



### Sex, Gender, and Identity Glossary Terms

Term	Definition
Cisgender	A person who identifies with the gender given to them at birth
Disability	A physical or mental impairment that substantially limits one or more “major life activities, or if you have a history or record of such an impairment or medical condition”
Gay	A person who is emotionally, romantically or sexually attracted to members of the same gender
Gender Expression	External appearance of one’s gender identity, usually expressed through behavior, clothing, haircut or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine
Gender Identity	One’s innermost concept of self as male, female, a blend of both or neither, how individuals perceive themselves and what they call themselves. One’s gender identity can be the same or different from their sex assigned at birth
LGBTQ+	An umbrella term used to identify lesbian, gay, bisexual, transgender, and queer or questioning individuals. Typically, this acronym describes a person’s sexual orientation or gender identity underscoring the diversity of sexuality and gender identity-based cultures. LGBTQ+ can also refer to individuals who are non-heterosexual or non-cisgender, instead of exclusively to people who are lesbian, gay, bisexual or transgender
Non-binary	Also known as non-conforming; a person who identifies with or expresses a gender identity that is neither only male or only female, or neither male nor female
Pronouns	Reflect how an individual experience and interacts with the world
Questioning	A term used to describe people who are in the process of exploring their sexual orientation or gender identity
Sex assigned at birth	The biological category, female or male, given at birth based on physical characteristics (i.e., chromosomes)
Sexual Orientation	A person’s physical, romantic, emotional and/or other forms of attraction to others
Transgender	An individual whose gender identity and/or expression may not match their sex assigned at birth. Use the name and personal pronouns that are consistent with a person’s expressed gender identity
Transition	A person’s process of developing and assuming a gender expression to match their gender identity