

<p>AFAB - assigned female at birth.</p>	<p>Agender – a person who identifies as having no gender or being gender-neutral.</p>
<p>Ally - a straight and cisgender person who supports members of the LGBT+ community.</p>	<p>AMAB – assigned male at birth.</p>
<p>Androgyne - a non-binary gender identity in which a person may feel a mix of male and female, or neither.</p>	<p>Aromantic – a person who experiences little or no romantic attraction to others. Aromantic people may still experience other forms of connection, such as platonic or aesthetic attraction.</p>
<p>Asexual (Ace) - a person who experiences little or no sexual attraction. Asexual people often still feel romantic attraction and can have just as fulfilling relationships as non-asexual people.</p>	<p>Assigned sex OR gender - the sex you were assigned at birth and raised as.</p>
<p>Bisexual (Bi) - a person who is attracted to members of both the same and opposite genders.</p>	<p>Bottom surgery - genital reconstructive surgery.</p>
<p>Cisgender (Cis) – a person whose assigned sex and gender match one another.</p>	<p>Cisnormativity – the assumption that all individuals we come in contact with are cisgender.</p>
<p>Coming out - when a person first tells somebody/a group of people about their identity as LGBT+.</p>	<p>Deadnaming - calling someone by their birth name after they have changed their name. Often associated with trans people who have changed their name as part of their transition.</p>
<p>Deed Poll, Statutory Declaration - the means by which a person can legally change their name.</p>	<p>Gay - refers to a man who has an emotional, romantic and/or sexual attraction to other men. Can also be used as a generic term for same-gender attraction and some women may use the term instead of lesbian. Sometimes used as an umbrella term for LGBT+ identities.</p>
<p>Gender – often expressed in terms of masculinity and femininity, gender is largely culturally determined and assumed from the sex assigned at birth.</p>	<p>Gender dysphoria - when a person experiences discomfort or distress because of a mismatch between their assigned sex and gender identity. Also a clinical diagnosis.</p>

<p>Genderfluid – a non-binary identity that fluctuates between other identities.</p>	<p>Gender Identity Clinic (GIC) - a specialised hospital for trans-specific healthcare.</p>
<p>Gender Recognition Act 2004 - allows trans people to legally change the gender on their birth certificate.</p>	<p>Gender Recognition Certificate (GRC) - enables trans people to be legally recognised in their affirmed gender and issued a new birth certificate. One must be over 18 to apply, but it's not required to change gender markers on documents like passports.</p>
<p>Gender Reassignment - see: Transitioning.</p>	<p>Gender Variant - a person whose gender identity or expression does not conform to societal norms.</p>
<p>Gillick Competence - term used in medical law to decide whether a child under 16 can consent to medical treatment without parental permission.</p>	<p>Heteronormativity - the belief that people fall into distinct and complementary genders with natural roles in life, promoting heterosexuality as the preferred norm.</p>
<p>Heterosexual - refers to an individual who has an emotional, romantic and/or sexual attraction to the opposite sex.</p>	<p>Intersectionality - the recognition that people's identities are shaped by many factors, including race, gender, sexuality, disability, and class. These identities intersect to create unique experiences.</p>
<p>Intersex - a term describing a person with biological attributes that don't fit typical definitions of male or female.</p>	<p>Lesbian – refers to a woman who has an emotional, romantic and/or sexual attraction to other women.</p>
<p>LGBT+ - an inclusive umbrella acronym for all identities on the sexual orientation and gender identity spectrum (Lesbian, Gay, Bisexual, Trans +, with '+' symbolising others).</p>	<p>Misgender – using the wrong pronouns or gendered language for someone, whether accidentally or deliberately.</p>
<p>MSM – men who have sex with men; used in medical or political contexts.</p>	<p>Neopronouns – A category of new pronouns used instead of he/she/they, such as xe/xem or ze/zir.</p>

<p>Non-binary – an umbrella term for identities outside the binary of 'man' or 'woman.' May include those who identify with aspects of both, neither, or fluctuate between genders.</p>	<p>Outed – the action of exposing someone’s LGBTQ+ identity without their consent.</p>
<p>Outing – see: Outed.</p>	<p>Pansexual - a person who is attracted to others regardless of gender identity or biological sex.</p>
<p>Passing – being perceived as a cisgender man or woman, typically without others knowing the person is trans.</p>	<p>Pronoun - the word used to refer to someone in place of their name, such as he/him, she/her, they/them, or neopronouns like xe/xem.</p>
<p>Queer - once a derogatory term for LGBT+ people, now reclaimed by some as a positive identity and umbrella term.</p>	<p>Questioning - the process of exploring and examining one’s sexual orientation and/or gender identity.</p>
<p>Sex - a classification assigned at birth based on physical anatomy. Often conflated with gender.</p>	<p>Straight - refers to someone who is attracted to the opposite gender, commonly used instead of 'heterosexual.'</p>
<p>Top Surgery – a double mastectomy (removal of breast tissue) to create a flatter, typically more masculine chest.</p>	<p>Trans/Transgender – umbrella term for people whose gender differs from the sex they were assigned at birth. Includes a variety of identities such as non-binary, genderfluid, trans man, trans woman, etc.</p>
<p>Trans man – a person assigned female at birth who identifies as male.</p>	<p>Trans woman – a person assigned male at birth who identifies as female.</p>
<p>Transitioning – the process a person takes to live as the gender with which they identify. May involve medical steps, social changes, legal documentation, or any combination.</p>	<p>Transphobia – fear, dislike, or prejudice against trans people, including refusal to accept their identity.</p>

Using inclusive language is a basic sign of respect. Small actions - like adding your pronouns to your email signature - can make a big difference in creating a more welcoming environment. It might seem minor to some, but for LGBTQ+ people, it sends a powerful message of recognition and inclusion.