



SOGIESC 101

SEXUAL ORIENTATION,
GENDER IDENTITY,
GENDER EXPRESSION,
AND SEX CHARACTERISTICS

A Primer



Center for Women's and Gender Studies
UNIVERSITY OF THE PHILIPPINES

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GENDER IDENTITY,
GENDER EXPRESSION,
AND SEX CHARACTERISTICS

A Primer

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CONTENT

INTRODUCTION	5
SOGIESC 101	
SEX AND GENDER	
Sex Characteristics	9
Gender Identity	14
Gender Expression	20
SEXUALITY	
Sexual Orientation	23
OTHER TERMS RELATED TO SEX, GENDER, AND SEXUALITY	
Queer, questioning, and +	27
Beyond homophobia, transphobia, and biphobia	28
MEET MALAYA	29
GENDER-AFFIRMATIVE TERMS	
SEXUAL ORIENTATION	31
GENDER IDENTITY AND GENDER EXPRESSION	33
SEX CHARACTERISTICS	35
GLOSSARY OF TERMS RELATED TO SOGIESC	36
SOURCES	40



INTRODUCTION

For sexual and gender minorities, traditional norms on gender and sexuality unjustly dictate adherence to the gender binary, impose cisnormative and heteronormative attitudes and behaviors, and can impel them to be closeted. Critically, these norms impinge on their well-being, human dignity, freedoms, and capacities for self-actualization. When lesbian, gay, bisexual, transgender, queer, and intersex (LGBTQI) individuals bravely transgress these rigid norms, they are rendered persistently vulnerable to stigma, discrimination, and violence, and subjected to pervasive and flagrant violations of their human rights. These must not be countenanced.

The springboard for ending injustice and inequality on the basis of sexual orientation, gender identity and expression, and sex characteristics (SOGIESC) is a broad-based understanding and appreciation of diversity in SOGIESC as a natural aspect of human sexuality. What is considered the cisgender, heterosexual, masculine or feminine standard should be recognized as but one of the many permutations of sexual orientation, gender identity, and expression.

In the Filipino lexicon on sexuality, sexual orientation, gender identity and expression have been conventionally conflated under the terms *tomboy* and *bakla*. The SOGIESC discourse teases apart its constituent elements because they refer to distinct experiences and realities, and one cannot be inferred from another on the assumption that they are invariably

aligned in the ways society teaches us. We acknowledge that learning about SOGIESC can be challenging, particularly since it radically departs from orthodox views and beliefs on gender and sexuality.

This primer is a contribution of the UP Center for Women's and Gender Studies to critical awareness-raising on SOGIESC. Conceptualized as an introductory text, and using language that is accessible to a wide audience, it provides straightforward definitions and explanations of basic SOGIESC concepts as well as suggestions on the terms to use and avoid.

Because notions of gender and sexuality are constructed by society, society can deconstruct and reconstruct them. It is in our power to create and nurture an economic, social, political, and cultural order that embraces an inclusive view of SOGIESC, and that is promotive of genuine justice and equality for all.

Dr. Nathalie Africa
Director
University of the Philippines
Center for Women's and Gender Studies

*To Stuart, Keito, and Popo,
we relived the moments we shared
as we made this primer.
Know that through this
you will always be loved
and we will always remember.*

SEX AND GENDER

TERMS TO KNOW

assigned female at birth (AFAB)
assigned male at birth (AMAB)
intersex
sex assigned at birth
sex characteristics

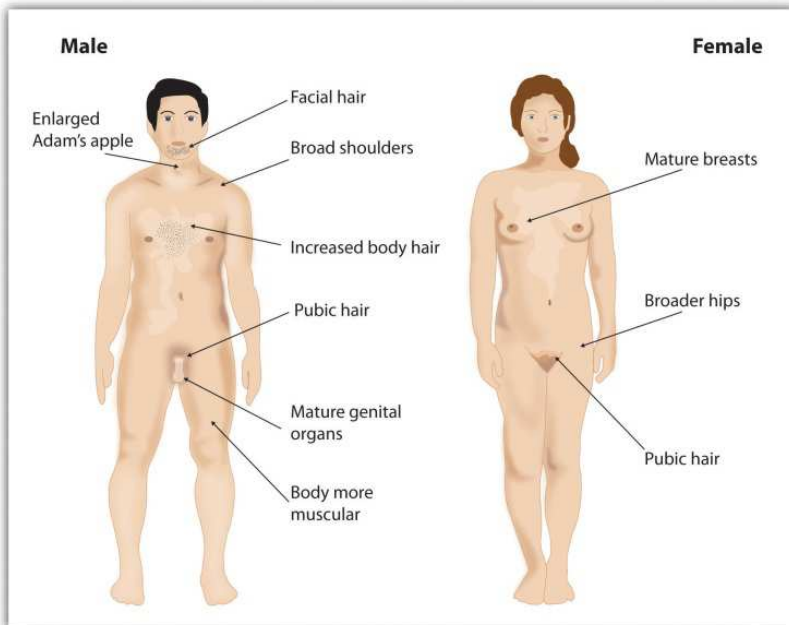


SEX CHARACTERISTICS (SC) are a person's physical traits that indicate their biological sex, such as chromosomes, external genitalia, gonads, hormones, and internal reproductive organs. Traits present at birth, such as vaginas and penises, are called **PRIMARY SEX CHARACTERISTICS**, while those that develop during puberty, such as larger breasts and Adam's apples, are called **SECONDARY SEX CHARACTERISTICS** (The Yogyakarta Principles, 2017).

