within a binary gender system. (SO)

Generally used to describe people who are romantically and/or sexually attracted to people of more than one sex or gender. (VSB)

BULLYING

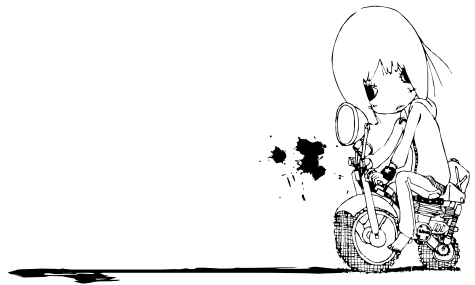
Bullying is typically repeated behaviour that is intended to cause harm to another persons(s).

A person participates in bullying if he or she directly carries out, assists or encourages the behaviour in any way. Those that engage in bullying are perceived to be in a position of power.

Bullying can be physical, verbal, social or electronic. (DOE, NL)

Typically a form of repeated, persistent, and aggressive behaviour directed at an individual or individuals that is intended to cause (or should be known to cause) fear and distress and/or harm to another person's body, feelings, self-esteem, or reputation. Bullying occurs in a context where there is a real or perceived power imbalance. (OME)

BUTCH Slang term for individuals who exhibit characteristics or behaviors traditionally considered as masculine; sometimes derogatory; also sometimes used by lesbian women or gay men to self-identify with varying notions of gender. (AY)





CAMP Deliberately affected or exaggerated style, sometimes for humorous effect. (AY)

CISGENDER/CISGENDERED A cisgendered person is someone whose gender identity basically matches up with her or his medically-designated sex. An example of this is a person who identifies as a “man” (gender identity) who is also medically-designated “male” (sex). A cisgendered person can be subjected to transphobia if somebody else perceives that person not to be conforming to stereotypical ideas about gender. (See “Gender Identity” and “Sex” for further clarification.) (Egale Canada)

A cisgender person is someone who is not transgender, that is, having a gender identity or gender role that society considers appropriate for the sex one was assigned at birth. The prefix cis- is pronounced like “sis.” The opposite of transgendered, someone who is cisgendered has a gender identity that agrees with their societally recognized sex. Many transgender people prefer “cisgender” to “biological,” “genetic,” or “real” male or female because of the implications of those words. Using the term “biological female” or “genetic female” to describe cisgendered individuals excludes transgendered men, who also fit that description. To call a cisgendered woman a “real woman” is exclusive of transwomen, who are considered within their communities to be “real” women also. (UD)

CISNORMATIVITY The belief that trans identities or bodies are less authentic or “normal.”
(TP)

COLONIALISM

A social process characterized by five interconnected phases: denial of Indigenous culture; destruction of symbols of culture; denigration of Indigenous belief systems and ceremonies; tokenism, in which the remnants of culture are tolerated as folklore; and exploitation of aspects of traditional culture, such as music and art, that refuses to disappear. Colonial rulers operate within the frames of conquest, exploitation and repression to break existing social patterns and reassemble them according to European standards. (S&CSTSY)

CLOSET/CLOSETED

Hiding one's sexual orientation or gender identity from others in the workplace, at school, at home and/or with friends. (ATA)

The intentional concealment of an individual's own sexual orientation or gender identity, often due to fear of discrimination and/or violence; see also "In the Closet." (AY)

COMING IN

A process by which Two-Spirit individuals have formed empowered and resilient identities. (Wilson, 2007). (S&CSTSY)



COMING OUT

[1] The process through which LGBT people recognize and acknowledge their non-heterosexual orientation and integrate this understanding into their personal and social lives.

[2] The act of disclosing this orientation or identity to others. (ATA)

From "coming out of the closet," the process of becoming aware of and open about one's sexual orientation or gender identity. (AY)



CREED One of the prohibited grounds of discrimination in some human rights codes, interpreted to mean “religious creed” or “religion.” Creed is “a professed system and confession of faith, including both beliefs and observances or worship” that is “sincerely held” and includes non-deistic belief systems. Creed does not include “secular, moral, or ethical beliefs or political convictions” or “religions that promote violence or hate towards others or that violate criminal law.” Individuals who do not belong to a religion or practise any specific faith are also protected by the Code. (Refer to the Ontario Human Rights Commission’s Policy on Creed and the Accommodation of Religious Observances at www.ohrc.on.ca.) (adapted from OME)

CROSSDRESSERS Preferred term for people who usually self-identify with their biological sex and gender but who sometimes wear the clothing, jewelry, etc., of the opposite gender to fulfill emotional needs. (AY)

(also Cross-Dressers)

CYBER-BULLYING Bullying that occurs through the use of information and communication technologies (e.g., spreading rumours or hurtful images or comments by means of e-mail or text messaging, or on social media sites or personal websites). (OME)

DISABILITY

A term that covers a broad range and degree of conditions, some visible and others not (e.g., physical, mental, and learning disabilities, hearing or vision disabilities, epilepsy, environmental sensitivities). A disability may be present from birth, may be caused by an accident, or may develop over time. (Refer to www.ohrc.on.ca/en/issues/disability.) (OME)

DISCRIMINATION

The unjust or prejudicial treatment of an individual or groups of people; here unfair treatment on the grounds of sexual orientation or gender identity. (AY)

Unfair or prejudicial treatment of individuals or groups on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status, or disability, as set out in human rights codes, or on the basis of other, similar factors. Discrimination, whether intentional or unintentional, has the effect of preventing or limiting access to opportunities, benefits, or advantages that are available to other members of society. Discrimination may be evident in organizational and institutional structures, policies, procedures, and programs, as well as in the attitudes and behaviours of individuals. (adapted from OME)

When you are treated less favourably than someone else either because of your real or perceived sexual orientation, your gender, your ethnicity or religion, etc. (SO)



DIVERSITY The presence of a wide range of human qualities and attributes within a group, organization, or society. The dimensions of diversity include, but are not limited to, ancestry, culture, ethnicity, gender, gender identity, language, physical and intellectual ability, race, religion, sex, sexual orientation, and socio-economic status. (OME)

DOMINANT GROUP A group that is considered the most powerful and privileged of groups in a particular society and that exercises power and influence over others through social and political means. (OME)

DRAG QUEEN/DRAG KING Someone who dresses and acts like the opposite gender for entertainment purposes; usually does not self-identify as transgender. (AY)

DUTY TO ACCOMMODATE The legal obligation that school boards, employers, unions, and service providers have under the Ontario Human Rights Code to take measures that enable people to benefit from and take part in the provision of services equally and to participate equally and perform to the best of their ability in the workplace or an educational setting. (Refer to www.ohrc.on.ca.) (OME)

DYKE A derogatory word for a lesbian and/or for any woman who projects the role, appearance, attitudes, and/or behaviors that a culture traditionally assigns to males; also reclaimed by some to identify with varying notions of gender. (AY)

EQUALITY The state of being equal in regard to status, rights, opportunities, and treatment. (AY)

EQUITY The state of being fair and impartial; here, fairness in opportunities and treatment under the law. (AY)

A condition or state of fair, inclusive, and respectful treatment of all people. Equity does not mean treating people the same without regard for individual differences. (OME)

ETHNICITY The shared national, ethno-cultural, racial, linguistic, and/or religious heritage of a group of people, whether or not they live in their country of origin. (OME)





FAG/FAGGOT A derogatory word for a gay male and/or for any man who projects the role, appearance, attitudes, and/or behaviors that a culture traditionally assigns to females; also reclaimed by some men to identify with varying notions of gender. (AY)

