

Ageist	Characterized by or showing prejudice or discrimination on the grounds of a person's age.
Agender	A person who might define their gender as being neither man nor woman or not having any gender at all.
Asexualⁱ	Refers to an individual who does not experience sexual attraction.
Bias	The belief that certain people, ideas, etc. are worth less than others, which may result in discriminatory treatment of those populations.
Bisexualⁱⁱ	Refers to a person who acknowledges in themselves the potential to be attracted--romantically, emotionally and/or sexually--to people of more than one gender, not necessarily at the same time, in the same way, or in the same degree.
Campus Climate	Climate is the cumulative result of an organization's programs, practices and policies on the way people of various identities experience inclusion.
Campus Culture	Culture is the institution-wide patterns of perceiving, thinking and feeling; shared understandings; collective assumptions; and common interpretive frameworks that hold an institution together
Cisgender	A person whose gender identity matches the sex they were assigned at birth; is the "opposite" of transgender.
Collaborative	Involving two or more people or organizations working together for a particular purpose:
Collegial	Responsibility and authority is shared equally by colleagues or teammates.
Competitive	Relating to a situation in which people or groups are trying to win a contest or be more successful than others
Conservative	Conservatives tend to believe that government should be small, operating mainly at the state or local level. They favor minimal government interference in the economy and prefer private sector-based solutions to problems.
Contentious	Inclined or showing an inclination towards dispute or disagreement.
Cooperative	Involving mutual assistance in working toward a common goal
Disability	A physical or mental impairment that substantially limits one or more major life activities

Discrimination	The unjust or prejudicial treatment of different categories of people or groups, especially on the grounds of race, color, national or ethnic origin, religion, sex, sexual orientation, gender identity or expression, age, political affiliation, disability, marital status, ancestry, genetic information, citizenship, or veteran status. Treating an individual or group of individuals unfavorably in their employment or education because of race, color, national origin, religion, sex, sexual orientation, gender identity or gender expression, age, disability, genetic information, or veteran status.
Diversity	The multiple identities around which people differ that make one individual or group different from another and impact one's perceptions, experiences, and interactions. These include identities such as race, ethnicity, sexual orientation, socioeconomic status, gender and gender identity, religion, etc.
Elitist	Organized for the good of a few people who have high status in terms of intellect, talent, wealth, or position in society.
Equity	The fair treatment, access, opportunity, and advancement for all students, faculty, and staff, while simultaneously working to identify and eliminate barriers that have prevented the full participation of some (usually historically underrepresented and marginalized) groups.
Ethnicity	A group of people who share a common heritage and/or ancestry; ethnic groups may also share a common language and religion
Gayⁱⁱⁱ	A term used to describe people who are emotionally, romantically, and/or physically attracted to people of the same gender.
Gender fluid	A person whose gender identity (the gender they identify with most) is not fixed.
Gender identity	An individual's personal experience of their own gender; gender identity is not determined by sex assigned at birth.
Gender non-conforming	A person who does not fully conform to the expectations around their gender that their society enforces.
Genderqueer	A person who might define their gender as neither man nor woman, possibly a mix of genders, and possibly fluid.
Harassment	Unwelcome verbal or physical conduct because of race, color, national origin, religion, sex, sexual orientation, gender identity or gender expression, age, disability, genetic information, or veteran status, that demeans, threatens or offends an individual or group of individuals when such conduct interferes with a student's ability to participate in or benefit from educational programs or activities; or when the conduct unreasonably interferes with an employee's work performance or creates an intimidating, hostile, or offensive work environment.
Heterosexual^{iv}	Refers to a person who is emotionally, romantically, and/or physically attracted to a person of a different gender. Also referred to as straight.
Homogenous	All of the same kind or nature.

Homophobic	An aversion or hostility to, disdain for, or fear of gay or homosexual people.
Hostile	Showing strong dislike, behaving in an unfriendly or antagonistic manner
Inclusion	Active, intentional, and ongoing engagement with diversity; embracing and affirming differences and offering respect in words and actions (such as language) for all groups and people.
Individualistic	Prioritizing the pursuit of individual interests or rights rather than common or collective ones
Intersex^v	Intersex is the current term used to refer to people who are biologically between the medically expected definitions of male and female. This can be through variations in hormones, chromosomes, internal or external genitalia, or any combination of any or all primary and/or secondary sex characteristics.
Lesbian^{vi}	Refers to a woman who is emotionally, romantically, and/or physically attracted to other women.
Liberal	Liberals tend to believe that government should intervene in the economy and provide a broad range of social services to ensure well-being and equality across society.
Man	A person who is assigned male at birth and identifies as a man.
Meaningful	Having a serious, important, or useful quality or purpose
Mental health status	Disorders or conditions that influence one's emotions, cognitions, and behaviors, which may include depression, anxiety, schizophrenia, and bipolar disorder.
Moderate	A political ideology (also known as centrist) that seeks a middle road between liberal and conservative views, avoiding extreme positions on major social change.
National origin	The state, country, or nation in which a person or his or her ancestors were born.
Non-binary	A person who might define their gender as not fitting within the gender binary of man and woman.
Non-Elitist	Relating to or believing in the principle that all people are equal and deserve equal rights and opportunities.
Non-racist	Unprejudiced against a person or people on the basis of their membership in a particular racial or ethnic group.
Pansexual^{vii}	Refers to a person whose emotional, romantic and/or physical attraction is to people inclusive of all genders. People who are pansexual need not have had any sexual experience: It is the attraction and self-identification that determine the orientation.

