

LGBTQ+ Inclusive Language

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What We're Gonna Talk About Today

Types of speech

History of language

Definitions of LGBTQ+ Terms

Practice

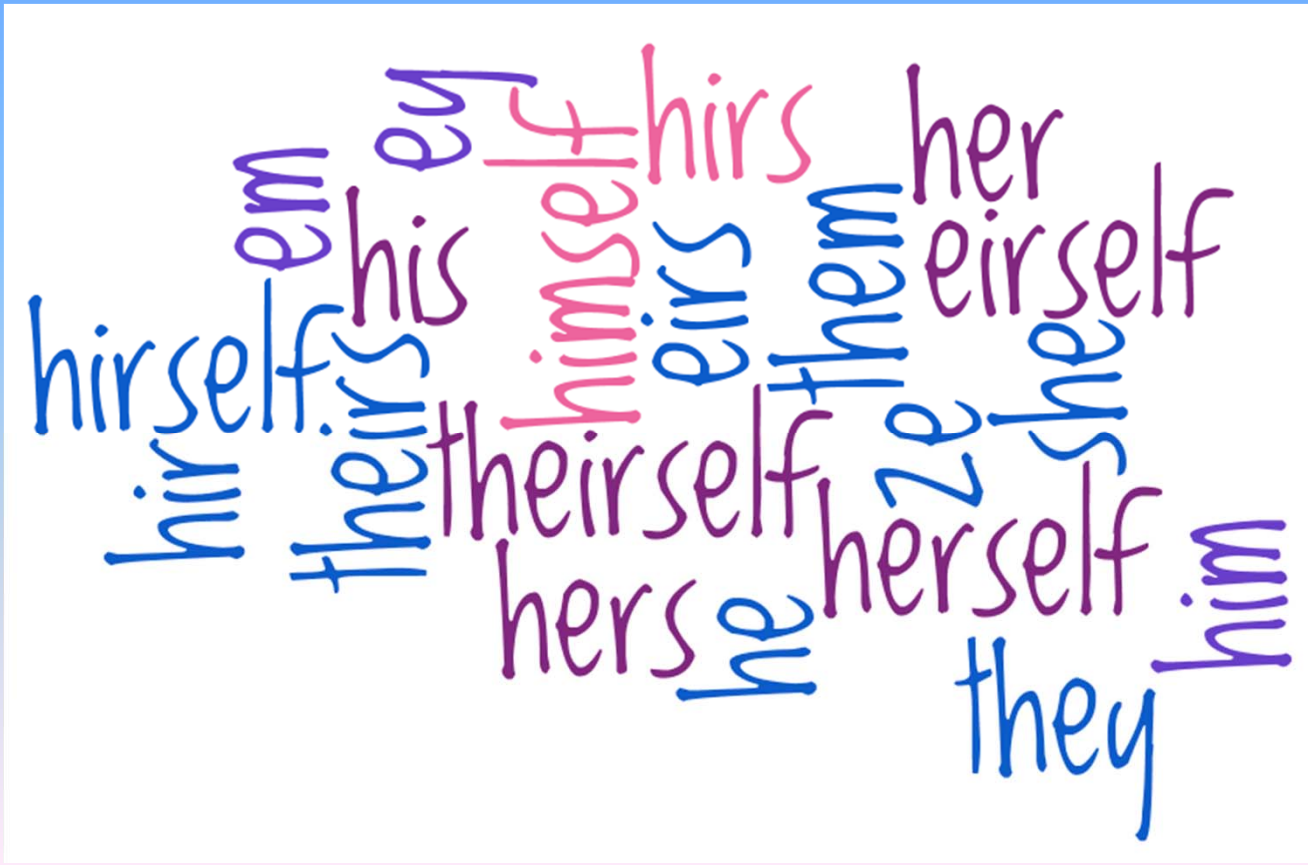
Changes you can make

Give Us Some Examples!

