

An aerial photograph of a university courtyard. The courtyard features a brick building on the left, a paved walkway, and several circular seating areas with tables and chairs. People are seen walking and sitting at the tables. The scene is bright and sunny. In the top-left and bottom-right corners, there are decorative white mandala patterns.

# Fostering an Inclusive Community: Gender Identity Learning Byte

**Naropa**  
UNIVERSITY

Transform Yourself, Transform the World

# 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).”

Source: Human Rights Campaign Website (<http://www.hrc.org/resources/entry/sexual-orientation-and-gender-identity-terminology-and-definitions>)





# 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.

