



# Exploring **LGBT+** Identities

At Pearson, we have a series of Employee Resource Groups (ERGs) which are here to support all colleagues. To raise awareness, Spectrum, our ERG for LGBT+ colleagues and their allies, are currently focusing on exploring all identities represented by the 'plus' symbol. As part of this work, they've pulled together a Glossary of terms sharing the range of identities relating to gender and sexual orientation. Doing this helps us to champion and understand the various ways in which individuals might identify and continue to educate ourselves about the meaning of these identities.

It's important to acknowledge that some of the gender and sexual orientation identities can have overlap in their meaning and that people can identify with more than one. This isn't complete; we recognise the scope of this glossary will keep evolving as more identities are added and definitions may change over time. However, it should give you a snapshot of many of the identities.

# LGBT+ Glossary



## Abrosexual

A fluid orientation, where someone's sexual orientation can change over time. 'Abro' is the shorthand term for abrosexual.



## Agender

Agender (also known as genderless, genderfree, non-gendered, gendervoid, among other terms) is an identity under the non-binary and transgender umbrellas. Agender people either have no gender identity at all or who define it as having a gender identity.

## \*Amalgagender

Is a non-binary gender identity used by intersex people only. It is often defined as a gender identity that is affected by someone's intersex identity. 'Amalgam' means 'a combination of different things'.



## Ambigender

Is a bigender identity in which two genders are experienced at the same time. Ambigender people don't experience a fluidity in their gender identity.



## Ambonec

Is a non-binary gender identity. Ambonec people feel simultaneously woman/girl, man/boy and neither. This term derives from the Latin words 'ambo' meaning both, and 'nec' meaning neither.'



## Aromantic/Asexual

Adjectives used to describe people who do not experience sexual and/or romantic attraction. 'Ace' is the shorthand term for asexual or aromantic.



## Bigender

Someone whose personal identity encompasses two genders, either simultaneously or varying between the two.



## Bisexual

Bisexual is an umbrella term used to describe a romantic and/or sexual orientation towards more than one gender. Bisexual people may describe themselves using one or more of a wide variety of terms, including, but not limited to, bisexual, pansexual, queer, and some other non-monosexual and non-monoromantic identities. 'Bi' is the shorthand term for bisexual.



## Ceterosexual

People who are exclusively attracted to non-binary and genderqueer people.

## \*Cisgender

Someone whose gender identity matches societal expectations of the sex they were assigned at birth (i.e. a person has female primary sex characteristics and reproductive organs and identifies as a woman/feminine, or a person has male primary sex characteristics and reproductive organs and identifies as a man/masculine). Non-trans is also used by some people.



## Demiboy

A person who partially identifies as boy or man, whatever their assigned gender at birth may be. They may or may not identify as another gender in addition to feeling partially boy or man.



## Demigender

Is an umbrella-term for non-binary gender identities that have a partial connection to a certain gender.



## Demigirl

A person who partially identifies as girl or woman, whatever their assigned gender at birth may be. They may or may not identify as another gender in addition to feeling partially girl or woman.



## Demisexual/Demiromantic

Used to describe someone who only experiences sexual and/or romantic attraction after an emotional bond has been established.



## Drag

The term 'drag' originally stems from the Shakespearean era when dr.a.g. was placed behind a man's name in theater pamphlets if they impersonated a woman on stage (dr.a.g. back then stood for 'dressed as girl!'). Women weren't typically allowed to play in theaters at that time. Since then, people have been doing drag outside of the theaters as well. There are drag queens, drag kings and drag personas who may put on fanciful make-up to alter their features (i.e. make them look bigger, smaller, rounder, more angular, etc.) and who wear outfits to either change or enhance their gender expression. Drag personas can have any gender and sexual orientation. People in drag usually perform (for instance comedy, lip-synching, burlesque, dancing, etc.) but they can also go out clubbing in drag without performing.



## Gay

The adjective used to describe people whose enduring physical, romantic and/or emotional attractions are to people of the same gender (e.g. gay man, gay people). Sometimes lesbian (n. or adj.) is the preferred term for women. Some non-binary people may also identify with this term. Avoid identifying gay people as "homosexuals" an outdated term considered derogatory and offensive.



## Genderfluid

Someone whose personal identity encompasses variable genders.

## \*Gender non-conforming

A term used to describe people whose gender expression is different from conventional expectations of masculinity and femininity. While there may sometimes be overlapping identities, the term is not a synonym for transgender and should only be used if someone self-identifies as gender non-conforming.



## Genderqueer

A Gender Identity or Gender Expression which is not confined to binary gender classifications. Rather, it's an identity or expression with neither, both or some combination of genders. The term is not a synonym for transgender and should only be used if someone self-identifies as genderqueer.



## Gray-Ace

Also called 'graysexuality', 'gray-A' or 'gray-asexuality'. Gray-ace refers to the spectrum between asexuality and sexuality. Gray-ace people may experience - or may have in the past - some sexual attraction.



## Intergender

A gender identity under the non-binary and transgender umbrella. Intergender people have a gender identity that is somewhere in the middle between binary genders (woman and man) and may be a mix of both. Some intersex people believe intergender should only be used by people who are intersex, though it is also used by people who aren't intersex.



## Intersex

A term used to describe a person who may have the biological attributes of both sexes or whose biological attributes do not fit with societal assumptions about what constitutes as 'male' or 'female'. Intersex people may identify as male, female, both or neither.