Political identity (or orientation)	A set of doctrines or beliefs that are shared by the members of a social group or that form the basis of a political, economic or other system.
Polysexual^{viii}	Capable of being attracted to multiple gender(s).
Queer^{ix}	A term used by some LGBTQ+ people to describe themselves and/or their community. Reclaimed from its earlier negative use—and valued by some for its defiance—the term is also considered by some to be inclusive of the entire community, and by others who find it to be an appropriate term to describe their more fluid identities. Traditionally a negative or pejorative term for people who are LGBTQ+, some people within the community dislike the term.
Questioning^x	Those who are in a process of discovery and exploration about their sexual orientation, gender identity, gender expression, or a combination thereof. Questioning people can be of any age, so for many reasons, this may happen later in life. Questioning is a profoundly important process, and one that does not imply that someone is choosing to be lesbian, gay, bisexual, transgender, and/or queer.
Race^{xi}	A social construct that is created and reinforced by social and institutional norms and practices, as well as individual attitudes and behaviors
Racist	Prejudiced against or antagonistic toward a person or people on the basis of their membership in a particular racial or ethnic group, typically one that is a minority or marginalized.
Religion	Commitment to or relating to a way of life dedicated to religious vows or principles.
Respectful	Feeling or showing politeness, honor, or deference to someone
Sex (assigned at birth)^{xii}	The sex, male, female or intersex, that a doctor or midwife uses to describe a child at birth based on their external anatomy.
Sexist	Characterized by or showing prejudice, stereotyping, or discrimination, typically against women, on the basis of sex.
Sexual orientation	A person's sexual identity in relation to the gender they are attracted to and want to have relationships with. Sexual orientations include gay, lesbian, straight, bisexual, and asexual.
Socioeconomic status or social class	Refers to one's status or sociological classification based on income level, wealth, occupation, and educational background
Supportive	Providing encouragement or emotional help or giving assistance to others.
Transgender	A person whose gender does not match their sex assigned at birth, based on what their society has prescribed.
Transgender-phobic or transphobic^{xiii}	A rejection of trans identity and a refusal to acknowledge that it could be real or valid. Involves a complex interplay of legal, interpersonal and ideological attitudes and actions.

Two-spirit^{xiv}	A person who identifies as having both a masculine and a feminine spirit, and is used by some Indigenous people to describe their sexual, gender and/or spiritual identity.
Veteran/military status	A former member of the Armed Services of the United States (Army, Navy, Air Force, Marine Corps, and Coast Guard) who served on active duty and was discharged or released under conditions other than dishonorable.
Welcoming	To receive or greet someone in a warm and friendly way, providing hospitality to a guest
Woman	A person who is assigned female at birth and identifies as a woman.

ⁱ <https://pflag.org/glossary>

ⁱⁱ <https://pflag.org/glossary>

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^{iv} <https://pflag.org/glossary>

^v <https://pflag.org/glossary>

^{vi} <https://pflag.org/glossary>

^{vii} <https://pflag.org/glossary>

^{viii} <https://www.nyp.org/documents/pps/cultural-competency/Understanding%20Disparities%20-%20LGBTQ%20Terminology.pdf>

^{ix} <https://pflag.org/glossary>

^x <https://pflag.org/glossary>

^{xi} Castañeda, C., & Zúñiga, X. (2013). Racism: Introduction. In M. Adams, W. J. Blumenfeld, C. Castañeda, H. W. Hackman, M. L. Peters, & X. Zúñiga (Eds.) *Readings for diversity and social justice* (3rd ed., pp. 57-64). New York: Routledge

^{xii} https://www.hrc.org/resources/glossary-of-terms?utm_source=GS&utm_medium=AD&utm_campaign=BPI-HRC-Grant&utm_content=454854043827&utm_term=gender%20neutral%20identity&gclid=CjwKCAjwoP6LBhBIEiwAvCcthKxgR25K9rlviy5S741oe_VfLXFFXJNnWWVARFc5iNL9DmAUgoFpcRoCDUoQAvD_BwE

^{xiii} <https://www.transactual.org.uk/transphobia>

^{xiv} <https://lgbtqhealth.ca/community/two-spirit.php>