Terminology

Gender expression refers to the various ways in which people choose to express their gender identity. For example: clothes, voice, hair, make-up, etc. A person's gender expression may not align with societal expectations of gender. It is therefore not a reliable indicator of a person's gender identity.

Gender identity is an internal and deeply felt sense of being a man or woman, both or neither. A person's gender identity may or may not align with the gender typically associated with their sex.

Cisgender is a person who identifies with the gender they were assigned at birth.

Sex assigned at birth is the assignment and classification of people as male, female, intersex, or another sex based on biological and physiological characteristics.
Intersex people are born with any of several variations in sex characteristics, including chromosomes, gonads, sex hormones, or genitals that do not fit with typical conceptions of "male" or "female" bodies.

LGBTQI2S is an acronym standing for the categories of lesbian, gay, bisexual (those who are attracted to both men and women), transgender, intersex, queer (a self-identifying term used in some gay communities, typically by younger persons) and two-spirit. There are many different acronyms that may be used by various communities. It should be noted that acronyms like these may combine sex, gender, and sexual orientation attributes into one community. This combination may or may not be appropriate in all circumstances, and seeking to understand their unique needs and barriers is an important step to creating inclusive and safe environments.

Non-Binary (also 'genderqueer') refers to a person whose gender identity does not align with a binary understanding of gender such as man or woman. A gender identity which may include man and woman, androgynous, fluid, multiple, no gender, or a different gender outside of the "woman—man" spectrum.

Trans or transgender refers to a person whose gender identity differs from what is typically associated with the sex they were assigned at birth. It includes people who identify with binary genders (i.e. trans men and women), and people who do not fit within the gender binary, i.e. non-binary, gender non-conforming, genderqueer, agender, etc.

Cisgender refers to a person whose gender identity is the same as the biological sex they were assigned at birth.

Transexual is a term that is no longer commonly used, though may be more frequently used by transgender individuals of an older generation. The term defines a person whose gender identity differs from their sex assigned at birth, who has undertaken physical transition which may include medical and/or surgical interventions. The term has fallen out of favour as it implies that physical transition is necessary in order to claim a trans identity.

Two-spirit (also Two Spirit or Two-Spirited) is an English term used to broadly capture concepts traditional to many Indigenous cultures. It is a culturally-specific identity used by some Indigenous people to indicate a person whose gender identity, spiritual identity and/or sexual orientation comprises both male and female spirits.

Equity is the process of allocating resources, programs, and decision making fairly to all people without any discrimination and addressing any imbalances in the benefits available to different people.

Equality means treating everyone equally, which may mean that different people may or may not achieve the same outcomes due to biases and barriers.

Intersectionality is a tool that can be used to understand the interactions between different aspects of a person's social identity, and the systemic disadvantages they face because of their unique differences.

Diversity describes the visible and non-visible differences between people.

Inclusion is about creating a culture that embraces, respects, and values difference so that all people feel they belong and are valued.

Unconscious bias is our stereotypes about certain groups of people formed outside our own awareness.

Power is the ability to influence or act.

Privilege describes unearned advantages available only to a particular person or group.

Additional Resource:
The Gender Unicorn