FAIRNESS Quality of being fair-minded, impartial, and just. (AY)

FEMALE-TO-MALE (FTM) A person born or assigned at birth as biologically female, who identifies as a male and who takes the sex, gender, and identity of a male through dress, mannerisms, behavior, hormone therapy, and/or surgery. (AY)

FEMININE A term used to describe the socially constructed and culturally specific gender behaviors expected of females; see also “Masculine.” (AY)

FEMME A slang term for an individual who projects a traditionally feminine gender role; sometimes, but not always, derogatory; also used by some to self-identify regarding gender. (AY)

FIRST NATION A term that came into common usage in the 1970s to replace the word “Indian,” which many found offensive. The term First Nation has been adopted to replace the word “band” in the names of communities. (OME)





GAY

A person who is physically and emotionally attracted to someone of the same sex. The word “gay” is used to refer to both males and females or to males only. (ATA)

Men who feel romantic, emotional, and sexual attraction to other men; a term used to proclaim self-acceptance and self-affirmation. (AY)

A person who is emotionally/romantically and physically attracted to persons of the same sex. Gay usually refers to males, but it is also used to include females. Gay can be used interchangeably with homosexual. Gay is most often the term preferred by the gay and lesbian community when referring to homosexual males. (CTF)

A person who forms sexual and affectionate relationships with those of the same gender; often used to refer to men only. (GVSD)

A man who is romantically and sexually attracted to other men. It is sometimes used to refer to the general GLBTQ community, but most often refers to just gay men. (VSB)

GAY-BASHING

(sometimes Bashing or Queer-Bashing)

hatred for their sexual orientation, gender identity, and/or sexual behavior. (AY)

A physical or verbal attack directed at GLBTQ people, motivated by



GAY-STRAIGHT ALLIANCE

(or GSA, sometimes Queer-Straight Alliance
or QSA or Human Rights or Diversity Club)

Formal organization of
GLBTQ and straight people
in support of the dig-
nity and rights of GLBTQ

people, usually in the context of and to create change within educa-
tional institutions and environments. (AY)

The term GSA stands for Gay-Straight Alliance. Although the exact function of such clubs varies from school to school, GSAs are generally considered to be any student groups concerned with LGBTQ matters and sometimes also serving as support groups for LGBTQ students, allies, and youth with LGBTQ parents or other family members. Many student groups opt not to use this name, however, because the word “gay” is not as inclusive as they would like. It doesn’t necessarily refer to lesbians, bisexuals, or two-spirited people and gender identity and gender expression are not explicitly encompassed by the expression. The term “GSA” is used throughout Egale Canada’s Equity and Inclusive Education Resource Kits, however, and Egale’s national LGBTQ safer schools and inclusive education website is called *MyGSA.ca* because this term is generally understood to refer to any inclusive school group that pertains to LGBTQ matters. However, this is an important consideration and would make an excellent topic of discussion in the discussion forums on *MyGSA.ca*, at any GSA meeting, or in your classroom! (From Egale Canada’s Equity and Inclusive Education Resource Kits)



Gay Straight Alliances (GSAs) are official student clubs with LGBTQ and heterosexual student membership and typically two teachers who serve as faculty advisors. Students in a school with a GSA know that they have at least one or two adults they can talk to about LGBTQ issues. The purpose of GSAs is to provide a much-needed safe space in which LGBTQ students and allies can work together on making their schools more welcoming of sexual and gender minority students. Some GSAs go by other names such as Human Rights Clubs or Social Justice Clubs in order to signal an openness to non-LGBTQ membership (though of course, some of these are not GSAs and might not address homophobia). (From Egale’s Phase One Report on the First National School Climate Survey—see *MyGSA.ca* for the full report.)



GEARBOX Synonym of faggot. (UD)

GENDER Social and cultural expression of sex; not biological sex. (AY)

A term that refers to those characteristics of women and men that are socially constructed. (See also “Sex” and “Gender Identity.”) (OME)

GENDER CONFORMITY Acting within the culturally expected gender role for people of one’s biological sex. (AY)

GENDER DYSPHORIA A medical term for unhappiness or discomfort with the gender role assigned by one’s culture to one’s biological sex; a term disliked by many transgender people as implying that there is something wrong with them; may or may not coincide with sexual dysphoria. (AY)

GENDER EXPRESSION The ways in which an individual communicates gender identity to others through behavior, clothing, hairstyle, voice, and/or the emphasis or de-emphasis of bodily characteristics; not an indication of sexual orientation; behaviors and traits used publicly to express gender identity—as masculine or feminine or something else; also called gender presentation. (AY)

Characteristics linked to an individual’s intrinsic sense of self as a man or as a woman, which may not be the same identity as one’s biological sex. (CTF)

The appearance, mannerisms and/or behaviour used to signify to others the gender that the individual wishes to be perceived as. (GVSD)

GENDER FLUIDITY

The belief that 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 of two genders. (AY)

GENDER IDENTITY

A person's internal sense or feeling of being male or female. Gender expression relates to how a person presents his or her sense of gender to the larger society. Gender identity and gender expression are often closely linked with the term transgender. "Many transgender people seek support and acceptance from the gay and lesbian community, where gender norms are often more inclusive" (Ryan & Futterman, 1998, p. 48). (ATA)

An individual's innermost sense of self as male or female, as lying somewhere between these two genders, or as lying somewhere outside gender lines altogether. (AY)

One's internal and psychological sense of oneself as male or female, or both or neither (regardless of sexual orientation); people who question their gender identity may feel unsure of their gender or believe they are not of the same gender as their physical body. Third gender is the term sometimes used to describe people who feel other than male or female and bi-gender refers to people who feel they are both male and female. Often bi-gender people will spend some time presenting in one gender and some time in the other. Some people choose to present androgynously in a conscious attempt to question and expand traditional gender roles, even though they do not question their gender identity. (GVSD)

A person's sense of self, with respect to being male or female. Gender identity is different from sexual orientation, and may be different from birth-assigned sex. (Refer to the Ontario



Human Rights Commission's Policy on Discrimination and Harassment because of Gender Identity at www.ohrc.on.ca.) (OME)

How you feel and experience your gender. It is not defined by your biological or anatomical sex. (SO)

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. (AY)

GENDER PRESENTATION The ways in which an individual communicates one's own gender identity to others, through behavior, clothing, hairstyle, voice, and/or the emphasis or de-emphasis of bodily characteristics; not an indication of sexual orientation; behaviors and traits used publicly to express one's gender—as masculine or feminine or something else; also called gender expression. (AY)

GENDER ROLE Culturally or socially determined sets of attitudes and behaviors that are expected of an individual based on her/his biological sex. (AY)

GENDER STEREOTYPE The assumption that boys and girls must carry out distinct roles, i.e. all boys play football or all girls are physically weaker than boys. (SO)

GENDERISM Refers to the assumption that one's gender identity or gender expression will conform to traditionally held stereotypes associated with one's biological sex. (VSB)

GENDERQUEER People who reject the normative societal construct of gender and view their own identity as unrelated to such gender constructs. (AY)
(also Gender Queer or Gender-Queer)

GENETIC SEX Defined by the 23rd chromosomal pair, coded XX for female and XY for male, although other chromosomal code sets also exist. (AY)

GLBTQ Standard acronym for gay, lesbian, bisexual, transgender, and questioning people; variations exist, such as including an I for intersex and a second Q for queer. (AY)

GONADS Glands (ovaries for females and testes for males) that produce gametes. (AY)

GSA See "Gay-Straight Alliance (or GSA)."