When asked to think of the typical, biological female, you might think of XX chromosomes, vaginas and uteruses, ovaries, and the hormones estrogen and progesterone. You might also think of women as having larger breasts, wider hips, and more body fat than men.

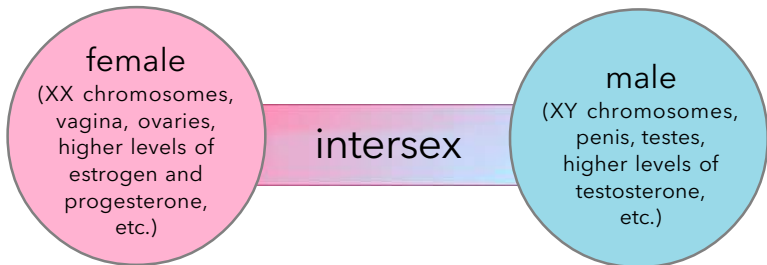
These are just some examples of **FEMALE SEX CHARACTERISTICS** or biological traits that we often associate with women.

When asked to think of the typical, biological male, you might think of XY chromosomes, penises, testes, and the hormone testosterone. You might also think of men as having an Adam's apple as well as broader shoulders and more body hair and muscle mass than women. These are just some **MALE SEX CHARACTERISTICS** or biological traits that we often associate with men.



Female and male secondary sex characteristics

We should note, however, that not everyone's sex characteristics can be easily categorized as female or male. Some people don't have XX or XY chromosomes. They can have only an X chromosome, and others have extra chromosomes, such as XXX, XXY, or XYY chromosomes. Some men can have higher levels of estrogen than other men, while some women can have higher levels of testosterone than other women. Some people can even have male internal reproductive organs and female external genitalia, and vice-versa.

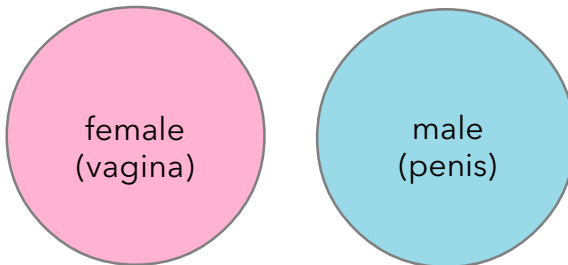


Sex characteristics

These people can be described as **INTERSEX**, because their primary and/or secondary sex characteristics or the combination of their biological traits differ from the two expected patterns of "female" and "male," and therefore cannot be easily categorized as either of them (Human Rights Campaign, n.d.). Also, these intersex characteristics can either be present at birth or develop during puberty. (Using the word "**HERMAPHRODITE**" to describe intersex people has negative connotations/implications (University of California Davis LGBTQIA Resource Center, n.d.). See *Terms to Use and Avoid* section.)

Did you know that around 1% of the population is intersex? That's around 1 million intersex Filipinos and 70 million intersex people worldwide!

When infants are born, or when fetuses are at around five months, they are assigned a sex. **SEX ASSIGNED AT BIRTH** categorizes a person as female or male and is based on external genitalia (Human Rights Campaign, n.d.). In most countries, including the Philippines, infants can only be assigned either female or male. So, if an infant or fetus has a vagina, they're **ASSIGNED FEMALE AT BIRTH**, but if they have a penis, they're **ASSIGNED MALE AT BIRTH**.



Sex assigned at birth

TERMS TO KNOW

cisgender
non-binary
gender
gender binary
gender identity
transgender
transitioning



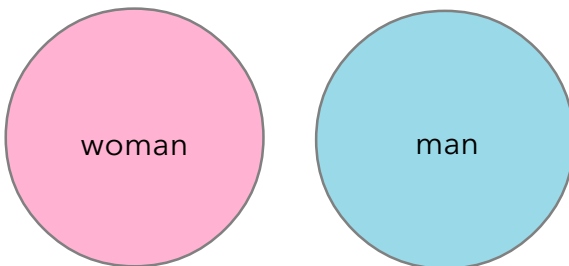
Female and male infants are often raised differently. Knowing their infant's sex affects how parents raise them. Many parents buy pink items, dolls, and kitchen or vanity playsets for their daughters, whereas they buy blue items, cars and robots, and toy tool sets for their sons.

They also place different expectations and standards for their female and male children. Girls should wear dresses; boys should wear shirts and pants. Boys should be into sports; girls should be into fashion and makeup. Girls should become teachers and nurses; boys should become doctors, lawyers, and engineers.

GENDER encompasses these cultural and societal expectations of how girls, women, boys, and men should be. It categorizes a person's femaleness/womanhood or maleness/manhood based on sex assigned at birth (University of California Davis LGBTQIA Resource Center, n.d).

