



IATSE PRIDE
Glossary of Terms

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About This Guide

The IATSE Pride Committee has put this guide together to help inform our membership about the various terms they may come across regarding the LGBTQ+ Community. We have tried to curate the list to include the most common terms and therefore have inevitably left out others. The fact that a term isn't found in this guide is not a reflection of its importance or lack thereof. We simply wanted to keep it at a manageable size and are always willing to consider adding/removing/adjusting terms and definitions as appropriate.

As sometimes the difference between one's gender and one's sexuality can be a confusing topic, we have separated our definitions into three categories. Gender, sexuality and miscellaneous. A simplistic way to understand the difference between gender and sexuality, is to think of it as "who someone is" versus "who they are attracted to". Miscellaneous contains the other relevant terms that don't fit into either gender or sexuality. They may encompass both or neither, but we still felt they were important to include.

As humans we love to categorize things, and many of these terms are ways of defining who we are and who we are attracted to. However, not everyone fits into a simplistic box. We aim to straddle the line of defining the terms in an accessible way, without coming across as offensive with our simplistic wording.

If you are an ally who comes across a term that you don't understand or are a member of the community who feels that they aren't represented by this list, please reach out to us. We want to make sure we engage and include everyone appropriately.

In Solidarity and Pride,

The IATSE Pride Committee

Gender

Cisgender/Cis - A word used to describe a person whose gender identity is the same as the sex they were assigned at birth. For example, if your birth certificate says male, and as an adult you still know you are male, you are cisgender. It can be thought of as the opposite of transgender.

Female-Identifying – Any person, regardless of how they were born, or what genitalia they have, who identifies as female.

Intersex – A word used to describe people who are born with variations in their sex characteristics, including chromosomes, sex hormones, genitalia, etc. that do not fit the typical definition for male or female bodies. At one point the word “hermaphrodite” was used, although it is no longer considered an acceptable term and should no longer be used.

Gender expression - External appearance of one's gender, usually expressed through behavior, clothing, haircut, voice, etc. and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine.

Gender-fluid – Someone who does not identify with a single fixed gender. Their gender expression may vary at times to appear more traditionally “masculine”, “feminine” or a combination of both.

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, and can be the same or different from their gender expression.

Gender neutral – Something that is applicable to everyone, regardless of gender. It could be a word or expression that cannot be taken to refer to one gender only. For instance, in contracts, constitutions, etc. we replace things like, “he” or “he/she” with “they” or “the worker” to make it gender neutral. We don’t say fireman, we say firefighter. Being gender neutral is an easy way to be inclusive to all members.

Male-Identifying – Any person, regardless of how they were born, or what genitalia they have, who identifies as male.

Non-Binary – A word 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. Sometimes also referred to as “N.B.” or a phonetically spelled version of “N.B.” written as “Enby”.

Pronouns – Pronouns are words we use to refer to each other. Some examples are, he/him/his, she/her/hers, they/them/their, etc. For more on this please see our Pronoun video here:

<https://youtu.be/UfqEW3TYImU>

Transgender/Trans – A 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.

Transition/Transitioning - The process by which some people strive to more closely align their gender identity with its outward appearance. Some people socially transition, whereby they might begin dressing, using names and pronouns and/or be socially recognized as another gender. Others undergo physical transitions in which they modify their bodies through medical interventions.

Transphobia – The irrational fear and hatred of, or discomfort with, people who are transgender.

Trans man - This generally describes someone assigned female at birth who identifies as a man. This individual may or may not actively identify as trans. Often it is good just to just use woman or man.

Sometimes trans men identify as female-to-male (also FTM, F2M, or trans masculine) but please ask before identifying someone. Always use the term and pronouns expressed by the individual.

Trans woman - Trans woman generally describes someone assigned male at birth who identifies as a woman. This individual may or may not actively identify as trans. Often it is good just to use woman or man.

Sometimes trans women identify as male-to-female (also MTF, M2F, or trans feminine) but please ask before identifying someone. Always use the term and pronouns expressed by the individual.

Sexuality

Asexual – The lack of sexual attraction to other people.

Bisexual - A person who is emotionally, romantically or sexually attracted to both men and women, though not necessarily in equal amounts.

Gay - A person who is emotionally, romantically or sexually attracted to members of the same gender. Another word for homosexual, although gay usually refers specifically to men.

Heterosexual – A person who is emotionally, romantically or sexually attracted to the opposite gender. Also known as “straight”.

Homophobia - The irrational fear and hatred of, or discomfort with, people who are attracted to members of the same sex.

Lesbian - A woman who is emotionally, romantically or sexually attracted to other women.

MSM – This stands for “men who have sex with men”. This term is used to capture all men who have sexual relations with other men, regardless of how they identify.

