



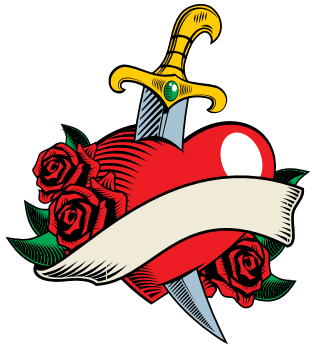
New Brunswick LGBTQ Inclusive Education Resource

TERMS & CONCEPTS



TERMS & CONCEPTS

To access and add to an online glossary, go to MyGSA.ca/content/terms-concepts



diversity = possibility

Terms & Concepts

- | | |
|-------------------------------|--|
| Ableism | Crossdressers (also Cross-Dressers) |
| Aboriginal Peoples | Cyber-Bullying |
| Acceptance | Disability |
| Accommodation | Discrimination |
| Ally | Diversity |
| Androgyny | Dominant Group |
| Anti-Discrimination Education | Drag Queen/Drag King |
| Anti-Semitism | Duty to Accommodate |
| Asexual | Dyke |
| Barrier | Equality |
| BGLTT | Ethnicity |
| Bi | Faggot |
| Bias | Fairness |
| Biological Sex | Feminine |
| Biphobia | Femme |
| Bisexual/Bisexuality | First Nation |
| Bullying | Gay |
| Butch | Gay-Bashing (sometimes Bashing or Queer-Bashing) |
| Camp | Gay-Straight Alliance (or GSA, sometimes Queer-Straight Alliance or QSA or Human Rights or Diversity Club) |
| Cisgender/Cisgendered | Gender |
| Cisnormativity | Gender Conformity |
| Cissexism | Gender Diverse |
| Closet/Closeted | Gender Dysphoria |
| Colonialism | |
| Coming Out | |
| Creed | |

Gender Expression	Inclusive Education	Passing	Sexual Dysphoria
Gender Fluidity	Intersectionality	Perceived Gender Identity	Sexual Minority
Gender Identity	Intersex/Intersexual	Perceived Sexual Orientation	Sexual Orientation
Gender-Neutral	Intervention	Power	Sexual Prejudice
Gender Presentation	Inuit	Prejudice	Sexual Reassignment Surgery (or SRS)
Gender Role	Invisible Minority	Pride	Social Justice
Gender Stereotype	Islamophobia	Primary Sex Characteristics	Stereotype
Genderism	Isolation	Privilege	Stonewall
Genderqueer (also Gender Queer or Gender-Queer)	Justice	Queer	Straight
Genetic Sex	Lesbian	Questioning	Systemic Discrimination
GLBTQ	LGBT/GLBT	Race	Third Gender
GSA	LGBTQ	Racialization	Tranny (or Trannie)
Harassment	Lifestyle	Racialized Group	Trans
Hate Crime	Mahu	Racism	Transgender
Hate Propaganda	Masculine	Racist	Transition
Heteronormativity	Men who Have Sex with Men (MSM)	Rainbow Flag	Trans Man
Heterophobia	Métis	Reclaimed Language	Transperson
Heterosexism	Minority Group	Respect	Transphobia
Heterosexism and Homophobia	Misogyny	Safe Space	Transsexual (or TS)
Heterosexual/Heterosexuality	MSM	Safety	Transvestite
Hijra	New Brunswick <i>Human Rights Act</i>	Same Gender Loving	Trans Woman
Homophobia	Oppression	Secondary Sex Characteristics	Two Spirit/Two Spirited
Homosexual/Homosexuality	Out	Sex /Assigned Sex	Uzeze (Kitesha)
Human Rights	Outed	Sex & Gender	Visible Minority
Identity	Outing	Sex & Gender Binary	
In the Closet	Pansexual	Sexism	

See the Sources section at the end for references.



ABLEISM The cultural, institutional and individual set of practices and beliefs that assign different (lower) value to people who have developmental, emotional, physical, sensory or health-related disabilities, thereby resulting in differential treatment. (CRRF)

ABORIGINAL PEOPLES The descendants of the indigenous or original inhabitants of a particular nation or territory. In Canada the term is used to collectively describe three cultural groups of Aboriginal people—“Inuit”, “Métis People” and “First Nations”. These are three separate peoples with unique heritages, languages, cultural practices, and spiritual beliefs, histories and political goals. (AFN)

ACCOMMODATION Accommodation: measures that allow an individual experiencing an obstacle to learning to gain access to and achieve success in regular classroom learning activities. This may involve removing barriers, ensuring accessibility, using adjustments to instructional strategies, providing one-on-one assistance or allowing some extra time to complete a task. These, and similar strategies, help each student to reach their potential, both academically and socially. (NB Policy 322 - Inclusive Education)

Accommodation means removing barriers and taking steps to engage students in a way that helps them reach their potential both academically and socially. (NBHRC)

ALLY An ally is someone who believes in the dignity and respect of all people and takes action by supporting and advocating with groups being targeted by social injustice. An ally

does not identify as a member of the group they are supporting (e.g., a straight person can act as an ally for gay people and communities; a cisgender lesbian can act as an ally for trans people and communities). (Egale)

ANDROGYNY Exhibiting the identity and/or appearance of both male and female, as neither male nor female, or as between male and female; exhibiting behaviors of either or both traditional genders; a descriptive term that many in the GLBTQ community find offensive; see also “Third Gender” and “Two Spirit.” (AY)

ANTI-DISCRIMINATION EDUCATION Educational approaches that seek to eliminate all forms of discrimination based on the prohibited grounds identified in the New Brunswick *Human Rights Act* and the Canadian Charter of Rights and responsibilities and other, similar grounds from an educational system. Other terms such as Anti-Bias and Anti-racism Education may be used to describe such efforts. Anti-discrimination education (see Anti-racism) seeks to identify and change educational policies, procedures, and practices that may unintentionally condone or foster discrimination, as well as the attitudes and behaviours that underlie and reinforce such policies and practices. It provides teachers and students with the knowledge and skills that will enable them to critically examine issues related to discrimination, power, and privilege. Anti-discrimination education promotes the removal of discriminatory biases and systemic barriers for a broad range of groups. (Adapted from OME)



ANTI-RACISM An active and consistent process of change to eliminate individual, institutional and systemic racism as well as the oppression and injustice racism causes. (CRRF)

ANTI-SEMITISM Latent or overt hostility or hatred directed towards individual Jews or the Jewish people (not to all Semitic peoples), leading to social, economic, institutional, religious, cultural or political discrimination. Antisemitism has also been expressed through individual acts of physical violence, vandalism, the organized destruction of entire communities and genocide. (CRRF)

