

# Attachment 4

## GLOSSARY

This glossary aims to get you acquainted with the terms used in this booklet. It encompasses the main terms related to LGBTQI+ matters. The definitions do not pretend to be exhaustive.

### **BISEXUAL**

A person who is sexually attracted not exclusively to people of one particular gender.

### **CISGENDER / CIS**

A person whose gender identity matches the gender assigned to them at birth.

### **COMING OUT, OUTING**

**Coming-out:** metaphor used to describe LGBTQI+ people's self-disclosure of their sexual orientation, romantic orientation or their gender identity.

**Outing:** is to reveal the sexual orientation, gender identity, or sexual characteristics of an LGBTQI+ person without their explicit consent. Outing can expose them to embarrassing or dangerous situations. Likewise, it is entirely inadequate to compel someone to come out.

### **DISCRIMINATION**

Discrimination refers to the unjust or prejudicial treatment of different categories of people, especially on the grounds of gender, sexuality, race, religion, age, sex, or disability. Discrimination can take many different forms, from acts of personal hatred to an institutional denial of privileges normally granted to other groups of individuals.

### **LGBTQI+ FRIENDLY**

LGBT-friendly places, policies, people, or institutions are those that are open and welcoming to gay or LGBT people. They typically aim to create an environment that is supportive, respectful, and non-judgmental towards the LGBT community.

### **GAY**

Homosexual man, i.e a man who is romantically and/or sexually attracted to men.

### **GENDER**

Gender refers to the characteristics of women, men, girls and boys that are socially constructed. This includes norms, behaviours and roles associated with being a woman or man. Our society thinks of gender in a binary way, with two poles: male and female. However, many gender possibilities fall outside the two poles.

Gender identity refers to how someone defines oneself. It is the person's deeply felt, internal and individual experience of gender.

When gender identity corresponds to the gender assigned at birth, we call them cisgender people. But it can be different, as it is the case for transgender people.

Gender expression is the ways people express their gender identity and perform it socially: wasy

to dress, walk, move, talk, wear or not makeup...

Gender interacts with but is different from sex, which refers to the different biological and physiological characteristics of females, males and intersex persons (such as chromosomes, hormones and reproductive organs).

#### **HETEROSEXUAL**

Person sexually attracted to a person of gender or sex opposite to their own. Heterosexuality is part of a binary 'male-female' pattern.

#### **HIV**

Human immunodeficiency virus. It is a virus that attacks the body's immune system. If HIV is not treated, it can lead to AIDS (acquired immunodeficiency syndrome). There is currently no effective cure. Once people get HIV, they have it for life. But with proper medical care (antiretroviral drugs), HIV can be controlled. People with HIV who are following an effective antiretroviral therapy and whose viral load is, therefore, undetectable will not transmit the virus during sex, even without protection. A person who's infected with the HIV virus is called HIV positive.

#### **HOMOPHOBIA**

Fear, hatred, discomfort with, or mistrust of people who are lesbian, gay, or bisexual, or perceived as so. Homophobia can be broken down into lesbophobia (rejection of lesbians), gayphobia (rejection of gays), or biphobia (rejection of bisexuals).

#### **HOMOSEXUAL**

A person who is romantically and/or sexually attracted to a person of the same gender. Homosexual men are often defined as "gay," homosexual women are usually described as "lesbian."

#### **HORMONE THERAPY (HT)**

Treatment that adds, blocks, or removes hormones. It can be used in a gender transition process. HT causes a series of body transformations, some reversible and others irreversible, to develop secondary male or female sexual characteristics.

#### **INTERSEX**

Intersex persons are born with sexual characteristics (such as chromosomes, genital organs or hormonal structures) that do not entirely correspond to the male or female category, but belong to both at the same time. In many countries, intersex children whose reproductive system is considered "not conforming" to either male or female are still mutilated at birth to "normalize" them according to heteronormative and cis-normative criteria.

The number of births with intersex characteristics is estimated to be between 1 and 2% worldwide.

