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Gender Affirming Language and Inclusivity in the Learning Environment

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Learning Objectives:

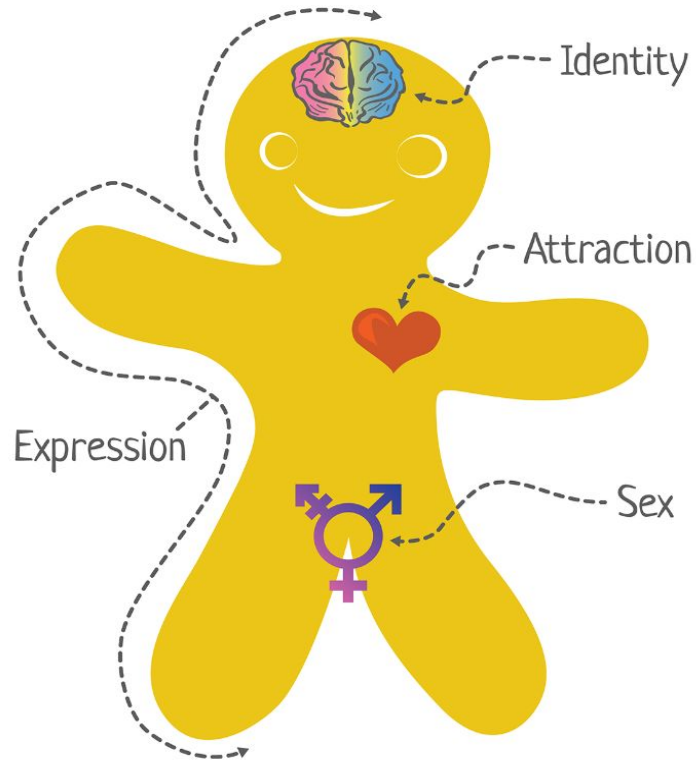
- Recognize natural forms of diversity in the human body and experience.
- Identify existing gender inclusive language practices and policies.
- Use a lens of sensitivity towards historically gendered expressions and terms.

Language is always changing, evolving, and adapting to the needs of its users. This isn't a bad thing; if English hadn't changed since, say, 1950, we wouldn't have words to refer to modems, fax machines, or cable TV. **As long as the needs of language users continue to change, so will the language.**

-Linguistic Society of America

The Genderbread Person v3.74

by its pronounced **METROsexual**.com
and the Pride Center at Virginia Tech

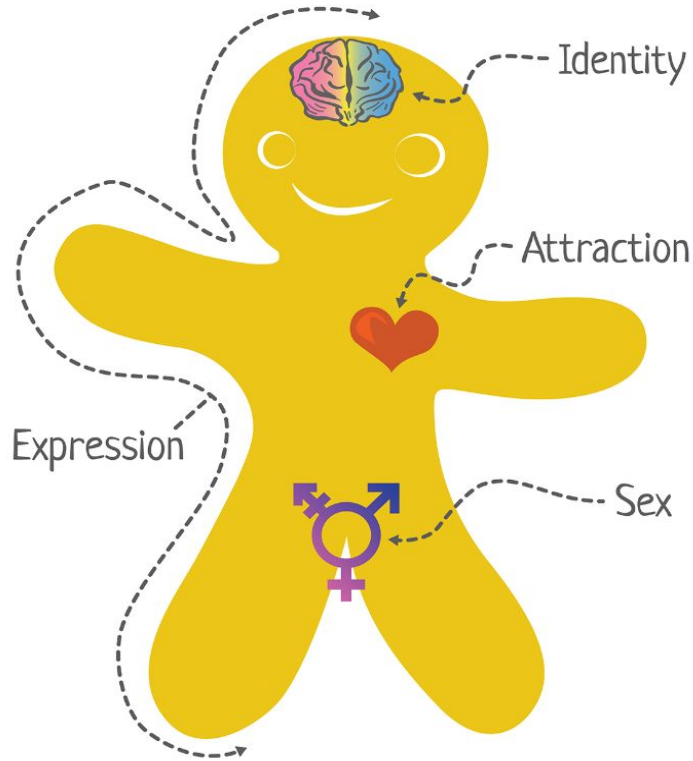


Learning Outcome:

Recognize natural forms of diversity in the human body and experience.

