

GLOSSARY

It is only recently that LGBTI communities and individuals have been able to develop their own, positive definitions of who they are and how they live. This is particularly true for trans and gender diverse people and people with intersex variations who are still subject to damaging legal and medical definitions and practices. The language and terminology used here have been developed with input from an expert LGBTI advisory group and, where possible, are consistent with current legal definitions. However, there is considerable debate within and outside LGBTI communities, as different ways of being take shape. This work acknowledges that the terminology used here is open to change and cannot capture the complexities of LGBTI people's lives and how these complexities are cross cut by other characteristics such as race, ethnicity, disability and age.

Affirming gender	The process a trans or gender diverse person undertakes to live as their true gender. This may include medical treatment (surgery, hormone therapy and other treatments), a change of name, using a different pronoun, and changing sex on identification documentation such as a birth certificate, passport or drivers licence. This process is also referred to as Gender Affirmation (see Transition below).
Asexual	A person who does not experience sexual attraction to others.
Biphobia	The fear, hatred or intolerance of people who are bisexual, or perceived to be bisexual, that often leads to discriminatory behaviour or abuse.
Bisexual/bi	A person who is sexually and/or emotionally attracted to people of more than one sex. Often this term is shortened to ' <i>bi</i> '. Related terms include pansexual , and hetero/homoflexible .
Bisexual erasure	Bisexual erasure or bisexual invisibility involves a failure to recognise bisexuality in general or individuals who are bisexual. Bisexual erasure can involve a failure to consider that someone who is in a relationship with a person of the same or opposite sex may be attracted to people of more than one sex.
Brotherboy	See Sistergirl in this glossary
Cis/Cisgender	Cisgender describes a person whose gender conforms to the dominant social expectations of the sex they were assigned at birth.
Cisgenderism	Cisgenderism describes beliefs and practices that privilege cisgender people at the expense of people whose gender does not conform to the dominant social expectations of the sex they were assigned at birth. Cisgenderism devalues people whose experience of their embodied gender does not fit within a binary model of sex and gender.

**Coming home,
Coming in
/Inviting people in**

Coming home and Coming in are terms preferred by some people to Coming out (see below) because they don't pressure individuals to publicly declare their sexual identity, gender identity or intersex trait. Some people from non-Anglo cultural backgrounds prefer the terms because they don't rely on dominant, western identity categories. They give them greater choice and flexibility in how they describe themselves and in who they invite in and seek support from.

Coming out

The process through which an LGBTI person comes to recognise and acknowledge to themselves and/or others, their sexual identity, gender identity or intersex status. Coming out is never a once-off event. Rather, it is a repetitive process where LGBTI people have to make decisions if, when and with whom to be out to in every new personal, social or work situation.

**Cultural safety /
security
(competence)**

Cultural safety and security acknowledge and affirm cultural differences while at the same time addressing the power imbalances that exist between marginal and dominant groups. They involve addressing the risks to minority individuals and groups that this power imbalance can bring. An organisation or practitioner develops their ***cultural competence*** so as to provide cultural safety for individuals and communities, through an approach to service delivery and professional practice that is responsive to the beliefs, values and practices of different groups or populations. The term is often used to highlight differences between the values and practices of minority and marginal groups and those of the dominant culture. While the term has most commonly been applied to racial, ethnic and religious minorities, it has recently been applied to sexual, sex and gender identity diverse communities and to the provision of LGBTI-inclusive, culturally safe services. Related terms include ***cultural awareness, cultural proficiency*** and more recently ***cultural humility***.

Disability

Disability results from interactions between a person's impairment, understood as functional limitations, and the social, physical and attitudinal barriers they face. Addressing disability involves removing these barriers and minimizing the impact of living with an impairment on a person's life.

**Discrimination and
Indirect Discrimination**

Discrimination is when you treat, or propose to treat, a person unfavourably because of a personal attribute or characteristic. Under Commonwealth legislation it is illegal to discriminate against someone on the basis of their sexual orientation, gender identity or intersex status. Indirect discrimination is when you include an unreasonable requirement that is likely to disadvantage someone on the basis of one or more protected attributes.

