

Definitions

Assigned sex at birth: The sex (male or female) assigned to a child at birth, most often based on the child's external anatomy. Also referred to as birth sex, natal sex, biological sex or sex. **AFAB:** Assigned Female at Birth. **AMAB:** Assigned Male at Birth

Cisgender: A term for people whose gender identity generally matches the gender assigned for their physical sex. In other words, someone who does not identify as transgender. The word is derived from the Latin root "cis" meaning "on this side."

FTM: Female-to-male transgender person. Sometimes identifies as a transgender man. Someone assigned the female gender at birth who identifies on the male spectrum.

Gender Dysphoria: The condition of feeling one's emotional and psychological identity to be at variance with one's birth sex, usually marked by significant emotional distress and impairment in life functioning.

Genderqueer and/or nonbinary: People whose gender identity and/or gender expression falls outside the binary categories of man and woman. They may define their gender as falling somewhere in between man and woman, or they may define it as wholly different from these terms.

Gender affirming: Adjective used to refer to behaviors or interventions that affirm a transgender person's gender identity (e.g., a physician using cross-sex hormones for a transgender patient may be called gender affirming, as can the use of a correctly gendered pronoun).

Misgender: To refer to or address a person (especially one who is transgender) with a pronoun, noun, or adjective that inaccurately represents the person's gender or gender identity.

MTF: Male-to-female transgender person. Sometimes identifies as a transgender woman. Someone assigned the male gender at birth who identifies on the female spectrum.

Transgender: An umbrella term for people whose gender identity does not match the sex they were assigned at birth. Transgender people may identify as straight, gay, bisexual or some other sexual orientation.

Transition: An individualized process in which transgender people move from living aligned with the sex they were assigned at birth to living aligned with their gender identity. There are three general aspects to transitioning: social (e.g., presentation, relationships, employment, names/pronouns); medical (e.g., hormones, surgery, mental health) and legal (e.g., changing gender marker and name on legal documents and identification). Each person's transition path is unique.

Implicit Bias

A form of bias that occurs automatically and unintentionally, that nevertheless affects judgments, decisions, and behaviors.

Five Strategies for Reducing Implicit Bias

1. **Think of counter-stereotypic examples:** Identify people with diverse backgrounds in your social circles.
2. **Perspective-taking:** Imagine what it is like to be a person who experiences people questioning your ability or skills because of your social identity.
3. **Interrupt automatic biased thoughts:** Identify when you may be most influenced by implicit bias to increase mindfulness of, or mitigate the influence of, implicit bias.
4. **Education:** Join or set up an implicit-bias workshop in your work or community to raise awareness.
5. **Increase opportunities for contact with individuals from different groups:** Expand your network of friends and colleagues; attend events where diverse groups may be present.