

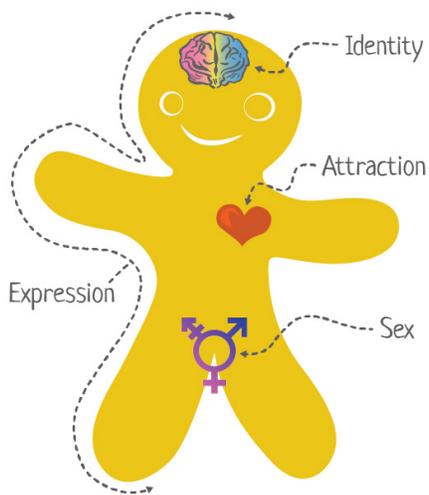
Language Matters: GENDER

We recognize that the language we use matters to those around us.

We invite you to learn more about some of the gender-affirming terms to use and which terms to avoid.

There are many parts to our gender.

The Genderbread Person illustrates this well:



The Genderbread Person v4 by its pronounced METROsexual comr

⊖ means a lack of what's on the right side

Gender Identity

⊖ → Woman-ness
⊖ → Man-ness

Gender Expression

⊖ → Femininity
⊖ → Masculinity

Anatomical Sex

⊖ → Female-ness
⊖ → Male-ness

Identity ≠ Expression ≠ Sex
Gender ≠ Sexual Orientation

Sex Assigned At Birth
 Female Intersex Male

Sexually Attracted to... and/or (a/o)

⊖ → Women a/o Feminine a/o Female People
 ⊖ → Men a/o Masculine a/o Male People

Romantically Attracted to...

⊖ → Women a/o Feminine a/o Female People
 ⊖ → Men a/o Masculine a/o Male People

Genderbread Person Version 4 created and uncopyrighted 2017 by Sam Killermann

For a bigger bite, read more at www.genderbread.org

Cisgender:

People who identify with the gender or sex they were assigned at birth.

Some cisgender people question their gender, and others do not. Questioning one's gender and sex is a completely normal human experience.

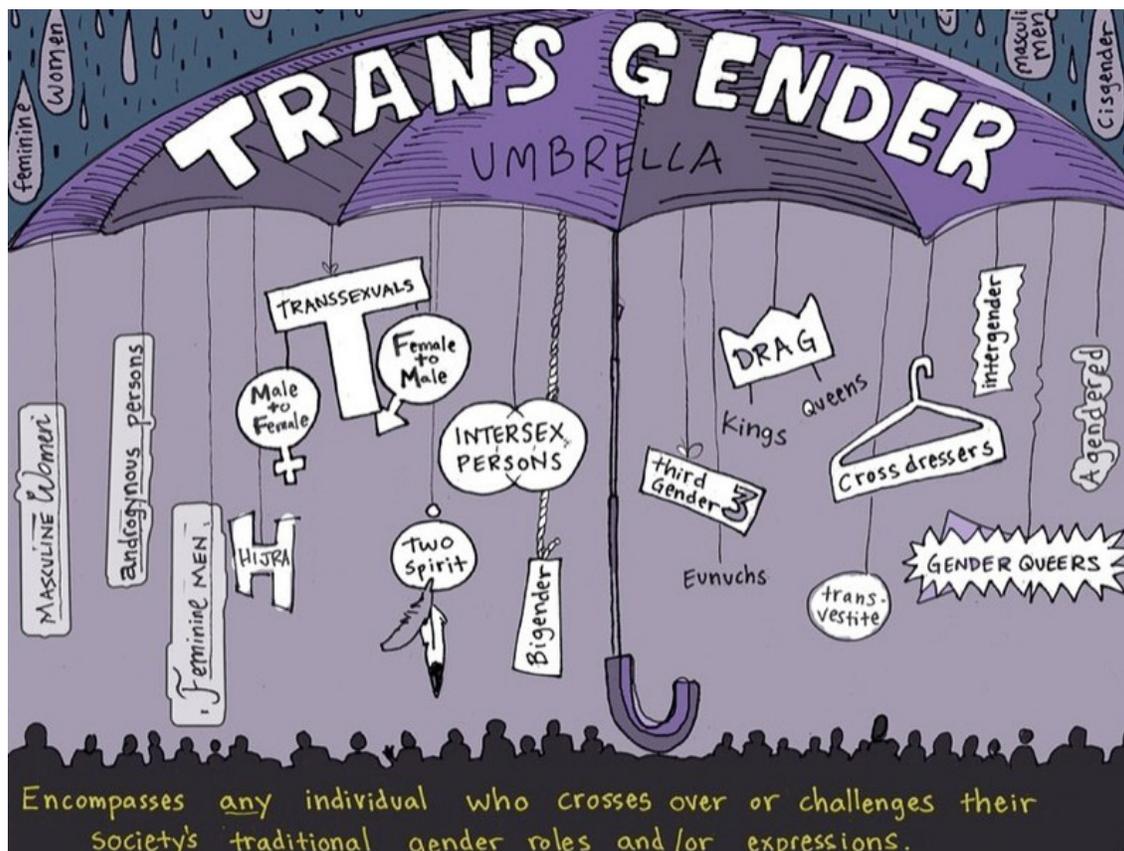


Transgender:

People whose gender identity is different from the gender they were thought to be when they were born.

