

## **LGBTQ+ terms**

**Lesbian** – Women who are romantically and/or sexually attracted to women.

**Gay** – Men who are romantically and/or sexually attracted to men. Sometimes used as an umbrella term for LGB people.

**Bisexual** – Someone who is romantically and/or sexually attracted to both men and women.

**Heterosexual** – A man who is romantically and/or sexually attracted to women or a woman who is romantically and/or sexually attracted to men.

**Transgender** – Someone who identifies with a gender that was not the gender they were assigned at birth.

**Cisgender** – Someone who identifies with the gender they were assigned at birth.

**Transman** – A man who was assigned female at birth.

**Transwoman** – A woman who was assigned male at birth.

**Trans\*** – An umbrella term for trans and gender non-conforming people that can include identities like genderqueer and gender fluid.

**Genderqueer** – Someone who identifies as neither male nor female. This person might identify as a mix of a man and a woman or as neither.

**Gender fluid** – Someone whose gender changes and may identify or express their gender differently at different times.

**Agender** – Someone who does not identify with a gender.

**Queer** – An intentionally ambiguous term used to refer to variation from the “norm” in gender, sexuality, and relationship structures. It is a reclaimed slur which is also a specific academic term as in “Queer Theory”

**Questioning** – Part of the LGBTQ+ community, someone who isn’t sure what label works best for them.

**Intersex** – Someone whose sex doesn’t align 100% with what we consider to be male and female. This can include variation in genitals, secondary sex characteristics, hormones, and/or chromosomes.

**Asexual** – Someone who does not feel sexual attraction or feels very little sexual attraction. Someone who is asexual may or may not feel romantic attraction.

**Pansexual** – Someone who is romantically and/or sexually attracted to many genders or all genders.

**Polysexual** – Someone who is romantically and/or sexually attracted to several genders.

**Polyamory** – The practice of having more than one romantic and/or sexual partner.

How to use they/them pronouns:

- Remember that we use singular they/them all the time and have for centuries. Be aware that they/them is recognized as a singular pronoun in the Merriam Webster dictionary and it's completely valid and reasonable.
- Refer to someone who uses they/them pronouns grammatically the same as you would if you were referring to two people or one person you didn't know the gender of. Such as "I saw Kestrel at the conference, they did a great job." "I bet it was difficult for them to out themselves and explain gender and sexuality expansiveness to a room of strangers"
- The only grammatical difference would be that when you're referring to one person you use "themselves" as opposed to "themselves"
- Practice gender neutral pronouns. If you make a mistake, quickly apologize then say the sentence correctly and don't draw extra attention to the mistake.

How to contact Kestrel to provide a training or presentation on gender and sexuality in social work – [bokomaru99@gmail.com](mailto:bokomaru99@gmail.com) (608) 669-6422