HARASSMENT A form of discrimination that may include unwelcome attention and remarks, jokes, threats, name-calling, touching, or other behaviour (including the display of pictures) that insults, offends, or demeans someone because of his or her identity. Harassment involves conduct or comments that are known to be, or should reasonably be known to be, offensive, inappropriate, intimidating, and hostile. (OME)

HATE CRIME A criminal offence, perpetrated on a person or property, that is motivated by bias or prejudice based on actual or perceived race, ancestry, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, gender identity, sexual orientation, or other, similar factors. Hate crimes can involve intimidation, harassment, physical force, or threats of physical force against a person or an entire group to which the person belongs. (Any act, including an act of omission, that is not a criminal offence but otherwise shares the characteristics of a hate crime is referred to as a hate incident.) (OME)

HATE PROPAGANDA Ideas, beliefs, and ideologies transmitted in written, oral, or electronic form for the purpose of creating, promoting, perpetuating, or exacerbating antagonistic, hateful, and belligerent attitudes or actions against a particular group or groups of people. (OME)

HATRED Intense dislike or ill will, sometimes unconscious, often irrational, and occasionally expressed through violence; a self-destructive and corrosive emotion. (AY)

HETEROFOBIA A fear or distrust of heterosexual people and of anything associated with heterosexuality, often based on negative life experiences. (AY)

HETEROSEXISM The assumption that everyone is heterosexual and that this sexual orientation or gender identity is superior. Heterosexism is often expressed in more subtle forms than homophobia and can be characterized by the “denial, denigration, and stigmatization of non-heterosexual identity, behaviour, relationships or community” (Ryan & Futterman, 1998, p. 12). (ATA)

The assumption that everyone is heterosexual (or should be) and that heterosexuality is the only “normal,” right, and moral way to be and that, therefore, anyone of a different sexual orientation is “abnormal,” wrong, and immoral. (AY)

The assumption that everyone is or should be heterosexual and that heterosexuality is superior. Heterosexism can exist on a personal, interpersonal, institutional or cultural level. (CTF)

The institutionalized assumption that everyone is or should be heterosexual and that heterosexuality is inherently superior to and preferable to homosexuality or bisexuality; also refers to the institutional and organizational discrimination against non-heterosexuals or behaviours not stereotypically heterosexual (this discrimination is also sometimes referred to as cultural, institutional or societal homophobia). (GVSD)

A system of beliefs and behaviours based on the assumption that heterosexuality is better than homosexuality. Heterosexism is very closely related to homophobia. (SO)



HETEROSEXISM AND HOMOPHOBIA The term heterosexism refers to the assumption that all people are heterosexual and that heterosexuality is superior and more desirable than homosexuality. Homophobia is defined as “the irrational fear and hatred of homosexuals.” Both of these are perpetuated by negative stereotypes and are dangerous to individuals and communities. (VSB)

HETEROSEXUAL/HETEROSEXUALITY A person who is sexually and emotionally attracted to someone of the opposite sex. Also commonly referred to as “straight.” (ATA)

Feeling romantic, emotional, and sexual attraction to the opposite sex; a normal sexual orientation of no known cause; see also “Straight,” “Bisexuality,” and “Homosexuality.” (AY)

A person who is attracted to a person of the “opposite” gender within a binary gender system. “Straight” is often used to mean heterosexual. (SO)

Created around the same time as “homosexual” to describe individuals who are sexually attracted to the opposite sex/gender. (VSB)

HIJRA

The hijra, an institutionalized third gender role in India, is “neither male or female,” containing elements of both. The hijra are commonly believed by the larger society to be intersexed, impotent men, who undergo emasculation in which all or part of the genitals are removed. They adopt female dress and some other aspects of female behaviour. Hijras traditionally earn their living by collecting alms and receiving payment for performances at weddings, births and festivals. (HI)

A self-identified term used by males who define themselves as “not men/not women” but as a “third gender.” Hijras cross-dress publicly and privately and are a part of a strong social, religious, and cultural community. Ritual castration may be part of the hijra identity, but not all hijras are castrated. Sex with men is common, and like men who have sex with kothis, such men would see themselves as “real men” (see “Pathis/Giryas”) and not homosexuals. (MHI)

HOMOPHOBIA

Fear and/or hatred of homosexuality in others, often exhibited by prejudice, discrimination, bullying or acts of violence. Ryan & Futterman (1998) also define homophobia as “institutionalized fear, hatred, prejudice, or negative attitudes towards [LGBT persons or] homosexuality that results in invisibility, discrimination, neglect or mistreatment” (p. 12). (ATA)

Fear or intolerance of GLBT people, a feeling that is not limited to particular cultures or to straight people. (AY)

The fear, and/or hatred, and/or repulsion of homosexuality in oneself or in others, often exhibited by self-hatred, prejudice, discrimination, bullying or acts of violence. (CTF)



The irrational fear or hatred of, aversion to, and discrimination against homosexuals or homosexual behaviour. There are many levels and forms of homophobia, including cultural/institutional homophobia, personal homophobia, interpersonal homophobia and internalized homophobia. Many of the problems faced by lesbian, gay, bisexual and transgender people stem from homophobia and heterosexism. Transphobia is the fear, hatred and intolerance of transsexuals or transgender people, including anyone judged to not fully fit into their assigned gender. (GVSD)

A disparaging or hostile attitude or a negative bias, which may be overt or unspoken and which may exist at an individual and/or a systemic level, towards people who are lesbian, gay, bisexual, or transgendered (LGBT). (See also “LGBT.”) (OME)

Treating lesbians, gay men and bisexuals (or those who are seen as being LGB) less favourably than heterosexuals because of their sexual orientation. (SO)

HOMOSEXUAL/HOMOSEXUALITY A person who is sexually and emotionally attracted to someone of the same sex. Because the term is associated historically with a medical model of homosexuality and can have a negative connotation, most people prefer such other terms as lesbian, gay or bisexual. (ATA)

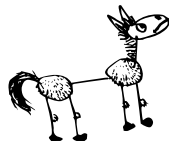
Feeling romantic, emotional, and sexual attraction to members of the same sex; a normal sexual orientation of no known cause; see also “Bisexuality” and “Heterosexuality” as well as “Gay” and “Lesbian.” (AY)

A person who is attracted to a person of the “same” gender within a binary gender system. (SO)

A scientific term invented in the 1800's to refer to individuals who are sexually attracted to their own sex/gender. (VSB)

HUMAN RIGHTS

Rights that recognize the dignity and worth of every person, and provide for equal rights and opportunities without discrimination, regardless of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status, or disability, as set out in human rights codes, or other similar factors. (adapted from OME)





IDENTITY What, how and who one perceives oneself to be; a multi-faceted self-concept that evolves throughout life. (AY)

IN THE CLOSET The intentional concealment of an individual's own gender identity or sexual orientation, usually due to fear of discrimination and/or violence; can cause isolation and psychological pain; see also "Closeted." (AY)

INCLUSIVE EDUCATION Education that is based on the principles of acceptance and inclusion of all students. Students see themselves reflected in their curriculum, their physical surroundings, and the broader environment, in which diversity is honoured and all individuals are respected. (OME)

INDIGENOUS PEOPLES The original people in any region on the planet. The term is usually used when referring to Aboriginal people in an international context. (S&CSTSY)

INTERSECTIONALITY Similarly to the point on a graph where lines cross being called a point of "intersection," the fact that categories of identification—such as class, ethnic origin, gender expression, gender identity, physical and mental ability, race, religion, sexual orientation, or other factors—are experienced simultaneously and cannot genuinely be separated from one another is referred to as "intersectionality." Often, people are discriminated against

with regard to multiple categories: for example, a racialized lesbian could be subjected to heterosexism, homophobia, lesbophobia, misogyny, racism, and transphobia or any other form of discrimination, such as ableism, ageism, and classism, depending on both how she identifies and how she is perceived to be. (Egale Canada)

