



Language, Etiquette, and Glossary of Terms

The PADA Community understands that language evolves quickly as society continues to adapt and evolve. A word, acronym, or phrase that might be used at one time, may change to take one new meaning--either positively or negatively--and we expect our community to adapt so that the language we use feels welcoming, inclusive, and safe to all people.

This glossary of terms below is meant to be used as an educational document

If you find a word that doesn't feel right, or you think there is a better way to define a term, or if you have another term that you would like us to add to the glossary, [please submit to our form](#). This process is intended to be community led, and while we have provided a starting point, this is a living document that will change and evolve.

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A Quick Lesson on Intent vs. Impact

- Intent
 - (n.) the purpose, intention, or state of mind in which an action is done
- Impact
 - (n.) the effect or influence of one person, thing, or action, on another
 - (v.) come into forcible contact with someone or something; have a strong effect on someone or something
- [Intent vs. Impact with Nyanga Uuka](#) (2 minute YouTube video)
- [Intent and Impact](#), Office of Equity & Diversity, U. of Minnesota (3 minute YouTube video)
- When you say something or take an action that offends someone, your intention might not be to hurt that person--but if the impact of your words/actions was hurtful to the other person, then you have a responsibility to *acknowledge*, *apologize* and be *accountable* to your words/actions in the future.
- **Example:** You say to someone who identifies as a woman, "That was a great play for a girl!" That player gets upset, calls you rude, and says you hurt their feelings.
 - While you may have intended this as a compliment, the other player was offended because they hear what you said as pointing out that they are only good when compared to other players who identify as women, rather than good at Ultimate in general. You didn't *intend* to hurt that person, but the *impact* was that your words were offensive and hurt that player's feelings. If the player says, "Wow, that's rude. I think that my play was just good, period," you now have a responsibility to acknowledge, apologize, and be accountable.
 - *Acknowledge*: "You're right. That was rude of me."
 - *Apologize*: "I'm sorry for saying that. It was a really good play."
 - *Be accountable*: In the future, don't qualify another player's abilities based on their gender. Just tell them they did good and cheer them on!
 - DON'T SAY THIS: "Oh come on, I didn't *mean* it like that. I'm sorry if your feelings were hurt."
 - This is not acknowledging your impact, it is not an apology, and you are not being accountable.
 - By using the words "I'm sorry *if* your feelings were hurt." you are dodging responsibility for the impact you had and placing the onus on the person who you hurt.



Language Changes Specific to PADA

- **Salary Cap Draft**
 - Replaced “auction draft”
- **Signed**
 - Replaced “sold”
- **Match and/or Person defense**
 - Replaced “man defense”
- **Man-matching player**
 - Replaced “male/man player” and “male-identifying player”
 - [Read about the reasoning here.](#)
- **Woman-matching player**
 - Replaced “female/woman player” and “female-identifying player”
 - [Read about the reasoning here.](#)



Statements/Phrases to Avoid and Why

- “Hey guys!” (when addressing a gender diverse group of people)
 - Replace with “folks,” “teammates,” “friends,” “y’all”
- “This girl I know...” “That girl over there...” “The girl on the other team...” etc.
 - Unless the person is under 18, please do not refer to them as a “girl.” Please refer to someone who identifies as a woman and is 18+ as a “woman.”
 - For people aged 16-21, you can also use the term “girls” and/or “young women.”
 - Replace the word “girl” with “woman,” in order to stop infantilizing her.¹
- “You run fast/throw well/play hard for a girl.”
 - First, see above about calling women “girls.”
 - Second, when you say this, you are qualifying someone’s ability based on their gender, and specifically within the idea of gender binary (men vs. women). In essence, you’re saying that someone plays well, but only within the confines of their gender. This is nonsense.
 - Replace with “You run fast/throw well/play hard.” You don’t need to qualify it.
- “Boys will be Boys”
 - This phrase is used as an excuse for men (and boys) to avoid taking responsibility for poor behavior and harmful actions and it doesn’t allow others to hold them accountable when they do or say something harmful or problematic.
 - When you say this phrase, you’re inferring that men and/or boys have no control over their actions, that they are hardwired to behave in harmful or violent ways, and we can excuse behavior that hurts others either emotionally or physically.²
- “What are your preferred pronouns?”
 - Replace with “What are your pronouns?”
 - A preference for something means that you like it better or best, or that you chose it over another thing. Pronouns are not a preference, they are a statement of fact. When someone says, “My pronouns are he/him,” you cannot choose to refer to that person as “she/her.” Similarly, if someone says, “My pronouns are they/them,” then refer to that person as “they/them” and not “he/him” or “she/her.”
 - When introducing yourself, if you feel comfortable, then offer your pronouns! By stating one’s pronouns, the need for explanation behind an individual’s correct pronouns is eliminated, as well as the idea that a person’s pronouns can be assumed based on their physical appearance or given name.³
 - Example: “My name is Hayley. My pronouns are she/her/hers.”

