

## **APRIL 4, 2025 OCRA ANNUAL CONFERENCE**

### **SESSION 1: BREAKING DOWN SOCIAL NORMS: PROFESSIONAL AND INCLUSIVITY**

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#### **VOCABULARY COVERED:**

LGBTQ is an acronym for Lesbian, Gay, Bisexual, Transgender, Queer

LGBTQIA+ is an acronym for Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, and Asexual. With the (+) plus meant to include all others

Q can stand for queer and/or questioning

Queer: An umbrella term used to describe gender/sexual/romantic orientations or identities that fall outside of societal norms.

Questioning: The process of exploring one's own gender identity, gender expression, and/or sexual orientation.

Gender identity refers to the way a person identifies and sexual orientation is who a person is attracted to.

Intersex: An umbrella term to describe a wide range of natural body variations that do not fit neatly into conventional definitions of male or female. Intersex variations may include, but are not limited to, variations in chromosome compositions, hormone concentrations, and external and internal characteristics.

Asexual: A broad spectrum of sexual orientations generally characterized by feeling varying degrees of sexual attraction or a desire for partnered sexuality.

Gender Identity - A sense of one's self as trans, genderqueer, woman, man, or some other identity, which may or may not correspond with the sex one is assigned at birth.

Transgender: This is an umbrella term where your gender identity differs from that associated with the sex you were assigned at birth.

Cisgender: A gender identity, or performance in a gender role, that society deems to match the person's assigned sex at birth. The prefix cis- means "on this side of" or "not across."

Nonbinary: A gender identity and experience that embraces a full universe of expressions and ways of being that resonate for an individual, moving beyond the male/female gender binary. It may be an active resistance to binary gender expectations and/or an intentional

creation of new unbounded ideas of self within the world. For some people who identify as nonbinary there may be overlap with other concepts and identities like gender expansive and gender non-conforming.

**Misgendering:** Attributing a gender to someone that is incorrect/does not align with their gender identity. Pronouns are a common area of misgendering.

Clocking is a slang term to catch on, to recognize, or to realize someone is trans and to mention to them you believe them to be the opposite sex to their presentation or label.

**Gender Expression:** How one expresses oneself, in terms of dress, presentation of secondary sex characteristics (i.e., breasts, body hair, voice), and/or behaviors. Society, and people that make up society characterize these expressions as "masculine," "feminine," or "androgynous." Individuals may embody their gender in a multitude of ways and have terms beyond these to name their gender expression(s).

**AFAB:** Is an acronym for Assigned Female at Birth. AMAB is an acronym assigned male at birth.

**Agender:** An identity under the nonbinary and trans+ umbrella. Some agender people feel that they have no gender identity, while others feel that agender is itself a gender identity. This can be similar to or overlap with the experience of being gender neutral or having a neutral gender identity.

**Cisnormativity:** Attitudes and behaviors that incorrectly assume gender is binary, ignoring genders besides women and men, and that people should and will align with conventional expectations of society for gender identity and gender expression.

**Genderqueer** [one-word source Merriam Webster's dictionary] A person whose gender identity and/or gender expression falls outside of the dominant societal norm for their assigned sex, is beyond genders, or is some combination of genders.

**Gender-fluid** [hyphenated source Merriam Webster dictionary or 2 words and less common used as one word] **Gender Fluid/Genderfluid:** A person whose gender identification and presentation shifts, whether within or outside of societal, gender-based expectations. Being fluid in motion between two or more genders.

**Pansexual** of, relating to, or characterized by sexual or romantic attraction that is not limited to people of a particular gender identity or sexual orientation.

**Enby:** A slang term used for nonbinary. Enby is the phonetic pronunciation of "NB," an abbreviation for nonbinary.

**Gender Dysphoria:** 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.

This is also the clinical diagnosis for someone who doesn't identify with the sex they were assigned at birth.

**Gender Euphoria:** A euphoric feeling often experienced when one's gender is recognized and respected by others, when one's body aligns with one's gender, or when one expresses themselves in accordance with their gender. Focusing on gender euphoria instead of gender dysphoria shifts focus towards the positive aspects of being transgender or gender expansive.

**Deadname/Deadnaming:** A deadname is a name that a trans+/nonbinary person no longer uses. Usually it is the name assigned at birth. When someone uses this name, whether intentionally or not, it is referred to as deadnaming. Deadnaming is considered offensive and hurtful.

**Lived Name:** A name (often a first name) that someone uses that differs from their legal name.

**Omnigender:** Possessing all genders. The term is used specifically to refute the concept of only two genders.

**Nibling:** Gender-neutral term for a niece or nephew.

**Womxn:** Some womxn spell the word with an "x" as a form of empowerment to move away from the "men" in the "traditional" spelling of women.

**Neopronouns:** Neopronouns are gender-neutral pronouns such as ze/zir or ey/em and are used instead of more traditional ones such as they/them.

Chart of nonbinary pronouns:

co	co	cos	cos	coself
en	en	ens	ens	enself
ey	em	eir	eirs	emself
he	him	his	his	himself
she	her	her	hers	herself
they	them	their	theirs	themself
xie	hir ("here")	hir	hirs	hirself
yo	yo	yos	yos	yoself
ze	zir	zir	zirs	zirself
ve	vis	ver	ver	verself