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HOSPITALITY CLUB

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INSIGHTS

LGBTQIA+

In this document, we are providing a deeper insight into the vocabulary used by the LGBTQIA+ community.





We often refer to the language as one of the most important ways that we connect with one another and understand one another. The words we use to describe and relate to each other change over time, adapting to encompass new ideas and concepts within society. Language is not static, and neither are cultures, so the words we use to describe are related to each other.

In modern times, pronouns are not limited to gender either, and with the increased visibility of transgender and gender-neutral people, including public figures, you are more likely to encounter someone who uses pronouns other than "he" or "she".

The use of gender-neutral pronouns like "they/them," "ze/zim," "sie/hir," and others are becoming more common in everyday conversation.

Not only that, a list of LGBTQA+ Terminology has been developed to learn more in-depth about the vocabulary and correct words to interact while communicating with the community.

AFAB and AMAB: Acronyms stand for: "assigned female/male at birth" (also designated female/male at birth or female/male assigned at birth). Whether cis or trans, we don't get to choose what sex we're assigned at birth. This term is preferred to "biological male/female", "male/female bodied", "natal male/female", and "born male/female", which are defamatory and inaccurate.

Affirmed gender: Preferred gender by which an individual wishes to be known. A term that allows us to omit terms like new gender or chosen gender, which imply that an individual's gender was not always their gender or that the gender was chosen rather than simply in existence.

Agender: It's referred to a person who doesn't identify with any gender.





Ally: Someone who is supportive of LGBTQIA+ individuals and the community, either personally or as an advocate, is known to be an Ally. Although allies to the LGBTQIA+ community typically identify as straight, allies to the transgender community also come from the LGBTQIA+ community. Transgender individuals who identify as straight can be allies to the LGB community as well.

Androgyny: An androgynous individual.

Androgynous: A term used to describe a person's appearances or clothing which have a combination of both femininity and masculinity

Aromantic: The lack of romantic attraction, and one identifying with this orientation. It might also be used as an umbrella term for other emotional attractions, such as demiromantic.

Asexual: An individual who does not experience romantic or sexual attraction. Although, each asexual person experiences things like relationships, attraction, and arousal somewhat differently. Celibacy or sexual abstinence are on the contrary chosen behaviors, which makes them different from Asexuality.

Assigned sex: Sex assigned at birth that is based on the child's visible sex organs, including genitalia and other physical characteristics.





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Bigender: Refers to those who identify as two genders. Also known as multigender (identifying as two or more genders).

Binary: Adjective used to describe the genders female/male or woman/man. Binary genders are the only ones recognized by general society as being legitimate.

Biological sex: Refers to anatomical, physiological, genetic, or physical attributes that determine if a person is male, female, or intersex. These include genitalia, gonads, hormone levels, hormone receptors, chromosomes, genes, and secondary sex characteristics.

Bisexual: An individual who has the capacity for attraction—sexually, romantically, emotionally, or otherwise—to people with both the same and to people with different gender and/or gender identity as themselves. This doesn't mean, people who identify as bisexual need to have had equal experience- or equal levels of attraction-with people across genders, nor any experience at all. Bisexuality can also be used as an umbrella term that encapsulates many identities, such as pansexual. Sometimes referred to as bi or bi+.

Boi: A term used within the queer communities of color to refer to sexual orientation, gender, and/or aesthetics among people assigned female at birth. Boi often designates queer women who present with masculinity.





Bottom Surgery: Genital surgeries such as vaginoplasty, phalloplasty, or metoidioplasty.

Butch: An identity or demeanour that leans towards masculinity. Commonly associated with masculine queer/lesbian women, it's used by many to describe distinct gender identity and/or expression and does not necessarily imply that one also identifies as a woman or not.

Cissexism: Systemic prejudice in the favor of cisgender people.

Cissimilation: The expectation for and act of trans people, especially trans women, assimilating to cisgender standards of appearance and performance.

Cisgender: An individual whose gender identity aligns with the one typically associated with the sex assigned to them at birth.

Closeted: Describes a person who is not open about their sexual orientation or gender identity.