¹ [“Why We Need to Stop Calling Women ‘Girls’”](#) by Gina M. Florio, *Bustle*

² [“Say No to ‘Boys Will Be Boys’”](#) | Learning for Justice

³ [“Normalizing Pronouns”](#) University of North Carolina Wilmington



- “Oh my gosh! I am so sorry! I got your pronouns wrong! Ahhhh! I’m so so sorry!” (i.e. making a scene when you mistake someone else’s pronouns)
 - Pronouns and identity are things people have had to defend and fight for, by making a big deal about it, you are both centering your own guilt and asking them to absolve you of your guilt, which is not their responsibility.
 - If you get someone’s pronouns wrong, don’t make a huge deal about it. Just correct yourself, and move on.
 - Example: “I know him. Excuse me, I meant, ‘I know them.’”
- “No homo”
 - This is anti-LGBTQIA+. There is nothing wrong with being gay, and when you say, “No homo” after expressing feelings/emotions, you are trying to create distance between yourself and homosexuality, as if that sexual orientation should be unwanted.
 - Don’t say this. Expressing your feelings and/or emotions is human.
- “That’s so gay.”
 - Using the word “gay” in this way is derogatory and anti-LGBTQIA+.
 - Gay is a sexual orientation, it is NOT an insult.
 - Replace with, “That’s cheesy,” “That’s weird,” or some other alternative that better describes the thing without insulting or offending another person.
- “That’s so ret**ded.”
 - The “R” word is a derogatory term that is offensive to folks with disabilities.
 - If you are using the “R” word to insult someone, just don’t. Don’t insult people.
 - If you are using the “R” word to describe something you don’t like or don’t understand, replace that word with “That’s silly,” “That’s confusing,” “That’s ignorant,” or some other alternative that better describes the thing without insulting or offending another person.
- Other terms to avoid when describing someone or something:
 - “That’s lame” (this creates stigma around disability)
 - “That’s crazy.” (this creates stigma around mental illness)
 - “That’s insane.” (this creates stigma around mental illness)
 - Replace the above with:
 - That’s wild.
 - That’s ridiculous
 - That’s mean.
 - That’s cruddy.
 - That’s despicable.



- “I don’t see color.”
 - Saying that you don’t see another person’s skin color is not accurate. While your **intention** might be to say that you don’t judge another person based on the color of their skin, the **impact** is that you are not recognizing and/or you may be trivializing or dismissing the unique experiences that a person or group of people have because of the color of their skin. By saying that you 'do not see color,' you are denying a significant piece of a person's identity.
 - The goal is actually to see and recognize skin color but to control and regulate your implicit biases and innate impulses to make decisions based on such characteristics.⁴
- For white people: “I don’t have white privilege! I’ve worked hard for what I have.”
 - Having white privilege isn’t about how hard you’ve had to work for the things/skills in your life. It is about the level of societal advantage that comes with being seen as the “norm” and having unearned assets because of the color of your skin.
 - To develop a better understanding of white privilege, read Peggy McIntosh’s [“White Privilege: Unpacking the Invisible Knapsack”](#) and go through the exercise of asking yourself the questions she poses.
 - If someone tells you to “check your privilege,” instead of getting defensive and claiming you don’t have privilege because you’ve “worked hard” for what you have, think about how the color of your skin might allow you to live in the world and remain largely unaware/oblivious to the benefits your skin tone provides you.

