

DIVERSITY
IS A STRATEGY FOR
EXCELLENCE

**PRIDE MONTH AWARENESS
INITIATIVE BY THE WORKING
GROUP FOR EQUAL
TREATMENT ISSUES AT THE
MEDICAL UNIVERSITY OF
INNSBRUCK**

JUNE 2025



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LGBTQIA+



LGBTQIA+

An acronym for 'lesbian, gay, bisexual, transgender, queer or questioning, intersex, asexual, and more.' The plus is added to recognize the growing understanding of sex and gender, including, but not limited to, those who identify as pansexual, two-spirit, androgynous, as well as others.

<https://doi.org/10.1016/j.fertnstert.2024.01.031>

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TRANSGENDER

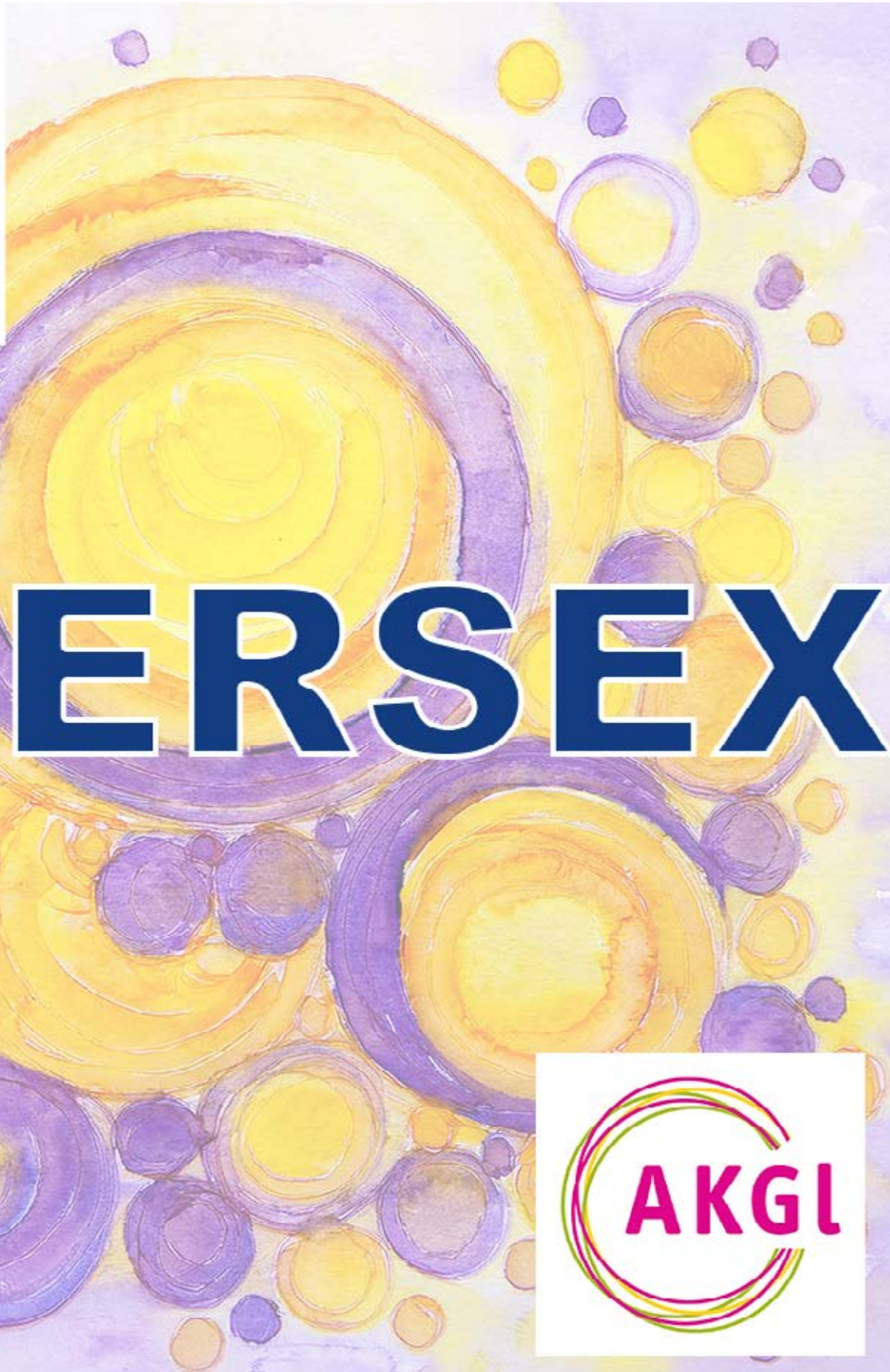


TRANSGENDER

Transgender is an adjective that is an umbrella term used to describe the full range of people whose gender identity or gender role do not conform to what is typically associated with their sex assigned at birth. Although the term “transgender” is commonly accepted, not all transgender and gender nonconforming people self-identify as transgender.