ASEXUAL A person who may not experience sexual attraction or who has little or no interest in sexual activity. (Egale)



BARRIER TO LEARNING Barrier to learning: a circumstance in which the instruction provided within the common learning environment does not effectively meet the needs of the student as a learner. For example, these needs could be physical, sensorial, cognitive, socio-emotional, organizational or logistical. (NB Policy 322 – Inclusive Education)

An overt or covert obstacle; used in employment equity to mean a systemic obstacle to equal employment opportunities or outcomes; an obstacle which must be overcome for equality to be possible. (CRRF)

BGLTT Bisexual, Gay, Lesbian, Transgender and Two Spirited. (CTF)

BI Slang term for people with a bisexual orientation and who self-identify as bisexual. (AY)

BIAS A subjective opinion, preference, prejudice or inclination, formed without reasonable justification, that influences an individual's or group's ability to evaluate a particular situation objectively or accurately; a preference for or against. (CRRF)

A system that forces all people into only two categories—either man or woman, boy or girl. In this system men and women are expected to look and behave in a particular ways that are different from one another. (SO)



BIOLOGICAL SEX

The biological state of having:
1) female or male genitalia (vulva, labia, clitoris, and vagina for females; penis and testicles for males); 2) female or male chromosomes (XX for females; XY for males); and 3) female or male hormones (estrogen and progesterone for females; testosterone for males); perhaps one in 2,000 babies is born with the biological characteristics of both sexes or of neither sex entirely (see “Intersex”); see also “Gender” and “Gender Identity,” which are different than biological sex. (AY)

BIPHOBIA

Fear and/or hatred of bisexuality, often exhibited by name-calling, bullying, exclusion, prejudice, discrimination, or acts of violence—anyone who is bisexual (or assumed to be) can be the target of biphobia. (Egale)

BISEXUAL/BISEXUALITY

(adj) A person who is attracted emotionally and sexually to both male-identified and female-identified people. (Egale)

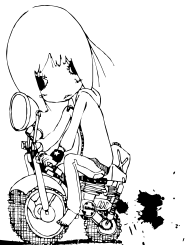
BULLYING

Bullying is a relational problem that is intended to cause or should be known to cause any form of harm to an individual or a group of individuals. There is a power imbalance, real or perceived, between the persons involved which impacts on interpersonal relationships. It generally is repeated. Bullying can take many forms, including physical, verbal and non-verbal, social, written or electronic (cyber). It also includes assisting or encouraging the behaviour in any way. (EECD)

Physically, mentally, and/or emotionally intimidating and/or harming an individual or members of a group; in this case, intimidating or harming individuals whose sexual orientation or gender identity/gender expression is somehow threatening to the bully. (AY)

BUTCH

Slang term for individuals who exhibit characteristics or behaviors traditionally considered as masculine; sometimes derogatory; also sometimes used by lesbian women or gay men to self-identify with varying notions of gender. (AY)





CAMP Deliberately affected or exaggerated style, sometimes for humorous effect. (AY)

CISGENDER/CISGENDERED (adj) Refers to someone whose gender identity corresponds with their birth-assigned sex (e.g., a cisgender male is someone whose gender identity is man and was assigned male sex at birth). (Egale)

CISNORMATIVITY A cultural/societal bias, often implicit, that assumes all people are cisgender and so privileges cisgender identities and ignores or underrepresents gender variance. (Egale)

CISSEXISM Prejudice and discrimination in favour of cisgender identities and expressions. This includes the presumption that being cisgender is the superior and more desirable gender identity. (Egale)

CLOSET/CLOSETED Hiding one's sexual orientation or gender identity from others in the workplace, at school, at home and/or with friends. (ATA)
The intentional concealment of an individual's own sexual orientation or gender identity, often due to fear of discrimination and/or violence; see also "In the Closet." (AY)

COLONIALISM A process by which a foreign power domination exploits an indigenous group by seizing their land and resources, extracting their wealth, and using them as cheap labour. Also refers to a specific era of European expansion into the overseas territories between the sixteenth and twentieth centuries. Racial dogmas that reinforced patterns of superiority and inferiority have often been invoked to explain, justify, and promote the exploitation of indigenous minorities. (Adobe Consulting)

COMING OUT [1] The process through which LGBT people recognize and acknowledge their non-heterosexual orientation and integrate this understanding into their personal and social lives.

[2] The act of disclosing this orientation or identity to others. (ATA)

From "coming out of the closet," the process of becoming aware of and open about one's sexual orientation or gender identity. (AY)



CROSSDRESSERS

(also Cross-Dressers)

Preferred term for people who usually self-identify with their biological sex and gender but who sometimes wear the clothing, jewelry, etc., of the opposite gender to fulfill emotional needs. (AY)



CYBER-BULLYING

- Sending mean and sometimes threatening emails or text messages.
- Spreading gossip, secrets or rumours about another person that will damage that person's reputation.
- Breaking into an email account and sending hurtful materials to others under an assumed identity.
- Creating blogs or websites that have stories, cartoons, pictures or jokes ridiculing others.
- Creating polling websites where visitors are asked to rate individuals' attributes in a negative manner.
- Taking an embarrassing photo of someone with a digital camera and emailing that photo to others.
- Engaging someone in instant messaging, tricking them into revealing personal information and then forwarding that information to others.
- Using someone else's password in order to change their profile to reflect sexual, racist and other content that may offend others.

- Posting false or hurtful messages on online bulletin boards or in chat rooms.
- Deliberately excluding others from instant messaging and email contact lists. (PREVNet.ca)



DISABILITY Inborn or assigned characteristics of an individual that may prevent full participation in educational, social, economic, political, religious, institutional or formal activities of a group, or that may require accommodation to enable full participation. Visible disabilities are readily apparent and consequent discrimination or stigma may be more predictable than with invisible disabilities which are not immediately apparent. Persons with disabilities form one of the designated groups in employment equity programs. An important aspect of this definition is voluntary self-identification. (CRRF)

DISCRIMINATION The denial of equal treatment, civil liberties and opportunity to individuals or groups with respect to education, accommodation, health care, employment and access to services, goods and facilities. Behaviour that results from prejudiced attitudes by individuals or institutions, resulting in unequal outcomes for persons who are perceived as different. *Differential treatment* that may occur on the basis of race, nationality, gender, age, religion, political or ethnic affiliation, sexual orientation, marital or family status, physical, developmental or mental disability. Includes the denial of cultural, economic, educational, political and/or social rights of members of non-dominant groups. (CRRF)

