**Lesbian:** A self-identified woman who experiences attraction toward other self-identified women.

**Gay:** Anyone who experiences attraction toward the same gender. Gay is also often used as an umbrella term for non-straight sexuality.

**Bisexual:** Attraction to more than one gender.

**Pansexual:** Attraction to people regardless of their gender or sex.

**Queer and/or Questioning:** Queer is an umbrella term to encompass any non-straight and non-cisgender person, questioning is a term that means someone is questioning their sexual orientation or gender identity.

**Intersex:** Intersex refers to people who were born with a combination of chromosomes, hormones, internal and external reproductive organs that makes it difficult to categorize them as male or female. Being intersex is not like sexual orientation or gender identity, it is a naturally occurring variation in humans.

**Asexual:** This is an umbrella term for individuals who do not experience, or experience very little, sexual desire. Some asexual or “ace” people are interested in having romantic relationships, some are not. Anyone can be asexual regardless of sexual orientation or gender identity.

**Ally:** People who are both cisgender and straight, and believe in legal and social equality for LGBTQ+ people. Note: The ‘A’ in LGBTQIA+ refers to asexual, not ally!

**+:** The + at the end of some acronyms is to acknowledge the wide variety of additional identities outside the perceived norms of cisgender and heterosexual identities.

**Cisgender:** describes someone whose gender identity aligns with the sex they were assigned at birth.

**Transgender:** describes someone whose gender identity is not aligned with the sex they were assigned at birth.

**Non-binary:** A person who does not identify with the gender binary. Some non-binary people consider themselves transgender. Non-binary can also be an umbrella term to describe other gender identities.

**Pronouns:** Pronouns are words used to describe someone in place of their name. Some pronouns include but are not limited to “she/her,” “he/him,” and gender-neutral ones such as “they/them.” Someone’s pronouns do not always align with others’ assumptions based on their appearance, so it’s important to ask rather than assume. Using the correct pronouns for someone is as important as using the correct name. Sharing pronouns on emails and during meetings can open the space for others to feel welcome - but this shouldn't be mandatory or used to “out” anyone.
Many people think the Rainbow Flag is the only one in our community. While the Rainbow flag represents all LGBTQ+ people, here are a few more flags and their meanings!