

Terms



LGBTQ+

This term collectively refers to individuals who are lesbian, gay, bisexual/biromantic, transgender, and/or queer. The "+" represents the full spectrum of diverse identities, such as asexual/aromantic, demisexual/demiromantic, pansexual/panromantic, and more!"

Queer

A term used by some LGBTQ+ people to describe themselves and/or their community. It is often used as an umbrella term to include many people, including those who do not identify as exclusively straight and/or folks who have nonbinary or gender-expansive identities.

Attraction/Orientation



Lesbian

Describes a woman who is emotionally, romantically, and/or physically attracted to women.

Gay

Describes people who are emotionally, romantically, and/or physically attracted to people of the same gender.

Bisexual/Biromantic

Describes a person who is romantically and/or sexually attracted to more than one gender. Sometimes used interchangeably with Pansexual/Panromantic. Sometimes abbreviated as Bi.

Pansexual/Panromantic

Describes a person who is romantically and/or sexually attracted to people of all genders. Sometimes used interchangeably with Bisexual/Biromantic. Sometimes abbreviated as Pan.

Aromantic

Describes an individual who experiences little to no romantic attraction. Sometimes abbreviated as Aro.

Demisexual/Demiromantic

Describes an individual who only experiences sexual/romantic attraction after forming a close emotional connection with a person. Describes how a person experiences attraction, rather than who a person is attracted to.

Demisexual/demiromantic individuals can identify with any sexual/romantic orientation(s) and any gender identity. Sometimes abbreviated as Demi.

Gender/Sex

Transgender

An umbrella term for people whose gender identity is different from cultural expectations based on the sex they were assigned at birth. Transgender individuals can identify

with any sexual/romantic orientation(s). Sometimes abbreviated as trans.

Nonbinary

Describes a person who does not identify exclusively as a man or a woman. Some nonbinary people may also identify as transgender, but not all nonbinary people do. Nonbinary can also be used as an

umbrella term encompassing identities such as agender, bigender, genderqueer or genderfluid. Sometimes abbreviated as NB or enby.

Intersex

Describes people who are biologically between the medically expected definitions of male and female.

Pronouns



Common Pronouns

They/Them/Theirs

He/Him/His

She/Her/Hers

He/They

She/They

Xe/Xem/Xyr

Ze/Hir/Hirs

Ey/Em/Eirs

What are pronouns?

Pronouns are words used to refer to someone. Some examples of pronouns include I, you, they, she, and he.

Who has/uses pronouns?

Everyone has pronouns and everyone uses them. (The word *everyone* is a pronoun.)

Why do pronouns matter?

Using someone's pronouns is about being respectful. If someone asks you to use a specific pronoun, you can make them more comfortable and affirm their identity by using those pronouns.



Pronoun Etiquette:

- If you are comfortable doing so, provide your pronouns when introducing yourself and include your pronouns in your email signature.
- Instead of assuming someone's pronouns, ask which pronouns they use.
- Practice using someone's pronouns. If you make a mistake, apologize, correct yourself, and move on. If someone corrects you, accept the correction and move on.
- Practice using gender neutral language. Instead of "ladies and gentlemen", use "folks", "friends", "everyone", etc.
- If someone uses multiple pronouns, like she/they try to use them interchangeably.