⁴ [“Why the ‘I don’t see color’ Mantra is Hurting Your Diversity and Inclusion Efforts”](#) by Janice Gassam Asare, *Forbes*



Should I Speak Up? When & How Much to Contribute in Meetings, Huddles, and Structured Settings

Potential questions:

- Is my voice truly additive in this moment, or do I just want to make sure I get my \$.02 in?
- Do I have knowledge to pass along or am I guessing and making assumptions?
- Am I centering myself in a conversation that doesn't involve or pertain to me?
- Am I speaking over other people? Am I interrupting anyone?
- Is this an opportunity for me to listen to the perspective of someone whose identity is typically marginalized?
- Am I playing "devil's advocate" in a way that could cause harm or pain to someone who is sharing their lived experience? (If you are - please don't)
- If I am asking a question or making a statement, am I acting in good faith?
- Am I repeating something that someone else said as my own idea, rather than acknowledging that person and saying, "I like that person's idea! I agree with them."
- Am I speaking up when I see injustice or hear someone say something problematic?



Acronyms to know

- **AAPI:** Asian American & Pacific Islander
- **AFAB / AMAB:** Acronyms meaning “assigned female/male at birth.”
 - No one, whether cis or trans, gets to choose what sex they’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.
- **BIPOC:** Black, Indigenous, and People of Color; the letters “B” and “I” were included with “POC” to account for the historic erasure of Black folks (especially those people with darker skin tones) and Indigenous folks when talking about People of Color.⁵
 - When in doubt: be specific. If you are talking about issues affecting Black people, say Black. If you are talking about Indigenous rights, say Indigenous. If you are talking about issues affecting Asian people, say Asian. Don’t group people together into “BIPOC” unless appropriate, as all People of Color are not a monolith that can be described together in all circumstances.
 - If you are white, please say “Black, Indigenous, and People of Color” rather than pronouncing it “buy-pock.” By saying “buy-pock,” you are inadvertently undermining the purpose of the acronym, which is to highlight the different experiences of Black folks (in experiencing anti-blackness and bearing the historical weight of enslavement), Indigenous folks (in experiencing Native invisibleness, erasure, and bearing the historical weight of genocide), and other People of Color (in experiencing other forms of white supremacy).
- **BLM:** Black Lives Matter
 - The movement: The movement, #BlackLivesMatter, was founded in 2013 in response to the murder of Trayvon Martin, and the acquittal of his murder. Its mission is to eradicate white supremacy and build local power to intervene in violence inflicted on Black communities by the state and vigilantes.⁶
 - The phrase: “Black Lives Matter,” when used as a phrase, highlights the need to state that Black lives matter in a society that values whiteness as an identity and, through the systems and structures that form society, disproportionately discriminates against, marginalizes, oppresses people with Black and Brown skin tones.
- **DEI:** Diversity, equity, and inclusion
- **JEDI:** Justice, equity, diversity, and inclusion
- **LGBTQIA+:** Lesbian, gay, bisexual, transgender, queer, intersex, asexual
 - adding a “+” to the acronym is an acknowledgement that there are non-cisgender and non-straight identities which are not included in the acronym. This is a shorthand or umbrella term for all people who have non-normative gender identity or sexual orientation.⁷
- **POC:** People of Color
 - See note above about being specific. If you are referring to a certain group of people (i.e. Asian, Black, Latino) then say so.

