

Support an Inclusive Workplace



To foster a workplace of respect and inclusiveness of all coworkers, supporting everyone no matter what their sexual orientation or gender identity is, a good place to start is to understand the terms in **LGBTQIA+**—the abbreviation of the words people prefer to describe themselves.

Here is a basic glossary for LGBTQIA+

L = Lesbian. A woman whose physical, romantic, and/or emotional attraction is to other women.

G = Gay. Describes people whose enduring physical, romantic, and/or emotional attractions are to people of the same sex (e.g., gay man, gay people). Sometimes lesbian is the preferred term for women. (Note: Avoid identifying gay people as “homosexuals,” an outdated term considered derogatory and offensive to many lesbian and gay people.)
(Source: GLAAD)

B = Bisexual. Someone who is attracted to people of their gender and other gender identities.

T = Transgender. An umbrella term for people whose gender identity and/or gender expression differs from the sex they were assigned at birth.

Q = Queer. A term people often use to express a spectrum of identities and orientations that are counter to the mainstream. “Q” can also refer to people who are in the process of exploring their sexual orientation or gender identity. (Source: HRC)

I = Intersex. Refers to people who naturally have biological traits that do not match what is typically identified as male or female.

A = Asexual. Refers to people with no or low sexual attraction to any gender. “A” can also refer to **Ally**—people who identify as cisgender/straight (their personal identity and gender correspond with the sex assigned at birth) and believe in social and legal equality for LGBTQIA+ people.

+ = Sometimes added to LGBTQIA+ to include people who may not identify with the terms above.

It’s important to respect a person’s own terminology and/or pronouns (such as *them* or *their* rather than *he*, *she*, *his* or *her*) to describe themselves.



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For more resources, go to:

1. <https://outrightinternational.org/gender-diversity>
2. <https://glaad.org/reference/terms>
3. <https://www.hrc.org/resources/glossary-of-terms>



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