The unjust or prejudicial treatment of an individual or groups of people; here unfair treatment on the grounds of sexual orientation or gender identity. (AY)

When you are treated less favourably than someone else either because of your real or perceived sexual orientation, your gender, your ethnicity or religion, etc. (SO)

DIVERSITY A term used to encompass all the various differences among people – including race, religion, gender, sexual orientation, disability, socio-economic status, etc. – and commonly used in the United States and increasingly in Canada to describe workplace programs aimed at reducing discrimination promoting equality of opportunity and outcome for all groups. Concern has been expressed by anti-racism and race relations practitioners that diversity programs may water down efforts to combat racism in all its forms. (CRRF)

DOMINANT GROUP A group which is considered the most powerful and privileged of all groups in a particular society or context and that exercises that power through a variety of means (economic, social, political, and etc). (Adapted from OME)

DRAG QUEEN/DRAG KING Someone who dresses and acts like the opposite gender for entertainment purposes; usually does not self-identify as transgender. (AY)

DUTY TO ACCOMMODATE Public schools and other education providers have a legal obligation to accommodate students and parents under any of the grounds in the New Brunswick Human Rights Act. (NBHRC)

DYKE A derogatory word for a lesbian and/or for any woman who projects the role, appearance, attitudes, and/or behaviors that a culture traditionally assigns to males; also reclaimed by some to identify with varying notions of gender. (AY)



EQUALITY The state of being equal in regard to status, rights, opportunities, and treatment. (AY)

ETHNICITY The multiplicity of beliefs, behaviours and traditions held in common by a group of people bound by particular linguistic, historical, geographical, religious and/or racial homogeneity. Ethnic diversity is the variation of such groups and the presence of a number of ethnic groups within one society or nation. The word 'ethnic' is often used to denote non-dominant or less powerful cultural identities in Canada. (CRRF)

FAGGOT A derogatory word for a gay male and/or for any man who projects the role, appearance, attitudes, and/or behaviors that a culture traditionally assigns to females; also reclaimed by some men to identify with varying notions of gender. (AY)

FAIRNESS Quality of being fair-minded, impartial, and just. (AY)

FEMININE A term used to describe the socially constructed and culturally specific gender behaviors expected of females; see also "Masculine." (AY)

FEMME A slang term for an individual who projects a traditionally feminine gender role; sometimes, but not always, derogatory; also used by some to self-identify regarding gender. (AY)

FIRST NATION One of the three distinct cultural groups of Aboriginal Peoples. There are 633 First Nations Bands, representing 52 nations or cultural groups, and more than 50 languages. Most individuals prefer to be referred to by their specific nation e.g. Cree, Dene, Black Foot, etc. (AFN). (CRRF)



GAY (adj) A person who is emotionally and sexually attracted to someone of the same sex and/or gender—gay can include both male-identified individuals and female-identified individuals, or refer to male-identified individuals only. (Egale)

GAY-BASHING (sometimes Bashing or Queer-Bashing) A physical or verbal attack directed at GLBTQ people, motivated by hatred for their sexual orientation, gender identity, and/or sexual behavior. (AY)

GAY-STRAIGHT ALLIANCE (or GSA, sometimes Queer-Straight Alliance or QSA or Human Rights or Diversity Club) Formal organization of GLBTQ and straight people in support of the dignity and rights of GLBTQ people, usually in the context of and to create change within educational institutions and environments. (AY)

The term GSA stands for Gay-Straight Alliance. Although the exact function of such clubs varies from school to school, GSAs are generally considered to be any student groups concerned with LGBTQ matters and sometimes also serving as support groups for LGBTQ students, allies, and youth with LGBTQ parents or other family members. Many student groups opt not to use this name, however, because the word “gay” is not as inclusive as they would like. It doesn’t necessarily refer to lesbians, bisexuals, or Two Spirited people and gender identity and gender expression are not explicitly encompassed by the expression. The term “GSA” is used throughout Egale’s Equity and Inclusive Education Resource Kits, however, and Egale’s national LGBTQ safer schools



and inclusive education website is called *MyGSA.ca* because this term is generally understood to refer to any inclusive school group that pertains to LGBTQ matters. However, this is an important consideration and would make an excellent topic of discussion in the discussion forums on *MyGSA.ca*, at any GSA meeting, or in your classroom! (From Egale’s Equity and Inclusive Education Resource Kits)

Gay Straight Alliances (GSAs) are official student clubs with LGBTQ and heterosexual student membership and typically two teachers who serve as faculty advisors. Students in a school with a GSA know that they have at least one or two adults they can talk to about LGBTQ issues. The purpose of GSAs is to provide a much-needed safe space in which LGBTQ students and allies can work together on making their schools more welcoming of sexual and gender minority students. Some GSAs go by other names such as Human Rights Clubs or Social Justice Clubs in order to signal an openness to non-LGBTQ membership (though of course, some of these are not GSAs and might not address homophobia). (From Egale’s Phase One Report on the First National School Climate Survey—see *MyGSA.ca* for the full report.)

GENDER The social classification of people as masculine and/or feminine. Whereas sex is an externally assigned classification, gender is something that becomes evident in a social context. (Egale)

GENDER CONFORMITY Acting within the culturally expected gender role for people of one’s biological sex. (AY)



GENDER DIVERSE Refers to a person whose gender identity and/or gender expression differs from cultural or societal expectations based on assigned sex and gender. (Egale)

GENDER DYSPHORIA A medical term for unhappiness or discomfort with the gender role assigned by one's culture to one's biological sex; a term disliked by many transgender people as implying that there is something wrong with them; may or may not coincide with sexual dysphoria. (AY)

GENDER EXPRESSION The way a person presents and communicates gender identity to society, through clothing, speech, body language, hairstyle, voice, and/or the emphasis or de-emphasis of bodily characteristics or behaviours and traits used publicly to express one's gender as masculine or feminine or something else. The traits and behaviours associated with masculinity and femininity are culturally specific and change over time. Gender expression is not an indication of sexual orientation. Also called gender presentation. (Egale)

GENDER FLUIDITY The recognition that social constructions of gender identity and gender expressions lie along a spectrum and cannot be limited to two genders; a feeling that one's gender varies from societal notions of two genders. (Egale)

GENDER IDENTITY A person's deeply felt internal and individual experience of gender – their internal sense of being man, woman, or another gendered being entirely. A person's gender may or may not correspond with the sex assigned at birth. Since gender identity is internal, one's gender identity is not necessarily visible to others. (Egale)

GENDER-NEUTRAL Anything (such as clothing, styles, activities, or spaces) that a society or culture considers appropriate for anyone, irrespective of gender; anything that carries with it no particular gender associations. (AY)

