



# Dictionary of Diversity

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<b>Ally</b>	An ally is generally used to describe a person who supports equal rights, LGBTQ and gender equality, and who challenges homophobia,
<b>Asexual</b>	Being asexual means that you are not interested or have no desire to be in a sexual relationship with anyone of any gender.
<b>Biphobia</b>	The dislike, fear or hatred of people who are bisexual.
<b>Bisexual</b>	Refers to a person who has an emotional and/or sexual orientation towards people of more than one gender.
<b>Cisgender</b>	Refers to a person whose gender identify is the same as the sex they were assigned at birth.
<b>Coming Out</b>	When a person first tells someone/others about their identity as lesbian, gay, bisexual or trans.
<b>Cyberbullying</b>	The use of technology such as texts, apps or email or social media to bully a person, typically by sending messages of an intimidating or threatening nature.
<b>Discrimination</b>	When you are treated less favourably than someone else because of something about you, such as your colour, religion, gender or sexual orientation.

<p><b>Diversity</b></p>	<p>The concept of diversity encompasses acceptance and respect. It means understanding that each individual is unique and recognising our individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, religious beliefs and physical abilities. It is the acceptance and understanding of these differences in a safe, positive and nurturing environment.</p>
<p><b>Gay</b></p>	<p>Being gay means that you are emotionally and physically attracted to someone of the same sex or gender. It generally refers to boys or men who are emotionally and physically attracted to other boys or men. Some girls and women prefer to refer to themselves as gay rather than lesbians.</p>
<p><b>Gender Dysphoria</b></p>	<p>Used to describe when a person experiences discomfort or distress because there is a mismatch between their sex assigned at birth and their gender identity.</p>
<p><b>Gender fluid</b></p>	<p>Someone or something that is genderfluid has a flexible definition of gender. For example, this could mean a country or community that recognises more than two genders. Or it could refer to a person who does not identify with a single gender, or who moves between genders.</p>
<p><b>Gender Identity</b></p>	<p>A person's internal sense of identity, whether male, female, non-binary or something else.</p>

<b>Gender Stereotype</b>	The assumption that people of a particular gender must carry out distinct roles, or act in a specific way.
<b>Gender Variant</b>	Someone who does not conform to the gender roles and behaviours assigned to them at birth. This is usually used in relation to children and young people.
<b>Heterosexual</b>	Being heterosexual means that you are emotionally and physically attracted to people of the opposite sex or gender. Another commonly used word for this is 'straight.'
<b>Heterosexism</b>	A system of beliefs and behaviours based on the assumption that heterosexuality is better than homosexuality. This is closely related to homophobia.
<b>Homophobia</b>	The dislike, fear or hatred of people who are gay or lesbian. It is often used to describe prejudice towards bisexual or transgender people too. The terms biphobia and transphobia are becoming more commonly used.
<b>Homophobic Bullying</b>	Homophobic bullying is when someone's actual or perceived LGBTQ sexual orientation or non-binary gender is used to exclude, threaten or humiliate them.
<b>Lesbian</b>	Refers to a woman who has an emotional, romantic and/or sexual attraction towards women.

<b>LGBTQ</b>	The acronym for lesbian, gay, bisexual and transgender or questioning.
<b>Non-binary Gender</b>	An umbrella term for a person that does not identify as male or female.
<b>Pansexual</b>	Not limited in sexual choice with regard to biological sex, gender, or gender identity.
<b>Prejudice</b>	An unfair and unreasonable opinion, especially when formed without thought or knowledge.
<b>Pronouns</b>	Words we use to refer to people's gender in conversation such as 'he' or 'she'. Some people may prefer others to refer to them in gender neutral language and use pronouns such as they/their.
<b>Questioning</b>	Someone who is questioning in relation to LGBTQ issues is still establishing their sexual and/or gender identity.
<b>Racism</b>	Prejudice or discrimination directed against someone of a different race, based on the belief that one's own race is superior.
<b>Sex</b>	Either of the two main categories (male and female) assigned to a person on the basis of primary sex characteristics (genitalia) and reproductive functions. Sometimes it is used interchangeably with 'gender' to mean male or female.

<p><b>Sexism</b></p>	<p>Actions based on the belief that the members of one sex are less intelligent, able and skilful than members of the other sex.</p>
<p><b>Sexual Orientation</b></p>	<p>A term used to describe who a person is emotionally and physically attracted to.</p>
<p><b>Trans</b></p>	<p>An umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.</p>
<p><b>Transitioning</b></p>	<p>The steps that a trans person may take to live in the gender they identify as. Each person's will involve different things. For some it will involve medical intervention, such as hormone therapy and surgery, but not all trans people want or are able to have this. It might also involve things like telling friends and family, dressing differently and changing official documents.</p>
<p><b>Transgender Man</b></p>	<p>A term used to describe someone who is assigned female at birth but identifies as male. This may be shortened to trans man or FTM, an abbreviation for female-to -male.</p>
<p><b>Transgender Woman</b></p>	<p>A term used to describe someone who is assigned male at birth, but identifies as a woman. This may be shortened to trans woman, or MTF, and abbreviation for Male to Female.</p>
<p><b>Transphobia</b></p>	<p>The dislike, hatred or fear of people who are trans.</p>