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Biological sex is made up of numerous factors, including chromosomes, gonads, hormones, internal reproductive anatomy, and genitalia. Because of this, most people in our world do not actually know their true "biological sex."

Most commonly, individuals are assigned a sex at birth based on the appearance of their genitalia. Bodies with ambiguous genitalia may be considered intersex and are often assigned a female at birth.

XX and XY sex chromosomes have historically been used to defend the gender binary, however, at least 4 additional chromosomal karyotypes exist that result in a happy and healthy being, these individuals make up another part the intersex community.

Individuals with XX or XY chromosomes are the only humans with the capacity for reproduction, but there is no guarantee that their bodies will be able to successfully support life beyond their own.

XX
Previously referred to as
"female sex chromosomes"

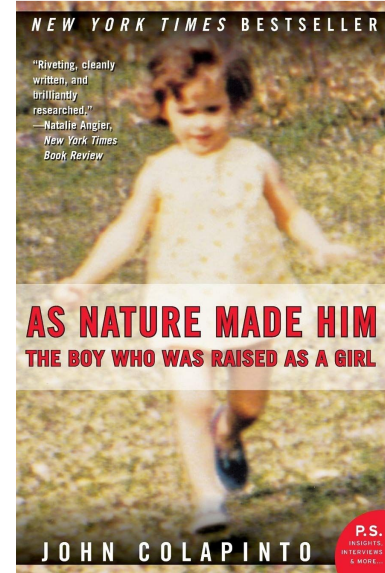
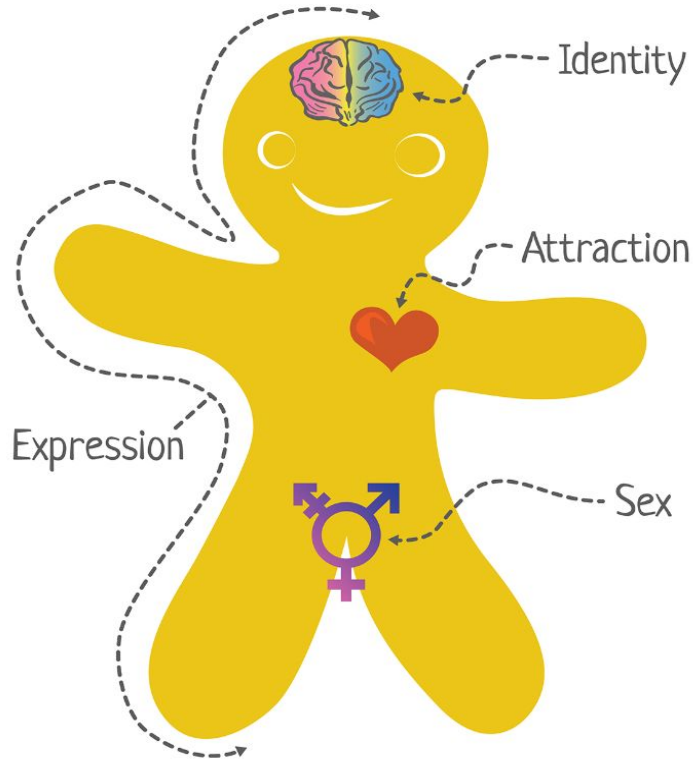
XY
Previously referred to as
"male sex chromosomes"

X - Roughly 1 in 2,000 to 1 in 5,000
XXY - Roughly 1 in 500 to 1 in 1,000
XYY - Roughly 1 out of 1,000
XXXY - Roughly 1 in 18,000 to 1 in 50,000

2% of the world population is estimated to be intersex. This is equal to the population of Russia, redheads, and people with green eyes.