Coming out: For most people who are lesbian, gay, bisexual, transgender, and queer, the process of self-acceptance continues throughout one's life and the sharing of the information with others. Sometimes referred to as disclosing by the transgender community. Individuals often establish a lesbian, gay, bisexual, or transgender/gender-expansive identity within themselves first, and then might choose to reveal it to others. Coming out can also apply to the family and friends of lesbian, gay, bisexual, or transgender youth or adults when they reveal to others their connection to an LGBTQ person or the community. There are many degrees of being out: Some may be out to friends only, some may be out publicly, and some may be out only to themselves. It's important to remember that coming out is an incredibly personal and transformative experience. Not everyone is in the same place when it comes to being out, and it is critical to respect where each person is in that process of self-identification. It is up to each person, individually, to decide if and when to come out or disclose.

Cross-dressing: (also crossdressing): Opting to dress and present as a different gender. One who considers this an integral part of their identity from her may identify as a cross-dresser. "Transvestite" is often considered a negative term, that implies the same meaning. Drag performers are also considered to be cross-dressing performers who take on stylized, exaggerated gender presentations (although not all drag performers identify as cross dresser). Although, we must take into consideration that cross-dressing and drag are forms of gender expression and are not necessarily tied to erotic activity, nor are they indicative of one's sexual orientation or gender identity. Thus, the term must not be used to describe someone who has transitioned or intends to do so in the future.





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Disclosure: A term referred to describe the act or process of revealing one's transgender or gender-expansive identity to another person in a specific instance. Although, it can often come across as offensive, as it implies the need to disclose something shameful, and prefer to use the term coming out, whereas others find coming out offensive, and prefer to use disclosure.

Femme: An individual inclined towards femininity. Femme can be an adjective (he's a femme boy), a verb (she feels better when she "femmes up"), or a noun (they're a femme). Though commonly associated with lesbian/queer women, it may also be used to describe other distinct gender identities and/or expressions without necessarily implying a person also identifies as female.

Gay: The adjective used to describe individuals who are emotionally, romantically, and/or physically attracted to people of the same gender (e.g., gay man, gay people). In present-time days, gay is also a preferred term used by women instead of lesbian, to describe themselves. Nonetheless, an individual must not have had any sexual experience to be gay; it is the individual's attraction and self-identification that determines the individual's orientation.





Gender: Defines traits such as social, psychological, and/or emotional aspects, often based on societal expectations, that distinguish a woman from a man, or vice versa. Refers to the socially constructed roles, behaviours, expressions and identities of girls, women, boys, men, and gender diverse people. It influences how people perceive themselves and each other, how they act and interact, and the distribution of power and resources in society. Gender identity is not confined to a binary (girl/woman, boy/man) nor is it static; it exists along a continuum and can change over time. There is considerable diversity in how individuals and groups understand, experience and express gender through the roles they take on, the expectations placed on them, relations with others and the complex ways that gender is institutionalized in society.

Gender-affirming surgery (GAS): Surgery that can alter a person's natural or internal gender identity for a better match. Not everyone who identifies as trans will desire or be able to afford surgery. This term should be used in place of the older, often offensive term sex change. Also known as medical transition, surgical reassignment, or genital reconstruction surgery.





Gender Affirming Surgery; Genital Reassignment/Reconstruction Surgery; Vaginoplasty; Phalloplasty;Metoidioplasty: Refers to a surgical alteration to the genitalia in a transgender person (see "Transition"). Genitalia surgery is only available to and afforded by a minority of transgender people. Some terms are inaccurate, offensive, or outdated. For example, sex change surgery (gender is not changed by surgery), gender confirmation/confirming surgery (genitals do not change gender), and gender reassignment/realignment surgery (as a single surgery is required when transitioning, and sex is an ambiguous term).

Gender binary: An assumption that there are only two genders, male and female, and that each of them has its own biological predispositions

Gender Dysphoria: One's sex assigned at birth causes them anxiety and/or discomfort. In many cases, people with gender dysphoria are driven by a deep desire to live a life that "fits" or expresses their gender identity. They do this by changing how they look and act. The use of hormones and sometimes surgery may be preferred by some with gender dysphoria, but not all. Although gender dysphoria is not a mental illness, it can lead to mental health problems for some people.

