

Equity Glossary

- **Ally** | A person who is not LGBTQ but shows support for LGBTQ people and promotes equality in a variety of ways.
- **Androgynous** | Identifying and/or presenting as neither distinguishably masculine nor feminine.
- **Bias** | An implicit bias is any unconsciously-held set of associations about a social group.
- **Biphobia** | Prejudice, fear or hatred directed toward bisexual people.
- **Bisexual** | A person emotionally, romantically or sexually attracted to more than one sex, gender or gender identity though not necessarily simultaneously, in the same way or to the same degree.
- **Closeted** | Describes an LGBTQ person who has not disclosed their sexual orientation or gender identity.
- **Coming out** | The process in which a person first acknowledges, accepts and appreciates their sexual orientation or gender identity and begins to share that with others.
- **Cultural Blindness** | Leading where you don't see or acknowledge the culture of others and you choose to ignore the discrepant experiences of cultures within the school.
- **Cultural Competence** | Leading with your personal values and behaviors and the school's policies and practices being aligned in a manner that is inclusive with cultures that are new or different from you and the school.
- **Cultural Destructiveness** | Leading in a manner that you seek to eliminate the cultures of others in all aspects of the school and in relationship with the community served.
- **Cultural Incapacity** | Leading in a way that you trivialize other cultures and seek to make the culture of others appear to be wrong.
- **Cultural Pre-competence** | Leading with an increasing awareness of what you and the school don't know about working in diverse settings. At this level of development, you and the school can move in a positive, constructive direction or you can falter, stop, and possibly regress.
- **Cultural Proficiency** | Leading as an advocate for lifelong learning with the purpose of being increasingly effective in serving the educational needs of cultural groups. Holding the vision that you and the school are instruments for creating a socially just democracy.
- **Dominant Culture** | Dominant culture is the idea that white people and the ideas, thoughts, beliefs, and actions of white people are superior to People of Color and their ideas, thoughts, beliefs, and actions.
- **Gay** | A person who is emotionally, romantically or sexually attracted to members of the same gender

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- **Gender dysphoria** | Clinically significant distress caused when a person's assigned birth gender is not the same as the one with which they identify. According to the American Psychiatric Association's Diagnostic and Statistical Manual of Mental Disorders (DSM), the term - which replaces Gender Identity Disorder - "is intended to better characterize the experiences of affected children, adolescents, and adults."
- **Gender-expansive** | Conveys a wider, more flexible range of gender identity and/or expression than typically associated with the binary gender system.
- **Gender expression** | External appearance of one's gender identity, usually expressed through behavior, clothing, haircut or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine.
- **Gender-fluid** | According to the Oxford English Dictionary, a person who does not identify with a single fixed gender; of or relating to a person having or expressing a fluid or unfixed gender identity.
- **Gender identity** | One's innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves. One's gender identity can be the same or different from their sex assigned at birth.
- **Gender non-conforming** | A broad term referring to people who do not behave in a way that conforms to the traditional expectations of their gender, or whose gender expression does not fit neatly into a category.
- **Genderqueer** | Genderqueer people typically reject notions of static categories of gender and embrace a fluidity of gender identity and often, though not always, sexual orientation. People who identify as "genderqueer" may see themselves as being both male and female, neither male nor female or as falling completely outside these categories.
- **Gender transition** | The process by which some people strive to more closely align their internal knowledge of gender with its outward appearance. Some people socially transition, whereby they might begin dressing, using names and pronouns and/or be socially recognized as another gender. Others undergo physical transitions in which they modify their bodies through medical interventions.
- **Homophobia** | The fear and hatred of or discomfort with people who are attracted to members of the same sex.
- **Intersex** | An umbrella term used to describe a wide range of natural bodily variations. In some cases, these traits are visible at birth, and in others, they are not apparent until puberty. Some chromosomal variations of this type may not be physically apparent at all.

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- **Lesbian** | A woman who is emotionally, romantically or sexually attracted to other women.
- **LGBTQ** | An acronym for “lesbian, gay, bisexual, transgender and queer.”
- **Living openly** | A state in which LGBTQ people are comfortably out about their sexual orientation or gender identity – where and when it feels appropriate to them.
- **Minoritized** | School systems and other systems within the United States have overtly and covertly done to Asian, Black, Indigenous, Latinx and Students of Color.
- **Non-binary** | An adjective describing a person who does not identify exclusively as a man or a woman. Non-binary people may identify as being both a man and a woman, somewhere in between, or as falling completely outside these categories. While many also identify as transgender, not all non-binary people do.
- **Outing** | Exposing someone’s lesbian, gay, bisexual or transgender identity to others without their permission. Outing someone can have serious repercussions on employment, economic stability, personal safety or religious or family situations.
- **Pansexual** | Describes someone who has the potential for emotional, romantic or sexual attraction to people of any gender though not necessarily simultaneously, in the same way or to the same degree.
- **Queer** | A term people often use to express fluid identities and orientations. Often used interchangeably with "LGBTQ."
- **Questioning** | A term used to describe people who are in the process of exploring their sexual orientation or gender identity.
- **Same-gender loving** | A term some prefer to use instead of lesbian, gay or bisexual to express attraction to and love of people of the same gender.
- **Sex assigned at birth** | The sex (male or female) given to a child at birth, most often based on the child's external anatomy. This is also referred to as "assigned sex at birth."
- **Sexual orientation** | An inherent or immutable enduring emotional, romantic or sexual attraction to other people.
- **Transgender** | An umbrella term for people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth. Being transgender does not imply any specific sexual orientation. Therefore, transgender people may identify as straight, gay, lesbian, bisexual, etc.
- **Transphobia** | The fear and hatred of, or discomfort with, transgender people.

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- **Whiteness** | Whiteness, like “color” and “Blackness,” is essentially a social construct. The power of whiteness is manifested by the ways in which racialized whiteness becomes transformed into social, political, economic, and cultural behavior. White culture, norms, and values in all these areas become normative naturally.