

Appendix: Patient Profiles Terminology

Why inclusive language?

Inclusive language is speaking about people, both individually and in groups, in a way that does not use any gendered terms. Avoid using gendered terms unless you are certain about a person's family structure, identity, or relationship orientation.

Why is it important?

Language is a key part of inclusion. When inclusive language is used, it can validate and acknowledge identities. It contributes to creating safer spaces and helps combat stereotyping and assumptions.

Terminology

Please note that English is a fluid language in which terms, definitions and meanings change over time, culture, political climate, and geography. The following serves as working definitions that provide an initial foundation of understanding.

ALLY: A person who supports civil and human rights, and gender equality and equity of sexual and gender minorities.

CHOSEN NAME: A first, middle and/or last name that is different from a person's legal name. A person's chosen name may be a reflection of their gender identity / gender expression or could be a preferred nickname.

CISGENDER: Cisgender refers to people whose sex assigned at birth aligns with their gender identity or are "not transgender".

"COMING OUT" / DISCLOSURE: A process of embracing and disclosing one's attraction and/or gender identity. This process generally occurs on three levels: personal (with oneself), private (family and friends), and public (at work or in the community at large).

GENDER: Gender refers to the socially constructed roles, behaviour, activities, and attributes that a particular society considers appropriate for men and women.

GENDER IDENTITY: A person's internal & individual lived experience of what it means to be a woman, man, neither, or a mix of many genders.

GENDER EXPRESSION: How a person expresses and communicates their gender within a social context.

GENDER NON-CONFORMING / GENDER DIVERSE: Identities and expressions of gender that do not conform to the dominant gender norms of a particular culture.

GENDER QUEER: An individual who does not fit within any one particular gender label.
HOMOPHOBIA / BIPHOBIA / LESBOPHOBIA / TRANSPHOBIA: The negative attitudes and behaviours against, or cultural and social aversions toward individuals who identify or are perceived as being lesbian, gay, bisexual, transgender, Two-Spirit, or queer.

“INVISIBLY TRANS”/STEALTH: Refers to a person's ability to be regarded as the sex or gender with which they identify, or with which they physically present.

PRONOUNS: The terms a person uses in place of their name - such as he/him, she/her, they/them, ze/hir, xe/xir, etc.

When asking for a someone's pronouns:

Try “What pronouns do you use?” or “My pronouns are...what are yours?”.

Avoid “Preferred pronouns” as they aren't preferred, they are simply a person's pronouns.

QUEER: A specific identity or an inclusive, unifying, sociopolitical umbrella term for people who identify within the 2SLGBTQ+ community.

QUESTIONING: People who are uncertain about their attraction and/or gender identity.

SEX ASSIGNED AT BIRTH: The classification of a person based on biological characteristics including chromosomes, hormones, external genitalia, and reproductive organs.

TRANSGENDER / TRANS: A person whose gender identity does not align with their sex assigned at birth / the gender that was assumed for them.

TWO-SPIRIT: An English term to describe the ancient teachings of Indigenous Peoples who had more fluid definitions of sexuality and gender.