Gender Fluid: A changing or "fluid" gender identity.





Gender expansive: Children and youth who identify as gender-expansive often identify with either a boy or a girl, some identify as neither, and others identify as a mix of both. Gender-expansive individuals sometimes extend notions of gender expression and identity beyond what is considered to be the expected gender norms for their society or context. Some gender-expansive people feel as though they exist between genders, as on a spectrum, or are beyond the notion of the man/woman binary paradigm. Sometimes they prefer using pronouns that do not express their gender in addition to using their preferred pronouns (see Preferred Gender pronouns). These people may or may not express their gender in any way.

Gender expression: The way a person communicates about gender to others through external means such as clothing, appearance, or mannerisms. This communication may be conscious or subconscious, and may or may not reflect their gender identity or sexual orientation. Although most people perceive gender expressions to be associated with masculinity and femininity, there is a wide range of combinations that may incorporate masculine and feminine traits—or neither—through androgynous forms. The important thing to recognize is that an individual's gender expression does not automatically imply one's gender identity.

Gender identity: A person's deeply held core sense of being a girl/woman, a boy/man, or both. Gender identity is not always linked to biological sex. Awareness of gender identity typically begins at a very early age.





Gender Identity Disorder / GID: The Gender Identity Disorder DSM-III and DSM-IV diagnoses are controversial among transgender people and other people who don't conform to gender norms like dress, play, or behavior. Because it labels people as "disordered," it is often considered offensive. Children with Gender Identity Disorder are frequently given the diagnosis and often subjected to intensive psychotherapy, behaviour modification, and/or institutionalization. In DSM-5, this term has been replaced by "gender dysphoria."

Gender-neutral: The term can be applied to language (including pronouns), spaces (such as bathrooms), and identities (such as being sexually open to men or women).

Gender-nonconforming: Gender-expansive is a term (considered outdated by many people) used to describe those who have a nonbinary gender identity rather than a strict man or woman. Gender-expansive (sometimes known as gender-neutral) or gender-expansive (sometimes called gender-creative, gender variant, genderqueer or nonbinary) have become more prevalent in recent years. PFLAG National uses the term gender-expansive.

Genderqueer: Genderqueer is a term sometimes used as an umbrella for individuals identifying as a combination of male and female, neither male nor female, or both male and female. Similar to the term 'queer', the term is often used as an umbrella to refer to individuals identifying as genderqueer. The term should only be used in self-identifying or quoting an individual who identifies as genderqueer.





Gender socialization: Gender socialization involves an individual being taught how they should behave as a male or female. Parents, teachers, peers, media, and books are among the varied agents of this process.

Gender spectrum: The concept that gender exists beyond a simple man/woman binary model, but instead exists on a continuum. Some people fall towards more masculine or more feminine aspects, some people move fluidly along the spectrum, and some identify off the spectrum entirely.

Gender variant: In the medical community, this term is often used for children, youth, and some individuals who dress, behave, or express themselves in ways that don't conform to dominant gender norms. Those outside the medical community tend to avoid the term, as it suggests the identities are abnormal, instead using terms such as gender-expansive and gender creative.

Heteronormative / Heteronormativity: These terms refer to a perception in which heterosexuality is assumed to be the norm, resulting in maltreatment of queer individuals and communities.

Homophobia: An aversion to lesbians or gays, which can manifest itself as prejudice and bias, is called homophobia. Similarly, biphobia is when people are against people who are bisexual, and transphobia is when people are against people who are transgender. Homophobia, biphobia, and transphobia are the related adjectives. These attitudes collectively are called anti-LGBTQ bias.





Homosexual: A term that has become obsolete and is often considered derogatory and offensive, unlike the more preferred gay, lesbian, or queer terms.

Intersex/differences of sexual development (DSD): Describes individuals born with ambiguous genitalia or bodies, caused by chromosomal anomalies or ambiguous genitalia. Professionals often assign a gender to the individual and proceeded to perform surgeries to 'align' their physical appearance with typical male or female sex characteristics beginning in infancy and often continuing into adolescence, before a child is able to give informed consent.