Pansexual - Describes someone who has the potential for emotional, romantic or sexual attraction to people of any gender, though not necessarily simultaneously, in the same way or to the same degree. Some people who identify as pansexual will use the term bisexual as its meaning is more broadly understood. The trouble with this is that we are erasing someone’s sexuality, and therefore learning terms like these allows that person to express their sexuality correctly, by knowing that they will be understood.

Polyamorous - The practice of, or desire for, intimate relationships with more than one partner, with the informed consent of all partners involved. It has been described as "consensual, ethical, and responsible non-monogamy"

Miscellaneous

AIDS – Stands for “Acquired Immunodeficiency Syndrome. It is the late stage of HIV infection when the virus is considered to have progressed based upon medical criteria. Anyone, regardless of their gender or sexuality can become infected. For more information, please visit the CDC’s page here: <https://www.hiv.gov/hiv-basics/overview/about-hiv-and-aids/what-are-hiv-and-aids>

Ally - A person who is not LGBTQ+ but shows support for LGBTQ+ people and promotes equality in a variety of ways.

Closeted – A slang term used to describe someone who keeps their true gender or sexuality a secret. They are said to be “in the closet” or “closeted”. They may be “out” to a certain group, (family, friends, at work, etc.) and closeted around other groups, (family, friends, at work, etc.) Just because someone is out around you, does not mean they feel safe or comfortable coming out to anyone else so please be sure to never “out” someone who is LGBTQ+, even by accident.

Coming Out – A slang term used to describe someone who is disclosing their true gender or sexuality as in they are “coming out of the closet”. They may be coming out to one person, a group of people, or publicly. Either way, the way someone comes out, the timing, and who is involved, should always be left up to the individual. Just because someone is out around you, does not mean they feel safe or comfortable coming out to anyone else so please be sure to never “out” someone who is LGBTQ+, even by accident.

Drag – A type of performance where people dress up and perform. In general, someone who identifies as male dressing up in an exaggerated/stylized way to perform as female, is called a drag queen, while someone who identifies as female, dressing up in an exaggerated/stylized way to perform as male, is called a drag king. However, these are generalizations as anyone can perform in either drag. Also, although it is popular in the gay community, one’s sexual orientation is not a prerequisite for drag.

HIV – Stands for “Human Immunodeficiency Virus”. It is a virus that attacks cells that help the body fight infection, making a person more vulnerable to other infections and diseases. It is spread by contact with certain bodily fluids of a person with HIV, most commonly during unprotected sex or through sharing of needles. If left untreated, HIV can lead to the disease AIDS.

Although the LGBTQ+ community suffers from a higher infection rate overall, that is not simply because they are LGBTQ+. There are various contributing factors and anyone, regardless of their gender or sexuality can become infected. While there is no cure, there have been many advances in medicine resulting in HIV-positive individuals living long healthy lives with the inability to transmit HIV to others.

LGBTQIA+ – An initialism for “lesbian, gay, bisexual, transgender, queer or questioning, intersex and asexual”. Different groups use different orders and variations (LGBT, LGBTQ, LGBTQIA, 2SLGBTQ, etc.). The addition of a plus sign (+) to the end is a short way of including any other letters which aren’t specifically written.

PrEP - Stands for “pre-exposure prophylaxis”. Medication that, when taken daily, is highly effective for preventing HIV from sex or injection drug use. Studies have shown that PrEP reduces the risk of getting HIV from sex by about 99% when taken daily.

PEP - Stands for “post-exposure prophylaxis”. Medication taken after potentially being exposed to HIV to prevent becoming infected. This should only be used in emergency situations and must be started within 72 hours after a recent exposure to HIV, however the sooner it is taken the better.

Queer - A term people often use to express fluid identities and orientations and is often used interchangeably with "LGBTQ+." It describes people of marginalized gender identities and sexual orientations who are not cisgender and/or heterosexual. Please note that this term has a complicated history as a reclaimed slur, and so some individuals may not appreciate its use.

Questioning - A term used to describe people who are in the process of exploring their sexual orientation or gender identity. Previously someone could have been referred to as “curious”.

Two-Spirit (2-Spirit) - An umbrella term that includes various indigenous gender identities and/or sexualities in North America. Often you will see a 2 or 2S in the initialism (2SLGTBQ , LGBTQ2, etc.)

Undetectable – This is a term when an antiretroviral treatment (ART) has reduced one’s HIV to such small quantities that it can no longer be detected by standard blood tests. People living with HIV who have an undetectable viral load cannot pass HIV on through sex.

Conclusion

Understand that it takes a tremendous amount of energy for LGBTQ+ individuals to explain terms, definitions, and language. Any time you find it tiring or difficult, just remember that your LGBTQ+ kin has to bear this burden themselves. Any assistance an ally can give to help alleviate some of that pressure is a positive thing.

By going through this guide and learning, you are broadening not only your own knowledge, but your ability to pass that on to others who may not understand these terms when they encounter them.

As always, feel free to reach out to the IATSE Pride Committee at iatsepride@iatse.net with any questions or comments.