4 Main Parts of Speech



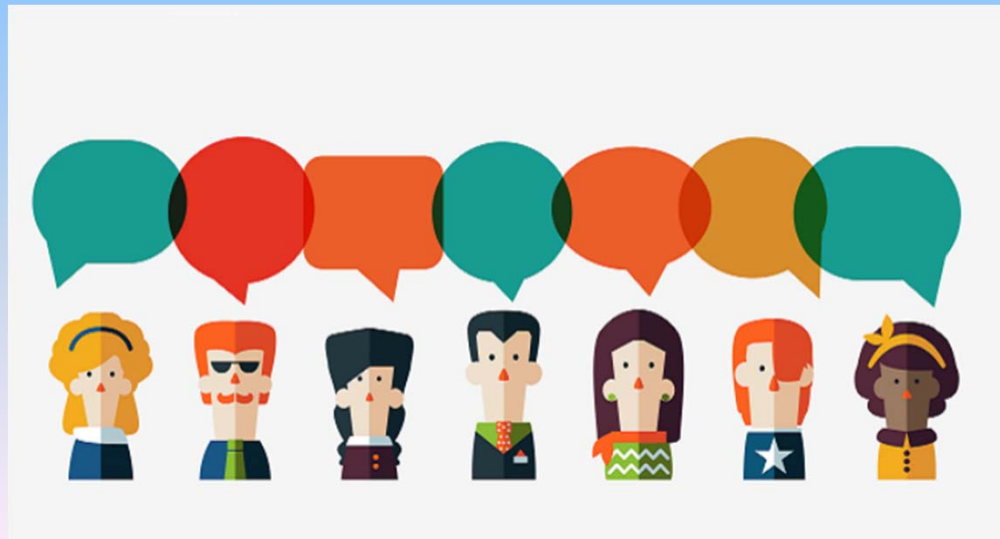
What's a Pronoun?



A word cloud of pronouns in various colors and orientations. The words include: hirself, em, theirs, his, ey, himself, hirs, her, eirself, them, theirs, theirself, ze, she, hers, he, herself, they, and him.

Why Does Language Matter?

- Can you think about the ways that language impacts how you communicate with others?
- Can you think of times when you've used language that may have labeled or stigmatized someone?

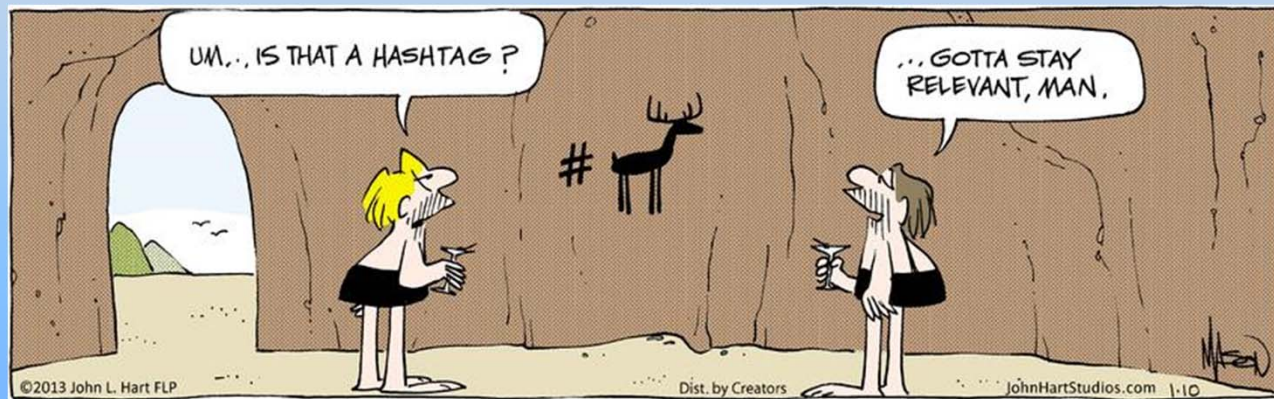


History of Language

1. Languages across the world acknowledge different genders for referring to people and objects.
2. In theory, gendered pronouns exist for grammatical efficiency.
3. English's root languages did not use our modern gendered system.
4. English is unusual in the way it genders words.
5. Gender-neutral first-person pronouns have been around since the 13th century.
6. Gender-nonspecific use of 'he' was proposed by academics in the 1850s.

History of Gender Inclusive Pronouns

1. He
2. Ou
3. She
4. They
5. Ze



Practice

Introduce yourself to someone near you, using your first name. Have a conversation about your likes and hobbies for 1 minute without identifying anything gender/sexuality related.