⁵ [“Where did BIPOC come from?”](#) by Sandra E. Garcia, *New York Times*

⁶ [Black Lives Matter](#)

⁷ [Acronyms Explained](#), Outright Action International



Glossary of DEI Terms to Know

- **Ableism:** Discrimination against persons with mental, physical, and/or psychiatric disabilities and/or social structures that favor able-bodied individuals.⁸ Ableism often rests in the assumption that people with disabilities need to be “fixed” or need help.⁹
- **Ageism:** Discrimination or marginalization against individuals because of their age; often based on stereotypes about age.¹⁰
- **Ally:** a person of one identity group who stands up in support of and in solidarity with people of another identity group; typically a person of an identity group that holds power standing beside someone from an identity group that is being discriminated against, marginalized, or oppressed.¹¹
- **Classism:** prejudice against someone or a group of people of a certain social class, typically of a lower socioeconomic class.
- **Discrimination:** Unfair or prejudicial treatment of people and groups based on characteristics such as race, gender, age, class, or sexual orientation.¹²
- **Diversity:** Individual differences and group/social differences among people, which can encompass race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.
- **Equality:** Providing the exact same treatment and opportunities to all individuals and/or groups, regardless of identity.¹³
- **Equity:** Equity aims at making sure that everyone’s lifestyle is equal even if it may come at the cost of unequal distribution of access and goods.¹⁴ Equity stems from the premise that not everyone starts at the same place within society because of the power structures, systems, and institutions, and seeks to advocate for those who have been historically disadvantaged. Distinct from “equality.”¹⁵
- **Feminism:** Belief in and desire for equality among all sexes and genders.
 - *Intersectional Feminism:*¹⁶ Kimberlé Crenshaw explained Intersectional feminism as, “a prism for seeing the way in which various forms of inequality often operate together and exacerbate each other.”
 - *White Feminism:* a subcategory of the feminist movement that tends to prioritize the advocacy and oppression of white, heterosexual and cisgender women.
- **Gaslighting:** Manipulating someone into questioning their own sanity.
- **Gatekeeping:** The activity of restricting, limiting, or controlling access to something.
- **Harassment:** Comments or actions that are humiliating, offensive, demeaning, and unwelcome to another person or group of people.

⁸ “Diversity Terms” [National Multicultural Institute](#)

⁹ [Center for Disability Rights](#)

¹⁰ “Diversity Terms” [National Multicultural Institute](#)

¹¹ “[What Does it Mean to be an Ally?](#)” Ontario Public Service Employees Union

¹² [American Psychological Association](#)

¹³ RISE Module: [Equity vs. Equality](#)

¹⁴ “[70 Inclusive Language Principles](#)” by Nehemiah Green, Medium

¹⁵ RISE Module: [Equity vs. Equality](#)

¹⁶ “[Intersectional Feminism](#),” UN Women



- **Identity:** defined by some physical, social, and mental characteristics of individuals. Examples of social identities are race/ethnicity, gender, social class/socioeconomic status, sexual orientation, (dis)abilities, and religion/religious beliefs.¹⁷
- **Implicit Bias:** The attitudes or stereotypes that affect our understanding, actions, and decisions unconsciously. These biases are activated involuntarily and without an individual's awareness or intentional control.¹⁸
- **Inclusion:** An inclusive environment ensures equitable access to spaces, resources, and opportunities for all. It also enables individuals and groups to feel safe, respected, engaged, motivated, and valued, for who they are and for their contributions toward organizational and societal goals.¹⁹
- **Intersectionality:** A social construct that recognizes the fluid diversity of identities that a person can hold (such as gender, race, class, religion, professional status, marital status, socioeconomic status, etc.) and how those identities specifically and uniquely interact with one another and are inextricably linked to one another. Intersectionality is about how you experience the world and how the world experiences you through the interweaving of your identities.
 - Intersectionality is *not just nor even mostly* about how oppressions add on to other oppressions (or how privileges add on to other privileges).
 - The term was coined by [Kimberlé Crenshaw](#), who used it to describe the experiences of black women — who experience both sexism and racism simultaneously and in an inextricable way.
- **Marginalization:** The placement of certain groups or cultures outside of the dominant group or society. Things associated with certain groups or cultures that vary from the norms of the dominant group are devalued and at times perceived as deviant and regressive. When certain groups or cultures are placed on the “margins,” apart from the “mainstream.”
- **Microaggression:** This term was coined by psychiatrist and Harvard University professor Chester M. Pierce in 1970 to describe casual, almost imperceptible insults and degradation often felt by any marginalized group.²⁰
- **Monolithic:** Treating a group of people, based on an identity, as a singular, homogenous bloc rather than as a heterogeneous group who have different experiences, preferences, and nuances.²¹
- **Oppression:** The systemic and pervasive nature of social inequality woven throughout social institutions as well as embedded within individual consciousness. Oppression fuses institutional and systemic discrimination, personal bias, bigotry, and social prejudice in a complex web of relationships and structures.²²