## Ipsogender

Describes an intersex person whose gender identity is the same as the gender they were medically assigned at birth.



## Lesbian

Refers to a woman who has romantic and/or sexual orientation towards women exclusively. Non-binary people may also identify with this term. Some lesbians may prefer to identify as gay (adj.) or as gay women.



## Multigender

Anyone who experiences more than one gender identity. It's used as a gender-identity on its own and as an umbrella term for other gender identities that fit this description (such as bigender, trigender, quadgender, quintgender, polygender, pangender, genderfluid and genderqueer).



## Multisexual

Often used as an umbrella-term and is defined as the sexual and/or romantic attraction to two, more than two, or all genders. It's also a sexuality on its own. Other multisexualities are bisexuality, omnisexuality, polysexuality, and queer.



## Non-binary

Term used by people who experience their gender identity and/or gender expression as falling 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. The term is not a synonym for transgender and should only be used if someone self-identifies as non-binary.



## Neutrois

A gender identity under the non-binary and transgender umbrellas. People who identify as neutrois have a completely neutral gender identity.



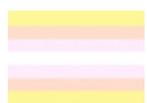
## Neutroix

People who identify as neutroix have a completely neutral gender identity. It is similar to neutrois, however, neutroix is only meant to be used by intersex people.



## Omnisexual

The sexual and/or romantic attraction to all people while also noticing their gender. So contrary to pansexuals, omnisexuals are not 'gender-blind'. Omnisexual people can be attracted to multiple (or all) genders, but can have certain gender preferences, though not always. This can also fluctuate, meaning their level of attraction to certain genders can change over time (and possibly change back).



## Pangender

Someone whose personal identity encompasses all genders.



## Pansexual

Refers to a person whose romantic and/or sexual attraction towards others is driven by personality and not limited sex or gender. The pansexual motto is "Hearts not parts!" Pansexual people may also refer to themselves as being 'gender-blind'.



## Polyamory

Is a type of open, ethical non-monogamous relationship. People who practice polyamory in their relationship or who identify as polyamorous themselves, can have multiple romantic (and/or sexual) relationships at the same time. People who are polyamorous can have any gender identity and have any sexual orientation in addition to being polyamorous.



## Polygender

Someone whose personal identity encompasses multiple genders.



## Polysexual

'Poly' means 'many', meaning people who are polysexual are attracted to many genders. 'Many genders' doesn't necessarily mean 'all genders'. A person who identifies as polysexual may, for instance, be attracted to women, gender queer people, and non-binary people, but not to men.



## Quadgender

Someone whose personal identity encompasses four genders.



## Queer

Queer is a term sometimes used by those wanting to reject specific labels of romantic orientation, sexual orientation and/or gender identity. It can also be a way of rejecting the perceived norms of the LGBT+ community (racism, sizeism, ableism, etc.). Although some LGBT+ people view the word as a slur, it was reclaimed in the late 80s by the queer community who have embraced it. Every member of the LGBTQIA2S+ community can (also) identify as queer as it is generally understood to be synonymous for 'not straight' and/or 'not cis'.



## Quintgender

Someone whose personal identity encompasses five genders.



## Transgender

A term used to describe people whose gender identity differs from the one they were assigned at birth. Transgender identity is not dependent upon physical appearance or medical procedures. Use the descriptive term defined by the person. Transgender people may describe themselves using one or more of a wide variety of terms, including, but not limited to, transgender, genderqueer (GQ), gender-fluid, non-binary, two-spirit, gender-variant, genderless, agender, nongender, third gender, bi-gender, trans man, trans woman, trans masculine, trans feminine and neutrois. Transgender women are not cross-dressers or drag queens. Do not use the words "transvestite" or "transsexual" at all, unless someone specifically self-identifies that way.



## Trigender

Someone whose personal identity encompasses three genders.



## Two-Spirited

Two Spirit or Two-Spirited is an exclusive identity for Indigenous North Americans and is defined as an umbrella term for sexuality, gender and/or spirituality.

\* This identity may not have a flag or one that hasn't been internationally accepted yet, to our knowledge.

We're keen to continue the conversation about inclusion and identity at Pearson. Have you spotted any missing identities which should be included in our glossary? Do you have better ways of defining these terms? If you do, we'd love you to share [in this short form](#).

## Interested in learning about our work to support inclusive education?

### Gender Equality Guidelines

We developed the guidelines to tackle gender stereotyping in education in close collaboration with The Fawcett Society, the leading voice in fighting gender inequality in the UK.

We use the guidelines to develop all textbooks, digital resources and qualifications in a major step forward in supporting children across the UK to learn with gender-equal resources.

[Find out more >](#)

### LGBT+ inclusion

We've collated some of our free resources to support LGBT+ inclusion. From blogs to research insights, inspiring poetry to tips and guidance, we hope these materials support you in your discussion with pupils, parents and peers throughout your communities.

[Discover the space >](#)

### Reporting bias

We want to ensure that students, teachers and parents have a way of getting in touch and feeding back to us if they come across any content they feel lacks diversity, perpetuates stereotypes, or presents any bias.

[Find out more >](#)

You can find out even more about our ongoing commitment to diversity and inclusion in education, and stay up to date with future discussions.

[Visit our Diversity and Inclusion webpage](#)