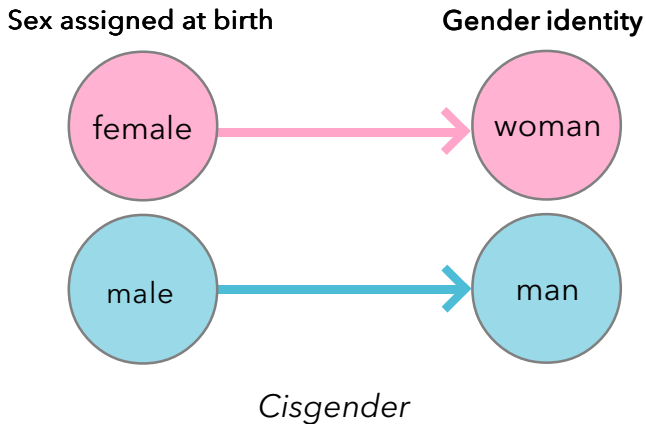
Intersex youth with ambiguous genitalia are assigned a sex by their doctors and/or parents, and doctors often perform surgeries to match the intersex person's genitalia with their sex assigned at birth and the gender their parents raise them as. These medical interventions are irreversible and done without the consent of intersex youth. (Read more about intersex people and intersex issues at intersexadvocates.org.)

GENDER IDENTITY (GI) is a person's deeply felt internal and individual experience of gender, whether as female, male, or another identity, which may or may not align with their sex assigned at birth (University of California Davis LGBTQIA Resource Center, n.d.).

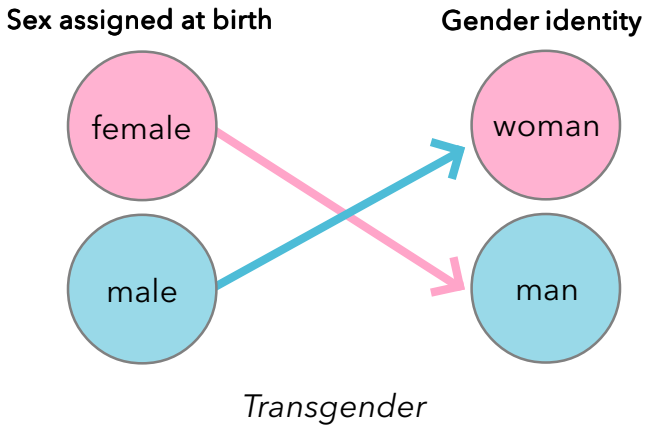


*The traditional binary view
of gender identity*

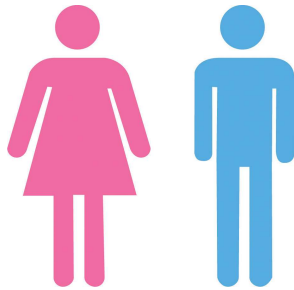
If your gender matches your sex assigned at birth, you're **CISGENDER** (shortened to CIS). For example, if you're a woman who was assigned female at birth (AFAB), you are a cisgender woman or a cis woman (Human Rights Campaign, n.d.; University of California Davis LGBTQIA Resource Center, n.d.).



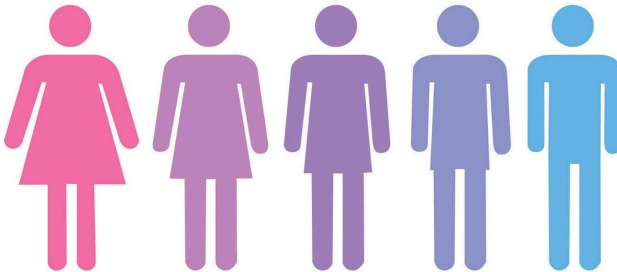
However, if your gender doesn't align with your sex assigned at birth, you're **TRANSGENDER** (sometimes TRANSGENDER+, or shortened to TRANS or TRANS*), which is an umbrella term that describes people whose gender doesn't match their sex assigned at birth. For example, if you are a woman who was assigned male at birth (AMAB), you are a transgender woman or a trans woman (GLAAD, 2018; Human Rights Campaign, n.d.; University of California Davis LGBTQIA Resource Center, n.d.).



People usually think of gender as a binary of woman and man (**GENDER BINARY**) or as a spectrum with woman on one end and man on the other (**GENDER SPECTRUM**), but not all people think of gender this way.

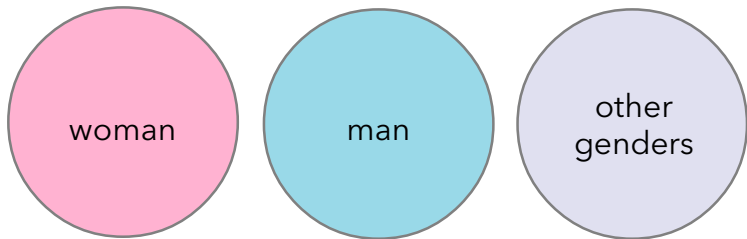


Gender binary



Gender spectrum

NON-BINARY GENDERS, or genders outside of the woman-man binary and spectrum, have existed throughout history across many cultures, including the Philippines (GLAAD, 2018, Human Rights Campaign, n.d.; University of California Davis LGBTQIA Resource Center, n.d.).