Language is Activism

Ways of talking to and about people can promote activism and intervention

Reframing the ways we talk about gender will promote inclusion and change



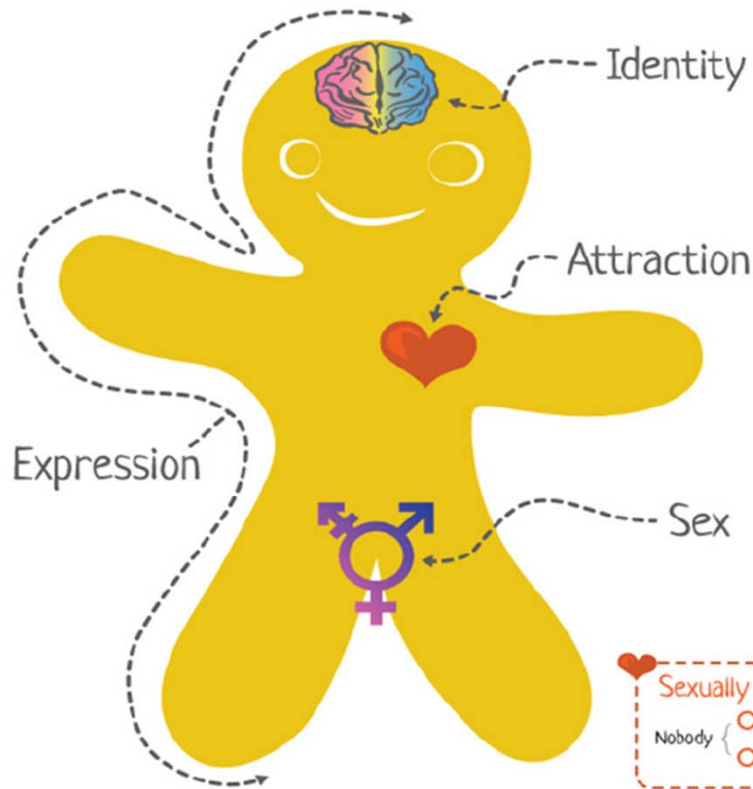
What You Need to Know About LGBTQ+ Language

1. (Biological) Sex (Assigned at Birth)
2. Gender Identity
3. Gender Expression
4. Sexual Orientation

The Genderbread Person v3.3

by its 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.

Woman-ness

Man-ness

Labels: "woman", "man", "two-spirit", "gender queer"

⊗ indicates a bit of what's on the right.

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

Labels: "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

Labels: "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>

(Biological) Sex (assigned at birth)

- Based on physical characteristics, including the internal and external reproductive system of the individual and genetics.
- About 1 in 100 to 200 births result in a child whose body differs from “standard” male and female.
- About 1 or 2 in 1,000 people have surgery to “normalize” the appearance of their genitals.
- About 1 in 1,666 births result in a child whose genetic makeup is neither XX nor XY.
- Many transgender people prefer the term “Assigned Sex at Birth” because it recognizes that sex is assigned by others.

Gender Identity

- The psychological sense of oneself.
- A person's gender may or may not coincide with their biological assigned sex.
- Some people identify as neither male nor female or as both male and female. These individuals may use the term “queer” or “gender queer”.
- Some cultures have gender categories in addition to “male” and “female” with associated terms.
- Gender is a social construct. We are socialized from a young age according to our assigned sex.

Gender Expression

- Any and all mannerisms, personal traits, etc. which serve to communicate a person's identity and personality as they relate to gender and gender roles.
- Gender expressions can be present in people of any sex or gender identity.
- Gender is culture-specific, a trait or behavior that reads as “male” or “masculine” in one culture may be seen as “female” or “feminine in another.”
- An individual's gender expression may vary from day to day or from one social context to another.

Sexual Orientation

- A term that refers to the emotional, romantic and/or sexual desires that one person might have for another person or people.

Some examples of sexual orientation are: gay, lesbian, heterosexual, bisexual, and pansexual—though there are numerous others.

Pronouns

- Why do we use pronouns?
- What does it mean to state your gender pronoun?
- Why do you think this practice of stating gender pronouns might be important?
- Examples:
 - she/he
 - he/him
 - they/them
 - ze/hir



Pronouns

HE/SHE	HIM/HER	HIS/HER	HIS/HERS	HIMSELF/HERSELF
zie	zim	zir	zis	zieself
sie	sie	hir	hirs	hirsself
ey	em	eir	eirs	eirsself
ve	ver	vis	vers	versself
tey	ter	tem	ters	tersself
e	em	eir	eirs	emself

Your Experience with Pronouns

Have you ever heard anyone ask someone else what their pronouns are?