GENDER PRESENTATION The ways in which an individual communicates one's own gender identity to others, through behavior, clothing, hairstyle, voice, and/or the emphasis or de-emphasis of bodily characteristics; not an indication of sexual orientation; behaviors and traits used publicly to express one's gender—as masculine or feminine or something else; also called gender expression. (AY)

GENDER ROLE Culturally or socially determined sets of attitudes and behaviors that are expected of an individual based on her/his biological sex. (AY)

GENDER STEREOTYPE The assumption that boys and girls must carry out distinct roles, i.e. all boys play football or all girls are physically weaker than boys. (SO)



GENDERISM Refers to the assumption that one's gender identity or gender expression will conform to traditionally held stereotypes associated with one's biological sex. (VSB)

GENDERQUEER (adj) Refers to a person whose gender identity may not correspond with social and societal gender expectations. Individuals who identify as genderqueer may identify with both male and female genders, move between genders, or may reject the gender binary or gender altogether. Those who identify as genderqueer may or may not also identify as trans. (Egale)

GENETIC SEX Defined by the 23rd chromosomal pair, coded XX for female and XY for male, although other chromosomal code sets also exist. (AY)

GLBTQ Standard acronym for gay, lesbian, bisexual, transgender, and questioning people; variations exist, such as including an I for intersex and a second Q for queer. (AY)

GSA See "Gay-Straight Alliance (or GSA)."

HARASSMENT Causing a person to fear for their safety or the safety of a person known to them by repeatedly following them from place to place or repeatedly communicating directly or indirectly (e.g. by leaving notes, making or sending persistent or harassing telephone calls or e-mails, etc.). (NB Policy 703 - *Positive Learning and Working Environment*)

HATE CRIME In Canada, there are four specific offences recognized in the Criminal Code as hate crimes: advocating genocide, public incitement of hatred, wilful promotion of hatred, and mischief in relation to religious property. In addition, other criminal offences (e.g. assault, mischief) may be classified as a hate crime should the incident be motivated by hatred towards a particular group based on race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation or any other similar factor. (Refer to Statistics Canada, <http://www.statcan.gc.ca/pub/85-002-x/2012001/article/11635-eng.htm>)

HATE PROPAGANDA Representing some of the most destructive forms of human rights-based discrimination in that they promote hatred against identifiable groups of people. Hate groups generally label and disparage people who may include newcomers, people with disabilities, members of racialized, religious or cultural groups, or people who are gay or lesbian. (CRRF)



HETERONORMATIVITY A cultural/societal bias, often implicit, that assumes all people are straight and so privileges heterosexuality and ignores or underrepresents same-gender relationships. (Egale)

HETEROPHOBIA A fear or distrust of heterosexual people and of anything associated with heterosexuality, often based on negative life experiences. (AY)

HETEROSEXISM Prejudice and discrimination in favour of heterosexuality. This includes the presumption of heterosexuality as the superior and more desirable sexual orientation. (Egale)

HETEROSEXISM AND HOMOPHOBIA The term heterosexism refers to the assumption that all people are heterosexual and that heterosexuality is superior and more desirable than homosexuality. Homophobia is defined as “the irrational fear and hatred of homosexuals.” Both of these are perpetuated by negative stereotypes and are dangerous to individuals and communities. (VSB)

HETEROSEXUAL/HETEROSEXUALITY A person who is emotionally and sexually attracted to someone of the opposite sex and/or gender. Also referred to as “straight”. (Egale)

HIJRA The hijra, an institutionalized third gender role in India, is “neither male or female,” containing elements of both. The hijra are commonly believed by the larger society to be intersexed, impotent men, who undergo emasculation in which all or part of the genitals are removed. They adopt female dress and some other aspects of female behaviour. Hijras traditionally earn their living by collecting alms and receiving payment for performances at weddings, births and festivals. (HI)

A self-identified term used by males who define themselves as “not men/not women” but as a “third gender.” Hijras cross-dress publicly and privately and are a part of a strong social, religious, and cultural community. Ritual castration may be part of the hijra identity, but not all hijras are castrated. Sex with men is common, and like men who have sex with kothis, such men would see themselves as “real men” (see “Pathis/Giryas”) and not homosexuals. (MHI)

HOMOPHOBIA Fear and/or hatred of homosexuality, often exhibited by name-calling, bullying, exclusion, prejudice, discrimination, or acts of violence—anyone who is LGBT (or assumed to be) can be the target of homophobia. (Egale)

HOMOSEXUAL/HOMOSEXUALITY A person who is sexually and emotionally attracted to someone of the same sex. Because the term is associated historically with a medical model of homosexuality and can have a negative connotation, most people prefer such other terms as lesbian, gay or bisexual. (ATA)

Feeling romantic, emotional, and sexual attraction to members of the same sex; a normal sexual orientation of no known cause; see also “Bisexuality” and “Heterosexuality” as well as “Gay” and “Lesbian.” (AY)



A person who is attracted to a person of the “same” gender within a binary gender system. (SO)

A scientific term invented in the 1800’s to refer to individuals who are sexually attracted to their own sex/gender. (VSB)

HUMAN RIGHTS

Human rights affirm and protect the right of every individual to live and work without discrimination and harassment. Human Rights policies and legislation attempt to create a climate in which the dignity, worth and rights of all people are respected, regardless of age, ancestry, citizenship, colour, creed (faith), disability, ethnic origin, family status, gender, marital status, place of origin, race, sexual orientation or socio-economic status.

The Universal Declaration of Human Rights extends those rights to all people around the world. Canadian citizens enjoy certain rights based on Canada’s tradition of democracy and respect for human dignity and freedom. Those rights are found in Canada’s **human rights codes** and in the Canadian *Charter Of Rights And Freedoms*.

IDENTITY

What, how and who one perceives oneself to be; a multi-faceted self-concept that evolves throughout life. (AY)

IN THE CLOSET

The intentional concealment of an individual’s own gender identity or sexual orientation, usually due to fear of discrimination and/or violence; can cause isolation and psychological pain; see also “Closeted.” (AY)

INCLUSIVE EDUCATION

The pairing of philosophy and pedagogical practices that allows each student to feel respected, confident and safe so he or she can participate with peers in the common learning environment and learn and develop to his or her full potential. It is based on a system of values and beliefs centered on the best interest of the student, which promotes social cohesion, belonging, active participation in learning, a complete school experience, and positive interactions with peers and others in the school community.