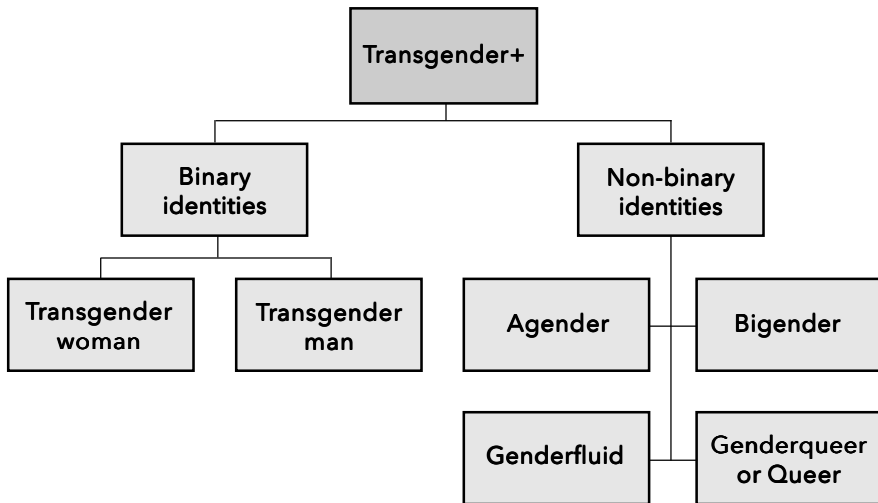


A modern non-binary view of gender identity

Babaylan (Visayan) and *Katalonan* (Tagalog) were spiritual leaders during the pre-colonial times. Only women were allowed to become a *babaylan* or a *katalonan* (Brewer, 2004; Garcia, 2004). On the occasion that men were chosen as spiritual leaders, they had to live the life of a woman—some of them even had male partners! *Hijra* is an umbrella term for the Indian transgender community, who claim that they are neither women nor men but a separate third gender (Hossain, 2017). **TWO-SPIRIT** is an umbrella term coined by indigenous people of Turtle Island (North America) to represent people of diverse genders, or indigenous people who don't fall under the strict gender roles of woman or man, and its definition varies from nation to nation (GLAAD, 2018; Them, 2018).

Transgender, as an umbrella term, is comprised of binary and non-binary genders. Binary transgender identities include transgender women and men. Some

non-binary genders include **AGENDER** (no gender), **BIGENDER** (two genders), **GENDERFLUID** (a changing experience of gender), and **GENDERQUEER** or **QUEER** (See *Queer* under *Other terms related to sex, gender, and sexuality*) (University of California Davis LGBTQIA Resource Center, n.d.).



Transgender umbrella

TRANSITIONING is a usually-long, complex, and personal process that transgender people undergo to live as their true selves. There are various modes of transitioning: INTERNAL, SOCIAL, LEGAL, and MEDICAL—all of which are considered **GENDER-AFFIRMING ACTS** (University of California Davis LGBTQIA Resource Center, n.d.).

To internally transition means that a transgender person has already come out to themselves as transgender. Social transitioning involves coming out to one's family, friends, schoolmates, or coworkers. It

also encompasses using a gender-affirming name and/or pronouns, changing the way one acts or speaks, wearing clothes that match one's gender, and other similar gender-affirming acts. Legal transitioning involves changing one's name or sex/gender marker in legal documents, such as birth certificates. Medical transition encompasses hormone replacement therapy (HRT) or gender-affirming surgery. (Using the phrase "**SEXUAL REASSIGNMENT SURGERY**" has negative connotations/implications (Human Rights Campaign, n.d.). (See *Terms to Use and Avoid* section.)

In the Philippines, to legally transition is on a case-to-case basis. Some transgender people have changed their name (only if it is a derivative or a short form of their legal name), but only intersex transgender people have changed their sex/gender marker. Medical transitioning, however, is possible in the country.

TRANSSEXUAL people are transgender people who have undergone or are currently undergoing medical transitioning, i.e., hormone replacement therapy (HRT) and/or gender-affirming surgery. Not all transgender people can or want to medically transition.

TERMS TO KNOW

androgynous
feminine
gender conforming
gender conformity
gender expression
gender non-conforming
masculine



GENDER EXPRESSION (GE) is the external appearance of a person's gender, usually expressed through behavior, clothing, haircut, names, pronouns, or voice, which may or may not conform to their gender identity or to socially defined behaviors and characteristics typically associated with being either feminine or masculine (Human Rights Campaign, n.d.; University of California Davis LGBTQIA Resource Center, n.d.).

Some people can be described as **FEMININE**: they have long hair; they wear blouses, dresses or skirts, and flats, heels, or sandals; they use make-up and wear jewelry; and they have higher-pitched voices and generally behave like women—gentle, refined, soft-spoken, etc.

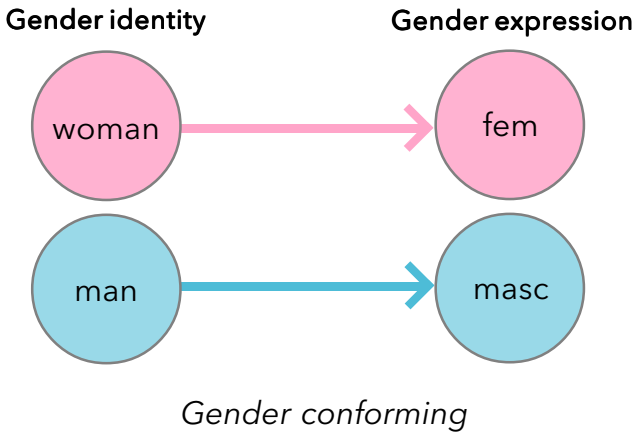
Others can be described as **MASCULINE**: they have short hair; they wear button-down or polo shirts, pants, or shorts, and sneakers; they don't use make-up nor wear jewelry; and they have lower-pitched voices and generally behave like men—aggressive, strong, tough, etc.

If you're somewhere in between feminine and masculine, you're **ANDROGYNOUS**. Androgyny (andr- meaning man and gyne- meaning woman), in terms of gender expression, is the combination of feminine and masculine elements, or sometimes, being or feeling neither of the two.

