

Gender Inclusive Language & Pronouns



Presenter

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Pronouns: she | her | hers

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Topics

- Beyond the Binary
- Pronouns! – Fear not the THEY
- Misgendering and how to avoid its negative impact
- Correspondence and Policy Inclusive Language
- UC Gender Recognition and Lived Name Policy
- Resources
- Q&A

Learning Objectives

- Learn the ways gender identity diversity is changing communication best practices
- Recognize pronouns beyond *she* and *he*
- Understand the negative impact of misgendering people
- Learn action items for gender inclusive communication
- Know how to access more resources

Gender & Sexuality

Gender Identity

What your internal sense tells you that your gender is? How would you tell someone what your gender is?

Gender Expression

How do you present yourself to society in clothing and mannerisms?

Sexual Orientation

Who are you physically and emotionally attracted to? Who have you had intimate relationships with? How do you identify your sexuality?



Gender

LEGAL GENDER: What is the legal gender on your documents, like driver's license/birth certificate?

ASSIGNED AT BIRTH: What is the gender you were assigned at birth?

Adapted from the National LGBT Health Education Center:
A Program of the Fenway Institute
www.lgbthealtheducation.org

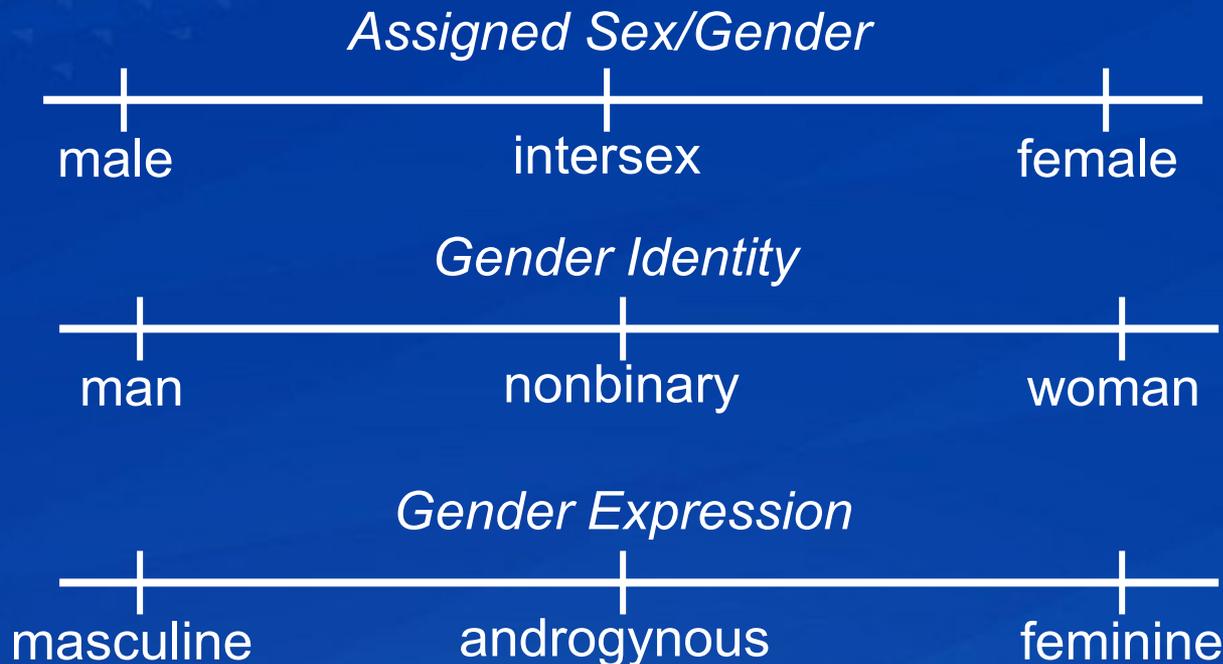
Beyond the Binary

- Gender identity and expression are typically thought of in binary terms: Male and female, men and women, masculine and feminine
- Many transgender people fall on this binary:
 - Trans women are women
 - Trans men are men
- Some transgender people do not fall on this binary. They identify as nonbinary.

Continuum

“normative man”

“normative woman”



Cisgender - gender identity aligns with sex/gender assigned at birth

Transgender - gender identity transcends gender norms

Pronouns – many options

	Nominative (subject)	Objective (object)	Possessive determiner	Possessive Pronoun	Reflexive
Traditional pronouns					
<u>He</u>	<i>He</i> laughed	I called <i>him</i>	<i>His</i> eyes gleam	That is <i>his</i>	He likes <i>himself</i>
<u>She</u>	<i>She</i> laughed	I called <i>her</i>	<i>Her</i> eyes gleam	That is <i>hers</i>	She likes <i>herself</i>
Gender-inclusive pronouns					
<u>Ze and hir</u>	<i>Ze</i> laughed	I called <i>hir</i>	<i>Hir</i> eyes gleam	That is <i>hirs</i>	<i>Ze</i> likes <i>hirsself</i>
<u>They</u>	<i>They</i> laughed	I called <i>them</i>	<i>Their</i> eyes gleam	That is <i>theirs</i>	They like <i>themselves</i>

Pronouns – They every day

Oh no, someone left their cell phone.

Dang, I wonder if they'll miss it?

