



# Nau mai, haere mai

CAREER ADVISORS' UPDATE DAY 2023

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**RAINBOW**

**101**

**ALLYSHIP STARTS HERE**



# Everything on a spectrum



Only one identify that is not Rainbow, infinite that are.

# GENDER





# Common gender terms

- **Gender:** The social and cultural construction of what it means to be a man or a woman, including roles, expectations and behaviour.
- **Gender Identity:** An internal, deeply felt sense of being male or female (or something other or in between).
- **Genderqueer:** People who do not conform to traditional gender norms and express a non-standard gender identity. Some may not change their physical sex or cross-dress, but identify as genderqueer, gender neutral or androgynous.
- **Gender Variant/Diverse:** A person who does not conform to gender-based expectations of society (eg transgender, transsexual, intersex, genderqueer, cross-dresser, etc).



# Common gender terms

- **Gender Fluid:** A person does not define their gender identity and prefers to move between female, male and genderqueer.
- **Cis-gender:** A person whose gender identity is aligned to what they were designated at birth, based on their physical sex.
- **Transgender:** A person whose gender identity is different from their physical sex at birth.
- **Transitioning:** Steps taken by transgender people to live in their gender identity. These often involve medical treatments to change one's sex through hormone therapy and may involve gender reassignment surgeries (sometimes referred to as gender realignment surgeries by transgender people).



# Common gender terms

- **Transsexual:** A person who has changed, or is in the process of changing, their physical sex to conform to their gender identity.
- **Cross-dresser:** A person who wears the clothing and/or accessories considered by society to correspond to another gender. The majority of cross-dressers are heterosexual males who derive pleasure from dressing in “women’s clothing”. (The preferred term is ‘cross-dresser,’ but the term ‘transvestite’ is still used in a positive sense in England).
- **Drag King / Drag Queen:** A person who performs masculinity/femininity theatrically.
- **MtF / M2F / trans woman:** (Male-to-female) someone born with a male body who has a female gender identity.
- **FtM / F2M / trans man:** (Female-to-male) someone born with a female body who has a male gender identity.

