

QUEENSLAND COUNCIL FOR
LGBTI HEALTH

Language Guide



QUEENSLAND COUNCIL FOR
LGBTI HEALTH

We acknowledge and pay our respects to the Traditional Owners of Country across these lands, oceans and waterways now known as Queensland. We acknowledge that your sovereignty of these lands was never ceded, and that for us to do our work with integrity, that you, your ancestors and your Elders, and the ways of knowing, being and doing, must be central to how we work, live, walk and play.

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The Queensland Council for LGBTI Health (QC) dedicate this language guide, the knowledge it holds, and how our personal and collective histories and futures have been shaped, to members of the Lesbian, Gay, Bisexual, Trans, Intersex, Queer, Sistergirl and Brotherboy people and communities. QC thanks those who came before us for the language, lives and rights we experience today and we continue this work for those here now and the future generations coming after us. May each generation be closer to living lives reflected by love, belonging, dignity and freedom.

STATEMENT OF COMMITMENT

The Queensland Council for LGBTI Health commit to updating this language guide in response to the ever evolving changes created and reflected within community owned languages, development and best practice. May we continue dreaming ourselves and each other into existence.

1 LGBTIQ+ Sistergirl and Brotherboy Language and Terminology

“Terminology is culturally and time-dependent and rapidly evolving. It is important to use respectful language in different places and time, and among different people.” (WPATH - SOC7)

LANGUAGE IS DYNAMIC

LGBTIQ+ Sistergirl and Brotherboy language and terminology is changing and dynamic. Language is influenced by many factors including a person’s culture, age, location, disability, faith, and other socio-cultural factors.

LANGUAGE IS POWERFUL

Language is powerful in creating culture and is one tool available to creating more affirming relationships, organisations and communities. Across most continents throughout history many cultures have recognised more than two genders and fluidity across sexuality, bodies, gender expression and roles.

LANGUAGE MAY BE PERSONAL AND POLITICAL

Language, identities and experiences relating to a person’s gender, body, sex characteristics, sexualities and relationships may be deeply personal. For some people it may be a sense of pride and a way to connect with personal and collective communities, histories and legacies. For other people language may be political and used to push back on normative ideas. There may also be other people who feel language and terminology to be limiting or doesn’t hold as much meaning.



LANGUAGE IS SHAPED BY CULTURE AND CONTEXT

The language and terminology in this guide is largely new and shaped by a white and western lens. It is critical to understand the influence and importance of culture when reflecting on these concepts and experiences as some cultures may have no language at all for these concepts or language that is culturally significant and specific. Different organisations and groups across communities may use different acronyms to reflect the different people and populations they work with. Acronyms are ideally community consulted by local

people and communities and informed by age, culture, geographic location and beyond.

LANGUAGE IS RELATIONAL

Ultimately there is no one right definition for concepts relating to a person’s gender, sex characteristics, sexualities and relationships. Therefore, creating opportunities to ask, listen and understand what language that feels good for an individual and communities is the first step in creating culturally responsive and affirming care.

2 Sex Characteristics



INTERSEX

Intersex people have innate sex characteristics (sexual anatomy, reproductive organs, hormones, sex chromosomes) that do not fit medical norms for female or male bodies. Intersex people are a hugely diverse population, with at least 40 different variations known to science. Intersex variations can become apparent at many different life stages, including prenatally through the use of genetic screening technologies, at birth and in early childhood, at puberty, and later in life – for example when trying to conceive a child. The language people use to talk about their intersex traits can change in different contexts, such as socially, at school or in medical appointments. The terms ‘intersex people’, ‘people with intersex variations’, and ‘people with innate variations of sex characteristics’ are often used interchangeably although people will express individual preferences. Some people will not use the term intersex to talk about their bodies at all, instead using clinical or diagnostic terms.

For more information, training and/or support for people and communities with innate variations in sex characteristics, please see:
[Intersex Peer Support Australia](https://ihra.org.au/18106/what-is-intersex/)
[Intersex Human Rights Australia](https://ihra.org.au/18106/what-is-intersex/)
[InterLink \[ilink.net.au\]\(http://ilink.net.au\)](https://ihra.org.au/18106/what-is-intersex/)



ENDOSEX

Endosex is a word for “non-intersex” or a person who does not have an innate variation of their sex characteristics. The word “endosex”, means “within” sex characteristic norms. Some people may use the term “dyadic” with the same intent.