www.apa.org/about/policy/psychological-practice-sexual-minority-persons.pdf

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INTERSEX



INTERSEX

A person who is born with any of a range of sex characteristics that may not fit typical notions of binary “male” or “female” bodies. Sometimes used to describe people who have differences of sex development.

<https://doi.org/10.1007/s10508-020-01810-y>

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GENDER NONBINARY



GENDER NONBINARY

Gender nonbinary and gender diverse are inclusive terms that refer to those that identify themselves as outside of the male-female binary, including those who identify as both or neither gender. This term includes those who identify as nonbinary, genderqueer, bigender and pangender.

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PANSEXUAL



PANSEXUAL

Pansexual refers to those whose sexual or romantic attraction is not defined by gender.

www.apa.org/about/policy/psychological-practice-sexual-minority-persons.pdf

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GAY



GAY

An adjective to describe an individual attracted to the same gender.

<https://doi.org/10.1016/j.fertnstert.2024.01.031>

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DEMISEXUAL



DEMISEXUAL

An adjective to describe an individual who can only experience sexual attraction or desire after an emotional or intellectual bond has been formed.

<https://doi.org/10.1007/s10508-024-02846-0>

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AGENDER



AGENDER

The term „agender“ refers to individuals who define themselves as either genderless or gender-neutral. Non-binary people may also identify as agender.

<https://doi.org/10.3224/84742703>

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TINA+



TINA+

An acronym and umbrella term for trans, intersex, non-binary, and agender individuals. The plus sign is included to represent people with other sex and gender identities.

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ACE- SPECTRUM



ACE-SPECTRUM

Despite not needing or desiring sex, asexual people can experience various forms of attraction and enjoy the intimacy that comes from emotional connections. The term ACE-spectrum reflects the diversity and numerous microlabels used to describe the different variations of asexuality.

<https://doi.org/10.1007/s10508-024-02846-0>

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GENDER FLUID



GENDER FLUID

Gender fluid individuals comprise a diverse group: Some individuals use these terms to describe gender identities that deviate from binary conceptions of gender, whereas others use them to describe modes of gender expression. Some view their gender identity or expression as both male and female, neither male nor female, somewhere between male and female, or fluid over time. Some consider themselves part of the larger category transgender, whereas others do not.

<https://doi.org/10.1111/cdep.12366>

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PLURISEXUAL



PLURISEXUAL

An adjective used to describe individuals whose attraction is not limited to one gender, leaving open the potential for attraction to more than one sex or gender.

Bi+, pronounced “bi plus,” is an umbrella term that encompasses multiple sexual orientations involving attraction to more than one sex or gender. Bi+ individuals may identify as bisexual, pansexual, demisexual, or queer.

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LESBIAN



LESBIAN

An adjective used to describe individuals whose attractions and/or behaviors are primarily focused on members of the same gender identity, usually referring to those who identify as women.

<https://doi.org/10.1007/s10508-020-01810-y>

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QUEER



QUEER

Queer is a formerly pejorative term for LGBT individuals. It has now been reclaimed and operates as an umbrella term for any nonheterosexual identity. It allows for more inclusivity, particularly for those whose sexuality is more fluid or shifts over time.

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SEXUAL FLUIDITY



SEXUAL FLUIDITY

Sexual fluidity refers to changes in attraction, sexual identity, or orientation over time. It is bi-directional, which means it can mean a change toward or away from same-sex/gender attraction.

www.apa.org/about/policy/psychological-practice-sexual-minority-persons.pdf

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ALLY



ALLY

A person who makes the commitment and effort to actively support oppressed groups in their struggle for justice. Allies recognize that ending all forms of oppression benefits everyone, even when they themselves may benefit from those systems.

The Working Group for Equal Treatment Issues at the Medical University of Innsbruck stands as an ally to people of all sexual orientations, sexes, and gender identities. The AKGI is committed to equal opportunities for all – regardless of age, gender, sexual orientation, or background.

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