Building Competence, Building Capacity: A 2SLGBTQ+ Competent Trauma-Informed Care Workshop for Service Providers

Glossary: Module 4 (Two-Spirit, Trans, & Non-Binary Identities)

Language is dynamic, always shifting and changing over time. These definitions are not meant to be understood as exhaustive, absolute, exact, or static. Think of these definitions as approximations that may be used differently by various people and communities. This exercise is a starting place; there are many more terms in existence than we have space to discuss. In particular, there are terms that are specific to diasporic cultures, and Indigenous communities within Canada as well as terms commonly used outside of Canada that we have not included here. It is important to respect how someone self-identifies and use the language they use to describe themselves.*

Terms	Definition
Cisgender	Someone who identifies as the sex they were assigned at birth. It is recommended to use this term instead of saying 'bio', 'real', or 'genetic,' as these suggest that trans people's gender identities are less authentic or natural.
Cisnormative	A system of attitudes, bias and discrimination in favour of cisgender people that marginalizes and renders invisible trans people and treats their needs and identities as less important than those of cisgender people, who are considered to exist within social normalcy.
Cissexism	The assumption that all people are cisgender, and that cisgender people are 'normal' and trans people are 'abnormal," as well as normative assumptions about bodies (all women have vaginas, someone with a penis is male).
Gender expression	How a person expresses or presents their gender. Can include things like dress, voice, make-up, hair, jewelry, etc.

Gender fluid	Someone whose gender identit(ies) may shift over time, and/or according to context and situation
Gender identity	A person's internal experience of their gender. That is, their sense of being a man, woman, both, neither, and/or somewhere along a spectrum.
Gender non-conforming	An umbrella term to describe those whose gender expression does not conform to societal expectations regarding gender. This term may apply to some (but not all) cisgender people and some (but not all) trans people, including non-binary and genderqueer people.
Insidious trauma	The invisibilized, ongoing traumatic impact of living with oppression, discrimination, and prejudice.
Intersex	An umbrella term used to describe those who are born with reproductive and/or sex characteristics that do not seem to fit within typical medical definitions of 'male' and 'female.'
Microagressions	Statements, actions, or incidents of indirect, subtle discrimination against members of a marginalized group which is sometimes intentional and sometimes unintentional.
Misgender	To refer to someone (especially a trans person) by using a word, like a pronoun or form of address (i.e. sir, ma'am), that does not correctly reflect the gender with which they identify. The act of misgendering can be done intentionally and with malice, or with ignorance; both are considered harmful and can be a source of trauma.
Misogyny	The fear of the power of femininity that leads to the belief or attitude that masculinity, and specifically maleness, is not only desired, but more powerful and naturally dominant over femininity, and specifically femaleness. Examples include: men claiming public spaces (i.e. cat-calling); maleness being understood as the default (i.e. World Cup vs. Women's World Cup); men being overrepresented in media, television and film roles; and overwhelming statistics related to men's violence against

	women.
Misogynoir	Combinations of misogyny and racism directed at women and transfeminine people of colour at individual and systemic levels.
Non-binary	Someone who identifies outside the gender binary *of* male/masculine and female/feminine, refers to people who are both, neither, in-between, and/or without reference to male/female, masculine/feminine.
Trans	Often used as an umbrella terms to capture various identities such as transgender, transsexual, genderqueer, gender non-conforming, non-binary, and more.
Transgender	Someone who does not identify with the sex they were assigned at birth and who may or may not transition, socially (name, pronouns, legal gender markers), physically (hair, clothes, binding, tucking etc.), or medically (hormones, surgery) access medical means of transition.
Transsexual	A term that was used more frequently in the past to describe those who do not identify with the sex they were assigned at birth and who may or may not access medical means of transition.
Trans feminine	An umbrella term to describe trans people who identify on a feminine spectrum.
Trans masculine	An umbrella term to describe trans people who identify on a masculine spectrum.

Transmisogyny	Combinations of transphobia and misogyny directed towards trans women and other transfeminine people at individual and systemic levels.
Transmisogynoir	Combinations of anti-Black racism, transphobia, and misogyny directed specifically at Black trans women and Black transfeminine people at individual and systemic levels.
Transphobia	Negative attitudes, feelings and an aversion towards trans people. This can take the form of disparaging jokes, rejection, exclusion, denial of services, employment discrimination, name-calling and violence.
Two Spirit	A term used by many Indigenous communities on Turtle Island (typically known as Canada & US) to describe people with diverse gender identities, gender expressions, gender roles, and sexual orientations, who were included and respected in most Indigenous communities, sometimes considered sacred and highly-revered. They often took on important roles as healers, mediators, and warriors. One of the devastating impacts of colonization was the theft and attempted erasure of this way of being in Indigenous societies.