<https://ihra.org.au/18106/what-is-intersex/>



YellowTick



Scan the QR code to learn more about *Darlington Statement: The Yellow Tick*



3 Gender

“Gender refers to the characteristics... that are socially constructed. This includes norms, behaviours and roles... as a social construct, gender varies from society to society and can change over time.” (World Health Organization, 2019)

https://www.who.int/health-topics/gender#tab=tab_1



Gender Terms



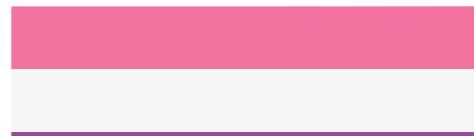
TRANS & TRANSGENDER

A person whose assumed/assigned/observed sex at birth (gender marker on their birth certificate) does not match their gender identity all the time.



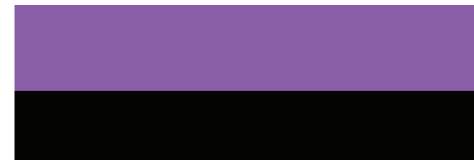
GENDER DIVERSE

Gender Diverse is an umbrella term that is used to describe gender identities and expressions that exist outside of the rigid gender norms and expectations as determined by the dominant culture.



GENDER FLUID

A person whose gender can shift and change over time.



NON-BINARY

Is an umbrella term for genders that may not fit within the typical definition of man or woman. A non-binary person may identify as trans although not all trans people identify as non-binary.



AGENDER

A person who has no gender. Some agender people may describe themselves as having a lack of gender. Other agender people may describe themselves as gender neutral.

CISGENDER

A person whose assumed/assigned/observed sex at birth (gender marker on their birth certificate) matches their gender identity all the time.

PRONOUNS

Trans, non-binary and gender diverse people may also use a wide range of pronouns outside that of he/him/his and she/her/hers. For example - they/them/theirs. For more information about pronouns, please visit <https://pronouns.org/>

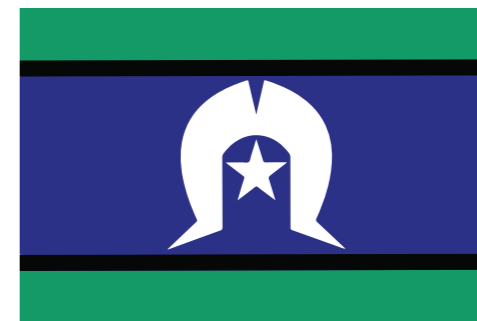
Aboriginal and Torres Strait Islander LGBTIQ+ Sistergirl and Brotherboy Gender terms



Aboriginal Flag

SISTERGIRL

An Aboriginal or Torres Strait Islander gender diverse woman (assigned male at birth) who lives and presents as a woman. A Sistergirl has a female spirit and/or feminine spirit, energy, qualities and a distinct cultural identity. Non-binary mob may also connect with the term Sistergirl if they embody a feminine spirit, energy, qualities. Non-binary Sistergirls also have a distinct cultural identity.



Torres Strait Islander Flag

BROTHERBOY

An Aboriginal or Torres Strait Islander gender diverse man (assigned female at birth) who lives and presents as man. A Brotherboy has a male and/or masculine spirit, energies, qualities and a distinct cultural identity. Non-binary mob may also connect with the term Brotherboy if they embody a masculine spirit, energies, qualities. Non-binary Brotherboys also have a distinct cultural identity.

SIB

A non-gendered culturally affirming term some Aboriginal or Torres Strait Islander people may use for themselves and others.

2SPIRITS

For more information, training and/or culturally responsive support for Aboriginal and Torres Strait Islander LGBTIQ+ Sistergirl and Brotherboy people and communities, please contact 2Spirits.

Phone: 07 3017 1777
Free call: 1800 177 434
Email: 2Spirits@qc.org.au

4 Sexuality

Sexuality is “a central aspect of being human throughout life encompasses sex, gender identities and roles, sexual orientation, eroticism, pleasure, intimacy and reproduction. Sexuality is experienced and expressed in thoughts, fantasies, desires, beliefs, attitudes, values, behaviours, practices, roles and relationships. While sexuality can include all of these dimensions, not all of them are always experienced or expressed. Sexuality is influenced by the interaction of biological, psychological, social, economic, political, cultural, legal, historical, religious and spiritual factors.” (WHO, 2006a)

https://www.who.int/health-topics/sexual-health#tab=tab_2



PANSEXUAL

A person who can be sexually, romantically or emotionally attracted to people of all genders or no gender. You may hear pansexual people say that a person's gender is not a boundary or limit to attraction.



LESBIAN

May be defined as a woman who experiences sexual, romantic and/or emotional attraction to women. As language continues to change; you may now hear lesbian being defined as women, non-binary people and people with marginalised genders who experience sexual, romantic and/or emotional attraction to women, non-binary people and people with marginalised genders.