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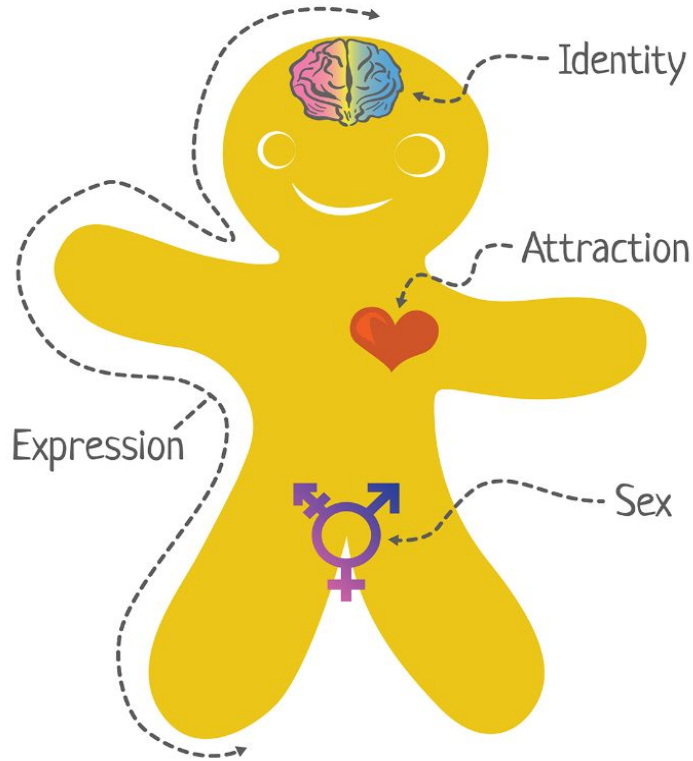
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"In 1967, after a baby boy (David Reimer) suffered a botched circumcision, his desperate family agreed to a radical treatment. On the advice of an expert, the boy was surgically altered to live life as a girl. This is the story of his life."

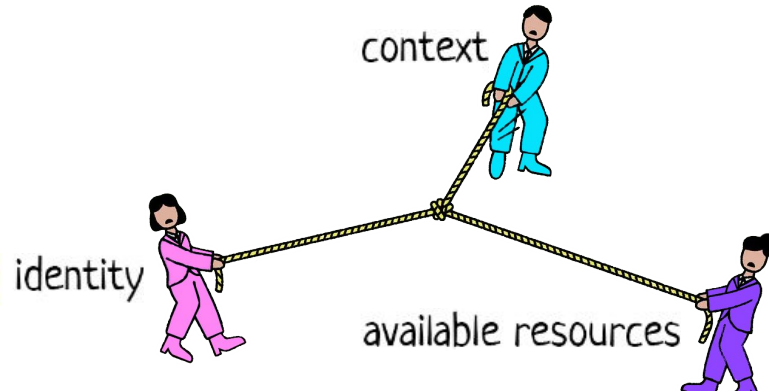
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Gender Expression

Gender expression includes one's actions, dress, and demeanor. These are choices we make to express ourselves authentically and/or most comfortably. Our day-to-day gender expression is a negotiation between our gender identity, context, and available resources. How these choices are perceived is dependent on the cultural gender norms in our environment.

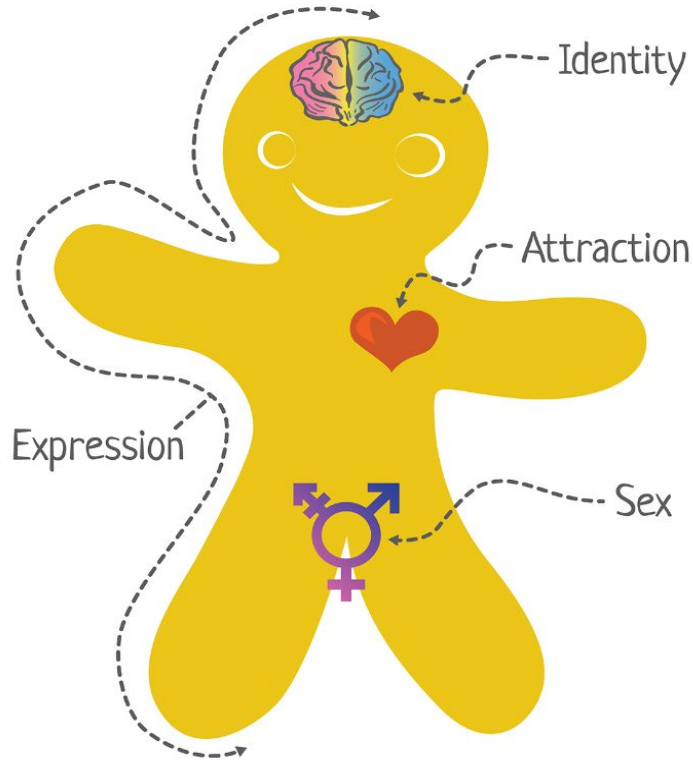


Sex	Gender Identity		Gender Expression
Male	Cis	Man	Masculine
Female		Woman	Butch
Intersex	Trans	Man	Feminine
		Woman	Femme
		Masculine (Masc)	Androgynous
		Feminine (Femme)	Masculine Femininity
	Nonbinary		Feminine Masculinity
		Agender	Neutrality
		Bigender	
		Demi	
		Boy	
		Girl	
		Genderfluid	
		Genderqueer	



