



# ONE TEAM

## GLOSSARY



## GENERAL TERMS

**Sex/Assigned Sex:** The biological classification of a person as male, female or intersex. Most often, sex is assigned by a medical professional at birth and is based on a visual assessment of external anatomy. Inclusion here of the recognized category of “intersex,” frequently overlooked in discussions of sex, serves as a reminder that even at the level of biology, sex is not a binary system.

**Sexual Orientation/Attraction:** A person’s potential for emotional, intellectual, spiritual, intimate, romantic or sexual attraction to another person based on that person’s sex and/or gender.

**Gender Identity:** A person’s internal and individual experience of gender—their internal sense of being a man, woman, both, neither, or another gender entirely. A person’s gender may or may not correspond with the sex assigned to them at birth. Since gender identity is internal, one’s gender identity is not necessarily visible to others. It is important to remember that gender identity is not the same as assigned sex.

**Gender Expression:** The way a person presents and communicates gender identity to society, through clothing, speech, body language, hairstyle, voice, and/or the emphasis or de-emphasis of bodily characteristics or behaviours and traits used publicly to express one’s gender as masculine or feminine or something else. The traits and behaviours associated with masculinity and femininity are culturally specific and change over time. Gender expression is not an indication of sexual orientation. Gender expression is also called gender presentation.

**LGBTQ+ Can also be written as LGBTQ+I2S:** An acronym for “Lesbian, Gay, Bisexual, Trans, Queer, Questioning, Intersex, Two Spirit.” This acronym is often used as an umbrella term to encompass a broad spectrum of identities related to gender and attraction. This acronym takes many forms.

**Ally:** An ally is someone who believes in the dignity and respect of all people and takes action by supporting and advocating with groups being targeted by social injustice. An ally does not identify as a member of the group they are supporting (e.g., a straight person can act as an ally for gay people and communities; a cisgender lesbian can act as an ally for trans people and communities).

## SEXUAL ORIENTATIONS

**Bisexual (adj):** Being attracted emotionally and sexually to both male-identified and female-identified people. Some bisexual people use this term to express attraction to both their own sex and/or gender, as well as to people of a different sex and/or gender.

**Gay (adj):** Being emotionally and sexually attracted to someone of the same sex and/or gender—gay can include both male-identified individuals and female-identified individuals, or refer to male-identified individuals only.

**Heterosexual (adj):** Being emotionally and sexually attracted to someone of the opposite sex and/or gender. Also referred to as “straight”.

**Lesbian (adj or n):** A female-identified person who is emotionally and sexually attracted to people of the same sex and/or gender.

**Asexual:** A person who may not experience sexual attraction or who has little or no interest in sexual activity.

**Pansexual:** A person who experiences attraction of people of diverse sexes and/or genders. The term pansexual reflects a desire to recognize the potential for attraction to sexes and/or genders that exist across a spectrum and to challenge the sex/gender binary.

## GENDER IDENTITIES

**Cisgender (adj):** Refers to someone whose gender identity corresponds with their birth-assigned sex (e.g., a cisgender male is someone whose gender identity is man and was assigned male sex at birth). A cisgender person’s gender identity also corresponds with the social expectations associated with the sex assigned to them at birth.

**Genderqueer (adj):** A person whose gender identity exists outside of the gender binary. A person who identifies as genderqueer may identify as a woman, man, neither, both or may reject gender entirely

**Trans (adj):** A term commonly used to refer to transgender, transsexual and/or gender creative identities and experiences. While it is often used as an umbrella term, some people identify just as trans. People who identify as trans also may identify as genderqueer, agender, bigender, Two Spirit, etc.

## TERMS ASSOCIATED WITH BOTH SEXUAL ORIENTATION/ATTRACTION AND GENDER IDENTITY

**Two Spirit (or 2-spirit) (adj):** Some Indigenous people choose to identify as Two Spirit rather than, or in addition to, identifying as lesbian, gay, bisexual, trans or queer. Prior to European colonization, Two Spirit people were respected members of their communities and were often accorded special status based upon their unique abilities to understand both male and female perspectives. Two Spirit persons were often the visionaries, healers and medicine people in their communities. The term Two Spirit affirms the interrelatedness of all aspects of identity—including gender, sexuality, community, culture and spirituality. It is an English term used to stand in for the many Aboriginal language words for Two Spirit.

