

# Gender Inclusive Language in the Workplace

Amanda Wyrick

Assistant Professor of Psychology

Certified Safe Zone Trainer

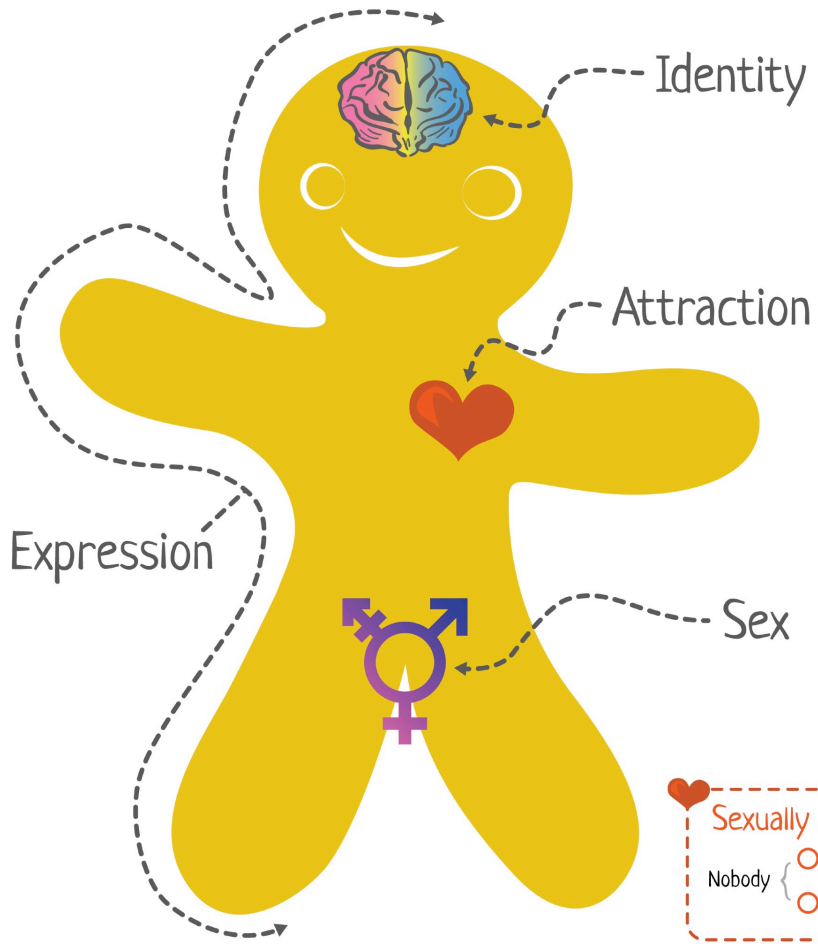
# Categories

- Sex
  - Male/Female/Intersex
- Gender Identity
  - Cisgender Woman
  - Cisgender Man
  - Transgender Man
  - Transgender Woman
  - GenderVariant/  
Nonconforming
  - Other Terms
- Gender Expression
  - Masculine
  - Feminine
  - Androgynous
- Sexual Orientation
  - Heterosexual
  - Gay
  - Lesbian
  - Bisexual
  - Queer
  - Other Terms

# The Genderbread Person v3.3

by *it's pronounced* METROsexual.com

Gender is one of those things everyone thinks they understand, but most people don't. Like *Inception*. Gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for gender understanding. It's okay if you're hungry for more. In fact, that's the idea.



Plot a point on both continua in each category to represent your identity; combine all ingredients to form your Genderbread. 4 (of infinite) possible plot and label combos

**Gender Identity**

How you, in your head, define your gender; based on how much you align (or don't align) with what you understand to be the options for gender.

Indicates a lack of what's on the right.

Woman-ness  
Man-ness

"woman" "man"  
"two-spirit" "genderqueer"

**Gender Expression**

The ways you present gender, through your actions, dress, and demeanor, and how those presentations are interpreted based on gender norms.

Feminine  
Masculine

"butch" "femme"  
"androgynous" "gender neutral"

**Biological Sex**

The physical sex characteristics you're born with and develop, including genitalia, body shape, voice pitch, body hair, hormones, chromosomes, etc.

Female-ness  
Male-ness

"male" "female"  
"intersex" "MtF Female"

**Sexually Attracted to**

Nobody { (Women/Females/Femininity)  
(Men/Males/Masculinity)

**Romantically Attracted to**

Nobody { (Women/Females/Femininity)  
(Men/Males/Masculinity)

In each grouping, circle all that apply to you and plot a point, depicting the aspects of gender toward which you experience attraction.

For a bigger bite, read more at <http://bit.ly/genderbread>

# Gender Inclusive Language: Why Does It Matter?

- We do not want to unintentionally create an exclusive environment where people do not feel welcome and safe
- Language is powerful and influences perceptions
  - Particular Importance for Students
    - Classrooms
    - Labor Positions
    - Public Speaking
    - Surveys

# Concrete Suggestions

- Spouses/Partners
  - Never assume gender binary or heterosexual orientation
- Listen for or have conversations about pronoun usage
  - Make it a part of labor or class introductions
  - Put it in your email signature line
- Ask for preferred names
  - Allow students to self-introduce on first day of class or labor instead of reading from the roster

# Concrete Suggestions

- Use collective or plural pronouns in speech
  - People or One
  - Students
  - Humankind
  - They/Them/Theirs
- Use the noun instead of pronouns
- Recognize diverse family formations
  - Parent, Guardian, Caregiver

# Concrete Suggestions

- Use words that encompass all genders
  - People of all genders instead of women and men
  - Children instead of boys and girls
  - Siblings or kindred instead of brothers and sisters
- Use language that reflects what people call themselves

# Concrete Suggestions

- Surveys
  - Determine if gender identity is necessary
  - If it is, make sure you are inclusive of identities other than man or woman
  - If you ask about sex it is best to include parenthetical information (as listed on your birth certificate)



# Parting Thoughts

- Our nondiscrimination policy states we do not discriminate on the basis of gender identity; therefore, affirmation of a non-binary gender model through language is important.
- Offer grace to yourself as you navigate change in your language.