

# Glossary

Throughout the questionnaire, many words whose meaning is sometimes unknown will be used to represent 2SLGBTQ+ realities. To help you understand the questions properly, we have developed this glossary which can be downloaded immediately. It will also appear through the Tool, beside each question that includes one of the following words.

## THE MOST IMPORTANT WORDS IN THE CONTEXT OF THE SELF DIAGNOSIS TOOL

### **2SLGBTQ+**

The Tool uses the 2SLGBTQ+ acronym, which includes a variety of realities linked to many sexual orientations, sexes and gender identities, including Two-Spirit, lesbian, gay, bisexual, trans and queer realities. The addition of the plus (+) sign is a way to recognize various identities not reflected by the acronym.

### **Bullying**

Bullying includes words, actions, images and actions that hurt, humiliate or socially exclude someone or that lower someone's self-esteem. Bullying usually happens when the bully and the victim are unevenly matched. (Éducaloi, "Bullying: How to Recognize It and Act", <https://educaloi.qc.ca/en/capsules/bullying-how-to-recognize-it-and-act/>)

### **Discrimination**

Discrimination means preventing a person from having the same rights or access to the same services as other people because of a personal characteristic like sexual orientation, gender identity or gender expression. These personal characteristics are called prohibited grounds of discrimination. (Éducaloi, "Discrimination and Harassment Against LGBTQ+ persons", retrieved online: <https://educaloi.qc.ca/en/capsules/discrimination-and-harassment-against-lgbtq-persons/>)

### **Environment**

Within the context of this Tool, the word "environment" refers to the environment a person is managing, owning and/or in which they are in a position of authority over the majority of the employees.

### **Ethnocultural background**

A combination of a person's ethnic and cultural background that refers to this person's roots, being their ancestors' origins.

### **Gender Binararity**

System that only recognizes the existence of two divergent genders linked to one's sex, namely the male and female genders.

### **Gender expression**

Ways for an individual to express their gender identity (clothes, makeup, behavior).



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## **Gender identity**

An individual's personal understanding of their gender, regardless of what appears on their birth certificate (sex assigned at birth); it is a profound and intimate feeling.\*

For exemple: Female, male, non-binary, etc.

## **Gender stereotypes**

Precise characteristics attributed to the female and male genders, based on social constructs.

## **Harrassment**

Harassment is behaviour that threatens another person's dignity or physical or psychological well-being.

Discriminatory harassment is harassment toward another person based on prohibited grounds of discrimination. This behaviour is not allowed, no matter what the situation.

(Éducaloi, "Discrimination et harcèlement envers les personnes LGBTQ+", <https://educaloi.qc.ca/en/capsules/discrimination-and-harassment-against-lgbtq-persons/>)

## **Intersectionality**

Concept which recognizes that the coexistence of different grounds of discrimination attached to one's identity (eg. skin color, language, disability, gender identity and sexual orientation) leads to a unique discrimination that can sometimes be more frequent and oppressive.

## **Racialization/Racialized person**

Person that belongs, a real or supposed way, to one of the groups having undergone a racialization process.

Race, as a social and political construct, is the result of a process that categorizes people with similar characteristics such as language, skin color, religion and/or ethnocultural origin.

## **Sex**

Refers primarily to the anatomical nature of an individual's genitalia or reproductive organs.\*

## **Sex assigned at birth**

Sexe determined by the physician who checks off the M (male) or F (female) box on the birth certificate based on an observation of the baby's genitalia.\*

## **Sexual orientation**

Sexual orientation refers to one's sexual attraction towards individuals of another gender and/or of the same gender as them. Can include romantic attraction, or not.



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## OTHER IMPORTANT WORDS

### **Agender**

A person who does not identify to a particular gender.

### **Aromantic**

A person who feels little or no romantic attraction towards other persons.

### **Asexual**

A person who feels little or no sexual attraction towards other persons.

### **Bisexual**

A person who is sexually and/or romantically attracted to persons of the opposite gender as well as persons of the same gender as them.

### **Cisgender**

A person whose gender matches their assigned sex at birth.

### **Cisnormativity**

The assumption that cisgender is the norm and that the gender binary should be the reference point for determining what is normal (valid) or not.\*

### **Gay**

A person, often a man, who is sexually and/or romantically attracted to persons of the same gender, often men.

### **Gender fluid**

Gender identity or gender expression that does not match the traditional gender norms of male and female.

### **Hétéronormativité**

The assumption that heterosexuality is the norm and that heterosexual relationships are the reference point for determining what is normal (valid) or not.\*

### **Hétérosexuel**

A person who is sexually and/or romantically attracted to persons of their opposite gender.

### **Homophobia**

Encompasses all negative attitudes that can lead to discrimination (harassment, rejection, violence, etc.) against an individual or group of individuals based on their actual or perceived sexual orientation. Homophobia includes lesbophobia, gayphobia and biphobia. Homophobia can affect anyone whose appearance or behaviour does not conform to gender stereotypes.\*



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## **Intersex**

People who have a set of sex characteristics or intersex traits (chromosomes, gonads, hormones or genitalia) that do not match the binary medical definition of a male or female body.\*

## **Lesbian**

A woman who is sexually and/or romantically attracted to other women.

## **Non-binary**

Gender identity that falls outside the bounds of male-female binary. Non-binary is an umbrella term that refers among other things to people who self-identify as both male and female or as neither male nor female.\*

## **Pansexual**

A person who is sexually and/or romantically attracted to persons, regardless of their gender.

## **Queer**

Umbrella term that designates persons who do not identify with heteronormative and cisnormative norms.

## **Trans**

Umbrella term that includes every individual of a gender that does not match their assigned sex at birth. The term can may or may not encompass a non-binary individual, depending on how they self-identify.\*

## **Transphobia**

Encompasses all negative attitudes that can lead to discrimination (harassment, rejection, violence, etc.) against a trans individual or people who don't conform to stereotypes of masculinity or femininity. An example of transphobia is using the wrong given name or pronoun whether in front of the individual or not.\*

## **Two-spirited**

First Nations concept that conveys both an Aboriginal identity and an expression of sexual or gender diversity. However, every Indigenous community has its own definition of two-spirited, particularly with respect to the spiritual dimension of the term. Two-spirited cannot be reduced to just the dimensions of sexual orientation, gender identity and gender expression.\*

### **END OF THE GLOSSARY**

**When an asterisk (\*) appears after a definition, it is taken from the following Glossary: DUBUC, Dominique & FNEEQ-CSN, "LGBTQI2SNBA+ Sex, Gender and Sexual Orientation: Inclusion Through Vocabulary" (January 2018).**

**You can download it by following the following link: [LGBTQI2SNBA+](#)**



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