The overlapping, in the context of an individual or group, of two or more prohibited grounds of discrimination under a human rights code, or other, similar factors, which may result in additional biases or barriers to equity for that individual or group. (adapted from OME)

INTERSEX/INTERSEXUAL

A person who is born with anatomy or physiology

that does not conform with cultural or societal expectations of a distinctly male or female gender. Historically, the medical community labeled these individuals as hermaphrodites and performed sex reassignment surgery in early infancy. Contemporary perspectives have sought to question and challenge the arbitrary practice of gender reassignment surgery as a form of compulsory identity and/or genital mutilation. (ATA)

Having some degree of ambiguity in regard to primary sex characteristics (genitalia) or being born with predominantly male or female genitalia that medical professionals deem to be physiologically “incorrect,” usually addressed through medically unnecessary surgery during infancy; a condition that may apply to about one in 2,000 infants; sometimes offensively called “hermaphroditic.” (AY)

People who were born with a combination of male and female anatomy. Used to be called “hermaphrodite”; some still use this term, though intersex is the word now preferred. (GVSD)



INTERVENTION Action to change a situation for the better; a deliberate, organized effort to improve the circumstances of one or more individuals by altering the environment, policies, and/or circumstances facing or affecting those individuals. (AY)

INUIT Aboriginal people in northern Canada, living mainly in Nunavut, the Northwest Territories, northern Quebec, and Labrador. Ontario has a very small Inuit population. The Inuit are not covered by the Indian Act. (OME)

INVISIBLE MINORITY People who may experience social inequities on the basis of factors that may not be visible, such as a disability or sexual orientation. The term may refer to a group that is small in number or it may connote inferior social position. (OME)

ISLAMOPHOBIA Prejudice, stereotyping, and discrimination directed against Muslims or Arabs on the basis of their culture and religion. Islamophobia may be evident in organizational and institutional structures, policies, procedures, and programs, as well as in the attitudes and behaviours of individuals. (OME)

ISOLATION The state of being or feeling alone and apart from, or unable to connect with others; a cause of deep emotional distress for any person. (AY)

JUSTICE

Fair, equal, and reasonable treatment without regard to a person's color, sex, gender, age, health, wealth or poverty, background, race/ethnicity, condition, sexual orientation, or gender identity; fair and equal treatment under the law and in all societal interactions. (AY)

KATHOEY

The category of kathoey is an elusive one...The term kathoey itself is ambiguous, even when used by kathoey themselves. In translation it is often rendered as "transvestite," "transgender" or "transsexual"...With the coming into existence of a masculine gay identity in Thailand, the term is more and more used exclusively for male cross-dressers. However, in this circle it is not a particularly well-liked term that can readily be used in addressing persons. Indeed, kathoey can be a threatening term for persons who are trying to pass as females. People whom others label as kathoey often prefer to call themselves "a second type of woman" (phu-ying praphet song) or "a transformed goddess" (nang-fa jamlaeng). (TT)

KOTHI/KOTI

Contemporary research on sexualities and genders have clearly shown that the bipolar categories, such as "man" or "woman" or "heterosexual" or "homosexual," are not useful to describe the range of identities, desires and practices...existing in India...[Kothi/Koti is a] self-identifying label for those males who feminise their behaviours (either to attract "manly" male sexual partners and/or as part of their own gender construction and usually in specific situations and contexts) and who state that they prefer to be sexually penetrated anally and/or orally. Kothi behaviours have a highly performative quality in social spaces. Self-identified Kothis use this term for males who are sexually penetrated, even when



their performative behaviour is not feminised. This is the primary and most visible framework of MSM behaviours. Kothis state that they do not have sex with others like themselves, only “real men.” However, many may also be married to women as a family obligation. (MHI)

LESBIAN

A female who is attracted physically and emotionally to other females. (ATA)

A woman who feels romantically, emotionally, and sexually attracted to other women; a descriptive and socially acceptable label that homosexual women often prefer because it offers an identity separate from that of homosexual men; a term originating from Lesbos, an Aegean island and the home of the Greek poet Sappho, a woman who loved women. (AY)

A female who is emotionally/romantically and physically attracted to other females. Lesbian can be used interchangeably with homosexual and gay when referring to females. Lesbian is usually the term preferred by the gay and lesbian community when referring to gay/homosexual females. (CTF)

A woman who forms sexual and affectionate relationships with other women; the term originates from the Greek island of Lesbos which was home to Sappho, a poet, a teacher and a woman who loved other women. (GVSD)

A woman who is romantically and sexually attracted to other women. This term originates with the female poet Sappho who lived in a community comprised predominantly of women on the Isle of Lesbos in ancient Greece. (VSB)

LGBT The initialism used to refer to lesbian, gay, bisexual, and transgendered people. A broader range of identities is also sometimes implied, or may be represented more explicitly by the initialism LGBTTIQ, which stands for lesbian, gay, bisexual, transgendered, transsexual or two-spirited, intersexed, and queer or questioning. (See also “Homophobia.”) (OME)

LGBT/GLBT Commonly used acronyms that are shorthand for lesbian, gay, bisexual, transgender, transsexual and two-spirited identities. Sexual minority is a synonymous term. (ATA)

LGBTQ This acronym can mean different things to different people, but it is generally understood to stand for “lesbian, gay, bisexual, trans (transgender, transsexual, trans-identified), two-spirited, queer, and questioning” or some variation of this. Although it’s true that many people opt to use different words to describe themselves, saying either LGBT or LGBTQ is widely accepted (even though it is recognized that these expressions are not necessarily all-encompassing). For example, it is also common to include both an “I” for intersex and an “A” for ally. Some people also choose to duplicate all of the letters that can represent more than one word because it has the visual/verbal effect of demonstrating how very many different sexual orientations and gender identities there actually are. The ones already mentioned here would look like this: LGBTTTTQIA or LGBTTT2QIA (where the “2” stands for



2-spirited). The letters can be ordered differently as well, such as alphabetically. (Egale Canada)

Stands for lesbian, gay, bisexual, transgender/transsexual, queer. The Q sometimes stands for questioning. (SO)

LGBTTIQ

See “LGBT.” (OME)

LIFESTYLE

The way individuals live their lives, such as an urban or a rural lifestyle, an artistic lifestyle, an entrepreneurial lifestyle, a hedonistic lifestyle; not appropriately used to denote sexual orientation (just as there is no heterosexual lifestyle, there is no homosexual or gay lifestyle either); the phrase “homosexual lifestyle” is often used by anti-gay groups to imply that sexual orientation is a matter of choice rather than of identity. (AY)



MAHU Mahu is a cross-Polynesian term originally describing transgender women or female-acting males...
Mahuwahine is a newly coined term of empowerment among Hawaii's transgender community signifying male-to-female (MTF) transgender identity in varying, personally chosen forms and coincides with the Hawaiian cultural renaissance... (HRBM)

MALE-TO-FEMALE (MTF) A person born or assigned at birth as biologically male, who self-identifies as female and who takes the sex, gender, and identity of a female through dress, mannerisms, behaviors, hormone therapy, and/or surgery. (AY)

MARY

1. n. A nick name for another homosexual.
2. A male homosexual who takes the passive role.
3. A lesbian. (GSD)

MASCULINE A term used to describe the socially constructed and culturally specific gender behaviors expected of males; see also "Feminine." (AY)

MEN WHO HAVE SEX WITH MEN (MSM) A term used to denote men who engage in sexual behavior with other men; includes men who self-identify as heterosexual as well as those who self-identify as gay and bisexual. (Please note that in online politics, MSM is an acronym for mainstream media). (AY)



MÉTIS People of mixed First Nation and European ancestry. The Métis culture draws on diverse ancestral origins, such as Scottish, Irish, French, Ojibwe, and Cree. (OME)

MINORITY GROUP A group of people within a given society that has little or no access to social, economic, political, cultural, or religious power. The term may refer to a group that is small in number or it may connote inferior social position. (OME)

MISOGYNY The hatred of women. (CDO)

MSM See “Men who Have Sex with Men.”