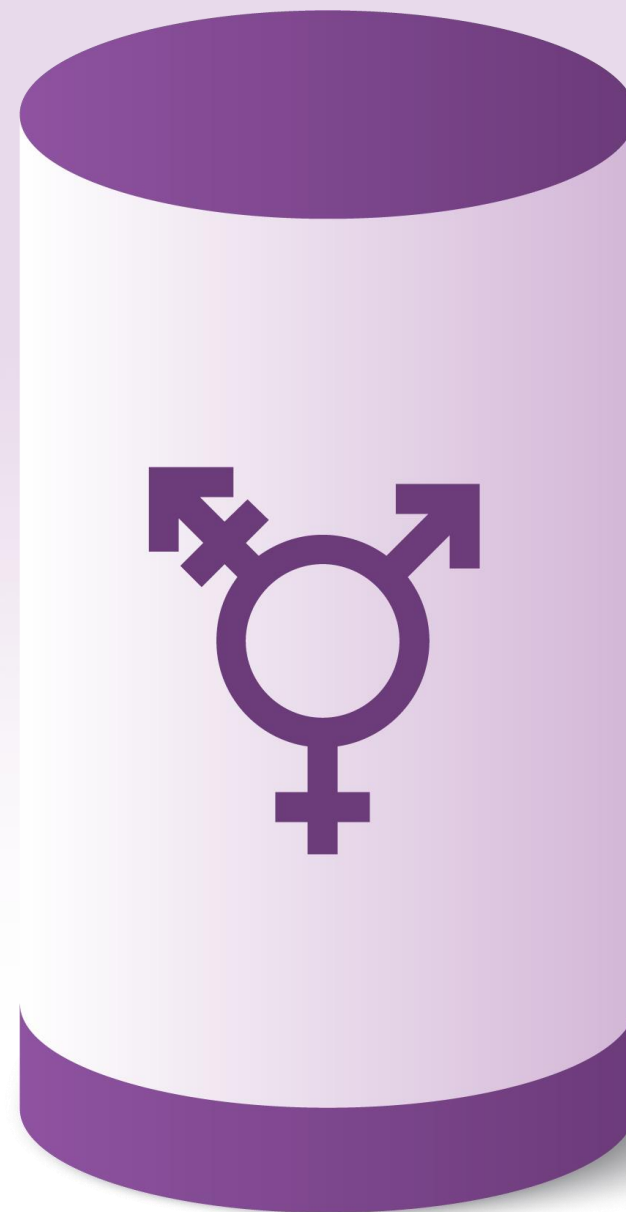




# Common gender terms

- **Whakawahine:** A Māori term describing someone born with a male body who has a female gender identity (MtF).
  - **Tangata ira tane:** A Māori term describing someone born with a female body who has a male gender identity (FtM).
  - **Takatāpui:** An intimate companion of the same sex. Today used to describe Māori gay, lesbian, bisexual and transgender people.
  - **Fa'afafine:** (Samoa, American Samoa and Tokelau)  
Fakaleiti or Leiti (Tonga)  
Fakafifine (Niue)  
Akava'ine (Cook Islands)  
Mahu (Tahiti and Hawaii)  
Vakasalewalewa (Fiji)  
Palopa (Papua New Guinea)
- Terms Pacific trans women and 'third sex' people use to describe themselves, which have wider meanings that are best understood within their cultural context.**

SEX



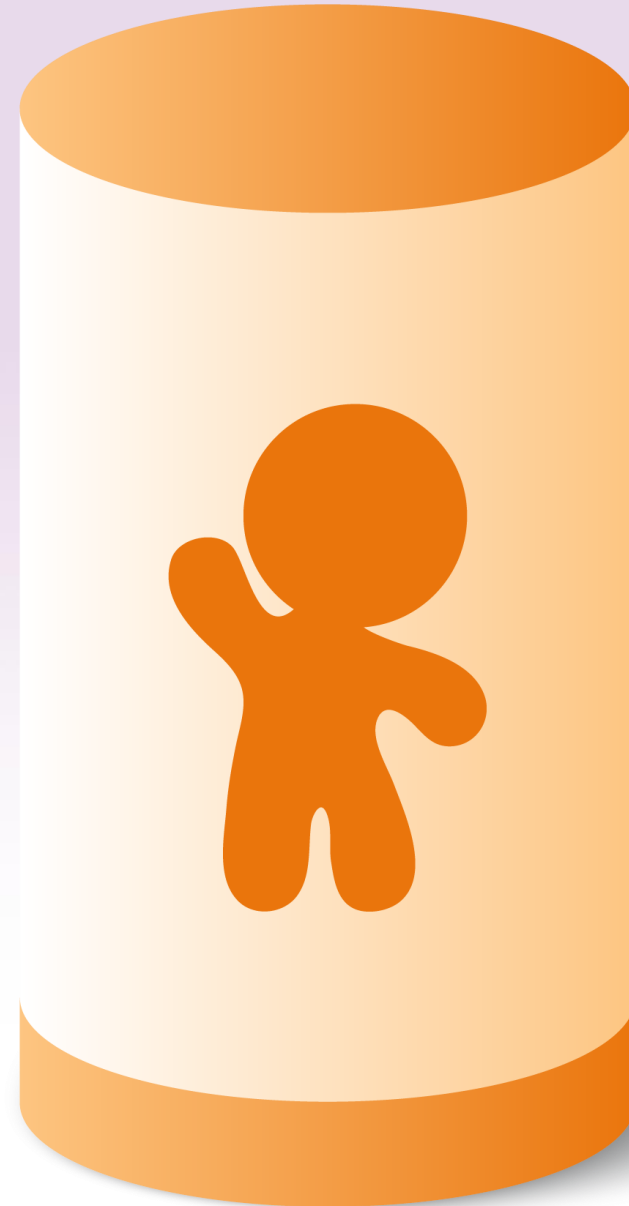


# Sex

- **Intersex:** A person whose combination of chromosomes (xx or xy), hormones, internal sex organs, gonads, and/or genitals; differs from one of the two expected patterns.
- **Hermaphrodite:** An out-of-date and offensive term. Intersex births are approx. 1 in 1,500.
- **AFAB, Assigned female at birth:** A person who was determined to be female at birth.
- **AMAB, Assigned male at birth:** A person who was determined to be male at birth.