**Queer (adj):** A term used by some in LGBTQ+ communities, particularly youth, as a symbol of pride and affirmation of diversity. This term makes space for the expression of a variety of identities outside of rigid categories associate with sex, gender or attraction. It can be used by a community to encompass a broad spectrum of identities related to sex, gender or attraction (as with the acronym LGBTQ+), or by an individual to reflect the interrelatedness of these aspects of their identity. Queer was historically a derogatory term for difference, used in particular to insult homosexuality and LGBTQ+ people. Although sometimes still used as a slur, the term has been reclaimed by many members of LGBTQ+ communities.

**Questioning (adj or v):** An umbrella term that often reflects a process of reconciling three different pieces of information: 1) the feelings one has within oneself about the attraction(s) they experience and/or how they experience gender; 2) the language an individual has available to them to frame those feelings; and 3) the sense a person has of how this will impact their interactions with other people in a social context.

**Gender Creative (adj):** Someone who identifies and expresses their gender in ways that differ from what others may expect. Gender creative individuals are also sometimes referred to as gender nonconforming, gender variant, gender independent, transgender or Two Spirit.

## TERMS ASSOCIATED WITH DISCRIMINATION ON THE BASIS OF GENDER IDENTITY, GENDER EXPRESSION AND SEXUAL ORIENTATION/ATTRACTION

**Biphobia:** Fear and/or hatred of bisexuality, often exhibited by name-calling, bullying, exclusion, prejudice, discrimination or acts of violence—anyone who is bisexual (or assumed to be) can be the target of biphobia. Discrimination, erasure and prejudice against bisexuals are serious problems in straight and LGBTQ+I2S communities alike.

**Cisnormativity:** A cultural and societal bias, often unconscious, that privileges cisgender identities and gender norms, and ignores or underrepresents trans identities and/or gender diversity by assuming that all people are cisgender and will express their gender in a way that aligns with perceived gender norms.

**Cissexism:** Prejudice and discrimination against trans or gender diverse identities and/or expressions. This includes the presumption that being cisgender is the superior and more desirable gender identity.

**Heteronormativity:** A cultural and societal bias, often unconscious, that privileges heterosexuality, and ignores or underrepresents diversity in attraction and behavior by assuming all people are heterosexual.

**Heterosexism:** Prejudice and discrimination in favour of heterosexuality. This includes the presumption of heterosexuality as the superior and more desirable sexual orientation/attraction.

**Homophobia:** Fear and/or hatred of homosexuality, often exhibited by name-calling, bullying, exclusion, prejudice, discrimination or acts of violence—anyone who is LGB (or assumed to be) can be the target of homophobia.

**Perceived Gender Identity:** The assumption that a person is trans, cisgender or genderqueer without knowing what their gender identity actually is. Perceptions about gender identity are often predicated on stereotypes relating to gender expression (e.g., what a trans man “should” look like).

**Perceived Sexual Orientation/Attraction:** The assumption that a person is lesbian, gay, bisexual or straight without knowing what their sexual orientation actually is. Perceptions about sexual orientation are often predicated on stereotypes relating to gender expression (e.g., what a straight man “should” look like).

**Transphobia:** Fear and/or hatred of any perceived transgression of gender norms, often exhibited by name-calling, bullying, exclusion, prejudice, discrimination or acts of violence—anyone who is trans (or assumed to be) can be the target of transphobia.

**Transmisogyny:** When transphobia intersects with misogyny, it creates a specific and intensified form of oppression often characterized by hatred of and contempt for trans women and/or transfeminine people, not only for defying perceived gender norms, but for expressing femaleness or femininity.

**(Trans)misogynoir:** When transphobia, misogyny and anti-black racism intersect, it creates a specific and severely intensified form of oppression which creates the conditions and structures that make life so violently precarious for black trans women.

**Intersectionality:** The concept of intersectionality recognizes how each person simultaneously exists within multiple and overlapping identity categories (including but not limited to: ability, attraction, body size, citizenship, class, creed, ethnicity, gender expression, gender identity, race, religion). An intersectional analysis recognizes that no individual's experience of identity-based oppression or privilege can be viewed solely within the context of any one single element of their identity. The ways in which a person experiences systems of privilege and oppression are often impacted by the interplay of their various identity categories.

*Rudi Swiegers, Paige Lawrence, Figure Skating*