These values and beliefs will be shared by schools and communities. Inclusive education is put into practice within school communities that value diversity and nurture the well-being and quality of learning of each of their members. Inclusive education is carried out through a range

of public and community programs and services available to all students. Inclusive education is the foundation for ensuring an inclusive New Brunswick society. (NB Policy 322 - Inclusive Education)

Defined broadly,[inclusive education] supports the equality mandates of the Charter of Rights and New Brunswick’s human rights code” (McKay Report).



Inclusive education is about educating all students in a way that allows them to reach their full potential as valuable human beings while contributing to and enhancing their communities. It includes but is not just about students with disabilities, but rather all students— boys, girls, Aboriginals, Francophones, Anglophones, new Canadians, high achievers, the disenfranchised, students with mental or physical limits, religious or cultural groups, people of differing sexual orientation and those considered at risk.

Inclusive schools are safer schools. Students are made to feel as though they belong rather than feeling alienated. Inclusion is the best antidote to violence in schools.

Inclusive education is the model that best achieves the goals of equality for all, as articulated in the Charter of Rights, the human rights code and international commitments. (Inclusion! What is Inclusion Anyway? Questions and Answers About the MacKay Report on Inclusion)

INTERSECTIONALITY

A lens of analysis of social relations **and structures within**

a given society. The concept of intersectionality recognizes how each person simultaneously exists within multiple and overlapping identity categories (including but not limited to: gender, race, ethnicity, class, gender identity, gender expression, sexual orientation, ability, body size, citizenship, religion, creed). Social institutions and relations privilege and marginalize these identities differently and create differentiated access to resources. (Egale)

INTERSEX/INTERSEXUAL

(**adj**) Refers to a person whose chromosomal, hormonal

or anatomical sex characteristics fall outside the conventional classifications of male or female. Many people experience the designation of “intersex” as stigmatizing given the history of medical practitioners imposing the diagnosis on infants, children and young adults (some people may not be identified as “intersex” until puberty). As with all humans, gender identity for intersex individuals may be complex. (Egale)

INTERVENTION

Action to change a situation for the better; a deliberate, organized effort to improve

the circumstances of one or more individuals by altering the environment, policies, and/or circumstances facing or affecting those individuals. (AY)

INUIT

Aboriginal Peoples in Northern Canada who live above the tree line in the Northwest Territories, Northern Quebec and Labrador. The word means “People” in the Inuit language - Inuktitut. The Inuit is one of the cultural groups comprising Aboriginal peoples of Canada. (CRRF)



INVISIBLE MINORITY

In Canada the Employment Equity Act defines visible

minorities as “persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour”. The visible minority population consists mainly of the following groups: Chinese, South Asian, Black, Arab, West Asian, Filipino, Southeast Asian, Latin American, Japanese and Korean. (Statistics Canada)

Therefore, invisible minorities are people who may experience social inequities on the basis of non-physical or ‘non-visible’ factors, such as a disability, language or sexual orientation. The term may refer to a group that is small in number or it may connote inferior social position. (MEAL)

Therefore, invisible minorities are people who may experience social inequities on the basis of non-physical or ‘non-visible’ factors, such as a disability, language or sexual orientation. The term may refer to a group that is small in number or it may connote inferior social position. (MEAL)

ISLAMOPHOBIA

A term recently coined to refer to expressions of negative stereotypes, bias or acts of hostility towards individual Muslims or followers of Islam in general. (CRRF)

ISOLATION

The state of being or feeling alone and apart from, or unable to connect with others; a cause of deep emotional distress for any person. (AY)



JUSTICE

Fair, equal, and reasonable treatment without regard to a person’s color, sex, gender, age, health, wealth or poverty, background, race/ethnicity, condition, sexual orientation, or gender identity; fair and equal treatment under the law and in all societal interactions. (AY)

LESBIAN

(adj or n) A female-identified person who is emotionally and sexually attracted to female-identified people. (Egale)

LGBT / GLBT

Commonly used acronyms that are shorthand for lesbian, gay, bisexual, transgender, transsexual and Two Spirited identities. Sexual minority is a synonymous term. (ATA)

LGBTQ

An acronym for “Lesbian, Gay, Bisexual, Transgender, Transsexual, Two Spirit, Queer and Questioning” people. (Egale)

LIFESTYLE

The way individuals live their lives, such as an urban or a rural lifestyle, an artistic lifestyle, an entrepreneurial lifestyle, a hedonistic lifestyle; not appropriately used to denote sexual orientation (just as there is no heterosexual lifestyle, there is no homosexual or gay lifestyle either); the phrase “homosexual lifestyle” is often used by anti-gay groups to imply that sexual orientation is a matter of choice rather than of identity. (AY)



MAHU Mahu is a cross-Polynesian term originally describing transgender women or female-acting males... Mahuwahine is a newly coined term of empowerment among Hawaii's transgender community signifying male-to-female (MTF) transgender identity in varying, personally chosen forms and coincides with the Hawaiian cultural renaissance... (HRBM)

MASCULINE A term used to describe the socially constructed and culturally specific gender behaviors expected of males; see also "Feminine." (AY)

MEN WHO HAVE SEX WITH MEN (MSM) A term used to denote men who engage in sexual behavior with other men; includes men who self-identify as heterosexual as well as those who self-identify as gay and bisexual. (Please note that in online politics, MSM is an acronym for mainstream media). (AY)

MÉTIS Originally referred to persons of mixed Indian and French ancestry. Now refers to a person who self-identifies as Métis, is of historic Métis Nation ancestry, and/or is accepted by the Métis Nation through its acceptance process. (CRRF)

MINORITY GROUP Refers to a group of people within a society that is either small in numbers or that has little or no access to social, economic, political or religious power. In Canada, refers to the diverse ethno-racial identities that are not of the dominant white group. In some areas, they are not always in the minority numerically. Minority rights are protected by the Canadian Charter of Rights and Freedoms, The Human Rights Acts and Codes, and the UN Convention on the rights of minorities.

The term may imply inferior social position. In common use, Racial or Visible Minority describes people who are not White; Ethnic Minority refers to people whose ancestry is not English or Anglo-Saxon; Linguistic Minority refers to people whose first language is not English (or not French in Quebec). (CRRF)

MISOGYNY The hatred of women. (CDO)

MONOSEXISM Monosexism Prejudice and discrimination in favour of people who experience exclusive attraction to only one gender identity, expression or sex. This includes the presumption that being gay or straight is superior and more desirable to being bisexual or pansexual, or that people who experience bisexual or pansexual attractions are merely promiscuous. (Egale)

MSM See "Men who Have Sex with Men."

