

Bisexual: People who are sexually and/or romantically attracted to women and men.

Cisgender: This is a newer term which means a person whose Gender Identity matches their assigned sex (e.g. male/man or female/woman), in other words, someone who does not identify as Transgender. Their gender behaviour, role and identity conform with traditional gender binaries. Cis is a Latin-derived prefix meaning “on the same side” (where Trans means across).

Coming Out / Inviting In: We live in a world where heterosexuality and rigid gender norms are not only expected, but also presumed. The term “Coming Out” usually refers to a process by which a person’s sexual identity is disclosed to others (because heterosexuality is assumed). The term also refers to people sharing their gender identity or gender history with another person.

Gay: People have the romantic and sexual capacity primarily for people of the same sex or gender, i.e. same-sex attracted. Historically gay has been used more for men in Australia, but is more commonly used to describe both men and women, especially in some countries. The word “gay” is an adjective (e.g. he is a gay man) not a noun (e.g. “he is a gay”).

Gender identity: A person’s deeply felt sense of being a woman, a man, both, in between, or something other. Everyone has a gender identity.

Gender Questioning: Refers to the process whereby an individual comes to question the usefulness or validity of their current assigned sex and/or the gender expectations based on the gender binary. This includes people who see the binary categories of male and female/masculine and feminine as meaningless or unduly restrictive, and those who feel that their gender does not align with the sex assigned to them at birth. Gender Questioning can refer to young people who are exploring their gender expression and the

Genderqueer: Genderqueer people may identify as being both a man and a woman, a mixture of both or neither man nor woman. This term is related to gender identity, whereas androgyny relates to gender roles. Genderqueer people may or may not identify themselves as being transgender.

Heterosexism: The belief that everyone is, or should be, heterosexual and that other types of sexualities or gender identities are unhealthy, unnatural and a threat to society. Heterosexism includes homophobia, transphobia, and intersexphobia which are the fears of people who challenge the assumption that there are only two sexes.

Heterosexual: People who have the romantic and sexual capacity primarily for people of a different sex or gender. Sometimes called opposite-sex attracted or “straight”.

Homophobia: The fear and hatred of lesbians and gay men and of their sexual desires and practices that often leads to discriminatory behaviour or abuse.

Homosexual: Refers to same-sex attracted man and women. It is largely outdated and very few people identify as homosexual in today's society.

Intersex: Refers to a person who has genetic, hormonal and physical features that may be thought to be typical of both male and female at once. They may be thought of as being male with female features, female with male features, or have no clearly defined sexual features at all. Intersex is about physical sex differences, a variation in the human species like people with red hair.

Lesbian: An identity label used by some women who are same-sex attracted.

LGBTIQ/LGBT/GLBT: This is an acronym to include individuals who identify as lesbian, gay, bisexual, transgender intersex and queer people. Sometimes the “L” is placed first in recognition lesbian “invisibility” especially in mainstream media where anything to do with people of diverse genders, sexes and sexualities is often simplistically referred to as “gay” which implies a male subject matter.

Pansexual: People who are sexually and/or romantically attracted to people across the spectrums of sexes and genders Gender and sex are insignificant or irrelevant in determining whether they will be sexually or romantically attracted to others (pan means “all”, while poly meaning “many”, though not necessarily all).

Polyamory: The practice, desire, or acceptance of having more than one intimate relationship at a time with the knowledge and consent of everyone involved.

Polysexual: The romantic and or sexual attraction to multiple (but not all) genders and/or sexes (pan means all, while poly meaning many, though not necessarily all).

Queer: An umbrella term to include a range of alternative sexual and gender identities including gay, lesbian, bisexual and transgender etc. It can be used as both a political statement as well as sexual orientation which advocates breaking binary thinking and seeing both sexual orientation and gender identity as potentially fluid. It can also be used by people who prefer not to lock themselves into the rigid identity categories of gay and lesbian, but still identify as non-heterosexual. Some people disapprove of using queer as a catch-all because they consider it offensive, given its continuous use as a form of hate speech.

Same-Sex Attracted: A person who is sexually and/or romantically attracted to someone of the same sex as opposed to someone of the opposite sex.

The Gender Binary: Describes the way people are categorised into limited masculine and feminine gender roles, expressions, and identities based on their Birth Assigned Sex. It oversimplifies the complexity and diversity of gender and sex in human beings.

Transxed or Transsexual: The medical or psychiatric term for a person who transitions from one sex to the other. Many post-operative transsexuals do not identify as trans* but identify as male or female. Transgender is more commonly preferred today.

Transgender: An umbrella term and, for some people, an identity term used to describe all kinds of people who sit outside the gender binary or whose gender identity is different from the sex assigned to them at birth. Transgender people may or may not feel the need to access hormone therapy and/or surgery.

Transition: The process an individual undertakes in recognising, accepting and expressing their Gender Identity. It can include changes to appearance (clothing, hairstyle etc), selecting of a preferred name, requesting people use a preferred name and pronoun (he/she/they, his/hers/theirs etc, and may or may not include the use of hormones and surgery.

Transphobia: A reaction of fear, loathing, and discriminatory treatment of people whose identity or gender presentation (or perceived gender or gender identity) does not “match,” in the socially accepted way, the sex they were assigned at birth. Transgender people, intersex people, lesbians, gay men, bisexuals and gender questioning people are typically the target of transphobia.