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Attraction

There are many different types of attraction, including:

Sexual attraction: attraction that makes people desire sexual contact or shows sexual interest in another person(s).

Aesthetic attraction: occurs when someone appreciates the appearance or beauty of another person(s), disconnected from sexual or romantic attraction.

Sensual attraction: the desire to interact with others in a tactile, non-sexual way, such as through hugging or cuddling.

Emotional attraction: the desire to get to know someone, often as a result of their personality instead of their physicality. This type of attraction is present in most relationships from platonic friendships to romantic and sexual relationships.

Intellectual attraction: the desire to engage with another in an intellectual manner, such as engaging in conversation with them, "picking their brain," and it has more to do with what or how a person thinks instead of the person themselves.

Romantic attraction: attraction that makes people desire romantic contact or interaction with another person or persons.

Sexual Identities

Asexual

Allosexual

Bisexual

Pansexual

Queer

Homosexual

Gay

Lesbian

Heterosexual

Straight

Romantic Identities

Aromantic

Alloromantic

Biromantic

Panromantic

Homoromantic

Gay

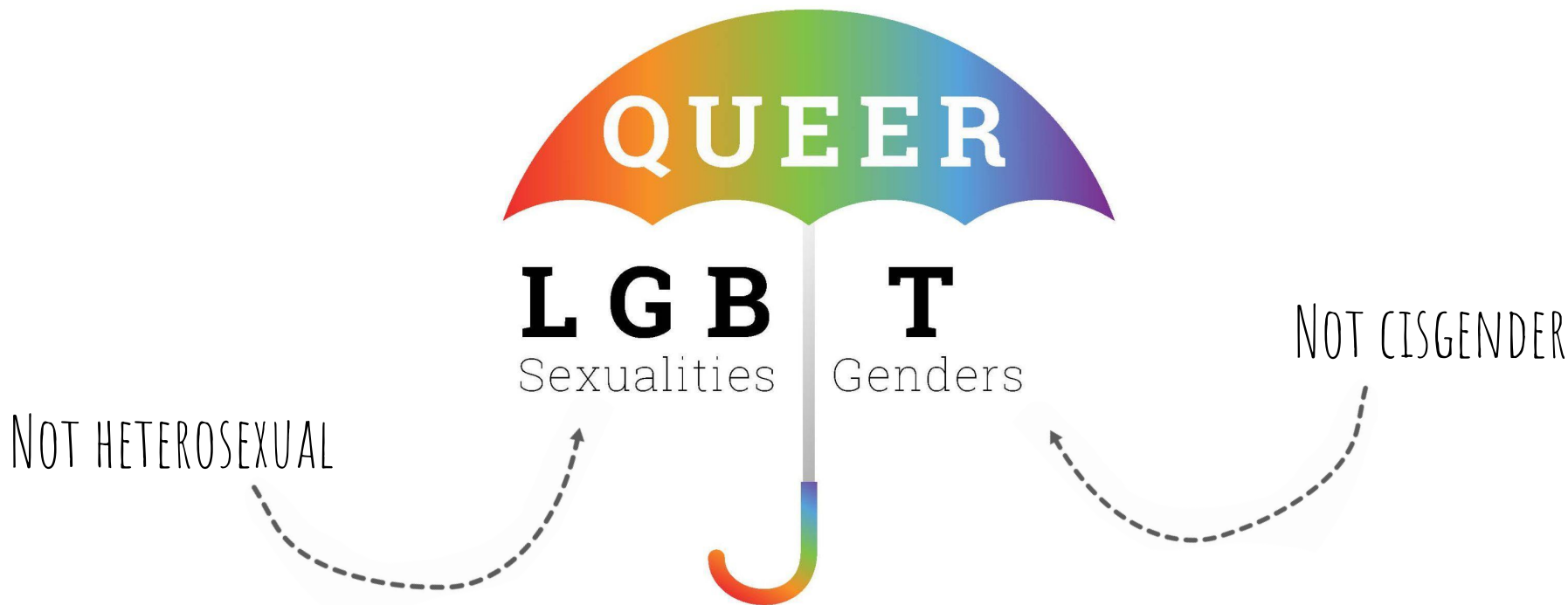
Lesbian

Heteroromantic

Straight

LGBTQ is an acronym

meant to encompass a whole bunch of diverse **sexualities** and **genders**. Folks often refer to the Q (standing for “queer”*) as an **umbrella term**, under which live a whole bunch of identities. This is helpful because **lesbian**, **gay**, and **bisexual** aren’t the only marginalized sexualities, and **transgender*** isn’t the only gender identity. In fact, there are many more of both!



* The “Q” sometimes stands for “questioning” and “transgender” is often thought of as an umbrella term itself (sometimes abbreviated “trans”; or “trans*” in writing). Lots of asterisks, lots of exceptions, because hey – we’re talking about **lots** of different folks with different lived experiences to be inclusive of.

Learning Outcome:

Recognize natural forms of Identify existing gender inclusive language practices and policies.



A pronoun is a word that replaces a noun.

