



SOGI: Defining Terms

Sexual Orientation

A term that describes a person's sexual, emotional, and/or romantic attraction

Lesbian: a term that may be used by someone who identifies as a woman and who is attracted to other women

Gay: a term that may be used by someone who identifies as a man and is attracted to other men; also may be used as an umbrella term by individuals who identify with the LGBTQ+ community

Bisexual: a term that may be used by someone who is attracted to people of their own gender and people of another gender

Queer: a term that may be used to describe fluidity and may describe someone who is attracted to individuals of various gender identities on the spectrum, and/or whose behaviors and attitudes regarding sexuality exist beyond dominant societal norms

Asexual: a term that may be used by someone who experiences little or no sexual attraction to others and/or a lack of interest in sexual relationships/behavior

Current Gender Identity

Our internal sense of self as a man, woman, a blend of both, or neither. One's gender identity can be the same or different from their assigned sex at birth. While traditional definitions of gender reinforce a binary of man/woman, a gender spectrum is more appropriate to convey the full range of lived experiences.

◆ **Beyond the options we have for the SOGI questions—two important definitions:**

Transgender – umbrella term referring to people whose gender identity is different from their sex assigned at birth.

Cisgender – refers to someone who is not transgender. Someone whose gender identity aligns with their sex assigned at birth.

Definitions particular to Current Gender Identity options:

Man/Male: a person who has an internal sense of being a man

Woman/Female: a person who has an internal sense of being a woman

Transgender Man: a person who was assigned female at birth and currently identifies as a man

Transgender Woman: a person who was assigned male at birth and currently identifies as a woman

Genderqueer, not exclusively man or woman: An identity commonly used by people who do not identify or express their gender within the gender binary of man/woman. Those who identify as genderqueer may identify as neither man or woman, may see themselves as outside of or in between the binary gender boxes, or may simply feel restricted by gender labels and choose not to identify with one.

Intersex: A general term used for a variety of conditions in which a person is born with a reproductive or sexual anatomy that doesn't seem to fit the typical medical definitions of female or male. These may be physically obvious at birth or they may be genetic or hormonal. Approximately 1 in 2,000 people are born intersex. Human anatomical and physiological variations do not in themselves constitute medical problems. Only 2-3 of over 30 recognized intersex variations require medical intervention.

People with intersex variations may describe themselves as intersex, but may also use other terms. It is preferable to use the term 'intersex' unless asked otherwise. Avoid using terms such as 'hermaphrodite', or 'disorders of sex development' which can convey negative connotations about intersex people.