MULTICULTURAL EDUCATION An approach to education, including administrative policies and procedures, curriculum, and learning activities, that recognizes the experience and contributions of diverse cultural groups. One of the aims of multicultural education is to promote the understanding of and respect for cultural and racial diversity. (OME)

NEWFOUNDLAND AND LABRADOR HUMAN RIGHTS CODE

A provincial law that gives everyone equal rights and

opportunities, without discrimination, in specific areas such as education, jobs, housing, and services. The goal of the Code is to address and ultimately prevent discrimination and harassment. (Available at <http://www.justice.gov.nl.ca/hrc/index.html>)

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. (AY)

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). (AY)

OUTED

When someone else accidentally or deliberately discloses another's sexual orientation or gender identity, usually without permission. (AY)

OUTING

The public disclosure of another person's sexual orientation or gender identity without that person's permission or knowledge. Such disclosure is very disrespectful and is potentially dangerous to the outed person. (ATA)



PANSEXUAL A term of choice for people who do not self-identify as bisexual, finding themselves attracted to people across a spectrum of genders. (AY)

PANTHI/GIRYA Contemporary research on sexualities and genders have clearly shown that the bipolar categories, such as “man” or “woman” or “heterosexual” or “homosexual,” are not useful to describe the range of identities, desires and practices...existing in India...[Panthi/Girya is a] kothi label for any “manly male.” A panthi/girya is by definition a man who penetrates, whether it is a woman and/or another male. Panthis/Giryas would most likely also be married to women and/or access other females. Their occupations vary across the social class spectrum from rickshaw drivers to businessmen. (MHI)

PASSING A term for those who successfully assume a gender role and gender expression different than the one to which they were born or assigned at birth; also may refer to closeted gay, lesbian, or bisexual people passing as straight. (Please note that in some cultures, passing refers to successfully assuming a different racial/ethnic or cultural identity). (AY)

POWER Having the ability to do something or to act in a particular way; here, the freedom and ability to acknowledge openly one’s sexual orientation or gender identity without fear of oppression, discrimination, injustice, violence, or abuse. (AY)

POWER DYNAMICS The process by which one group defines and subordinates other groups and subjects them to differential and unequal treatment. (OME)

PREJUDICE Bias; an attitude that favors one person or group over another; here, favoring one sexual orientation and/or gender identity over any other; an attitude that usually leads to discrimination. (AY)

PRIDE National, citywide, and neighborhood local events and programs, usually during the month of June (see “Stonewall”) in celebration of the ongoing fight for equality for GLBTQ people. (AY)

PRIMARY SEX CHARACTERISTICS Physical characteristics present at birth and that are used by those around an infant to determine its biological sex, including penis and scrotum to identify the infant as male or vulva, vagina, clitoris, and labia to identify the infant as female. (AY)

PRIVILEGE Special rights, advantages, or immunity granted to, or assumed by, certain groups and considered by them as their right; for example, in the United States privilege accrues mostly to whites, to heterosexual people, and most of all to white, heterosexual males. (AY)



QUEER

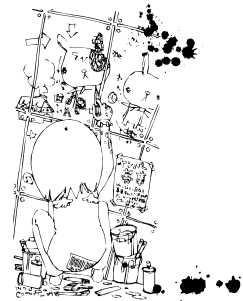
Historically, a negative term for homosexuality. More recently, the LGBT movement has reclaimed the word to refer to itself. Increasingly, the word queer is popularly used by LGBT youth as a positive way to refer to themselves. (ATA)

Formerly an exclusively derogatory term for all GLBT people; now proudly used by some as an umbrella term for the entire GLBTQ community; also used by those who see their own gender identity, sexual identity, and/or sexual orientation as not fitting the widely recognized pattern of straight, gay or lesbian, bisexual, transgender, or questioning. (AY)

A broad term used both as an individual label and also signifying a larger socio-political movement created from a general dissatisfaction with a gay and lesbian politic that is thought to be too assimilationist in nature; “queer” defines a strategy, an attitude, a reference to other identities and a new self-understanding. It is a term also used as shorthand for LGBT (lesbian, gay, bisexual and transgender) people. (GVSD)

A term for homosexuality that was once a pejorative but that has more recently been reclaimed by the LGBT movement and is now used for self-identification in a positive way. (OME)

A person who does not want to have their sexual orientation reduced to an either/or term such as heterosexual or homosexual. Lots of different people identify as queer (including people who are heterosexual), and many of them think that a binary gender system is too limiting. The term “queer” is often used by and about people who are traditionally seen as lesbian or gay. (SO)



The term 'queer' should not be used to refer to another person unless that person identifies as queer. **Many people still view this as a derogatory term.**

The term has a history of being a derogatory name for members of the GLBTQ (and Ally) community and those whose sexual orientation is perceived as such. Many people use this word in a positive way to refer to the community; they have reclaimed the term as their own. Not everyone believes this and sensitivity should be used when using or hearing it as there are still many negative connotations with its use. (VSB)

QUESTIONING

A person who is unsure of his or her sexual orientation or gender identity. (ATA)

Being unsure of one's sexual orientation and/or gender identity; feeling uncomfortable with or unwilling or unable to self-categorize within traditional labels such as gay, straight, male, female, etc. (AY)

An apt term or self-label sometimes used by those exploring personal and political issues of sexual orientation, sexual and gender identity, and choosing not to identify with any other label; "questioning" may create greater potential to create new options as well. (GVSD)

People who are in the process of questioning their sexual orientation are often in need of support and understanding during this stage of their identity. They are seeking information and guidance in their self-discovery. (VSB)



RACE A social construct that groups people on the basis of common ancestry and characteristics such as colour of skin, shape of eyes, hair texture, and/or facial features. The term is used to designate the social categories into which societies divide people according to such characteristics. Race is often confused with ethnicity (a group of people who share a particular cultural heritage or background); there may be several ethnic groups within a racial group. (Refer to the Ontario Human Rights Commission's Policy and Guidelines on Racism and Racial Discrimination at www.ohrc.on.ca.) (OME)

RACIALIZATION The process through which groups come to be seen as different, and may be subjected to differential and unequal treatment. (OME)

RACIALIZED GROUP A group of people who may experience social inequities on the basis of race, colour, and/or ethnicity, and who may be subjected to differential treatment. (OME)

RACISM A set of erroneous assumptions, opinions, and actions stemming from the belief that one race is inherently superior to another. Racism may be evident in organizational and institutional structures, policies, procedures, and programs, as well as in the attitudes and behaviours of individuals. (OME)

RACIST A term referring to the beliefs and/or actions of an individual, institution, or organization that imply (directly or indirectly) that certain groups are inherently superior to others. It may be evident in organizational and institutional structures, policies, procedures, and programs, as well as in the attitudes and behaviours of individuals. (OME)