¹⁷ [“Social Identities,”](#) Northwestern University

¹⁸ [“70 Inclusive Language Principles”](#) by Nehemiah Green, Medium

¹⁹ [“An Incomplete Guide to Inclusive Language for Startups and Tech”](#) by Courtney Seiter, Buffer Blog

²⁰ [“An Incomplete Guide to Inclusive Language for Startups and Tech”](#) by Courtney Seiter, Buffer Blog

²¹ [“Black Americans are not a monolith, so stop treating us like one”](#) by Rashawn Ray, *The Guardian*

²² [Diversity, Equity, and Inclusion Glossary](#), University of Washington



- **Patriarchy:** Actions and beliefs that prioritizes masculinity. Patriarchy is practiced systemically in the ways and methods through which power is distributed in society (jobs and positions of power given to men in government, policy, criminal justice, etc.) while also influencing how we interact with one another interpersonally (gender expectations, sexual dynamics, space-taking, etc.).²³
- **Privilege:** A right or advantage that only some people have access or availability to because of their social group membership or identity.²⁴
 - *Male privilege:* advantages derived by those who are male or male-presenting.
 - Example: you can walk around by yourself at night without a general sense of fear or anxiety; you do not have to worry about an undue burden of child care being expected of you because of your sex
 - *White Privilege:* the unearned benefits one receives from having white or light-colored skin.
 - Example: you don't have to worry about finding a band-aid to match your skin tone; you can turn on the TV and know that you'll see people who have the same/similar skin tone as you on nearly every channel or show.
 - *Able-bodied privilege:* the unearned benefits one receives when one does not have a physical, mental, or psychiatric disability.
 - Example: you can be assured that your entire neighborhood will be accessible to you (i.e. walking on sidewalks with no need to worry about curb cuts); you can easily arrange to be in the company of people with similar physical or mental capabilities at all times
 - *Cisgendered privilege:* the unearned benefits one receives when one's gender identity matches one's sex assigned at birth
 - Example: you can use public restrooms without fear of verbal or physical abuse, intimidation, or arrest
 - *Heterosexual privilege:* the unearned benefits one receives from heterosexuality and/or hetero-relationships
 - Example: you can see regular and consistent examples of your romantic and family aspirations represented on TV and in movies, without question
 - *Class privilege:* the unearned benefits one receives from higher socioeconomic status
 - Example: you can take an unpaid internship without worrying about economic hardship, you can rest assured that you can pay your rent/mortgage and have a secure place to sleep at night
- **Safe Space:** Refers to an environment in which everyone feels comfortable expressing themselves and participating fully, without fear of attack, ridicule, harassment, or denial of experience.²⁵
- **Solidarity:** unity or agreement of feeling or action, especially among individuals with a common interest; mutual support within a group or between groups.

²³ [Diversity, Equity, and Inclusion Glossary](#), University of Washington

²⁴ ["An Incomplete Guide to Inclusive Language for Startups and Tech"](#) by Courtney Seiter, Buffer Blog

