



'In order to be as inclusive in our approach to developing and building relationships with students and staff as possible, it is really important that we never assume how anyone identifies. Always bare this in mind when for example, introducing someone to someone else or directing someone to the loo. If unsure, it's much better to ask the person you have met, 'how would you like me to introduce you to others?' or 'which loo would you like?'

If we assume - we can get it wrong, feel embarrassed and leave the other person having to correct you, which can feel awkward. With this in mind - here is a glossary of terms that new people you meet may use to identify themselves...'

Transgender Glossary

Transgender (trans for short – never *transgendered*) – someone whose gender does not, either partially or fully, align with the gender they were assigned at birth (*not everyone will use this term*)

Transsexual – someone who has *medically transitioned* (*but some prefer the term transgender*)

Non-binary or genderqueer – somebody who identified outside of the “gender binary” (*other terms are agender, bigender, gender fluid, third gender, non-binary trans woman, non-binary trans man etc.*)

Trans – some people self-identify as trans. However, it has become unpopular as an umbrella term

Note: these 4 terms are adjectives not nouns, i.e. never say “a transgender”

Trans woman/Trans man – how a person identifies (*eg a trans man’s gender is male, he uses male pronouns and lives and identifies as a man*)

AFAB/AMAB (Assigned Female/Male At Birth) – the gender category a person was labelled with when they were born. This avoids problematic terms like “biological male” or “female bodied”. **This is not an identity, so avoid saying things like “they are an AFAB trans person”.**

Gender Identity – a person’s core experience of themselves in relation to sex/gender. **Not all trans people relate to this term.**

Cisgender – the opposite of transgender. Someone who aligns with their assigned gender at birth.

Gender Variant/Gender Non-Conforming – someone whose gender expression does not conform to their assigned gender but may not consider themselves trans.

Gender Dysphoria – a medical diagnosis for the “clinically significant distress” trans people experience from the misalignment of their gender from that assigned to them at birth. Many trans people prefer “gender incongruence”. Not all trans people experience dysphoria.

Transition – the process of developing congruence with your gender. May or may not involve surgery, hormone replacement therapy, and changes to assist being correctly identified through clothes, speech, etc. **Note – “sex change” is an inappropriate term, as is “used to be a man” or other inferences that someone’s gender was “created” by the transition. Not all transitions are the same.**

Crossdresser/Freedresser – somebody who wears clothing that falls outside of what is expected for their gender. Some are trans, some are not. “Transvestite” is also used but decreasing in popularity.

Drag Queen/King – currently, someone who dresses as the opposite sex for performance purposes.

Personal Pronouns – if in doubt ask; not everyone’s appearance conforms to their gender. Many people use gender neutral pronouns, such as singular they/them/their, or others. It’s okay to use “they” if you’re unsure but don’t use it if you know someone prefers he or she.

Please note: terminology shifts and evolves; some trans people will use words now seen as incorrect or even offensive, words mean different things to different individuals – there is no one, unified trans story..