RAINBOW FLAG

A symbol of the LGBT movement designed in 1978. The rainbow flag is recognized by the International Congress of Flag Makers. (ATA)

RECLAIMED LANGUAGE

Taking terms or symbols that have had a derogatory connotation and using them in a positive way to name one's self or one's experience. For example, LGBT persons often use the words "dyke" and "queer" in a positive and affirming way to refer to themselves. Pink and black inverted triangles that were once used to identify gay and lesbian prisoners in Nazi concentration camps have been reclaimed to serve as an enduring symbol of gay and lesbian pride and as a reminder to the world to speak up against abuses directed at gay, lesbian, bisexual and transgender people. (ATA)

RELIGION

See "Creed." (OME)

RELIGIOUS ACCOMMODATION

An obligation under the Ontario Human Rights Code to provide reasonable accommodation for students and employees who wish to observe the tenets or practices of their faith, as well as for those who wish not to participate in any form of religious observance. (See also "Accommodation.") (OME)

RESPECT

A feeling of regard for the rights, dignity, feelings, wishes, and abilities of others. (AY)



SAFE SPACE A place where anyone can relax and be fully self-expressed, without fear of being made to feel uncomfortable, unwelcome, or unsafe on account of biological sex, race/ethnicity, sexual orientation, gender identity or expression, cultural background, age, or physical or mental ability; a place where the rules guard each person's self-respect and dignity and strongly encourage everyone to respect others. (AY)

SAFETY Freedom from the fear or threat of harm (physical, emotional, or mental) and from danger, risk, or injury. (AY)

SAME GENDER LOVING A term created by the African American GLBTQ community and used by some people of color who see “gay” and “lesbian” as terms of the white gay and lesbian community. (AY)

SECONDARY SEX CHARACTERISTICS Those physical characteristics that are not present at birth and that develop during puberty as a result of hormones released by the gonads and the adrenal gland, including facial and chest hair (males), breasts (females), and pubic hair (everyone). (AY)

SEX The category of male or female based on characteristics that are biologically determined. (See also “Gender” and “Gender Identity.”) (OME)

SEX & GENDER

A classification based on reproductive physiology and identified in four main ways, including: [1] primary sex characteristics (vulva, labia, clitoris, and vagina for females; penis and scrotum for males); [2] genetic sex or chromosomes (XX for females; XY for males); [3] gonads (ovaries for females; testes for males); and [4] secondary sex characteristics (see above; a continuum with most individuals concentrated near the ends). (AY)

It is easy to confuse these two concepts and terms; however, they are different. Sex refers to the biological sex of a person. Gender refers to their societal appearance, mannerisms, and roles. (VSB)

SEXISM

Discrimination and unfairness based on biological sex or gender and usually perpetrated against females. (AY)

Prejudice, stereotyping, and discrimination directed against people on the basis of their sex or gender. Sexism may be evident in organizational and institutional structures, policies, procedures, and programs, as well as in the attitudes and behaviours of individuals. (OME)

Treating a person less favourably because of their sex or gender. (SO)

SEXUAL DYSPHORIA

A medical term for unhappiness or discomfort with the biological sex to which one was born or assigned at birth; describing a disconnect between one's internal sense of gender identity and one's outwardly apparent biologic sex; a term disliked by many transgender people as implying that there is something wrong with them; may or may not coincide with gender dysphoria. (AY)



SEXUAL MINORITY

An umbrella term for people whose sexuality is expressed in less common ways; may include people who self-identify as gay, lesbian, bisexual, transgender, queer, Two-Spirit, third gender, and so on. (AY)

SEXUAL ORIENTATION

A feeling of attraction to others, based on biological sex and gender expression, over which individuals have no choice and which is different from sexual behavior; romantic, sexual, and emotional attraction to others, categorized by the sex of the person to whom one is attracted—such as heterosexual (attracted to the opposite sex), homosexual (attracted to the same sex), or bisexual (attracted to individuals irrespective of their sex). (AY)

The emotional/romantic and physical attraction felt by an individual towards members of the same sex, the other sex or either sex. (CTF)

Refers to a person's deep-seated feelings of sexual attraction. It includes whom we desire sexually, with whom we want to become intimate, and with whom we want to form some of our strongest emotional relationships. The inclination or capacity to develop these intimate sexual and emotional bonds may be with people of the same gender (lesbian, gay), the other gender (heterosexual) or either gender (bisexual). Many people become aware of these feelings during adolescence or even earlier. Some do not realize or acknowledge their attractions (especially same-sex attractions) until much later in life. Orientation is not the same as behaviour since not everyone acts on his or her attractions. It is also important to note that one's gender identity is totally independent of one's sexual orientation; neither facet should be considered predictive of the other. (GVSD)

A person's sense of sexual attraction to people of the same sex, the opposite sex, or both sexes. (See also "LGBT," and refer to the Ontario Human Rights Commission's Policy on Discrimination and Harassment because of Sexual Orientation at www.ohrc.on.ca.) (OME)

Describes who you are physically and who you are sexually attracted to. (SO)

A personal characteristic that covers the range of human sexuality from gay and lesbian to bisexual and heterosexual orientations. (VSB)

SEXUAL PREJUDICE Discrimination and unfairness based on biological sex, gender, sexual orientation, or gender identity; see also "Sexism." (AY)

SEXUAL REASSIGNMENT SURGERY (or SRS) Surgical procedures that modify one's primary and/or secondary sex characteristics; formerly called a "sex change operation," a phrase now considered by many to be offensive. (AY)



SOCIAL JUSTICE

Equal treatment and equality of social and economic opportunity, irrespective of one's sexual orientation, gender identity/expression, race/ethnicity, biological sex, national origin, age, or health status; a concept that "Each person possesses an inviolability, founded on justice, that even the welfare of society as a whole cannot override. For this reason, justice denies that the loss of freedom for some is made right by a greater good shared by others." (John Rawls) (AY)

A concept based on the belief that each individual and group within a given society has a right to equal opportunity, civil liberties, and full participation in the social, educational, economic, institutional, and moral freedoms and responsibilities of that society. (OME)

STEALTH

When transpeople live as their gender without telling folks they are trans. There are a lot of different levels and sub-types. The most drastic, "deep stealth," used to be required/recommended by the Standards of Care; this entails cutting off all contact with everyone who knew them by their assigned sex, including families of origin, and moving to new cities and getting new jobs. (Egale Canada)

STEREOTYPE A false or generalized, and usually negative, conception of a group of people that results in the unconscious or conscious categorization of each member of that group, without regard for individual differences. Stereotyping may be based on race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status, or disability, as set out in human rights codes, or on the basis of other, similar factors. (adapted from OME)

A generalization, usually exaggerated or oversimplified and often offensive, that is used to describe or distinguish a group. (SO)

STONEWALL Referring to riots at the Stonewall Bar in New York City on June 27, 1967; often cited as the birth of the modern GLBT civil rights movement. (AY)

STRAIGHT Slang term for a person with heterosexual orientation. (AY)

A slang word used to refer to the heterosexual members of our community. (VSB)

SYSTEMIC DISCRIMINATION A pattern of discrimination that arises out of apparently neutral institutional policies or practices, that is reinforced by institutional structures and power dynamics, and that results in the differential and unequal treatment of members of certain groups. (OME)



THIRD GENDER A category for those who do not self-identify as either masculine or feminine and who believe that they belong to an alternative gender. (AY)

TRANS Slang for transgender people. (AY)

A commonly used umbrella term for female-to-male (FTM), male-to-female (MTF), trans-identified, transgender, transsexual, etc. (Egale Canada)