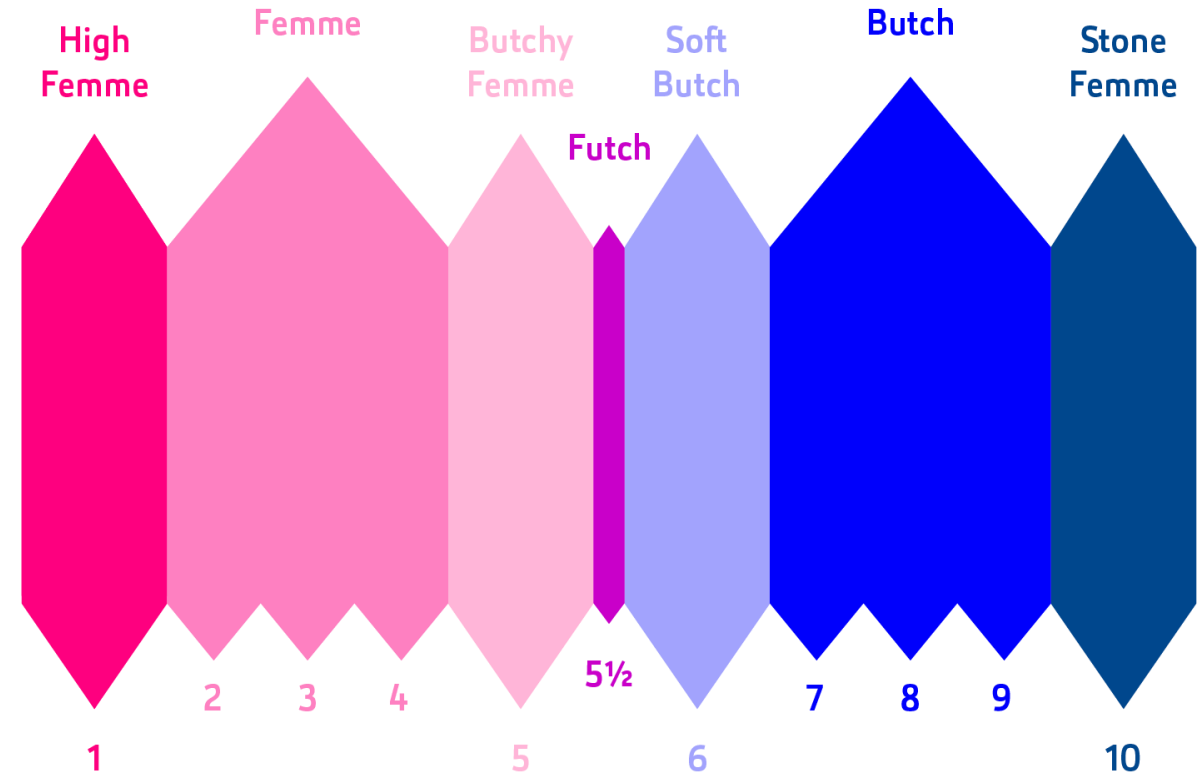
# EXPRESSION





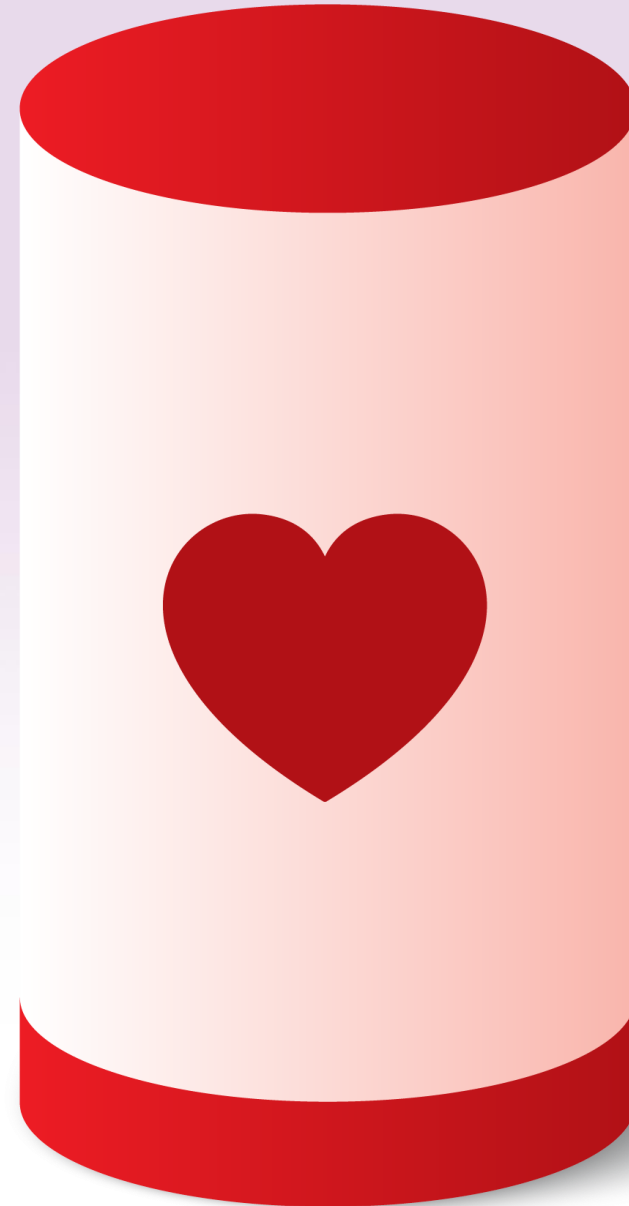
# Gender expression

- **Gender expression:** How someone expresses their sense of masculinity and/or femininity externally.
- Fashion, stance, walk, hair, body language, expressions, fragrance, colours, body shape, etc.
- **"Futch Scale"** in lesbian culture
- **"Tribes"** in gay culture





# SEXUALITY





# Common terms – sexual orientation

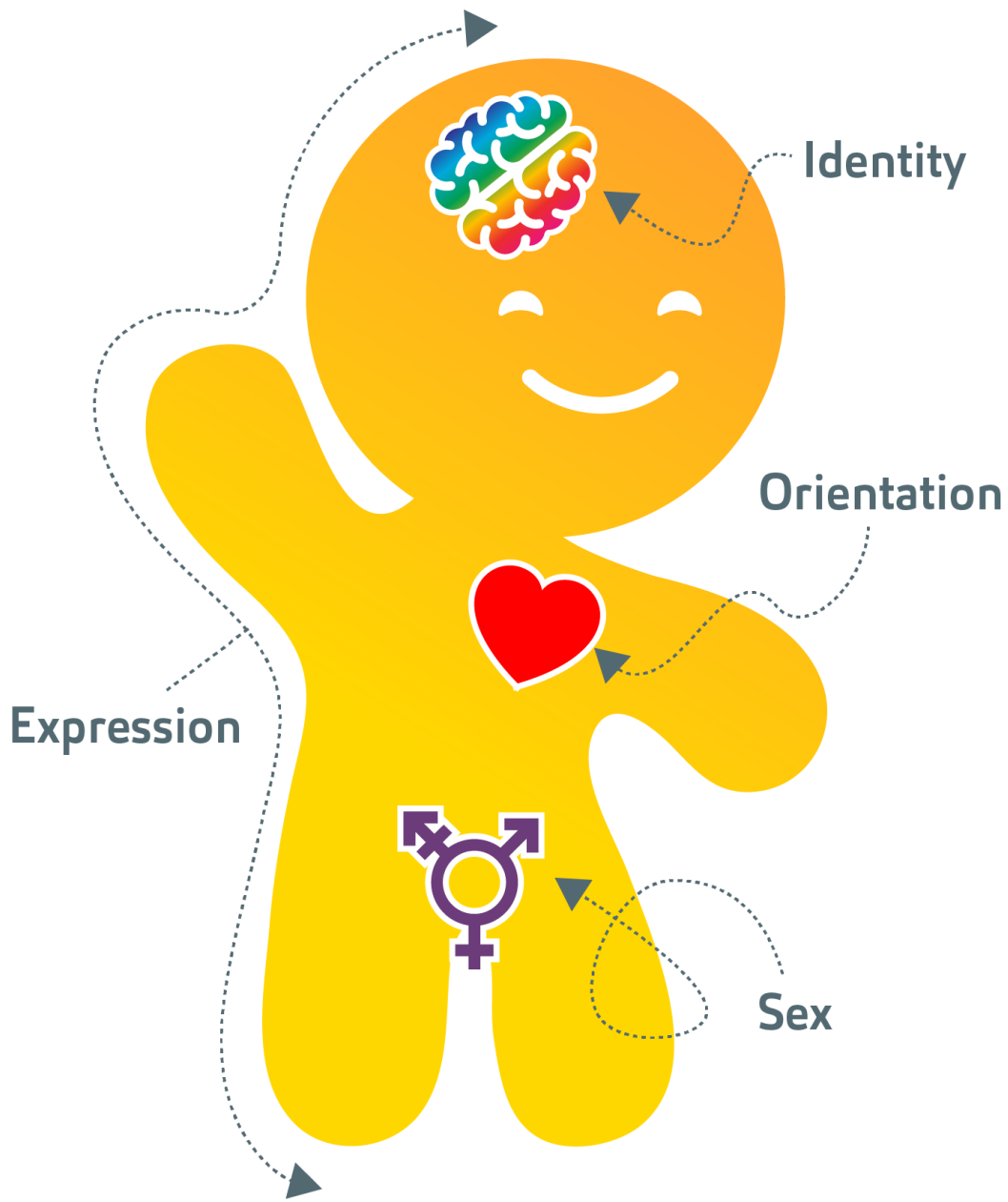
- **Gay:** A person (usually a male) who is emotionally and sexually attracted to some members of the same sex.
- **Lesbian:** A person who is female-identified and who is emotionally and sexually attracted to some other females.
- **Bisexual:** A person who is emotionally and sexually attracted to some males and some females.
- **Pansexual:** A person who has potential emotional, physical, and/or sexual attraction to any sex, gender identity or gender expression.