<p>Equity</p>	<p>Equity is about fairness, and making sure all people have access to the same opportunities. This does not involve treating everyone the same. Rather, it involves recognising that everyone is different and providing individuals and communities with the things they need to ensure that everyone has the same opportunities.</p>
<p>Gay</p>	<p>A person whose primary emotional and sexual attraction is toward people of the same sex. The term is most commonly applied to men, although some women use this term.</p>
<p>Gender diverse</p>	<p>A broad term that encompasses a diversity of gender identities and gender expressions including: bigender, trans, transgender, genderqueer, gender fluid, gender questioning, gender diverse, agender and non-binary. Gender diverse refers to identities and expressions that reject the belief that gender is determined by the sex someone is assigned at birth.</p>
<p>Gender Dysphoria /Gender Identity Disorder</p>	<p>Gender Dysphoria or Gender Identity Disorder is a medical diagnosis given to trans and other gender diverse people who are experiencing discontent and distress resulting from ‘gender identity issues’. The term is seen as pathologising by many because it implies that trans and gender diverse people are ‘disordered’.</p>
<p>Gender expression (Gender conforming and non-conforming)</p>	<p>The way someone chooses to publicly express their gender, through name, pronoun, clothing, haircut, mannerisms etc. Gender conforming refers to behaviour and modes of presentation that match the dominant social expectations of the sex someone was assigned at birth. Gender non-conforming involves behaviour and modes of presentation that do not match the dominant social expectations of the sex someone was assigned at birth.</p>
<p>Gender identity</p>	<p>Gender identity has a specific meaning under State and Commonwealth Equal Opportunity and anti-discrimination legislation. In broad terms, however, it refers to a person’s deeply felt sense of being a man or a woman, both, neither, or in between. For example, an individual who has no gender identity or a gender identity that is neutral may refer to themselves as agender or gender free. Some people’s gender identity may vary according to where they are and who they are with.</p>
<p>Genderqueer</p>	<p>A person whose gender identity is not limited to or by the binary categories of male or female. Genderqueer people may identify as masculine, feminine, bigendered or partially male or female. Some genderqueer people may be third-gendered or reject gender roles altogether (see Gender Diverse above).</p>

Gender questioning	<p>The process of questioning the belief that gender and gender identity are necessarily determined by the sex someone is assigned at birth. People who are gender questioning may express their gender in ways that do not match the expectations of the sex they were assigned at birth or they may reject gender categories all together.</p>
Gender Reassignment Surgery (GRS)	<p>A surgical procedure where an individual’s body or sexed anatomy is aligned with their gender identity. Also known as sex reassignment surgery (SRS) or genital confirmation surgery (GCS).</p>
Heteronormativity and Heterosexism	<p>Heteronormativity is the belief that everyone is, or should be, heterosexual and cisgender and that other sexualities or gender identities are unhealthy, unnatural and a threat to society. Heterosexism describes a social system built on heteronormative beliefs, values and practices in which non-heteronormative sexualities and gender identities and people with intersex variations are subject to systemic discrimination and abuse.</p>
Homophobia	<p>Fear, hatred or intolerance of people who are same-sex attracted or are perceived to be same sex attracted, including lesbians, gay men and bisexuals, that often leads to discriminatory behaviour or abuse.</p>
Inclusive practice /service provision	<p>The provision of services that is respectful and aware of the culture and beliefs of the recipient. This includes the provision of services to LGBTI people that recognise and affirm the values and practices of the LGBTI community.</p>
Internalised biphobia/homophobia/transphobia	<p>The internalisation by LGBT people of heterosexist beliefs, values and practices that can lead to feelings of reduced self-worth, shame and sadness.</p>
Intersectionality	<p>Intersectionality understands that identity, a person’s sense of ‘who they are’, is not singular but rather an effect of multiple, intersecting social categories. These categories are effects of complex socio-historical processes and reflect deeply entrenched relations of power and inequality. For example, many LGBTI people also identify as Aboriginal, religious, having a disability, and more. For any individual, these categories are not discrete but mutually constitutive. For some people, they are mutually reinforcing; for others, there may be tensions or contradictions between different categories that leads to a fractured or dissonant sense of identity.</p>
Intersex and Intersex status	<p>Intersex status has a specific meaning under State and Commonwealth Equal Opportunity and anti-discrimination legislation. Intersex, however, refers to a person who is born with sex characteristics (including genitals, gonads and chromosome patterns) that do not fit typical binary notions of male or female bodies.</p>