GAY

People who primarily experience sexual, romantic and/or emotional attraction to people of the same gender.

Gay can also be used as an umbrella term for someone who is attracted to people of the same or similar gender identity to themselves as well as non-heterosexual attraction.



BISEXUAL

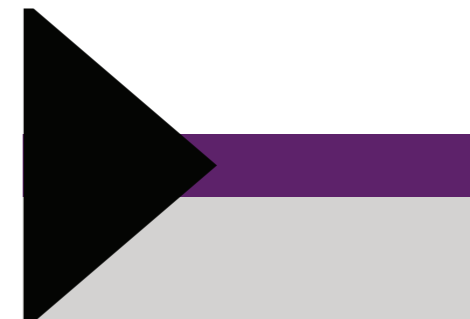
A person who can be sexually, romantically or emotionally attracted to more than one gender or the same and other genders.

Bi+ people may describe themselves using one or more of a wide variety of terms, including, but not limited to, bisexual, pan, queer, and some other non-monosexual and non-monoromantic identities.



QUEER

An umbrella term for LGBTIQ+ Sistergirl & Brotherboy and/or an individual identity that relates to aspects of a person's identity. Queer often represents experiences that fit outside of cultural norms. Some people and communities appreciate and take pride in the anti-assimilation and transgressive nature of the word. However, this term also has a history of being used as a derogatory and stigmatising term and it is encouraged to use this word thoughtfully and intentionally.



DEMISEXUAL

Demisexuality is a sexual orientation in which a person feels sexually attracted to someone only after they've developed a close emotional bond with them. People who identify as demisexual are sometimes placed under the umbrella of asexuality because they don't often feel sexual attraction. Demisexual people can feel sexual attraction, however, forming a bond doesn't guarantee a person will feel a sexual attraction, but the bond is needed before sexual activity is possible.



ASEXUAL / AROMATIC

A sexual orientation that reflects little to no sexual attraction, either within or outside relationships. Asexual people may or may not feel/experience romantic attraction. Aromatic describes someone who does not experience romantic attraction to anyone within or outside relationships. A person who identifies as asexual and/or aromatic may still have sexual and romantic relationships.

STRAIGHT/HETEROSEXUAL

A person who may experience sexual, romantic and/or emotional attraction to people of a gender other than their own. The most common definition refers to attraction between women and men.

5 Identities and Intersectionality

Labels are terms we apply to something or someone else to help categorise and understand our world. Identity is who we are and how we describe ourselves.

No one should tell someone else how to identify or describe themselves. Respecting someone's identity means asking what that means for them if that's relevant and not assuming and applying labels.

Intersectionality (or intersectional theory) is a term first coined in 1989 by American civil rights advocate and leading scholar of critical race

theory, Kimberlé Williams Crenshaw. The UN Womens intersectionality resource guide and tool kit define intersectionality as "Intersectionality is a way of thinking about identity and its relationship to power. People's lives are shaped by their identities, relationships and social factors.

These combine to create advantages and disadvantages depending on a person's situation. Intersectionality is the acknowledgement that everyone has their own unique experiences of discrimination and oppression and we must consider everything and anything that can marginalise people –

gender, race, class, sexual orientation, physical ability, etc. Social factors such as patriarchy, ableism, colonialism, imperialism, homophobia and racism affect the individuals" (Intersectionality Resource Guide and Toolkit Summary of the Resource Guide and Toolkit Easy to Read version, n.d.).

An intersectional lens is an important tool when working towards inclusive and affirming practice. A lack of intersectional analysis can unintentionally create and maintain intersectional inequities across many domains including health, education and legal systems.



DISCLAIMER

Please note that all of these definitions have been reduced to the most basic understanding of these identities. Sexuality, gender and body variations are multifaceted parts of a person's life and every single person experiences their identity and body in a different way. This list is also not exhaustive of the beautiful people, identities and experiences who make up the diverse LGBTIQ+ Sistergirl and Brotherboy cultures. There are as many different identities and variations as there are people.

This list was compiled from community consultation and definitions sourced from those who use these words as part of their identities.

6 Contact Information & References



QUEENSLAND COUNCIL FOR
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(07) 3017 1777



info@qc.org.au



training@qc.org.au

For QCGP+ mental health and clinic service enquiries please email **qcgp@qc.org.au**

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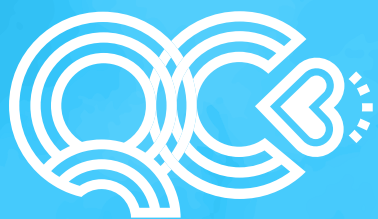
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