I, me, you, him, her, they

personal pronouns

my, his, hers, theirs, ours

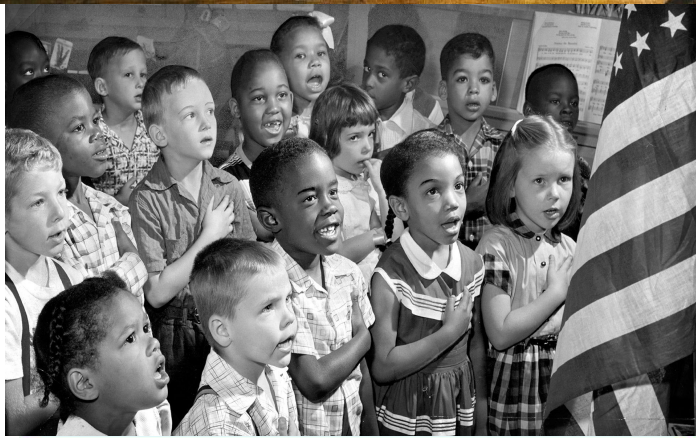
possessive pronouns

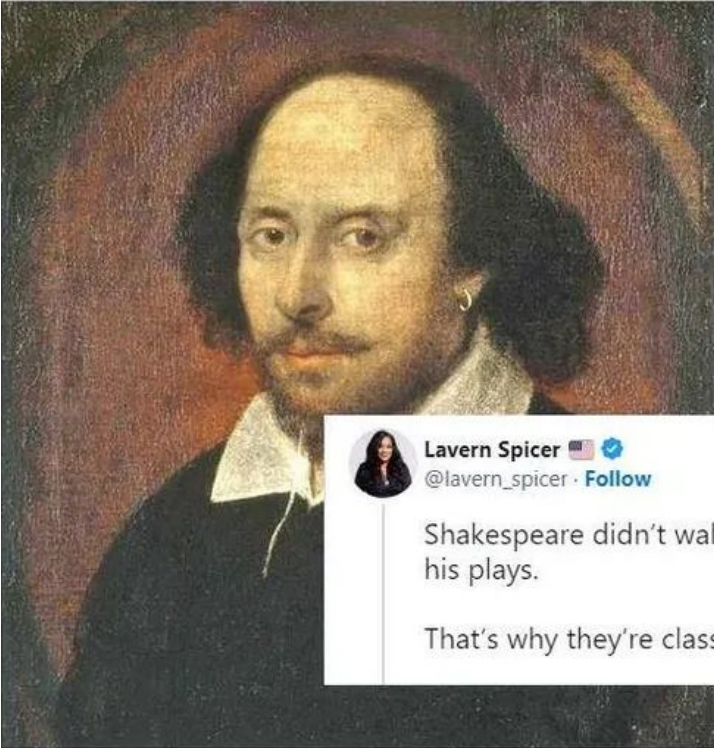
anybody, something,
someone, nothing

indefinite pronouns

each other, one another

reciprocal pronouns





ANTIPHOLUS OF SYRACUSE

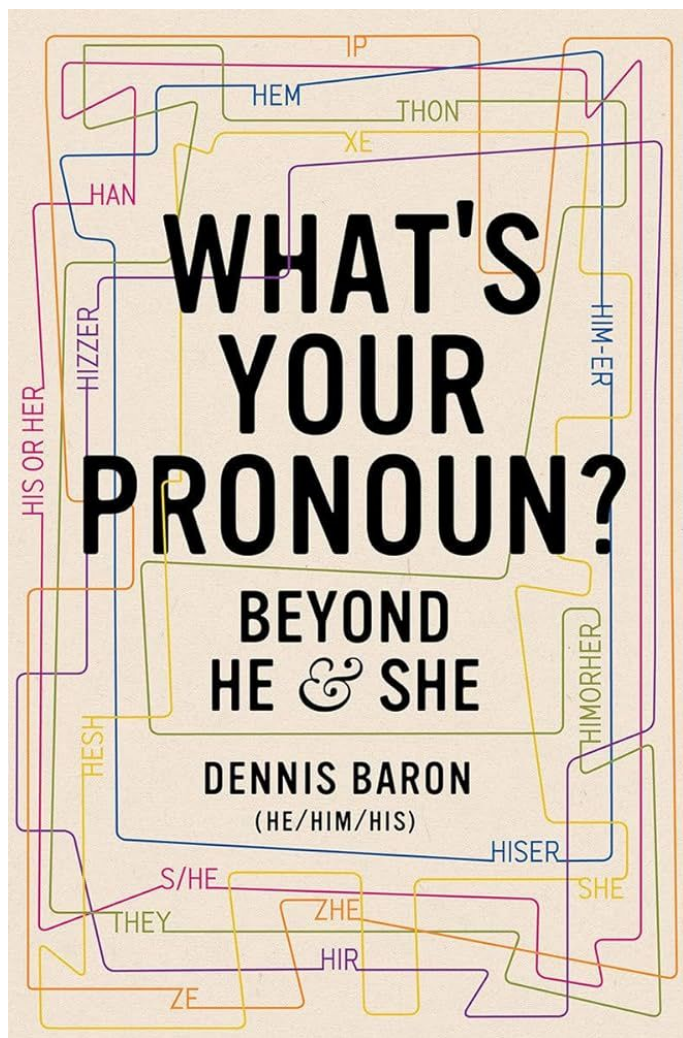
There's not a man I meet but doth salute me
As if I were their well-acquainted friend;
And every one doth call me by my name.
Some tender money to me; some invite me;
Some other give me thanks for kindnesses;
Some offer me commodities to buy:



You will never catch me using pronouns.

2:13 PM · Sep 14, 2022 · Twitter for iPhone

1,020 Retweets 2,986 Quote Tweets 11.7K Likes



The pronoun debate, particularly in the 19th century, involved legal as well as literary implications, Baron said. The courts and government debated whether the use of the generic “he” in law excluded women.

“Suffragists argued from the 1870s to the early 1900s that if ‘he’ is treated as generic in criminal law, then the voter ‘he’ should include women as well,” Baron said.

The courts at the time disagreed, although they continued to uphold “he” as including women



**some individuals use “any pronouns” or “no pronouns” wherein you are expected to use their name

Q

What's the best way to share your pronouns?

Be clear, straightforward, and casual.

A



The key here is to normalize the use of pronouns when meeting new people. Pronouns don't have to be a disruption, they can just be an addition.

It's also important to welcome the sharing of pronouns instead of requiring them.

Sharing your pronouns is still a vulnerable act. Invite vulnerability but don't require it.

What if it's obvious what pronouns I use?

Steve

Lynn

Stevie

Lindsey



Q

What should you do if you call someone by the wrong pronoun?

Give a simple apology, and immediately make the correction by restating the sentence where you misgendered the person.

A

OH — I USE
THEY/THEM PRONOUNS.
THANKS!

MY MISTAKE, SORRY.
THEY WORK ON THE
EDITORIAL TEAM...

If you use the wrong pronouns for someone, don't panic.

Thank the person for correcting you and continue on with the correct pronouns.

Addressing people appropriately shouldn't derail the conversation.