Of course they will. *It's their phone.*

Not what I meant. I was wondering if they'll miss it in time to come back for it before the shop closes.

I hope so, for their sake.

**YOU ALREADY KNOW HOW
TO USE SINGULAR *THEY*.**

When a nonbinary person asks you to use "they" as their pronoun, you can handle it.

Misgendering & Its Impact

- Misgendering is mistaking or assuming peoples' pronouns without asking first
- Asking and correctly using someone's pronouns is one of the most basic ways to show your respect for their gender identity
- When you misgender someone unknowingly, the impact is more powerful than the intent
- If you make a mistake, apologize and move on, don't belabor the apology
- Then do better!

Misgendering & Its Impact

- When someone is referred to with the wrong pronoun, it can make them feel disrespected, invalidated, dismissed, and alienated
- It is a privilege to not have to worry about which pronoun someone is going to use for you based on how they perceive your gender
- Ongoing misgendering in the workplace may be interpreted as sexual harassment
 - Using wrong pronouns after being informed of correct ones
 - Using “deadname” instead of lived name

Inviting Pronouns Sharing

- When in a group – during introductions model sharing pronouns and invite everyone to share, too
- One-on-one, try asking: "The pronouns I use for myself are _____. What are your pronouns?" or "Which pronouns do you like to hear for yourself?" or "Can you remind me which pronouns you like for yourself?"
- It can feel awkward at first, but it is not half as awkward as getting it wrong or making a hurtful assumption
- Never guess someone's pronoun(s)

Correspondence

- **Asking for Honorifics** – An **honorific** is a word or a title attached to a person's name in order to express respect. Common honorifics include Mr., Ms., and Dr. One gender neutral honorific is Mx. We cannot assume based on someone's name or perceived gender what honorific they use with their name. If you use honorifics in letter salutations, please ask individuals what honorific they use with their names when building contact lists.
- **Letters of Recommendation** – If asked to write a reference ask them which pronoun(s) they want you to use in the letter, if any. The answer may be contextual for the audience of the letter.

UCOP Communications Guidelines

- In general, try to avoid using pronouns for third person singular by instead repeating the noun (use “the employee” instead of “he or she,” for example).
- You can also rework sentences to avoid using pronouns at all.
 - 1. PPSM 23: “The employee may add ~~his or her own~~ comments to accompany the performance appraisal form.”
 - 2. PPSM 30: “A non-exempt employee must track all of the hours ~~he/she~~ worked ~~s~~ in each ~~all of his/her~~ positions and be paid overtime at the premium rate for all hours of actual work...”
- If the occasional “they/their” makes the most sense, that’s okay too.

Inclusive Language - mypronouns.org

- Instead of “yes, sir” or “thank you, ma’am” or other language that makes gender-based assumptions, you could simply communicate:
 - Good morning!
 - Thank you very much.
 - It’s a pleasure.
 - How can I be of assistance today?
 - Could I help the next guest?
 - Yes, please.
 - Yes, absolutely.
 - Coming right up.

Inclusive Language - mypronouns.org

- Instead of calling upon or remarking about a particular “man” or “woman” (who has not disclosed that identity), you could indicate:
 - The person in the red shirt
 - The person with their hand raised
 - The person who just spoke
 - The person over here (gesturing)

Inclusive Language - mypronouns.org

- Instead of “ladies and gentlemen” or “boys and girls” or other language that assumes only two genders, you could use:
 - Friends
 - Colleagues
 - Friends and colleagues
 - Esteemed guests
 - Children / Youngsters
 - Students

UC Gender Recognition and Lived Name Policy

- In response to CA Gender Recognition Act that adds Nonbinary to gender options Female and Male on birth certificates, CA Drivers Licenses, and CA State IDs.
- The policy applies to both employees and students.
- The University is no longer asking for “sex assigned at birth” or “sex as listed on birth certificate.”
- The policy addresses how to report gender data to health insurers and the federal government and other places where only a F/M binary is used.

UC Gender Recognition and Lived Name Policy cont'd

- The policy permits the use of lived student names on eligible academic documents which include transcripts, diplomas and dissertation title pages.
- The policy also expands sexual orientation options on the UC Admissions application.
- The policy states campuses may choose to add Pronouns fields in information systems.
- Deadline for compliance is December 31, 2023.

Be a Role Model

- Role model sharing pronouns in Zoom display names
- Role model sharing pronouns in e-mail signatures
- Role model sharing your pronouns when introducing yourself and invite others to share their pronouns
- Respect pronouns at all times

Resources

- **MYPRONOUNS.ORG**– Resources on personal pronouns
<https://www.mypronouns.org>
- **Pronouns Matter**
<https://out.ucr.edu/pronouns-matter>
- **Gender Inclusive Pronouns Tip Sheet**
https://chancellor.ucr.edu/sites/default/files/2022-06/gender_inclusive_pronouns-june-2022.pdf
- **Gender Inclusive Forms Tip Sheet**
https://chancellor.ucr.edu/sites/default/files/2022-06/gender_inclusive_forms-june-2022.pdf
- **UC Policy on Gender Recognition and Lived Name**
<https://ucnet.universityofcalifornia.edu/news/2020/11/president-drake-announces-new-presidential-policy-on-gender-recognition-and-lived-name.html>



Questions?