GENDER

Refers to the socially constructed roles, behaviors, activities, attributes and opportunities that any society considers appropriate for individuals on a spectrum of feminine and masculine.
Gender does not exist only in binary terms like boy and girl or man and woman. There are many ways that someone can identify as it relates to gender. See Gender Expansive for more information.

BIOLOGICAL SEX

Refers to anatomical, physiological, genetic, or physical attributes that determine if a person is male, female, or intersex. These include both primary and secondary sex characteristics, including genitalia, gonads, hormone levels, hormone receptors, chromosomes, and genes.
Often also referred to as "sex," "physical sex," "anatomical sex," or specifically as "sex assigned at birth."
Biological sex is often conflated or interchanged with gender, which is more social than biological and involves personal identity factors as well.
When someone's biological sex is in alignment with their socially constructed gender, that person would be identified as Cis-Gender. (see Cis-gender)

CIS-GENDER

This refers to an individual whose gender identity aligns with the one typically **associated with the sex assigned to them at birth.**

GENDER EXPRESSION

The external display of one's gender, through a combination of clothing, grooming, demeanor, social behavior, and other factors, generally made sense of on scales of masculinity and femininity. Also referred to as "gender" presentation.
This communication may be conscious or subconscious and may or may not reflect their gender identity or sexual orientation. While most people's understandings of gender expressions relate to masculinity and femininity, there are countless combinations that may incorporate both masculine and feminine expressions— or neither—through androgynous expressions.
An individual's gender expression does not automatically imply one's gender identity.

GENDER IDENTITY

Internal perception of one's gender and how they label themselves are based on how much they ender. Often conflated with biological sex, or sex assigned at birth.

GENDER PRONOUNS

A personal gender pronoun, or PGP—sometimes called *proper gender pronoun*—is the pronoun or set of pronouns that an individual personally uses and would like others to use when talking to or about that individual.
In English, the singular pronouns that we use most frequently are gendered, so some individuals may prefer that you use gender-neutral or gender-inclusive pronouns when talking to or about them. In English, individuals use *they* and *their* as gender-neutral singular pronouns.
Replaces the term *Preferred Gender Pronoun*, which incorrectly implies that their use is optional.

TRANSGENDER

Often shortened to *trans*. A term describing a person's gender identity that does not necessarily match their assigned sex at birth. Transgender people may or may not decide to alter their bodies hormonally and/or surgically to match their gender identity.
This word is also used as an umbrella term to describe groups of people who transcend conventional expectations of gender identity or expression—such groups include, but are not limited to, people who identify as transsexual, genderqueer, gender variant, gender diverse, and androgynous.

TRANS MAN/WOMAN VS. TRANSMAN/TRANSWOMAN

A trans man is someone who identifies as a man but was designated female at birth. A trans woman is someone who identifies as a woman but was designated male at birth. Some trans people prefer to leave the word transgender or trans out altogether since they only identify as a man or woman. Writers shouldn't use "transman" or "transwoman." The word trans is an adjective that helps describe someone's gender identity, and it should be treated like other adjectives. Merging the adjective and the noun risks suggesting that a trans man or woman is more (or less) than just a man or just a woman, which goes against how many trans people identify themselves.

GENDER NEUTRAL LANGUAGE

Gender-neutral language should be considered the standard and default in all messaging and communications. Avoid the use of gender-binary constructions—such as referring to a group of people as ladies and gentlemen or men and women, or to a hypothetical individual as he or she, s/he or alumnus or alumna. These terms and phrases imply the existence of and propagate the idea of a gender binary and excludes individuals who are non-binary, gender nonconforming, agender, or otherwise identify outside of cis-normative constructions of gender.

BEST PRACTICES

- Avoid the gendered, singular construction he or she by using they. (When a student graduates, they join the alumni community.)
- It is also appropriate to use the term "alum," especially in more casual situations, such as social media.
- Terms that are already commonly used, such as students, faculty, staff, peers, community, coworkers, individuals, collaborators, parents, colleagues and researchers are already gender-neutral. Avoid adding unnecessary gendered modifiers to these terms, such as male and female students.
- Unless a source prefers a gendered title or gender is determined to be very relevant, use gender-neutral language, titles and terms. For example, instead of female student or male student, just say student; instead of chairman/chairwoman, use chair or chairperson; instead of mankind, use humanity or humankind.