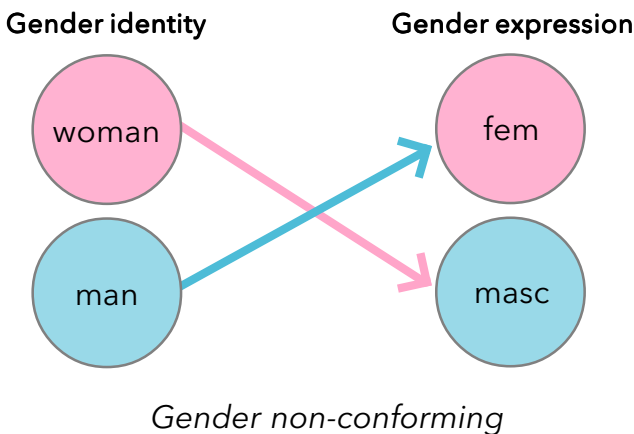


Gender expression

Gender expression can be related to gender identity, as women are expected to be feminine and men are expected to be masculine. When one's gender expression aligns with their gender identity, they are described as **GENDER CONFORMING** (Human Rights Campaign, n.d.; University of California Davis LGBTQIA Resource Center, n.d.). Feminine cisgender and transgender women and masculine cisgender and transgender men are gender conforming.



However, when one's gender expression doesn't match their gender identity, they are **GENDER NON-CONFORMING** (Human Rights Campaign, n.d.; University of California Davis LGBTQIA Resource Center, n.d.). Cisgender and transgender women who are androgynous or masculine as well as cisgender and transgender men who are androgynous and feminine are described as gender non-conforming.



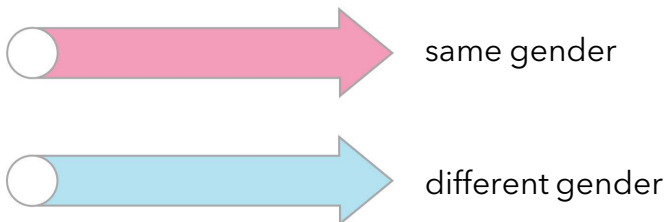
SEXUALITY

TERMS TO KNOW

asexual
bisexual
gay
heterosexual
lesbian
sexual orientation

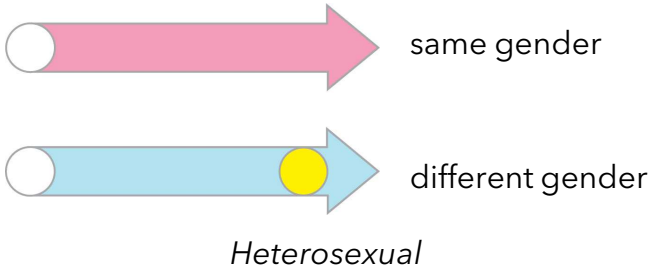


SEXUAL ORIENTATION (SO) is a person's inherent and enduring capacity for emotional, romantic, or sexual attraction to people of a different gender, the same gender, or more than one gender (Human Rights Campaign, n.d.; University of California Davis LGBTQIA Resource Center, n.d.).

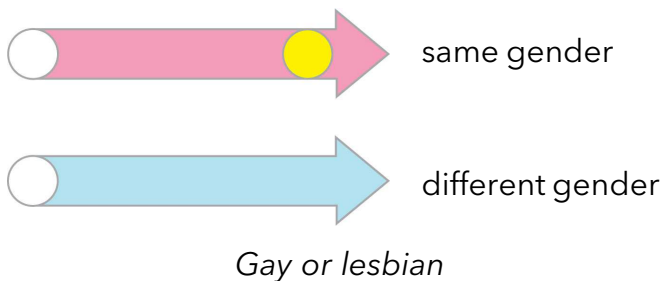


Sexual orientation

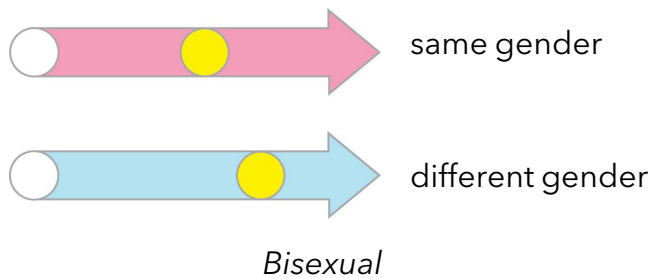
If you're a man attracted to people of a different gender than yours (women, for example), or vice-versa, you're **HETEROSEXUAL**.



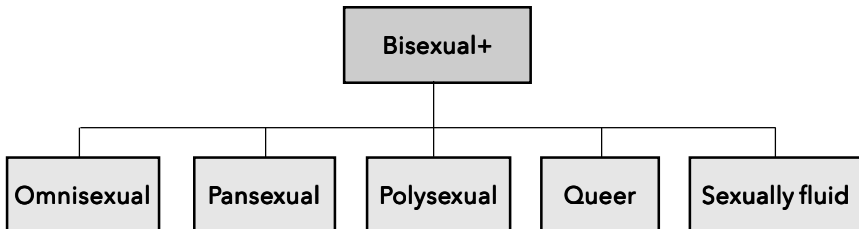
You may identify as GAY if you're attracted to people of the same gender as yours. Gay can describe both men attracted to other men and women attracted to other women (as in "gay woman"). However, **LESBIAN** is more commonly used if you're a woman attracted to other women. (Using the word "**STRAIGHT**" to describe heterosexual people and the word "**HOMOSEXUAL**" to describe gay men and lesbian women has negative connotations/implications (GLAAD, n.d.). See *Terms to Use and Avoid* section.)