²⁵ [Diversity, Equity, and Inclusion Glossary](#), University of Washington



Terms Related to Race

- **Anti-Racism:** the active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably.²⁶
- **Asian:** of, belonging to, or characteristic of Asia or its inhabitants. An Asian American is someone who is of Asian descent.
- **Black:** When using this term to describe a person's race, please capitalize the letter "B." The term Black is currently considered more widely accepted than "African American," since there are Black folks who are of Caribbean descent. It is best to ask someone how they identify, rather than assuming.
- **Hispanic:** A descriptive term for people, nations, and cultures that have a historical link to the country of Spain.²⁷
- **Indigenous:** refers to the notion of a place-based human ethnic culture that has not migrated from its homeland, and is not a settler or colonial population.
- **Land Acknowledgment:** opening remarks that acknowledge the longstanding history that has brought you to reside on the land, and to seek to understand your place within that history. Land acknowledgements do not exist in a past tense, or historical context: colonialism is a current ongoing process, and we need to build our mindfulness of our present participation.²⁸
- **Latino/a/x:** Latinx is the gender neutral term for Latino/Latina; these are descriptive terms for those with Latin American heritage/ancestry.
- **Native American:** Someone of indigenous heritage to North America. However, how a person might identify will differ based on age, region, or a specific nation.²⁹ Some people may want you to identify them by their Tribal identity, and some people may identify as "Indigenous" instead of "Native American." It is best to ask rather than assume.
- **Racism:**
 - **Individual racism:** refers to the beliefs, attitudes, and actions of individuals that support or perpetuate racism in conscious and unconscious ways. The U.S. cultural narrative about racism typically focuses on individual racism and fails to recognize systemic/structural racism.³⁰
 - **Interpersonal racism:** occurs between individuals. These are public expressions of racism, often involving slurs, biases, or hateful words or actions.³¹
 - **Institutional racism:** occurs in an organization. These are discriminatory treatments, unfair policies, or biased practices based on race that result in inequitable outcomes for whites over people of color and extend considerably

²⁶ "[Anti-Racism](#)" Alberta Civil Liberties Research Centre

²⁷ [Inclusive Language Guidelines](#), Sprout Social

²⁸ "[Indigenous Land Acknowledgment](#)" Native Governance Alliance

²⁹ "[70 Inclusive Language Principles](#)" by Nehemiah Green, Medium

³⁰ [National Museum of African American History and Culture](#)

³¹ [National Museum of African American History and Culture](#)



beyond prejudice. These institutional policies often never mention any racial group, but the intent is to create advantages.³²

- **Systemic/Structural racism:** is the overarching system of racial bias across institutions and society. These systems give privileges to white people resulting in disadvantages to people of color.³³
- **Tokenism:** The practice of including one or a few members of an underrepresented group in a team or company, without their having authority or power equal to that of other group members. This places a burden on an individual to represent all others like them. (Example: When the one person in an underrepresented group is consistently asked to speak about being a member of that group.)³⁴
- **White Supremacy:** White supremacy is a term used to characterize various belief systems central to which are one or more of the following key tenets: 1) whites should have dominance over people of other backgrounds, especially where they may co-exist; 2) whites should live by themselves in a whites-only society; 3) white people have their own "culture" that is superior to other cultures; 4) white people are genetically superior to other people. As a full-fledged ideology, white supremacy is far more encompassing than simple racism or bigotry.³⁵

Terms Related to Gender, Sex, and Sexual Orientation

- **Agender:** denoting or relating to a person who does not identify themselves as having a particular gender.
- **Cisgender** and/or **Cis:** A term used to describe a person whose gender identity aligns with those typically associated with the sex assigned to them at birth.³⁶
- **Cishet:** someone who is both cisgender and heterosexual. It could also mean both cisgender and heteroromantic. In other words, a cishet person identifies as the gender they were assigned at birth, and they're attracted to people of an opposite gender.³⁷
- **Deadnaming:** the use of a former name or birth name of a Transgender or Nonbinary person without their consent.
- **Gender Expression:** External appearance of one's gender identity, usually expressed through behavior, clothing, body characteristics or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine.³⁸
- **Gender-fluid:** A person who does not identify with a single fixed gender or has a fluid or unfixed gender identity.³⁹

³² [National Museum of African American History and Culture](#)

³³ [National Museum of African American History and Culture](#)

³⁴ "70 Inclusive Language Principles" by Nehemiah Green, Medium

³⁵ [Anti-Defamation League](#)

