

## Attachment 1

### Key Terminology for Working with Lesbian, Gay, Bisexual, and Transgender Persons

**Sex:** A characteristic assigned at birth based on a combination of an infant’s biological characteristics.

**Gender:** Socially constructed roles, behaviors, activities, and attributes that a given society considers appropriate for men and women.<sup>10</sup>

**Sexual Orientation:** An individual’s physical, romantic, and/or emotional attraction to people of the same and/or opposite gender. Examples of sexual orientation include straight (or heterosexual), lesbian, gay, and bisexual.

**Gender Identity:** A term that refers to one’s internal sense of one’s own gender. It may or may not correspond to the sex assigned to a person at birth, and may or may not be made visible to others.

**Gender Expression:** A term that refers to how a person represents or expresses one’s gender identity to others, often through behavior, clothing, hairstyles, voice, and/or body characteristics.

**Gender non-conforming:** Refers to individuals whose gender expression is different from societal expectations related to gender.

**Transgender:** A term that refers to people whose gender identity, expression, or behavior is different from that typically associated with their assigned sex at birth. Transgender is a broad term and an acceptable descriptive term for non-transgender people to use. “Trans” is shorthand for “transgender.” (Note: “Transgender” is correctly used as an adjective, not as a noun; thus “transgender people” is appropriate, but “transgenders” is often viewed as disrespectful.)

**Transgender woman:** A term that refers to a person whose assigned sex at birth was male but whose gender identity is female.

**Transgender man:** A term that refers to a person whose assigned sex at birth was female but whose gender identity is male.

**Transitioning:** A term that refers to the time when a person begins living as the gender with which they identify rather than the gender they were assigned at birth, which often includes changing one’s first name and dressing and grooming differently. Transitioning may or may not also include medical and legal aspects, such as taking hormones, having surgery, or changing identity documents (e.g., driver’s license, Social Security record) to reflect one’s gender identity. Medical and legal steps may be very costly and sometimes unaffordable.

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<sup>10</sup> World Health Organization, available at <http://www.who.int/gender/whatisgender/en/index.html>.

**Sex reassignment surgery:** A term that refers to surgical procedures that change one’s body to better reflect a person’s gender identity. Contrary to popular belief, there is not one surgery; in fact there are many different surgeries. These surgeries are medically necessary for some people; however, not all people want, need, or can have surgery as part of their transition. “Sex change surgery” is considered a derogatory term by many.<sup>11</sup>

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<sup>11</sup> National Center for Transgender Equality, Transgender Terminology (2014), available at <http://transequality.org/issues/resources/transgender-terminology>.