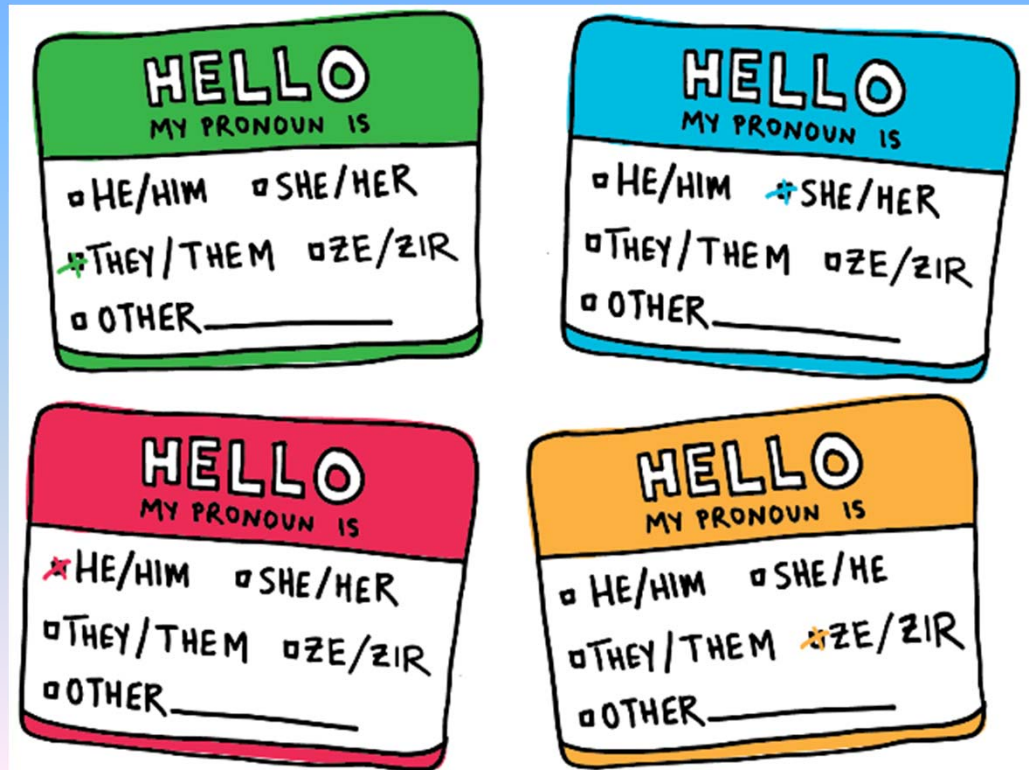
Have you ever shared pronouns as part of introductions in a meeting, group, or class?

How sure are you of the pronoun preferences of the people that you associate with?



Practice

Practice introducing yourself with your name and pronoun.



Health and Wellbeing

- LGBT individuals are less likely than heterosexual, cisgender people to report having excellent or very good overall health.
- Lesbians and bisexual women are less likely to receive mammograms.
- The overall rate of cancer is higher for LGBT adults.
- LGBT youth are much more likely to be threatened or injured by a weapon in school.
- LGBT youth are much more likely to be in fights that require medical treatment
- LGBT youth are more likely to be overweight.

Mental Health and Wellbeing

- LGBT adults are more than twice as likely to experience psychological distress.
- LGBT adults are more than twice as likely to need medication for emotional health.
- LGBT youth are more than three times as likely to attempt suicide as their heterosexual, cisgender peers.
- LGB adults are more than twice as likely to consider suicide.
- Transgender adults are more than 20 times more likely to consider suicide.

Tobacco, Alcohol and Other Substance Use

- LGBT adults are more likely than heterosexual, cisgender adults to have problems with alcoholism and binge drinking.
- LGBT youth and adults are much more likely to smoke cigarettes than their heterosexual, cisgender peers. In New Mexico, smoking rates are almost double among LGBTQ populations.

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" language accurately depicts the situation of what happens at birth

LGBTQ-INCLUSIVE LANGUAGE DOs and DON'Ts

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WHY?

EXAMPLE

"A gay" or "a transgender"

"A gay/transgender person"

Gay and transgender are adjectives that describe a person/group

"We had a transgender athlete in our league this year. "

"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."