Lesbian	A woman whose primary emotional and sexual attraction is toward other women.
Misgendering	Describing or addressing someone using language that does not match that person's gender identity or expression. For people with intersex variations, this may include a presumption that they have a non-binary gender identity, or that they identify exclusively as a man, or a woman.
Non-binary	Non-binary refers to a model of the relationships between sex and gender that does not assume a radical division between sex (a person is either male or female but not both or neither) and gender (a person is masculine or feminine but not both or either). People who are non-binary may have sex characteristics that do not fit a binary model of male or female or may express their gender in ways that do not match the dominant social expectations of the sex they were assigned at birth.
Polyamory	Polyamory is the practice of, or desire for, intimate relationships involving more than two people with the knowledge and consent of everyone involved. Sometimes referred to as multiple ethical relationships .
Pronoun cueing	Using words and actions to send a 'cue' about someone's gender. This is a proactive and respectful way of making people aware of someone's gender who might otherwise be misgendered. Examples include using "She" or "The woman who was speaking yesterday..." to talk about a woman who had been misrecognised as male by friends or co-workers.
Quality improvement	The continuous review and evidence-based improvements to professional practice, system performance and consumer outcomes based on the input and efforts of a broad range of stakeholders including: healthcare professionals, consumers and their families, researchers, funders, policy makers, planners and educators.
Quality system	A whole-of-organisation approach that aims to provide the best service for each consumer. It involves the integration of organisational systems including governance, planning, values and behaviours, data, change management, and evaluation.
Queer	Queer is often used as an umbrella term that includes non-heteronormative gender identities and sexual orientations. The term has also been used as a critique of identity categories that some people experience as restrictive and limiting. For some older LGBTI people the term is tied to a history of abuse and may be offensive.

Same-sex attraction/ attracted	Sexual and/or emotional attraction toward people of one’s own sex. This includes lesbian, gay and bisexual people and people who may be questioning their sexuality, or do not want to label themselves. The term has also been used to describe young people whose sense of sexual identity is not fixed and experience sexual feelings toward people of their own sex. Others prefer the term <i>same gender attracted</i> .
Service/ clinical governance	A framework that holds the governing body, managers and staff jointly responsible for minimising the risks to consumers, safeguarding their quality of care, and continuously improving the quality of services to create an environment of service excellence.
Sex/Sex characteristics	A person’s physical characteristics relating to sex, genitalia, chromosomes or hormones and also secondary sex characteristics that emerge at puberty.
Sexual orientation	Describes a person’s sexual or emotional attraction to another person based on that other person’s sex and/or gender. The term is restricted in law to sex only and refers to attraction to persons of: the same sex (gay and lesbian); different sex (heterosexual); or persons of both the same and different sex (bisexual). <i>Pansexual</i> is a term that is used to describe someone who is sexually and emotionally attracted to other people regardless of their sex, gender or gender identity.
Sistergirl/Sistagirl	Some Aboriginal, Torres Strait Islander and South Sea Islander communities use various terms to describe or identify a person assigned female or male at birth and identifying or living partly or fully as another gender. In these communities, Sistergirls have a distinct cultural identity and often take on female roles including looking after children and family. Other communities will use different terms to describe gender diversity. These include Brotherboy which is sometimes used to describe an individual assigned female at birth who has a male spirit. However, in other Aboriginal, Torres Strait Islander and South Sea Islander communities Brotherboys is used as a generic term to describe a group of men who relate to each other – ‘my brothers’ – and similarly Sistergirls is used to describe a group of women.
Systems	A dynamic and purposeful collection of interrelated components that work together to achieve some objective, while adapting to an ever-changing environment.
Trans / Transgender	A person whose gender identity or expression is different from that assigned at birth or those who sit outside the gender binary. The terms male-to-female and female-to-male may be used to refer to individuals who are undergoing or have undergone a process of gender affirmation. Transgender and trans* are older terms and may now be seen as less inclusive than <i>trans and gender diverse</i> .

Transition

The process by which a trans or gender diverse person affirms their gender. Transition may include some or all of the following: cultural, legal or medical adjustments; telling friends, family and/or colleagues; changing one’s name and/or sex on legal documents; hormone therapy; or, surgical intervention. For some *trans and gender diverse* people the social context of transition may be more important than the physical aspect of transitioning.

Transphobia

A fear, hatred or intolerance of people of who are transgender, or perceived to be transgender, that often leads to discriminatory behaviour or abuse.

Acknowledgement

This glossary is based on the work of the Rainbow Tick Program, an LGBTI-inclusive practice program of GLHV@ARCSHS. GLHV is committed to improving the health and wellbeing of lesbian, gay, bisexual, transgender and intersex (LGBTI) people, and the quality of care they receive.