#### **LESBIAN**

An adjective used to speak of a homosexual woman, that is to say, a woman who is romantically and/or sexually attracted to women.

#### **LGBTQI+**

Acronym for Lesbian, Gay, Bisexual, Transgender, Queer, Intersex. The "+" refers to all identities,

orientations, expressions not represented in the acronym. In short, to all other realities. Being LGBTQI+ is never a choice, it is a natural condition and impossible to change, just like being heterosexual or cisgender. LGBTQI+ people are distributed evenly across the world and over time, but not all citizens have the same opportunity to experience it or express it. It is considered that between 5% and 15% of human beings can be defined or self-defined as LGBTQI+. LGBTQI+ people come together under this acronym because they are victims of somewhat similar systems of oppression and invisibility, but all these letters also represent different realities of life.

#### **LGBTQI-PHOBE**

Relating to discrimination against LGBTQI+ people.

#### **MISGENDERING**

To misgender is to use, intentionally or not, a pronoun or a gender that does not correspond to a person's gender identity.

#### **NON-BINARY**

To be non-binary is to except oneself from the binary "masculine-feminine" gender scheme. It is an umbrella term that includes, among others, people who identify with both men and women, or with neither. These people often prefer to use neutral pronouns to address them.

#### **NORMATIVITY**

Heteronormativity is the presumption that heterosexuality is the valid norm, and that heterosexual relationships are the standard for determining what is normal (valid) or not. Cis-normativity is the presumption that being cisgender is the valid norm and that the framework of gender binarity must serve as a reference for the determination of what is normal (valid) or not.

#### **PATHOLOGIZING**

Regard or treat someone or something as pathological, that is to say, treating as unhealthy, abnormal.

#### **QUEER**

Is a person whose sex, gender, sexual orientation, gender identity and/or gender expression differs from society's expectations, or is considered to be "non-compliant, non-traditional, out of category." This term, therefore, defines all the letters of the acronym LGBTQI+.

#### **SEX**

Set of biological characteristics (genetic, epigenetic, endocrine, skeletal, ...) used to divide human beings into two strict categories: "male" and "female".

Sexual assignment is the decision made by the doctor at the birth of the child, after observation of the baby's genitals, to tick the box M (male) or F (female) on the birth certificate.

Sexual orientation or preferences refers to the sexual attraction or the absence of sexual attraction towards another person. You can be heterosexual, homosexual, bisexual, asexual, etc.

#### **TRANSGENDER**

Person whose gender identity differs from that assigned to them at birth according to sex

(biological). The abbreviation is “trans”.

Transgender citizens can decide to make different forms of transitions, physical or not, to reach their point of comfort, the way of living that most corresponds to their gender identity.

People whose gender identity agrees with the gender to which they have been assigned at birth, according to their biological sex, are said to be “cisgender.”

!/To abolish: “transsexual.” The term “transsexual” is an outdated term dating from the 19th century, ideological, pathologizing, and discriminating. Please use the term transgender instead. It is to be used as an adjective, like “gay”, “lesbian”, etc: e.g. “a trans man” instead of “a trans”.

### **TRANSITION**

It is the process of changing one’s gender presentation or sex characteristics to accord with one’s internal sense of gender identity. The transition occurs at three levels: social (e.g. by waxing or wearing makeup), medical (e.g. by having genital surgery), and legal (e.g. by changing your name). One can choose to take care of only one level, or two, or all three, or none. Everyone experiences their transition as they wish. Transition is not an obligation.

### **TRANSPHOBIA**

Fear, hatred, violence or anger towards people who do not conform to social gender expectations.

To go further, you can consult the “Glossary for all” produced by the association Rainbow House.

**Please visit:** [http://rainbowhouse.be/wp-content/uploads/2018/03/glossaireen\\_modifs2.pdf](http://rainbowhouse.be/wp-content/uploads/2018/03/glossaireen_modifs2.pdf)