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"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."

Heterosexism

When you hear the word “heterosexism” what do you think it means?

Heterosexism & Cisnormativity Defined

Heterosexism is discrimination or prejudice against LGBTQ+ individuals based on the assumption that heterosexuality is the “normal” sexual orientation.

Cisnormativity is the assumption that all (or almost all) individuals are cisgender (having a gender identity that matches the biological assigned sex at birth).

Cisnormativity in Social Interactions

- Extends beyond not allowing multiple gender choices
- Gendered organizations
- Gendered Clothing, bathrooms
- Medical forms
- Any structure that limits gender to binary based on sex



Microaggressions

Whether intentional or unintentional - verbal, nonverbal, behavioral, or environmental indignities that communicate hostile, derogatory, or negative connotations about a particular culture. Term that originated in 1970's regarding racial microaggressions.

Sexual or Gender Microaggression: is a subtle negative attitude conveying that one's sexual or gender identity is less-valuable than dominant culture's defining identities

Microaggressions



Types of Microaggressions

Microaggressions occur in three distinct ways: microassaults, microinsults, and microinvalidations.

1. Microassaults are conscious, deliberate forms of discriminatory practice that are intended to harm, and most closely resemble traditional forms of discrimination.
2. Microinsults include snubs, gestures, and verbal slights.
3. Microinvalidations serve to exclude, negate, or nullify the psychological thoughts, feelings, or experiential reality of certain groups.

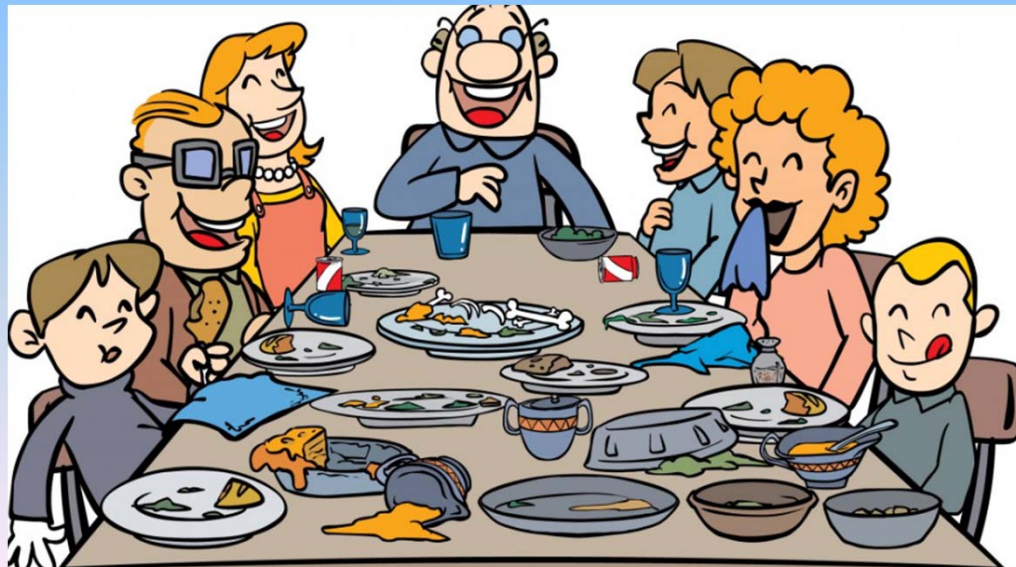
Assumption of Universality

An assumption of universality can occur if a heterosexual or cisgender person, defined as a person whose gender identity and gender expression aligns with their assigned sex at birth, presumes that the experiences of all LGBTQ individuals are the same.



Practice

Tell someone near you about a meal you had during this conference. Talk about the people that were at your table and use “they” as the gender identity for everyone. Don’t use he/she at all when talking about anyone else.



How to Promote Inclusivity



In Your Space

- Symbols and signs
- Posted policy
- Inclusive bathrooms



Why Inclusivity Matters



EVERYONE feels safer in more inclusive environments

Promoting Inclusion Through Relationships

- When people feel welcome, they are included.
- When their needs are easily met, they are included.
- When they are treated with respect, they are included.



Make No Assumptions

- **Do not assume that you know someone's gender identity.**
- **Do not assume you know someone's sexual orientation.**
- **Do not assume that someone's sexual orientation and gender identity define their behaviors.**

Thanks & Contact Us!

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