Fostering an Inclusive Community: Gender Identity Learning Byte
What is Gender Identity?

This term “refers to a person's innate, deeply felt psychological identification as a man, woman or some other gender, which may or may not correspond to the sex assigned to them at birth (e.g., the sex listed on their birth certificate).”

Other Important Definitions

In order to understand gender identity, it is helpful to have definitions for related terms, which include:

- Sex
- Gender
- Gender Expression
- Sexual Orientation

[Click here](#) for a list of definitions from the American Psychological Association.
Gender - Expansive

“An umbrella term used for individuals that broaden commonly held definitions of gender, including its expression, associated identities, and/or other perceived gender norms, in one or more aspects of their life.”

“A gender-expansive person’s preferences and self-expression may fall outside commonly understood gender norms within their own culture; or they may be aligned with them even as one’s internal gender identity doesn’t align with the sex assigned at birth.”

Source: ‘Understanding Gender’ on Gender Spectrum Website (https://www.genderspectrum.org/quick-links/understanding-gender/)
Inclusive Language

• Look for opportunities to use (or suggest the use of) gender inclusive language whether it be for restroom signs, forms for service, applications, etc…

• To understand some preferences and suggestions around often gendered terms, consider reading these articles:
  – A University Recognizes a Third Gender: Neutral
  – When no gender fits: A quest to be seen as just a person
Want More Information?

- **Gender Identity Center of Colorado**
- **Gender Spectrum**
- **APA LGBT Resources and Publications**
  - May provide helpful resources for sharing with others about this topic.