In addition to being a specific gender identity, transgender is also a broad, umbrella term that can include many other labels, like genderqueer, nonbinary, and gender non-conforming. **The Genderbook illustrates this well:**





**graphic adapted from TheGenderBook.com*



Language to Avoid:

Don't Say: Transgendered. It is grammatically incorrect and shouldn't be used.

Don't Say: Offensive words like tranny, transvestite, she-male, he/she, lady man, shim, "it," or transsexual*.

*(*If someone identifies as a transsexual to you, this is the appropriate term to use. If they do not use this term, you should not use it either.)*

Nonbinary Identities

The trans community is incredibly diverse. Some trans people identify as trans men or trans women. Others may see themselves as a combination of genders, or they exist outside of the male/female binary. These people describe themselves as **nonbinary, genderqueer, gender non-conforming, agender, bigender and other identities** that reflect their personal experience. People who identify as nonbinary may or may not also identify as transgender.

Important Note:

Everyone's identity is individually-defined! The language someone uses may be different than others. That language may also change over time as terms evolve or someone explores their identity further.



Pronouns

We use pronouns every day. Common pronouns include:

SHE / HER / HERS

HE / HIM / HIS

THEY / THEIR / THEIRS

Some people use multiple pronouns (for example: She/They), meaning you can and should use multiple pronouns to refer to them. **Others may use other gender-neutral options like:**

ZE / HIR / HIRS

Using the name and pronouns a person shares with you is the respectful thing to do. **Purposefully doing either of these practices are disrespectful and considered harassment:**



Misgendering: Using the wrong pronouns to describe someone

Deadnaming: Using the name someone was given at birth, instead of their current name, or asking what their name “really” is.

If You Make a Mistake:

Sometimes we make mistakes and use the wrong name or pronouns for someone. That’s okay as long as we learn from the mistake and do better.

If you accidentally misgender someone or use their deadname you should apologize once, correct the mistake, and move on. Sometimes people apologize profusely or try to give reasons why they made the mistake. That can be very uncomfortable for the person who is affected, and also draw extra unwanted attention.



If you’ve made a mistake or are having a difficult time it might be helpful for you to practice saying the person’s name or using their pronouns in your head, or out loud on your own.

Pronouns	Nominative (subject)	Objective (object)	Possessive determiner	Possessive pronoun	Reflexive
they/them/theirs	They write.	I wrote about them.	Their paper is excellent.	That paper is theirs.	They cited themselves.
ze/hir/hirs	Ze writes. (“zee”)	I wrote about hir. (“heer”)	Hir paper is excellent.	That paper is hirs. (“heers”)	Ze cited about hirself. (“heerself”)
ze/zir/zirs	Ze writes. (“zee”)	I wrote about zir. (“zeer”)	Zir paper is excellent.	That paper is zirs. (“zeers”)	Ze cited about zirself. (“zeerself”)



Gender-Neutral Terms

Now that we know not everyone identifies as male/man or female/woman, it makes sense that we would use gender-neutral terms in our day-to-day speech. **Some examples include:**

GENDER-NEUTRAL LANGUAGE

<i>Instead of...</i>	<i>Use...</i>	<i>Instead of...</i>	<i>Use...</i>
Ladies and Gentlemen	Folks, Folx	Ladies and Gentlemen	Everyone/everybody
Mother/Father	Parent	Assuming Gender	They/them
Men and Women	People	Husband/Wife/GF/BF	Partner
You guys	You all/Y'all	Dear Mr./Mrs.	Dear Mx. or To Whom It May Concern

Assigned Sex at Birth

If you need to discuss the sex on someone's birth certificate you should use the term an individual identifies with whenever possible.

This could be: AMAB (Assigned Male at Birth), AFAB (Assigned Female at Birth), FTM (Female-to-Male) or MTF (Male-to-Female).

Think First

Is their assigned sex essential to the conversation? Would you share a cisgender person's sex in the same conversation?

If not, there is no need to bring up their sex assigned at birth. Use the pronouns and gender identity they have noted. AFAB (Assigned Female at Birth), FTM (Female-to-Male) or MTF (Male-to-Female).



Data from Trevor Project, Transequality, HRC