TRANSGENDER A person whose gender identity, outward appearance, expression and/or anatomy do not fit into conventional expectations of male or female. Often used as an umbrella term to represent a wide range of non-conforming gender identities and behaviours. (ATA)

An umbrella term for all who feel that they are outside the boundaries of biological sex and culturally determined gender expression; may include transsexuals, crossdressers, Two-Spirit people, drag performers, etc., and people who do not identify with their biological sex. (AY)

A person whose gender identity (feeling of being either male or female) does not match their physical/anatomical sex. Some describe it as being born into the wrong body. (CTF)

Refers to people who do not identify with the gender roles assigned to them by society based on their biological sex. (GVSD)

An umbrella term used to refer to people who transcend the traditional concept of gender. Many feel as though they are neither a man nor a woman specifically, and many feel

as though their biological sex (male, female, etc.) and their socialized gender (man, woman, etc.) don't match up. Some opt to change/reassign their sex through hormones and/or surgery and some change their outward appearance, or gender expression, through clothing, hairstyles, mannerisms, etc. (VSB)

TRANSITION 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. (AY)

TRANSMAN A person who has been brought up by wider society as female, who sees themselves as male. (SO)

TRANSPERSON A trans person is anyone who refuses to conform to, or doesn't fit within, a binary gender system. They may identify as a transman or a transwoman or as something else entirely—such as “genderqueer.” There are many different trans identities, and “trans” does not only refer to people to have had (or want to have) gender reassignment surgery. (SO)



TRANSPHOBIA

Unreasoning hatred and suspicion or fear of anyone whose gender identity and gender expression does not conform to society's expectations for one of her/his biological sex. (AY)

Treating a person who displays their gender in unconventional ways less favourably than those who may be more conventional. (SO)

TRANSEXUAL

(or TS)

A transgendered person who has had treatments to alter the sex of his or her body. Many transsexual people report feeling “trapped in the wrong body” such that their internal feelings and emotions do not match their external biological sex. (ATA)

An individual who does not self-identify with his/her biological sex; one who identifies physically, psychologically, and emotionally as of a different sex from that one was born or assigned at birth; may choose to alter the body to reconcile gender identity and biological sex or physical appearance; may consider one's self as non-operative (meaning does not intend to change the primary sex characteristics), pre-operative (meaning takes hormones to change the body's appearance and may or may not eventually have sexual reassignment surgery), or post-operative (meaning has had sexual reassignment surgery). (AY)

An individual who presents himself/herself and lives in the gender “opposite” to his/her genetic/physical gender at birth. A transsexual is someone who feels psychologically like the other sex and has somehow been trapped in the wrong body.

Transsexuals may be heterosexual, bisexual or homosexual in their sexual orientation. Some transsexuals may undergo operations and hormone therapy in order to make their body fit what they feel is their true gender. TS's are also known as female-to-male, FTM, transmen or male-to-female, MTF, transwomen. (GVSD)

Used to describe those individuals who use hormone therapy and/or surgery to alter their sex. (VSB)

TRANVESTITE

Former term, now considered offensive by many, for people who usually self-identify with their biological sex and gender but who sometimes wear the clothing, jewelry, etc., of the opposite gender to fulfill emotional needs; the preferred term is crossdresser. (AY)

More appropriately referred to as "cross-dressing," the term transvestite most often refers to males who dress in the clothing of women. The term drag usually refers to dressing in the clothing and styles of another gender for entertainment purposes. (VSB)

TRANSWOMAN

A person who has been brought up by wider society as male, who sees themselves as female. (SO)



TWO-SPIRIT/TWO-SPIRITED

Some Aboriginal people identify

themselves as two-spirited rather than as lesbian, gay, bisexual, transgendered or transsexual. (ATA)

A term whose definition varies across Native American cultures, but which generally means a person born with one biological sex and fulfilling at least some of the gender roles assigned to both sexes; often considered part male and part female or wholly male and wholly female; often revered as natural peace makers as well as healers and shamans. (AY)

A member of the Aboriginal community who is gay, lesbian, bisexual or transgender. (CTF)

Two-Spirit is a term used by some indigenous (Aboriginal/First Nations) people to describe themselves in a way that is closer to their cultural construct of sex/gender/sexuality than the dominant Western view. Many of the languages of indigenous nations of North America include specific terms for gender and sexual diversity; some indigenous people may use both the general term Two-Spirit and the culturally specific term from their own language to describe themselves. (GVSD)

Used by some First Nations to describe people in their culture who are gay, lesbian, bisexual or transgender. (VSB)

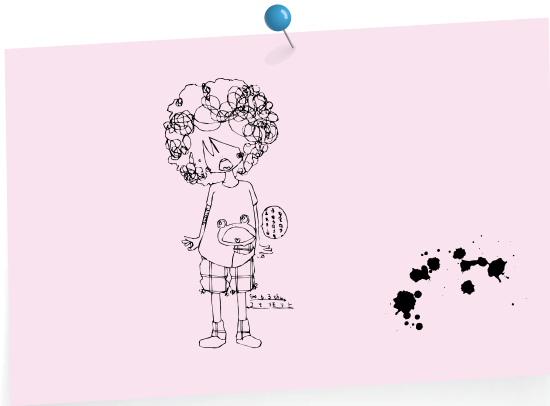
A term some Indigenous people use to identify themselves, rather than LGBTQ. Indigenous people believe that Two-Spirit individuals house both the male and the female spirit and that the degree of dominance of each spirit ultimately has an impact on the physical, emotional, mental and spiritual identity of each Two-Spirit person. The term Two-Spirit is still transitional while the Two-Spirit community resurfaces the appropriate terminology in the original languages. (S&CSTSY)

UZEZE (Kitesha)

In the language of the Upper Congo, effeminate men are called uzeze while among the Mbala they are known as kitesha. A kitesha lives and dresses differently from the other men—he walks and acts like a woman, wears women's clothing (although not their kerchiefs) and is considered lucky. There are also kitesha women that are similarly androgynous by nature. (TSW)

VISIBLE MINORITY

A group of people who may experience social inequities on the basis of factors that may be visible, such as race, colour, and ethnicity, and who may be subjected to differential treatment. The term may refer to a group that is small in number or it may connote inferior social position. (See also “Racialized Group.”) (OME)





DEFINITIONS OF VIOLENCE

★ **Physical Violence** occurs when someone uses a part of their body or an object to control your actions. Physical violence includes, but is not limited to, the following:

- pushing;
- shoving;
- pinning or holding a person down;
- confinement;
- pinching;
- hair-pulling;
- slapping;
- punching;
- arm twisting;
- kicking;
- biting;
- strangling;
- choking;
- burning;
- overmedication;
- assault with an object or weapon;
- threats with an object or weapon;
- stabbing;
- murder.

★ **Sexual Violence** occurs when someone forces you to take part in sexual activity when you do not want to. Sexual violence includes, but is not limited to, the following:

- touching you in a sexual manner against your will (i.e. kissing, grabbing, fondling);
- forced sexual intercourse;
- forcing you to perform sexual acts you find degrading or painful;
- use of a weapon to make you comply with a sexual act;
- beating sexual parts of your body;
- exhibitionism (need to expose body parts to others)
- denial of a woman's sexuality;
- humiliating, criticizing or trying to control a person's sexuality;
- denial of sexual information and education (i.e. birth control);
- withholding sexual affection;
- exposure to AIDS or other sexually transmitted infections;
- forced abortion or sterilization;
- forced prostitution;
- unfounded allegations of promiscuity and/or infidelity.

