

# Gender-specific & gender-neutral pronouns



## Gender terminology

### Sex Assigned at Birth (SAB)

The label (male, female or intersex) we are given at birth based biological and physiological characteristics, including our genitals, hormones and chromosomes

### Gender

Your personal sense of self and how you identify. Your gender identity may or may not align with your sex assigned at birth

### Cis/Cisgender adj.

Someone whose sex assigned at birth is the same as their gender identity

### Trans/Transgender adj.

Someone whose sex assigned at birth is different than their gender identity

## Pronouns



she/her/hers:

"This is my friend Alex. **She** is \*amazing\* at carpentry. **Her** furniture is some of the finest I've seen; that table over there is one of **hers**."



he/him/his:

"Have you met Joe? **He** loves wearing wacky sweaters. **His** collection of sweaters is so large, **he** had to clear out a second closet in **his** house."



they/their/them

as plural:

"**They** are my friends. I'm lucky to have **them** as my chosen family."

as singular:

"Oh no! Someone left that beautiful bag behind! I hope **they** come back to pick it up!"

## Gender-inclusive language

When greeting others

### AVOID

ladies

gentlemen

ma'am

sir

girls

guys

### Why

Shifting to gender-inclusive language respects and acknowledges the gender identities of all people and removes assumption.

Consider using instead:

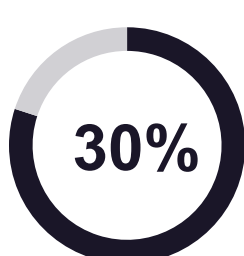
Thanks, **friends**.  
Have a great night.

Good morning, **folks!**

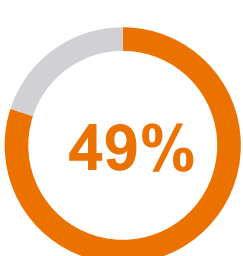
Hi, **everyone!**

And for **you?**

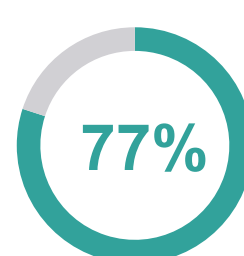
Can I get **you all** something?



of trans people reported being fired, denied a promotion, or experiencing some other form of mistreatment related to their gender identity or expression.\*



of trans people reported that none of their current supervisors at their workplace knew they were trans. 42% reported that none of their coworkers knew they were trans.\*



of trans people reported taking steps to avoid mistreatment in the workplace within the last year, including such as hiding or delaying their gender transition or quitting their job.\*

\*Source: National Center for Transgender Equality, 2016

## Take 4

