

Supporting trans staff and students

Terminology

In order to understand trans issues, it is important to be aware of the variety of terms that may be used both socially and legally. Terminology changes and its use can be highly individualised. It is important to be mindful of trends in language as a staff member or student may associate with a term perceived by some, even members of the same community, to be inappropriate.

Activity:

Please match the following terms with their meanings in the table below.

Terms to match: Sex, gender, gender identity, gender expression, trans / transgender, cis-gender, dual-role, non-binary, gender dysphoria.

	Term	Meaning
1		A person's internal perception of their gender.
2		A person who occasionally wears clothing and/or makeup and accessories that are not traditionally associated with the sex they were assigned at birth. Generally, they do not wish to transition and do not necessarily experience gender dysphoria.
3		A term used to describe people who are not transgender.
4		The discomfort or distress caused by the discrepancy between a person's gender identity and the sex they were assigned at birth.
5		The external characteristics and behaviours that are socially defined as either masculine or feminine, such as clothing, hairstyle, make-up, mannerisms, speech patterns and social interactions.
6		The cultural and social distinctions between men and women.
7		The biological status of a person as male or female in their physical development. Judged entirely on the genital appearance at birth.
8		A person who has a gender identity which is in between or beyond the two categories 'man' and 'woman', fluctuates between 'man' and 'woman', or who has no gender, either permanently or some of the time.
9		Inclusive umbrella terms for people whose gender identity and/or gender expression differs from the sex they were assigned at birth. Not all people that can be included in the term will associate with it.

Concept Language Jigsaw (Standard)

Sex	This refers primarily to a person's biological and physical characteristics, associated with the categories of male and female, based on, but not restricted to, reproductive function. It includes factors such as gonads, anatomy, physiology, chromosomes and hormonal make-up.
Gender identity	A person's sense of self as, for example, a man, woman or non-binary person.
Gender expression	The cultural gender-related cues and behaviours a person uses, traditionally associated with masculinity and femininity such as name, pronoun, title, clothing, hair, walk, speech, mannerisms and any other gendered aspects of presentation.
Transition	Taking the journey from your assigned sex/gender expression to one that accords with your gender identity; can refer to social, medical and/or legal changes.
"Passing" / to "pass"	The ability to present in accordance with your (binary) gender identity (rather than your assigned gender) and to be accepted as that gender, through compliance with cultural expectations and norms.
Gender assigned at birth	The gender someone was assumed to have, based on the genitals they had when they were born.
Non-binary	A term that may be used by people who don't subscribe to the gender binary, and who may regard themselves as neither male nor female, or both male and female, or outside/beyond gender, as having no gender, or as having another experience of gender.
Cisgender	A term that may be used by people whose gender identity and gender expression align with their assigned sex / gender.
Gender fluidity	Not having a fixed sense of gender identity or expression.
Gender diversity	The many different ways in which people experience and express gender.