NEW BRUNSWICK HUMAN RIGHTS ACT A provincial law that gives everyone equal rights and opportunities, without discrimination, in specific areas such as education, jobs, housing, and services. The goal of the Code is to address and ultimately prevent discrimination and harassment. (Available at <http://laws.gnb.ca/en/ShowPdf/cs/2011-c.171.pdf>)



OPPRESSION Prolonged cruel or unjust treatment, sometimes unconscious, sometimes covert; constant state of denying to others fair and equal treatment and fair and equal opportunities. (AY)

OUT Openly acknowledging one's sexual orientation or gender identity; may be partial (that is, out to some people and in the closet to others). (AY)

OUTED When someone else accidentally or deliberately discloses another's sexual orientation or gender identity, usually without permission. (AY)

OUTING The public disclosure of another person's sexual orientation or gender identity without that person's permission or knowledge. Such disclosure is very disrespectful and is potentially dangerous to the outed person. (ATA)

PANSEXUAL (adj) A person who is emotionally and sexually attracted to individuals of diverse gender expressions or identity or assigned sex. (Egale)

PASSING A term for those who successfully assume a gender role and gender expression different than the one to which they were born or assigned at birth; also may refer to closeted gay, lesbian, or bisexual people passing as straight. (Please note that in some cultures, passing refers to successfully assuming a different racial/ethnic or cultural identity). (AY)

PERCEIVED GENDER IDENTITY The assumption that a person is trans, cisgender or genderqueer without knowing what their gender identity actually is. Perceptions about gender identity are often predicated on stereotypes relating to gender expression (e.g. what a trans man "should" look like). (Egale)

PERCEIVED SEXUAL ORIENTATION The assumption that a person is lesbian, gay, bisexual or straight without knowing what their sexual orientation actually is. Perceptions about sexual orientation are often predicated on stereotypes relating to gender expression (e.g. what a straight man "should" look like). (Egale)

POWER That which allows one group to name and classify subordinate groups and to subject them to differential treatment. (CRRF)

Having the ability to do something or to act in a particular way; here, the freedom and ability to acknowledge openly one's sexual orientation or gender identity without fear of oppression, discrimination, injustice, violence, or abuse. (AY)



PREJUDICE Bias; an attitude that favors one person or group over another; here, favoring one sexual orientation and/or gender identity over any other; an attitude that usually leads to discrimination. (AY)

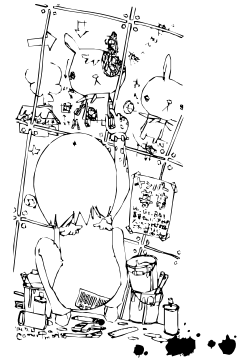
PRIDE National, citywide, and neighborhood local events and programs, usually during the month of June (see “Stonewall”) in celebration of the ongoing fight for equality for GLBTQ people. (AY)

PRIMARY SEX CHARACTERISTICS Physical characteristics present at birth and that are used by those around an infant to determine its biological sex, including penis and scrotum to identify the infant as male or vulva, vagina, clitoris, and labia to identify the infant as female. (AY)

PRIVILEGE Special rights, advantages, or immunity granted to, or assumed by, certain groups and considered by them as their right; for example, in the United States privilege accrues mostly to whites, to heterosexual people, and most of all to white, heterosexual males. (AY)

QUEER (**adj**) Historically, a derogatory term for homosexuality, used to insult LGBT people. Although still used as a slur by some, the term has been reclaimed by some members of LGBT communities, particularly youth. In its reclaimed form it can be used as a symbol of pride and affirmation of difference and diversity, or as a means of challenging rigid identity categories. (Egale)

QUESTIONING (**adj or v**) A person who is unsure of their sexual orientation or gender identity. (Egale)





RACE Refers to a group of people of common ancestry, distinguished from others by physical characteristics such as colour of skin, shape of eyes, hair texture or facial features. (This definition refers to the common usage of the term race when dealing with human rights matters. It does not reflect the current scientific debate about the validity of phenotypic descriptions of individuals and groups of individuals). The term is also used to designate social categories into which societies divide people according to such characteristics. Race is often confused with ethnicity. Various types of broad-based groups (e.g. racial, ethnic, religious and regional) are rarely mutually exclusive, and the degree of discrimination against any one or more varies from place to place, and over time. (CRRF)

RACIALIZATION The process through which groups come to be designated as different, and on that basis subjected to differential and unequal treatment. In the present context, racialized groups include those who may experience differential treatment on the basis of race, ethnicity, language, economics, religion, culture, politics, etc. That is, treated outside the norm and receiving unequal treatment based upon phenotypical features. (CRRF)

RACIALIZED GROUP A term which applies to all groups who are not seen to belong to the dominant group on the basis of perceived race, colour, and/or ethnicity, and as a result may experience social inequities and be subjected to differential treatment. (Adapted from OME)

RACISM A mix of prejudice and power leading to domination and exploitation of one group (the dominant or majority group) over another (the non-dominant, minority or racialized group). It asserts that the one group is supreme and superior while the other is inferior. Racism is any individual action, or institutional practice backed by institutional power, which subordinates people because of their colour or ethnicity. (CRRF)

RACIST Refers to an individual, institution, or organization whose beliefs and/or actions imply (intentionally or unintentionally) that certain races have distinctive negative or inferior characteristics. Also refers to racial discrimination inherent in the policies, practices and procedures of institutions, corporations, and organizations which, though applied to everyone equally and may seem fair, result in exclusion or act as barriers to the advancement of marginalized groups, thereby perpetuating racism. (CRRF)

RAINBOW FLAG A symbol of the LGBT movement designed in 1978. The rainbow flag is recognized by the International Congress of Flag Makers. (ATA)



RECLAIMED LANGUAGE

Taking terms or symbols that have had a derogatory connotation and using them in a positive way to name one's self or one's experience. For example, LGBT persons often use the words "dyke" and "queer" in a positive and affirming way to refer to themselves. Pink and black inverted triangles that were once used to identify gay and lesbian prisoners in Nazi concentration camps have been reclaimed to serve as an enduring symbol of gay and lesbian pride and as a reminder to the world to speak up against abuses directed at gay, lesbian, bisexual and transgender people. (ATA)

RESPECT

A feeling of regard for the rights, dignity, feelings, wishes, and abilities of others. (AY)

SAFE SPACE

A place where anyone can relax and be fully self-expressed, without fear of being made to feel uncomfortable, unwelcome, or unsafe on account of biological sex, race/ethnicity, sexual orientation, gender identity or expression, cultural background, age, or physical or mental ability; a place where the rules guard each person's self-respect and dignity and strongly encourage everyone to respect others. (AY)

SAFETY

Freedom from the fear or threat of harm (physical, emotional, or mental) and from danger, risk, or injury. (AY)