Latinx: Latino or Latina are terms of identity found in Spanish, a language which is gendered, the gender-expanding term Lesbian was generally used to be more inclusive of all genders than the binary term Latino or Latina allowed. Lesbians refer to women who are emotionally, romantically, and/or physically attracted to other women. Typically they do not have any sexual experience; the attraction is what determines orientation.





LGBTQ: A collective term for people who are lesbian, gay, bisexual, transgender, or queer; sometimes referred to as LGBT (lesbian, gay, bisexual, and transgender), GLBT (gay, lesbian, bisexual, and transgender). Q is a more recently added acronym to the term queer, as cultural opinions of the term focus increasingly on its reclaimed definition that allows for more fluid identities, and that reflects greater inclusivity for gender-expansive individuals. Q can also stand for questioning, referring to those still exploring their sexuality and/or gender. The acronym is sometimes stated as LGBTA for asexuals, LGBTI for intersex individuals, or LGBTQ+ for everyone who identifies as LGBTQIA.

LGBTQQIAPP+: An acronym for lesbian, gay, bisexual, transgender, queer, intersex, asexual, aromantic, pansexual, as well as polysexual (sometimes abbreviated to LGBTQ or LGBTQ+), and does not include "ally."

Lifestyle: A Incorrectly applied to people who are LGBTQ. The term 'transgender' is disliked because it implies being LGBTQ is a choice. In other words, misgendering means referring to someone using a word, especially a pronoun or a form of address that does not accurately reflect the gender with which they identify.

Monosexual / Multisexual / Non-monosexual: Terms used to describe orientations towards one gender (monosexuality) or multiple genders (multisexuality/non-monosexuality).





Mx.: The preferred option for non-cisgender individuals, pronounced miks (similar to Ms), is a title that is gender-neutral.

Nonbinary: A term used to describe an individual who is neither male nor female, both male and female, or a combination of both male and female. Some use it exclusively, while others may use it interchangeably with terms like genderqueer, gender creative, gender non-conforming, gender diverse, or gender expansive. A person who identifies as nonbinary may understand it falls under the transgender umbrella, and may so identify as transgender. Sometimes abbreviated as NB.

Out: LGBTQ is a general term used to refer to a person who is outed in public, private, and/or professional lives. Some people who are transgender prefer to use the term disclose (defined above). Some LGBTQ individuals feel that being outed without their consent is disrespectful and potentially dangerous for them.

Packing: Wearing a penile prosthesis.

Polysexual: Attracted to more than one gender.





Pansexual: Those who are attracted to everyone regardless of gender or biological sex are called genderqueer. This term is sometimes used in the same manner, as it is becoming more common that gender is no longer binary. However, genderqueer does not recognize that one cannot know everyone with every existing gender identity. People who are pansexual need not have had any sexual experience; it is the attraction and self-identification that determines the orientation. Often included under the umbrella of bisexuality.

Passing/blending/assimilating: Being perceived by others as a particular identity/gender or cisgender regardless of how the individual in question identifies, e.g. passing as straight, passing as a cis woman, passing as a youth. This term has become controversial, as “passing” can imply that one is not genuinely what they are passing as.

Preferred Gender Pronouns: The pronoun or set of pronouns that an individual prefers to be used by others when referring to or talking about that individual—sometimes called preferred gender pronoun, or PGP—is their preferred pronoun or set of pronouns. In English, the singular pronouns that we use most frequently are gendered, so some individuals may prefer that you use gender-neutral or gender-inclusive pronouns when talking to or about them. In English, individuals use they and their as gender-neutral singular pronouns. Others use ze (sometimes spelled zie) and hir or the pronouns xe and xer.





Queer: The term queer is used by some LGBTQ people to describe themselves and/or their community. Reclaimed from its earlier negative use, the term is now valued for its defiance, for its inclusiveness, and for its use to describe more fluid identities. Typically, considered a negative or pejorative term for people who are gay, queer is still sometimes disliked within the LGBTQ community. Due to its varying meanings, this word should only be used when self-identifying or quoting someone who self-identifies as queer (i.e. “My cousin identifies as queer”).

Questioning: This term refers to those who are in a process of exploring their sexual orientation, gender identity, sexual expression, or a combination thereof.

