

Cisgender: A person who feels they are the gender they were assigned at birth, and who feels their body and their identity accurately reflects that gender. In other words, there is a match between this person's gender identity and the body, behavior, or role considered appropriate for their sex. Cisgender is a complementary term for "transgender." A more popular term is "gender normative." However, unlike "cisgender," "gender normative" suggests that there is a single, agreed-upon system of gender norms. Cisgender can be abbreviated to "cis" as in a "ciswoman." Also frequently combined with heterosexual as "cishet." There are many derivatives of the term in use including cismale, cisfemale, and cissexual.

Gender Identity: How a person perceives themselves and what they call themselves; this may or may not agree with the societal gender roles outlined for their sex assigned at birth.

Genderqueer: A person whose performance of gender is not "normative" in relation to what is socially expected. Normativity is subject and can be harmful, so when examining/discussing/assigning gender "norms" please shift what you have been taught about gender in order to consider **all** genders to be normative. The term genderqueer became popular as increasing amounts of gender variant people voiced discomfort in and exclusion from the Trans community. People who are genderqueer often experience their gender as fluid, meaning it can shift and change at any given time. Genderqueer is a gender identity that is built around the term "queer." To be queer is to exist in a way that may not align with heterosexual or homosexual norms. Genderqueer can also describe a position of questioning one's gender identity during a particular period of time or in an ongoing way.

Gender Variance/Gender Non-Conformity or Gender Non Conforming (GNC): "Gender nonconforming" is a term given to people who do not conform with the gender "norms" that are expected of them. The term usually refers to gender expression or presentation (that is, how someone looks and dresses). It can also refer to behavior, identity, and roles that do not conform to gender "norms."

Intersex: Formerly known as "hermaphrodites" (a term that is now considered offensive), this term refers to people who have traits of both male and female sexual organs, have ambiguous sexual organs, possess a chromosomal variance other than XY or XX, or other biological factors which do not easily fit into socially constructed "male" or "female" boxes. Intersexuality is fairly common. Many who identify as intersex believe that early childhood surgical intervention is not only unnecessary, but also cruel. Instead, they advocate for counseling and support for children and families. Not every intersex person identifies as a member of LGBTQ communities.

Questioning: The process of exploring one's own sexual or gender identity, including but not limited to questioning one's upbringing, expectations from others (family, friends, church, etc.), and inner motivation.

Trans: An umbrella term for people who transgress society's view of gender and biological sex as necessarily fixed, unmoving, and following from one's biological sex. They view gender on a spectrum, rather than a polarized either/or construct. Trans expressions can range from identification to gender expression in dress, to undergoing hormone therapy, to sex reassignment surgery and/or to other forms of dress/presentation. Trans people can include transgender people,

but the term "trans" can also be used by a variety of individuals regardless of surgical status, legal documentation, and/or other identities related to gender variance. Trans activists and trans advocates should seek to create more diversity and affirmation around various genders as well as to create a culture where a variety of gender expressions or presentations are viewed as safe, sane, celebratory, affirmed, and consensual in our global society.

Transfeminine/Transmasculine: are gender identities used to describe those who were assigned male or female at birth, but who identify as a gender closer to the feminine end (transfeminine) or the masculine end (transmasculine) of the gender spectrum. Gender is a spectrum, not a binary; in unlearning those socially constructed definitions of gender, youth and adults can better unpack how they feel about their gender identity in a more healthy/affirming manner.

Two-Spirit (Also two spirit or, occasionally, two-spirited): is a modern, Pan-Indigenous, umbrella term used by some Indigenous North Americans to describe certain people in their communities who fulfill a traditional third-gender (or other gender-variant) role in their culture.