SAME GENDER LOVING

A term created by the African American LGBTQ community and used by some people of color who see "gay" and "lesbian" as terms of the white gay and lesbian community. (AY)

SECONDARY SEX CHARACTERISTICS

Those physical characteristics that are not present at birth and that develop during puberty as a result of hormones released by the gonads and the adrenal gland, including facial and chest hair (males), breasts (females), and pubic hair (everyone). (AY)

SEX/ASSIGNED SEX

The biological classification of a person as male, female or intersex. Most often, sex is assigned by a medical professional at birth and is based on a visual assessment of external anatomy. (Egale)



SEX & GENDER A classification based on reproductive physiology and identified in four main ways, including: [1] primary sex characteristics (vulva, labia, clitoris, and vagina for females; penis and scrotum for males); [2] genetic sex or chromosomes (XX for females; XY for males); [3] gonads (ovaries for females; testes for males); and [4] secondary sex characteristics (see above; a continuum with most individuals concentrated near the ends). (AY)

It is easy to confuse these two concepts and terms; however, they are different. Sex refers to the biological sex of a person. Gender refers to their societal appearance, mannerisms, and roles. (VSB)

SEX & GENDER BINARY The notion that there are only two possible sexes (male/female) and genders (man/woman), that they are opposite, discrete and uniform categories, and that gender is determined by sex. (Egale)

SEXISM Discrimination and unfairness based on biological sex or gender and usually perpetrated against females. (AY)

Treating a person less favourably because of their sex or gender. (SO)

SEXUAL DYSPHORIA A medical term for unhappiness or discomfort with the biological sex to which one was born or assigned at birth; describing a disconnect between one's internal sense of gender identity and one's outwardly apparent biologic sex; a term disliked by many transgender people as implying that there is something wrong with them; may or may not coincide with gender dysphoria. (AY)

SEXUAL MINORITY An umbrella term for people whose sexuality is expressed in less common ways; may include people who self-identify as gay, lesbian, bisexual, transgender, queer, Two Spirit, third gender, and so on. (AY)

SEXUAL ORIENTATION A person's capacity for profound emotional and sexual attraction to another person based on their sex and/or gender. (Egale)

SEXUAL PREJUDICE Discrimination and unfairness based on biological sex, gender, sexual orientation, or gender identity; see also "Sexism." (AY)



SEXUAL REASSIGNMENT SURGERY (or SRS) Surgical procedures that modify one's primary and/or secondary sex characteristics; formerly called a "sex change operation," a phrase now considered by many to be offensive. (AY)

SOCIAL JUSTICE Equal treatment and equality of social and economic opportunity, irrespective of one's sexual orientation, gender identity/expression, race/ethnicity, biological sex, national origin, age, or health status; a concept that "Each person possesses an inviolability, founded on justice, that even the welfare of society as a whole cannot override. For this reason, justice denies that the loss of freedom for some is made right by a greater good shared by others." (John Rawls) (AY)

STEREOTYPE A false or generalized, and usually negative, conception of a group of people that results in the unconscious or conscious categorization of each member of that group, without regard for individual differences. Stereotyping may be based on and of the characteristics as described in the Manitoba Human Rights Code or on the basis of other, similar factors. (Adapted from CRRF)

STONEWALL Referring to riots at the Stonewall Bar in New York City on June 27, 1967; often cited as the birth of the modern GLBT civil rights movement. (AY)

STRAIGHT Slang term for a person with heterosexual orientation. (AY)

A slang word used to refer to the heterosexual members of our community. (VSB)

SYSTEMIC DISCRIMINATION The institutionalization of discrimination through policies and practices which may appear neutral on the surface but which have an exclusionary impact on particular groups, such that various minority groups are discriminated against, intentionally or unintentionally. This occurs in institutions and organizations where the policies, practices and procedures (e.g. employment systems - job requirements, hiring practices, promotion procedures, etc.) exclude and/or act as barriers to racialized groups. Systemic discrimination also is the result of some government laws and regulations. (CRRF)



THIRD GENDER A category for those who do not self-identify as either masculine or feminine and who believe that they belong to an alternative gender. (AY)

TRANNY (or Trannie) Slang for transgender people; considered offensive by most. (AY)

TRANS (adj): A term commonly used to refer to transgender, transsexual and/or gender variant identities and experiences. While it is often used as an umbrella term, some people identify just as trans. (Egale)

TRANSGENDER (adj) A person who does not identify either fully or in part with the gender associated with their birth-assigned sex – often used as an umbrella term to represent a wide range of gender identities and expressions. Transgender people (just like cisgender people) may identify as straight, gay, etc. (Egale)

TRANSITION The process whereby people change their appearance or physical body to align with their gender (also called the “gender affirming process”). Transitioning means different things to different people, due in part to issues of access, safety and personal choice. It may involve, if freely chosen, modification of bodily appearance, presentation or function by medical, surgical, or other means. (Egale)

TRANS MAN A person who is assigned female sex at birth but who identifies as a man. Often will simply identify as a man without the prefix ‘trans’. (Egale)

TRANSPERSON A trans person is anyone who refuses to conform to, or doesn’t fit within, a binary gender system. They may identify as a transman or a transwoman or as something else entirely—such as “genderqueer.” There are many different trans identities, and “trans” does not only refer to people to have had (or want to have) gender reassignment surgery. (SO)

TRANSPHOBIA Fear and/or hatred of any perceived transgression of gender norms, often exhibited by name-calling, bullying, exclusion, prejudice, discrimination, or acts of violence—anyone who is trans (or assumed to be) can be the target of transphobia. (Egale)

TRANSSEXUAL (adj) A person whose sex assigned at birth does not correspond with their gender identity. A transsexual woman needs to live and experience life as a woman and a transsexual man needs to live and experience life as a man. Some transsexual people may physically alter their body (e.g., sex reassignment surgery and/or hormone therapy) and gender expression to correspond with their gender identity. Many identify as transgender, rather than transsexual, because they are uncomfortable with the psychiatric origins of the term ‘transsexual’. (Egale)



TRANSVESTITE

Former term, now considered offensive by many, for people who usually self-identify with their biological sex and gender but who sometimes wear the clothing, jewelry, etc., of the opposite gender to fulfill emotional needs; the preferred term is crossdresser. (AY)

More appropriately referred to as “cross-dressing,” the term transvestite most often refers to males who dress in the clothing of women. The term drag usually refers to dressing in the clothing and styles of another gender for entertainment purposes. (VSB)

TRANS WOMAN

A person who is assigned male sex at birth but who identifies as a woman. Often will simply identify as a woman without the prefix ‘trans’. (Egale)