Q

If someone tells you that they take more than one pronoun, which should you use?

Make your best effort to use the different sets they've shared. For example, if someone uses she/they pronouns...

A



While many use matching pronouns like “she” and “her” or “they/them” others may use more than one set of pronouns such as “she/they”

Asking someone how they would like you to use their pronouns is a welcome interaction.

Some folks may ask that you use both interchangeably while others may not mind if you use one set of pronouns instead of the other.

Q

What's the best way to ask someone their pronouns?

Focus instead on introducing yourself with your pronouns, and others may do the same. If you don't know someone's pronouns, commit to using the singular "they."

A



When you do not know what pronouns someone uses, it's best to not assume.

Try using "they/them" as your default pronouns, when you do not know someone's pronouns.

We do this quite naturally when the sex of a baby is unknown.



Norma Jeane Mortenson



Caryn Elaine Johnson



Joanne Kathleen Rowling



Robyn Rihanna Fenty



Harry Lillis Crosby



Edith Weiner (née Schlain)

A chosen is the use of a first, middle and/or last name that is different from a person's legal name. There are many reasons why someone would use a chosen name, such as a reflection of gender identity, as a nickname, or as a westernized or Americanized name.

Legal names are often arbitrarily assigned to individuals at birth.

It would make sense, then, that a name given at birth may not fit who that individual grows up to be.

No Agency:

Legal Name

Birth Name

Given Name

Nick Name

Agency:

Chosen Name

Learning Outcome:

Use a lens of sensitivity towards historically gendered expressions and terms.

LGBTQ-INCLUSIVE LANGUAGE DOs and DON'Ts

AVOID SAYING... SAY INSTEAD...

WHY?

EXAMPLE

"Hermaphrodite"

"Intersex"

Hermaphrodite is a stigmatizing, inaccurate word with a negative medical history.

"What are the best practices for the medical care of intersex infants?"

"Homosexual"

"Gay"

"Homosexual" often connotes a medical diagnosis, or a discomfort with gay/lesbian people.

"We want to do a better job of being inclusive of our gay employees."

"Born female" or
"Born male"

"Assigned female/male
at birth"

"Assigned" language accurately depicts the situation of what happens at birth

"Max was assigned female at birth, then he transitioned in high school."

"Female-bodied" or
"Male-bodied"

"-bodied" language is often interpreted as as pressure to medically transition, or invalidation of one's gender identity

LGBTQ-INCLUSIVE LANGUAGE DOs and DON'Ts

AVOID SAYING... SAY INSTEAD...

WHY?

EXAMPLE

"Transgender people and normal people"

"Transgender people and cisgender people"

Saying "normal" implies "abnormal," which is a stigmatizing way to refer to a person.

"This group is open to both transgender and cisgender people."

"Both genders" or "Opposite sexes"

"All genders"

"Both" implies there are only two; "Opposite" reinforces antagonism amongst genders

"Video games aren't just a boy thing -- kids of all genders play them."

"Ladies and gentlemen"

"Everyone," "Folks," "Honored guests," etc

Moving away from binary language is more inclusive of people of all genders

"Good morning everyone, next stop Picadilly Station."

"Mailman," "fireman," "policeman," etc.

"Mail clerk," "Firefighter," "Police officer," etc.

People of all genders do these jobs

"I actually saw a firefighter rescue a cat from a tree."

"It" when referring to someone (e.g., when pronouns are unknown)

"They"

"It" is for referring to things, not people.

"You know, I am not sure how they identify."



Hey guys, You guys

Maternity and Paternity Leave

Husband, Wife, Boyfriend, Girlfriend

“What are your preferred pronouns?”

Bride and groom

Sexual Preference

Transman or Transwoman



Hi all, You folks

Parental Leave, Parental Time Off

Partner, Spouse, Significant Other

“What are your pronouns?”

Married couple, Newly weds

Sexual Orientation

Trans man and Trans woman



Whitelist

Blacklist

Master/Slave

Man Hours

Sanity Check

Dummy Value

Grandfathered



Allowlist

Denylist

Leader/follower, primary/replica

Work Hours, Person Hours

Quick Check, Confidence Check

Placeholder Value, Sample Value

Legacy Status

Questions?

PRIDE CENTER

A QUEER & TRANS COMMUNITY CENTER

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