Heterosexual, gay, and lesbian are **MONOSEXUAL** labels that refer to attraction to people of one gender. If you're attracted to people of more than one gender (men and women, for example), you're **BISEXUAL** (sometimes **BISEXUAL+**, or shortened to **BI** or **BI+**), which is an umbrella term that describes attraction towards people of more than one gender (GLAAD, n.d.).

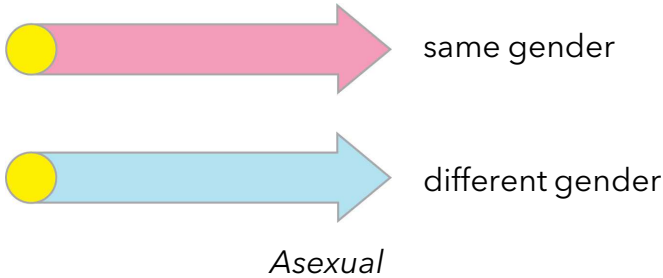


Other labels under the bisexual umbrella include **OMNISEXUAL** (omni- meaning all; attraction to people of all genders), **PANSEXUAL** (pan- meaning all; attraction to people regardless of their gender), **POLYSEXUAL** (poly-meaning many; attraction to people of many genders), **QUEER** (See *Queer* under *Other terms related to sex, gender, and sexuality*), and **SEXUALLY FLUID** (changing attraction) (GLAAD, n.d.; Human Rights Campaign, n.d.; University of California Davis LGBTQIA Resource Center, n.d.).



Bisexual umbrella

If you're not attracted to people of any gender or if you experience little to no sexual attraction, you may identify as **ASEXUAL** (Human Rights Campaign, n.d.; University of California Davis LGBTQIA Resource Center, n.d.).



Asexuality is different from abstinence and celibacy, which are both personal choices. The experiences of asexual people vary: they may or may not experience emotional or romantic attraction, and they may or may not masturbate and/or have sex, despite their absence or lack of sexual attraction.

OTHER TERMS RELATED TO SEX, GENDER, AND SEXUALITY

QUEER, QUESTIONING, AND +

The Q in LGBTQIA+ (commonly “lesbian, gay, bisexual, transgender, queer, intersex, asexual, and other gender and sexual minority identities”) means **QUEER** and **QUESTIONING**. **QUEER** used to be a slur towards the LGBTQIA+ community. It was reclaimed in the 1980s and is now a radical and transgressive umbrella term for people whose sexual orientation, gender identity, or gender expression does not conform to societal cisgender-heterosexual norms. **QUESTIONING** is used to refer to people who are still in the process of exploring their sexual orientation, gender identity, or gender expression (GLAAD, n.d.; Human Rights Campaign, n.d.; University of California Davis LGBTQIA Resource Center, n.d.).

The + in LGBTQIA+ stands for all other gender and sexual minority identities that are not part of the first seven letters, recognizing the diversity of sex, gender, and sexuality. Instead of using the initialism “LGBTQIA+”, some use the phrase “**PEOPLE OF DIVERSE SOGIESC**” because it’s more inclusive of gender non-conforming people who are not lesbian, gay, bisexual, transgender, queer, intersex, or asexual.

BEYOND HOMOPHOBIA, TRANSPHOBIA, AND BIPHOBIA

HOMOPHOBIA, TRANSPHOBIA, and BIPHOBIA are used to refer to negative attitudes towards gay men and lesbian women, transgender people, and bisexual people, respectively. The -phobia suffix, however, implies that these negative attitudes result from fear and mental illnesses and are, therefore, individual issues. This also contributes to the stigma that people with mental health disorders experience (Human Rights Campaign, n.d.; University of California Davis LGBTQIA Resource Center, n.d.).

LGBTQIA+ advocates, therefore, propose the use of the terms **HETEROSEXISM** instead of homophobia, **CISSEXISM** instead of transphobia, and **MONOSEXISM** instead of biphobia, which recognize that negative attitudes towards LGBTQIA+ people are systemic issues of discrimination rather than individual ones (University of California Davis LGBTQIA Resource Center, n.d.). (See *Cissexism, Heterosexism, and Monosexism* under *Glossary of Terms Related to SOGIESC*).

● ● ● MEET MALAYA



Center for Women's and Gender Studies[©]
UNIVERSITY OF THE PHILIPPINES

Malaya represents our vision for all Filipinos: that every Filipino, regardless of their sexual orientation, gender identity, gender expression, and sex characteristics, is free to live as they are and to their fullest potential.



SEX CHARACTERISTICS (SC)

A person's physical traits, such as chromosomes, genitalia, gonads, hormones, and reproductive organs.



GENDER IDENTITY (GI)

A person's innermost concept of self as a woman, a man, or another identity.



GENDER EXPRESSION (GE)

A person's external appearance, such as behavior, clothing, haircut, or voice.



SEXUAL ORIENTATION (SO)

A person's inherent or immutable enduring emotional, romantic, or sexual attraction to other people.