★ **Emotional Violence** occurs when someone says or does something to make you feel stupid or worthless. Emotional violence includes, but is not limited to, the following:

- name calling;
- constant criticism;
- blaming all relationship problems on you;
- humiliating or belittling you in front of others;
- using silent treatment;
- confinement to the home;
- not allowing you to have contact with family and friends;
- destroying possessions;
- threats;
- jealousy;
- intimidation;
- stalking;
- threatening to take the children;
- threatening to commit suicide.

★ **Psychological Violence** occurs when someone uses threats and causes fear in you to gain control. Psychological violence includes, but is not limited to, the following:

- threatening to harm you, your children or your family if you leave;
- threatening to harm themselves;
- threats of violence;
- threats of abandonment;
- destruction of your personal property;
- social isolation from your family and friends;
- confinement to the home;
- verbal aggression;
- constant humiliation.

★ **Spiritual Violence** occurs when someone uses your religious or spiritual beliefs to manipulate, dominate, or control you. Spiritual violence includes, but is not limited to, the following:

- trying to prevent you from practicing your religious or spiritual beliefs;
- making fun of your religious or spiritual beliefs;
- forcing you to raise your children in another religion or spiritual choice;
- using your religious or spiritual beliefs to manipulate, dominate or control you.

★ **Cultural Violence** occurs when you are harmed as a result of practices condoned by your culture, religion or tradition. Cultural violence includes, but is not limited to, the following:

- circumcision;
- rape-marriage;
- sexual slavery;
- honour crimes.

★ **Verbal Abuse** occurs when someone uses language, whether spoken or written, to cause you harm. Verbal abuse includes, but is not limited to, the following:

- constant criticism;
- cursing;
- name calling;
- repeated insults;
- recalling your past mistakes;
- expressing negative expectations;
- expressing distrust;
- threats of violence against you, your children or other family members.

- ★ **Financial Abuse** occurs when someone controls your financial resources without your consent. Financial abuse includes, but is not limited to, the following:
 - withholding financial support in an attempt to control and manipulate an individual;
 - illegally using an individual's money, assets or property;
 - denying an individual access to basic needs such as food and health care;
 - destruction of an individual's personal property.

- ★ **Neglect** occurs when someone has the responsibility to provide care or assistance for you but does not. Neglect includes, but is not limited to, the following:
 - criminal negligence causing bodily harm;
 - failure to provide emotional attention to an individual when they are hurt, ill, frightened or upset.
 - not providing needed medication, food, shelter or clean clothing.

(All definitions of violence provided by the Government of Newfoundland and Labrador.)



ATA: From the Alberta Teachers' Association's Sexual Orientation and Gender Identity Frequently Asked Questions: What Does the Term LGBT Stand for?

<http://www.teachers.ab.ca/For%20Members/Professional%20Development/Diversity%20and%20Human%20Rights/Sexual%20Orientation/FAQ/Pages/What%20Does%20the%20Term%20LGBT%20Stand%20For.aspx>

Some terms and definitions have been adapted from the booklet *Safe and Caring Schools for Lesbian and Gay Youth: A Teacher's Guide*, published by the Alberta Teachers' Association.



AY: From Advocates for Youth's Creating Safe Space for GLBTQ Youth: A Toolkit

http://www.advocatesforyouth.org/index.php?option=com_content&task=view&id=607&Itemid=177



CDO: From Cambridge Dictionaries Online

<http://dictionary.cambridge.org/>



CTF: From the Canadian Teachers' Federation's Policy on Anti-Homophobia and Anti-Heterosexism (July 2004 Annual General Meeting)

<http://www.ctf-fce.ca/documents/Priorities/EN/pd/BGLTT/BGLTTPolicies%20-English.pdf>



DOE NL: Department of Education, Newfoundland and Labrador

* **Egale Canada**

To access and add to an online glossary, go to MyGSA.ca/meeting-event-ideas/meeting-topic-ideas/terms-concepts



* **GSD:** Gay Slang Dictionary

<http://odps.org/glossword/index.php?a=index&d=8>

* **GVSD:** From the Greater Victoria School District's Regulation 4303 (GVSD)


<http://www.sd61.bc.ca/DGSA.aspx>

* **HI:** From Nanda, Serena. "The Hijras of India: Cultural and Individual Dimensions of an Institutionalized Third Gender Role." *Culture, Society, and Sexuality: A Reader*. Ed. Richard Guy Parker and Peter Aggleton. 1999.


http://books.google.ca/books?hl=en&lr=&id=MIzbFt6421gC&oi=fnd&pg=PA226&dq=hijra+definition&ots=hTkzVXcvRo&sig=I9xywLWQfcx_DCuPAhq8HbUkfql#v=onepage&q=hijra%20definition&f=false

* **HRBM:** From Ellingson, Lyndall, et al. "HIV Risk Behaviors among Mahuwahine (Native Hawaiian Transgender Women)." *AIDS Education and Prevention* (2008): 20.6 558-569.

<http://guilfordjournals.com/doi/abs/10.1521/aeap.2008.20.6.558>

 **MHI:** From Khan, Shivananada. “MSM and HIV/AIDS in India.” 2004.


<http://www.nfi.net/NFI%20Publications/Essays/2004/MSM,%20HIV%20and%20India.pdf>

 **OME:** Ontario’s Ministry of Education Equity and Inclusive Education in Ontario Schools: Guidelines for Policy Development and Implementation

<http://www.edu.gov.on.ca/eng/policyfunding/inclusiveguide.pdf>

Realizing the Promise of Diversity: Ontario’s Equity and Inclusive Education Strategy

<http://www.edu.gov.on.ca/eng/policyfunding/equity.html>

 **S&CSTSY:** From Safe & Caring Schools for Two-Spirit Youth. A guide for teachers and students.

http://www.sacsc.ca/Resources_School.htm

 **SO:** From the Schools OUT Student Tool Kit

<http://www.schools-out.org.uk/STK/Definitions.htm>

 **TP:** From Trans PULSE

<http://transpulseproject.ca/>



TSW:

From Amara Das Wilhelm's *A Third Sex around the World*. The Gay and Lesbian Vaishnava Association, Inc.

<http://www.galva108.org/aroundtheworld.html>

TT: From Brummelhuis, Han Ten. "Transformation of Transgender: The Case of the Thai Kathoey." *Lady Boys, Tom Boys, Rent Boys: Male and Female Homosexualities in Contemporary Thailand*. Ed. Peter A. Jackson and Gerrard Sullivan. 1999.

<http://books.google.ca/books?hl=en&lr=&id=G30klcfc8HMC&oi=fnd&pg=PA121&dq=kathoey&ots=bsW70EGGql&sig=h1g3goNSMQFmWtWue8Sj2Gyd1to#v=onepage&q=kathoey&f=false>



UD: From Urbandictionary.com



VSB: From the Vancouver School Board's Lesbian, Gay, Bisexual, Transgender, Transsexual, Two-Spirit, Questioning Policy (Feb. 2004)

<http://www.vsb.bc.ca/district-policy/acb-lesbian-gay-bisexual-transgender-transsexual-two-spirit-questioning>

These definitions were assembled by Sarah E. Holmes (GLBTQA Resources Coordinator from 2000-2002) in August 2000, revised by Andrew J. Shepard in November 2000, updated again by Sarah August 2002. <http://www.usm.maine.edu/csgd/safe-zone-project>

"University of Southern Maine Safe Zone Project."

**This Equity and Inclusive
Education Resource Kit for
Newfoundland and Labrador,
Grades 7-12 is part of Egale's
Safe Schools Campaign.**