TWO SPIRIT (n) / TWO SPIRITED (adj)

Some Aboriginal people choose to identify as Two Spirit rather than, or in addition to, identifying as lesbian, gay, bisexual, trans or queer. Prior to European colonization, Two Spirit people were respected members of their communities and were often accorded special status. In some Nations, this was based upon the belief of their unique abilities to understand both male and female perspectives based on their unique abilities to understand both male and female perspectives. Two Spirit persons were often the visionaries, healers and medicine people in their communities. The term Two Spirit affirms the interrelatedness of all aspects of identity - including gender, sexuality, community, culture, and spirituality. It is an English term used to stand in for the many Aboriginal language words for Two Spirit. (Egale)

UZEZE (Kitesha)

In the language of the Upper Congo, effeminate men are called uzeze while among the Mbala they are known as kitesha. A kitesha lives and dresses differently from the other men—he walks and acts like a woman, wears women’s clothing (although not their kerchiefs) and is considered lucky. There are also kitesha women that are similarly androgynous by nature. (TSW)

VISIBLE MINORITY

Term used to describe non-dominant groups who are not White. Although it is a legal term widely used in human rights legislation and various policies, currently the terms racialized minority or people of colour are preferred by people labelled by others to be ‘visible minorities’. (CRRF)



- * **ATA:** From the Alberta Teachers' Association's Sexual Orientation and Gender Identity Frequently Asked Questions: What Does the Term LGBT Stand for?

<http://www.teachers.ab.ca/For%20Members/Professional%20Development/Diversity%20and%20Human%20Rights/Sexual%20Orientation/FAQ/Pages/What%20Does%20the%20Term%20LGBT%20Stand%20For.aspx>

Some terms and definitions have been adapted from the booklet *Safe and Caring Schools for Lesbian and Gay Youth: A Teacher's Guide*, published by the Alberta Teachers' Association.

- * **AY:** From Advocates for Youth's Creating Safe Space for GLBTQ Youth: A Toolkit

http://www.advocatesforyouth.org/index.php?option=com_content&task=view&id=607&Itemid=177

- * **CDO:** From Cambridge Dictionaries Online

<http://dictionary.cambridge.org/>

- * **CRRF:** Canadian Race Relations Foundation, Glossary of Terms, *<http://www.crr.ca/divers-files/englossary-feb2005.pdf>*


- * **CTF:** From the Canadian Teachers' Federation's Policy on Anti-Homophobia and Anti-Heterosexism (July 2004 Annual General Meeting)

<http://www.ctf-fce.ca/documents/Priorities/EN/pd/BGLTT/BGLTTPolicies%20-English.pdf>

- * **EECD:** New Brunswick Department of Education and Early Childhood Development

- * **Egale**

To access and add to an online glossary, go to *MyGSA.ca/content/terms-concepts*



- * **GVSD:** From the Greater Victoria School District's Regulation 4303 (GVSD)

<http://www.galebc.org/reg4303.pdf>

- * **HI:** From Nanda, Serena. "The Hijras of India: Cultural and Individual Dimensions of an Institutionalized Third Gender Role." *Culture, Society, and Sexuality: A Reader*. Ed. Richard Guy Parker and Peter Aggleton. 1999.

http://books.google.ca/books?hl=en&lr=&id=MIZbFt6421gC&oi=fnd&pg=PA226&dq=hijra+definition&ots=hTkzVXcvRo&sig=I9xywLWQfcx_DCuPAhq8HbUkfQl#v=onepage&q=hijra%20definition&f=false

- * **HRBM:** From Ellingson, Lyndall, et al. "HIV Risk Behaviors among Mahuwahine (Native Hawaiian Transgender Women)." *AIDS Education and Prevention* (2008): 20.6 558-569.

<http://guilfordjournals.com/doi/abs/10.1521/aeap.2008.20.6.558>

- * **MEAL:** From Manitoba Education and Advanced Learning's Education for a Diverse, Equitable, Inclusive, & Sustainable Society Glossary (2011)

- * **MHI:** From Khan, Shivananada. "MSM and HIV/AIDS in India." 2004.
<http://www.nfi.net/NFI%20Publications/Essays/2004/MSM,%20HIV%20and%20India.pdf>

- * **NBHRC:** New Brunswick Human Rights Commission
<http://www.gnb.ca/hrc-cdp/index-f.asp>

- * **OME:** Ontario's Ministry of Education Equity and Inclusive Education in Ontario Schools: Guidelines for Policy Development and Implementation
<http://www.edu.gov.on.ca/eng/policyfunding/inclusiveguide.pdf>

Realizing the Promise of Diversity: Ontario's Equity and Inclusive Education Strategy
<http://www.edu.gov.on.ca/eng/policyfunding/equity.html>

- * **PREVNet:** Promoting Relationships and Eliminating Violence Network. www.prevnet.ca

- * **SO:** From the Schools OUT Student Tool Kit
<http://www.schools-out.org.uk/STK/Definitions.htm>

- * **TP:** From Trans PULSE
<http://www.transpulse.ca>

- * **TSW:** From Amara Das Wilhelm's *A Third Sex around the World*. The Gay and Lesbian Vaishnava Association, Inc.
<http://www.galva108.org/aroundtheworld.html>

- * **TT:** From Brummelhuis, Han Ten. "Transformation of Transgender: The Case of the Thai Kathoey." *Lady Boys, Tom Boys, Rent Boys: Male and Female Homosexualities in Contemporary Thailand*. Ed. Peter A. Jackson and Gerrard Sullivan. 1999.

<http://books.google.ca/books?hl=en&lr=&id=G30klcfc8HMC&oi=fnd&pg=PA121&dq=kathoey&ots=bsW70EGGql&sig=h1g3goNSMQFmWtWue8Sj2Gyd1to#v=onepage&q=kathoey&f=false>

- * **UD:** From Urbandictionary.com

- * **VSb:** From the Vancouver School Board's Lesbian, Gay, Bisexual, Transgender, Transsexual, Two-Spirit, Questioning Policy (Feb. 2004)
<http://www.vsb.bc.ca/district-policy/acb-lesbian-gay-bisexual-transgender-transsexual-two-spirit-questioning>

These definitions were assembled by Sarah E. Holmes (GLBTQA Resources Coordinator from 2000-2002) in August 2000, revised by Andrew J. Shepard in November 2000, updated again by Sarah August 2002. *<http://www.usm.maine.edu/glbta/definitions.htm>*

"University of Southern Maine Safe Zone Project."

**New Brunswick LGBTQ Inclusive
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