³⁶ [Glossary of Terms](#), Human Rights Campaign

³⁷ "Cisgendered vs. Straight: What's the Difference?," HealthLine

³⁸ [Glossary of Terms](#), Human Rights Campaign

³⁹ [Glossary of Terms](#), Human Rights Campaign



- **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.⁴⁰
- **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. While many also identify as transgender, not all gender non-conforming people do.⁴¹
- **Gender Spectrum:** an understanding that gender is not binary (female/male), but rather a spectrum of biological, mental and emotional traits that exist along a continuum.⁴²
- **Heteronormativity:** of, relating to, or based on the attitude that heterosexuality is the only normal or natural expression of sexuality.⁴³
- **Heterosexuality:** A romantic attraction, sexual attraction solely to people of the opposite sex.
- **Homosexuality:** A romantic attraction, sexual attraction between members of the same sex or gender
- **Misogyny:** dislike of, contempt for, or ingrained prejudice against women
- **Nonbinary:** 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. Non-binary can also be used as an umbrella term encompassing identities such as agender, bigender, genderqueer or gender-fluid.⁴⁴
- **Pronouns:** a word that can function by itself as a noun phrase and that refers either to the participants in the discourse (e.g., I, you) or to someone or something mentioned elsewhere in the discourse (e.g., she, them, his).
- **Queer:** A term people often use to express a spectrum of identities and orientations that are counter to the mainstream. Queer is often used as a catch-all to include many people, including those who do not identify as exclusively straight and/or folks who have non-binary or genderexpansive identities. This term was previously used as a slur, but has been reclaimed by many parts of the LGBTQ movement.⁴⁵
- **Sex (assigned at birth):** The sex (male or female) given to a child at birth, most often based on the child's external anatomy.⁴⁶
- **Sexism:** prejudice, stereotyping, or discrimination (typically against women) on the basis of sex.

⁴⁰ [Glossary of Terms](#), Human Rights Campaign

⁴¹ [Glossary of Terms](#), Human Rights Campaign

⁴² [“The Gender Spectrum: A Scientist Explains Why Gender Isn’t Binary”](#) by Cade Hildreth

⁴³ [“Why Heteronormativity is a Bad Thing”](#) *Teen Vogue*

⁴⁴ [Glossary of Terms](#), Human Rights Campaign

⁴⁵ [Glossary of Terms](#), Human Rights Campaign

⁴⁶ [Glossary of Terms](#), Human Rights Campaign



- **Sexual Orientation:** An inherent or immutable enduring emotional, romantic or sexual attraction to other people. Note: an individual's sexual orientation is independent of their gender identity.⁴⁷
- **Transgender** and/or **Trans:** 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.⁴⁸
- **Womxn:** An alternative spelling to 'woman/women.' This spelling was proposed as a way to reclaim the identity of womanhood as inclusive and intersectional, and not defined in relation to men. It is intended to signal the inclusion of those who have traditionally been excluded from white feminist discourse: Black women, women of Color, and Trans women. More recently, the term has also been used to include nonbinary people, but this is problematic, as using it in this way continues to try to place nonbinary folks in a gender binary (see citations). To some, using the term 'womxn' implies that Trans women aren't real women or that non-binary people are women, and is problematic due to these implications. It has been pronounced as 'wo-minx' or simply in the same way as 'woman/women'.^{49, 50, 51}

[Click Here to Submit an Edit or Addition to this Glossary](#)

Created By:

Hayley J. Boyle
DEI Committee of PADA
dei@pada.org

⁴⁷ [Glossary of Terms](#), Human Rights Campaign

⁴⁸ [Glossary of Terms](#), Human Rights Campaign

⁴⁹ [What You Need to Know about the Intersectional Term Womxn](#), by Monica Karpinski, DAYE

⁵⁰ [Why Womxn Isn't Exactly the Inclusive Term You Think It Is](#) by Cassie Baradas, GirlBoss

⁵¹ [Using the phrase "womxn" doesn't mean you're Trans-inclusive](#) by Canela Lopez, Insider