# Common terms – sexual orientation

- **Asexual:** A person who does not experience sexual attraction.
- **Heterosexual:** A person who is emotionally and sexually attracted to some members of another sex. Often referred to as “straight.”
- **Homosexual:** A person who is emotionally and sexually attracted to some members of the same sex.







Why all the letters?

**LGBTQIA+**





# Terms for a new generation

## Queer

- A reclaimed word used in a positive sense by some to describe sexual orientation and/or gender identity or gender expression that does not conform to heteronormative expectations.
- Sometimes used as an 'umbrella' term for same-sex attraction and gender diversity.
- Is more commonly used among youth and in academic context.
- Is sometimes used to reject or express rejection of traditional gender categories and distinct sexual identities such as gay, lesbian, transgender, bisexual.
- Is often offensive to older Rainbow people.

## Rainbow

- Broad term for the whole non cis/het community
- Can be seen as too "corporate" or sanitised
- Often used in advertising and political campaigns

**Intersectional identities are common**



# Pronouns

- Any of the multiple sets of pronouns which create gendered space beyond the he, him, his, and she, her, and hers binary.
- Sometimes referred to as ‘gender neutral’ pronouns, but many prefer ‘third gender’ as they do not consider themselves to have neutral genders.
- Examples are: ze, hir, and hirs; ey, em, eirs; ze, zir, and zirs.
- Most commonly used pronouns (especially by youth and young adults) are: They, Their, Them, Themselves (all used in the singular).



# Why gender pronouns matter





- **Heteronormative:** The **belief system** that heterosexuality is 'normal'; **the assumption** that heterosexuality is universal and that anything other than heterosexuality is unnatural.
- **Heterosexism:** The **bias and discrimination** in favour of heterosexual sexuality and relationships; this is expressed in homophobic behaviours.
- **Homophobia:** A discriminatory and irrational fear of gay, lesbian, bisexual people, also includes the acts of discrimination.
- **Transphobia:** A discriminatory and irrational fear of gender diverse people, also includes the acts of discrimination.
- **Biphobia:** A discriminatory and irrational fear of bisexual people, also includes the acts of discrimination.



AUT

# Haere rā

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