GENDER-AFFIRMATIVE TERMS

SEXUAL ORIENTATION

USE “SEXUAL ORIENTATION” INSTEAD OF “SEXUAL PREFERENCE.” For many people—heterosexual, asexual, bisexual, gay, and lesbian alike—sexual attraction is not a choice, unlike what the term “preference” implies.

USE “[BEING] GAY / LESBIAN” INSTEAD OF “HOMOSEXUAL[ITY].” The term “homosexuality” (and “homosexual”) originated from the American Psychiatric Association (APA) when they classified same-gender attraction as a mental illness. However, the “pathology” behind same-gender attraction has long been discredited by several institutions since the 1970s, including the aforementioned APA as well as the World Health Organization (GLAAD, n.d.).

USE “HETEROSEXUAL” INSTEAD OF “STRAIGHT.” “Straight” implies that asexual, bisexual, gay, and lesbian people (i.e., people who are not heterosexual) are “crooked.”

USE THE TERMS “ASEXUAL,” “BISEXUAL,” AND “GAY” AS ADJECTIVES INSTEAD OF NOUNS. For example, say “she is asexual” instead of “she is an asexual.” “Lesbian” is both used as a noun and an adjective. Saying “they are lesbians” and “they are lesbian women” are both correct.

USE THE INITIALISM "LGBTQIA+" TO DESCRIBE A GROUP OF PEOPLE OF DIVERSE SOGIESC INSTEAD OF AN INDIVIDUAL PERSON. For example, say "he is a member of the LGBTQIA+ community" instead of "he is an LGBTQIA+ person."

AVOID "HOMOSEXUAL / GAY / LESBIAN COUPLE," "HOMOSEXUAL RELATIONS," AND "HOMOSEXUAL RELATIONSHIP." Ask the people themselves how they would like to be described as. Using "homosexual," "gay," or "lesbian" to describe couples may erase bisexual identities within same-gender relationships. Otherwise, avoid labeling couples or relationships when unnecessary.

USE "MARRIAGE EQUALITY" INSTEAD OF "GAY MARRIAGE" OR "SAME-SEX MARRIAGE."

Using "gay" or "same-sex" to describe marriage erases other sexual minority identities, such as asexual, bisexual, and lesbian people, as well as transgender identities. MARRIAGE EQUALITY is more inclusive.

USE "HETEROSEXISM" AND "MONOSEXISM" INSTEAD OF "HOMOPHOBIA" AND "BIPHOBIA," RESPECTIVELY. Phobias, or irrational fears, are a mental illness. However, "homophobia" and "biphobia" are not mental illnesses but rather anti-gay, -lesbian, and -bisexual attitudes, and these terms, therefore, fail to depict or encapsulate how negative attitudes towards sexual minorities are a systemic problem, and not an individual one.

GENDER IDENTITY AND EXPRESSION

USE "TRANSGENDER" AS AN ADJECTIVE INSTEAD OF A NOUN OR A VERB. For example, say "she is transgender" or "she is a transgender woman" instead of "she is a transgender." Say "he is transgender" or "he is a transgender man" instead of "he is transgendered."

USE "BEING TRANSGENDER" INSTEAD OF "TRANSGENDERISM." The term "transgenderism" dehumanizes transgender people and reduces them to a "condition."

USE "TRANS MAN" AND "TRANS WOMAN" INSTEAD OF "TRANSMAN" AND "TRANSWOMAN." The adjectives "transgender" and "cisgender" can be shortened into "trans" and "cis," respectively. However, as adjectives, they should not be affixed to "woman" or "man."

AVOID "SAME-SEX COUPLE," "SAME-SEX RELATIONS," AND "SAME-SEX RELATIONSHIP." Using "same-sex" to describe couples erases transgender identities within same-gender relationships. Ask the people themselves how they would like to be described as, or use "same-gender" instead of "same-sex." Otherwise, avoid labeling couples or relationships when unnecessary.

USE "GENDER-AFFIRMING SURGERY" INSTEAD OF "SEX REASSIGNMENT SURGERY (SRS)." The term "sex reassignment surgery" dehumanizes transgender people by overemphasizing their sex characteristics instead of their gender. Avoid overemphasizing surgery in the context of transitioning, because not all transgender people can or want to undergo gender-affirming surgery.

USE "MEDICAL TRANSITION" INSTEAD OF "SEX CHANGE OPERATION." AVOID "PRE-OPERATION" AND "POST-OPERATION" AS WELL. The terms "sex change operation," "pre-operation," and "post-operation" imply that transitioning must involve a "sex change operation" or gender-affirming surgery. Avoid overemphasizing surgery in the context of transitioning, because not all transgender people can or want to medically transition.

USE "VISIBLY TRANSGENDER" AND "NOT VISIBLY TRANSGENDER" INSTEAD OF "CLOCKABLE," "(NOT) PASSING," "STEALTH," AND "TRAP." The terms "passing," "stealth," and "trap" are used to refer to transgender people who are perceived as cisgender, whereas those who are "clockable" or "not passing" are visibly transgender. "Passing" and "not passing" imply that being perceived as cisgender is the standard for transgender people. "Stealth" and "trap" connote deceit, when transgender people are not being deceptive by living as they are. Avoid describing transgender people using these terms.

USE "CROSS-DRESSER" INSTEAD OF "TRANSVESTITE" OR "TRANNY." The term "transvestite" and its short form "tranny" generally refer to cross-dressers, or people who dress or act as another gender. However, transgender people who dress or act as their gender are not cross-dressers, and the term "tranny" is a slur towards transgender people. Avoid describing transgender people using these terms.

