

LGBTQ+ Inclusion: Useful language for you to know

Trans: Short for transgender, meaning 'across' gender. Someone who is transgender was told they were a certain gender at birth but now identifies as a different gender. For example: Brad is a trans man. When he was born his parents said 'it's a girl', but since then he transitioned and now lives life as a man. Some people identify as transgender from the moment they self identify, then consider themselves trans sexual when they are post op.

Cis: Short for 'cisgender', meaning same gender. Originally a Latin word that has some uses in chemistry before being adopted as a way to describe non-trans people.

Non-binary: A non-binary person is someone who does not see themselves as completely male or female. They see themselves as somewhere in between, or somewhere outside of the male/female binary. Usually identify with they/them pronouns.

Gender spectrum: A phrase used by queer theorists, and non-binary people as a replacement for a binary system of gender. People across the spectrum may be men, women or non-binary or gender-fluid people.

Third genders: Third genders like the Hijra in South Asia and Two-spirit in Native American traditions also sit outside the binary. These genders have existed for long before the terms non-binary were used and have significant cultural and practical use in their cultures. This isn't my place to talk about too much so I encourage you to read some of the experiences of gender variant people like the Hijra.

Transitioning: Transitioning is the steps someone will take to feel comfortable in the gender they identify with. For example, buying new clothes, changing hairstyles, voice training, hormones or surgeries. What each person needs and wants for their transition will vary, and we should respect that the person transitioning knows what they need. Not all trans people feel the need to have surgeries or hormones, though that can be difficult when society has a biased view on 'how people should transition'.

Dysphoria: Gender dysphoria is classed as a mental illness, and is the distress, depression and uncomfortableness trans people feel with being perceived as the 'wrong gender'. The only effective method for treating dysphoria is allowing the person to transition, and being accepting of them as their chosen gender.

Euphoria: Gender Euphoria is essentially the opposite of dysphoria, a state of relief that comes from feeling comfortable within your body and society. Similar to the relief from taking off a heavy backpack. Gender euphoria is rarely heard of, because trans people

are often painted as having miserable lives, but it's important to remember the feeling of relief and happiness that can come from being accepted as who you are.

Pronouns: Pronouns are used by everyone, every day. Most people are familiar with calling people they see as men 'he' and people they see as women 'she'. Trans people may specify their pronouns such as 'She/Her'. We're used to people slipping up and using the wrong pronouns (trust me) but it's really important to try. If nothing else, just to show respect. Non-binary people may use she or he, but also They/them pronouns or other pronouns they specify.

Sex: Biological sex isn't the same thing as gender identity or gender expression. Biological sex tends to refer to hormone levels, genitals and secondary sex characteristics. Even within biology the term is debated and not exactly concrete.

Gender expression: Gender expression is how all people present themselves within society. This may be clothes, haircuts, makeup or even body language. People can express their gender differently to societal norms without being trans. For instance a tomboy may have a conventionally male expression while living perfectly happy as a woman.

- LGB+, T*/non binary, Q+ (Q = questioning or queer), Or LGBTQ+
- Trans* * is because it considers transgender, transsexual, gender expression
- Women
- Men
- Cis

Trans facts: 83% trans young people have experienced name-calling or verbal abuse; 60% have experienced threats and intimidation; and 35% trans young people have experienced physical assault. 9 out of 10 trans youth have thought about taking their own life, and 72% self-harm. 55% are diagnosed with depression