Same-Gender Loving: Often used by African-Americans and other people of color to communicate that they are gay or bisexual without using terms and symbols of European descent.

Sex: It refers to the biological attributes of a person, including genitalia, gonads, hormone levels, hormone receptors, chromosomes, and genes. These are both primary and secondary sex characteristics, and they include genitalia, gonads, hormone levels, hormone receptors, chromosomes, and genes. It is usually conflated or interchanged with gender, which is more social than biological. Sexual characteristics are mainly associated with physical and physiological factors, including chromosomes, gene expression, hormone levels and function, as well as reproductive/sexual anatomy. Sex is typically categorized as female or male, but there are biological factors that contribute to sex, as well as how those factors are expressed.





Sexual orientation: Sexual orientation describes what you are attracted to and what type of relationship you want. Sexual orientations include gay, lesbian, straight, bisexual, and asexual.

Gender is different from sexual orientation in that it refers to whom you feel romantically, emotionally, and sexually attracted to. Gender identity is not about whom you are attracted to, but who you are: male, female, genderqueer, etc.

Transgender people often feel that the sex they were assigned at birth is very different from the gender with which they identify. Being gay, lesbian, or bisexual is not the same as being transgender. Sexual orientation refers to whom you want to be with. Gender identity is about who you are.

One's sexual behaviour, however, does not determine one's sexual orientation; it is usually the attraction that determines the orientation. Sexual orientation is an inherent part of the human condition.

Stealth: A transgender and gender-expansive people who do not disclose their sexual orientation or gender identity in their public or private lives (or certain aspects of their public or private lives). This term has become increasingly offensive to some individuals due to its implied deception. The phrase maintains privacy has gradually become more common instead, though some individuals use both terms interchangeably.





T: Short for testosterone.

Top Surgery: The term "transgender" is a term used to describe a person's gender identity that does not necessarily match the gender they are assigned at birth. Other terms commonly used include female to male (or FTM), male to female (or MTF), assigned male at birth (or AMAB), assigned female at birth (or AFAB), genderqueer, and gender expansive. Those who identify as transgender may or may not choose to alter their bodies physiologically and/or surgically to match their gender identity. This word is also used as a general term for anyone who transcends conventional expectations as to gender identity or expression. The term transgender is often used as an umbrella term for a variety of communities identifying as transsexual, genderqueer, gender variant, gender diverse, and androgynous people. These groups include, but are certainly not limited to, those that identify as transsexual, genderqueer, gender variant, and gender diverse.

Transition: Transitions are sometimes used to refer to the social, legal, or medical process of discovering and/or confirming one's gender identity. Although, it is not always, accompanied by taking hormones; having surgeries; changing names, pronouns, identification documents, as well as more. Many people do not or are unable to transition for a variety of reasons, both within and outside their control. The validity of an individual's gender identity does not depend on any social, legal, and/or medical transition; the self-identification itself is what validates the gender identity.





Transmisogyny: The intersectionality of transphobia and misogyny is a term coined by the author Julia Serano and describes how misogyny is often experienced as oppression by trans women. Transphobia is a systemic form of violence against trans people, associated with attitudes such as fear, discomfort, disdain, or mistrust. It is used in a similar way to homophobia, xenophobia, or misogyny.

Trans Woman / Trans Man: Women who identify as trans generally refer to someone assigned male at birth who identifies as trans. This individual may or may not identify as trans. It is grammatically and technically correct to include a space between trans and woman. Similarly, trans men often refer to women by using the terms woman or man. Trans women sometimes identify as male-to-female (also MTF, M2F, or trans feminine) and occasionally trans men identify as female-to-male (also FTM, F2M, or trans Please ask before identifying someone. Use the term and pronouns preferred by the individual.

Transsexual: One term that is less frequently used – and often misunderstood – is gender-affirming, also referred to as sex reassignment surgery (SRS) (or a combination of the two) or medical interventions as part of the process of expressing their gender (some consider it outdated or offensive, while others believe it is uniquely applicable to them). It refers to people who use (or consider) medical interventions such as hormone therapy or gender-affirming surgeries. Some people who identify as transsexual do not identify as transgender and vice versa.





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Two-Spirit: An umbrella term indexing various indigenous gender identities in North America.





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