SEX CHARACTERISTICS

USE "INTERSEX" INSTEAD OF "HERMAPHRODITE."

The term "hermaphrodite," which refers to organisms (usually animals or plants) with both female and male reproductive organs, is a slur towards intersex people. It is also medically inaccurate. Avoid describing intersex people using this term.

USE "INTERSEX CHARACTERISTICS" INSTEAD OF "DISORDERS OF SEX DEVELOPMENT (DSD)" AND "INTERSEX CONDITIONS."

The terms "disorders of sex development" and "intersex conditions" originated from the medical community. It pathologizes having a different set of sex characteristics. Avoid describing intersex people using these terms.



GLOSSARY OF TERMS RELATED TO SOGIESC

ASEXUAL - The sexual orientation of a person who generally does not experience attraction towards anyone.

BIPHOBIA - An outdated term used to refer to MONOSEXISM.

BISEXUAL - The sexual orientation of a person who is attracted to people of more than one gender. Some terms under the bisexual umbrella include OMNISEXUAL, POLYSEXUAL, and PANSEXUAL.

CISGENDER - The gender identity of a person who is not transgender, i.e., whose gender identity aligns with their sex or gender assigned at birth.

CISSEXISM - The system of discrimination that oppresses transgender and gender non-conforming people, based on the belief that there are, and should be, only two genders (i.e., female and male); and that one's gender depends on their sex assigned at birth.

GAY - The sexual orientation of a person (usually a man) who is attracted to people of the same gender, e.g., "a gay man," "a gay woman."

GENDER - A social construct used to categorize a person as female, male, or another identity, which is different from and usually based on one's sex assigned at birth.

GENDER DYSPHORIA - A mental illness characterized by the distress a person may feel when their gender identity does not align their sex or gender assigned at birth. Not all transgender people experience gender dysphoria.

GENDER EXPRESSION (GE) - The external appearance of a person's gender, usually expressed through behavior, clothing, haircut, or voice, which may or may not conform to socially defined behaviors and characteristics typically associated with being either feminine or masculine.

GENDER IDENTITY (GI) - A person's innermost concept of self as female, male, or another identity, which may or may not correspond with their sex or gender assigned at birth.

GENDER NON-CONFORMING - A person whose gender expression does not align with their gender identity, e.g., feminine men.

GENDERQUEER - A person whose gender identity does not conform to cisgender norms.

HETEROSEXISM - The system of discrimination that oppresses non-heterosexual people (e.g., those who are asexual, bisexual, gay, lesbian), based on the belief that all people are, or should be, heterosexual.

HETEROSEXUAL - The sexual orientation of a person who is attracted to people of a different gender.

HOMOPHOBIA - An outdated term used to refer to HETEROSEXISM.

HOMOSEXUAL - An outdated term used to refer to GAY or LESBIAN.

INTERSEX - A person whose primary and/or secondary sex characteristics, or their combination of chromosomes, external genitalia, gonads, hormones, and/or internal reproductive organs, differ from the two expected patterns of "female" and "male" and cannot be easily categorized as either of them.

LESBIAN - A woman who is attracted to people of the same gender, i.e., women.

MISGENDERING - An act wherein someone attributes to a person a gender that does not align with said person's gender identity by using the wrong name, pronouns, or titles, regardless of their knowledge of the person's SOGIESC or their chosen name, pronouns, or titles.

MONOSEXISM - A system of discrimination that oppresses bisexual people, based on the belief that all people are, or should be, attracted to people of only one gender (i.e., gay, lesbian, or heterosexual).

NON-BINARY - A person whose gender does not fall within the gender binary of female and male. Some terms under the non-binary umbrella include AGENDER, BIGENDER, GENDERFLUID, and GENDERQUEER or QUEER.

QUEER - A radical and transgressive umbrella term used to describe a person whose sexual orientation, gender identity, or gender expression does not conform to cisgender-heterosexual norms.

QUESTIONING - A person who is still in the process of exploring their sexual orientation, gender identity, or gender expression.

SEX ASSIGNED AT BIRTH - A social construct used to categorize a person as female or male based on their sex characteristics but is usually based on external genitalia.

SEX CHARACTERISTICS - A person's physical traits that indicate their biological sex, such as chromosomes, external genitalia, gonads, hormones, and internal reproductive organs. Traits present at birth are called PRIMARY SEX CHARACTERISTICS, whereas those that develop during puberty are called SECONDARY SEX CHARACTERISTICS.

SEXISM - The system of discrimination that oppresses women, based on the belief that women are inferior to men.

SEXUAL ORIENTATION - An inherent or immutable enduring emotional, romantic, or sexual attraction to other people.

STRAIGHT - An outdated term used to refer to HETEROSEXUAL.

TRANSGENDER - A person whose gender identity does not align with their sex or gender assigned at birth, frequently abbreviated to TRANS or TRANS*. Some terms under the transgender umbrella include GENDERQUEER, NON-BINARY, and TRANSSEXUAL.

TRANSPHOBIA - An outdated term used to refer to CISSEXISM.

TRANSSEXUAL - Refers to transgender people who have undergone or are in the process of undergoing medical transitioning, i.e., gender-affirming surgery, hormone replacement therapy. Not all transgender people are transsexual or undergo medical transitioning.



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