



Acronyms & Pronouns

**HFMA, SDN, FSD Annual
Conference – 26th February 2024**

L	Lesbian	A woman who is primarily attracted to women.
G	Gay	A man who is primarily attracted to men. Sometimes used as a broad term for all individuals attracted to the same gender as their own.
B	Bisexual	A person who is attracted to both men and women. Not necessarily at the same time, and not necessarily to the same degree.
T	Transgender	A person whose gender identity differs from their sex assigned at birth.
Q	Queer	An umbrella term that's inclusive of the many identities & variations that make up the LGBTQ+ community. Anybody who isn't cisgender or isn't heterosexual might call themselves queer.
Q	Questioning	The process of exploring & discovering one's own sexual orientation, gender identity, and/or gender expression.
I	Intersex	A person who is biologically between the medically expected definitions of male and female. This can be through chromosomes, internal or external sex organs.
A	Asexual (Ace)	A person who generally does not feel sexual desire or attraction to any group of people. Asexual people may or may not feel romantic attraction.
A	Ally	Typically a non-queer person who supports & advocates for the queer community.
P	Pansexual	A person who is attracted to people of many gender identities (not just the binary male/female).

A Woman that is attracted to Women

A Man who Attracted to other Men

A Person who is attracted to both Men and Women

A Person whose gender differs from their sex assigned at birth

Queer is a term used by those wanting to reject specific labels of romantic orientation, sexual orientation and/or gender identity.


The Process of exploring and discovering one's orientation, Gender identity, Gender expression

A person who is has the biological attributes of both sexes.

Asexual a person who generally doesn't feel sexual attraction to any group of people.

A generally straight (Cis) man or women who supports members of the LGBTQ+ community

Refers to a person whose romantic and/or sexual attraction towards others is not limited by sex or gender.



I'm Raj and
my pronouns are
they and them.

What are pronouns?

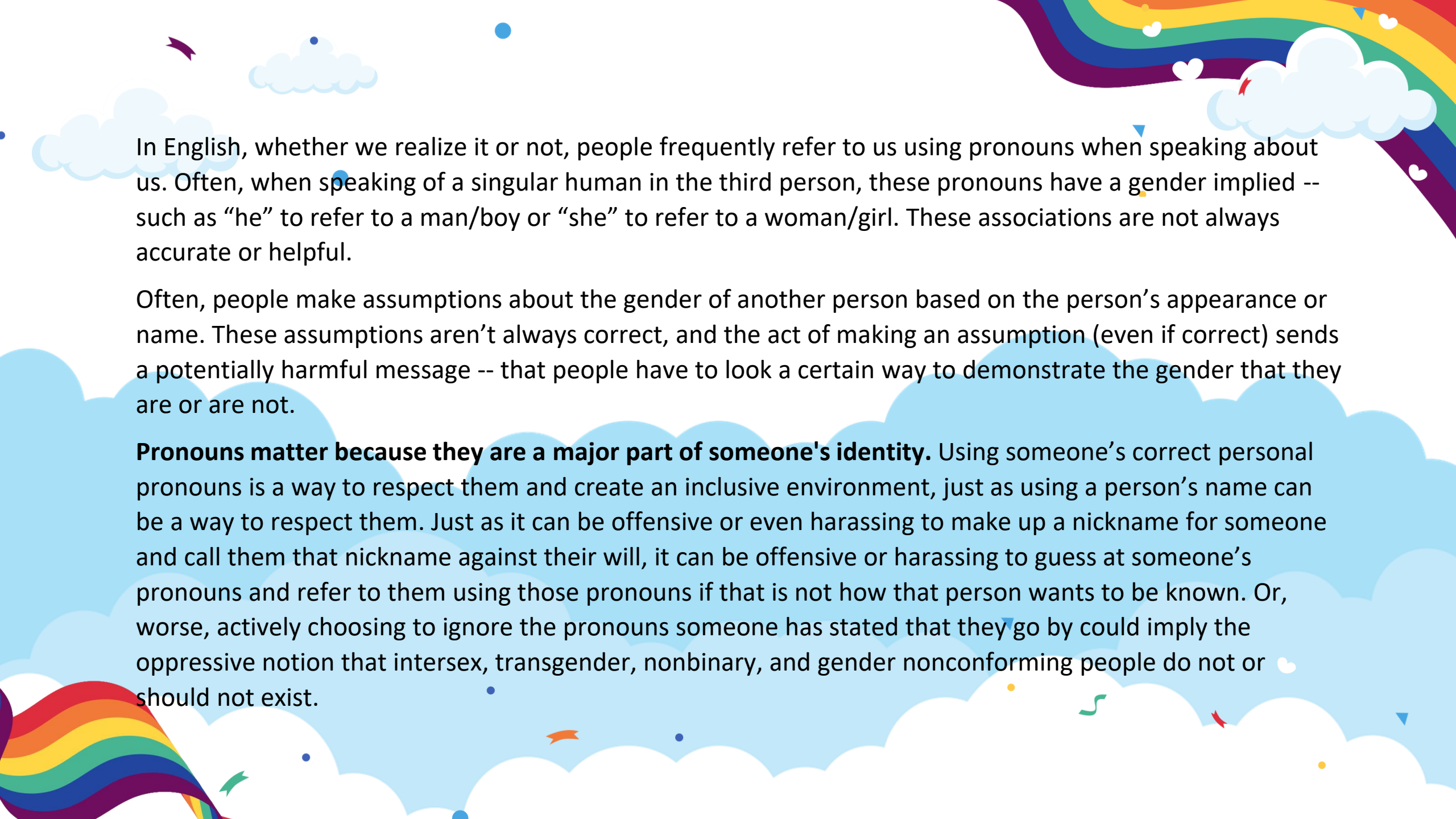
The words we use to refer to people when we are not talking directly to them.

The most used pronouns are

- He/Him
- She/Her

Common Pronouns

Pronoun	Sounds like	Variations
He / Him	He / him / his are gender-specific pronouns that are usually used to refer to men or boys	His, Himself
She / Her	She / her / hers are gender-specific pronouns that are typically used to refer to women or girls	Hers, Herself
They / Them	They / them / Theirs are gender neutral pronouns that are typically used to refer to people you don't know	Theirs, themselves
Ze (or Zie)	Zee (like "see" with a "Z")	Can also be spelled as xe
Name	Whatever their name is!	Some people don't want to use pronouns at all and will ask you to refer to them by their name alone



In English, whether we realize it or not, people frequently refer to us using pronouns when speaking about us. Often, when speaking of a singular human in the third person, these pronouns have a gender implied -- such as “he” to refer to a man/boy or “she” to refer to a woman/girl. These associations are not always accurate or helpful.

Often, people make assumptions about the gender of another person based on the person’s appearance or name. These assumptions aren’t always correct, and the act of making an assumption (even if correct) sends a potentially harmful message -- that people have to look a certain way to demonstrate the gender that they are or are not.

Pronouns matter because they are a major part of someone's identity. Using someone’s correct personal pronouns is a way to respect them and create an inclusive environment, just as using a person’s name can be a way to respect them. Just as it can be offensive or even harassing to make up a nickname for someone and call them that nickname against their will, it can be offensive or harassing to guess at someone’s pronouns and refer to them using those pronouns if that is not how that person wants to be known. Or, worse, actively choosing to ignore the pronouns someone has stated that they go by could imply the oppressive notion that intersex, transgender, nonbinary, and gender nonconforming people do not or should not exist.



Thanks!