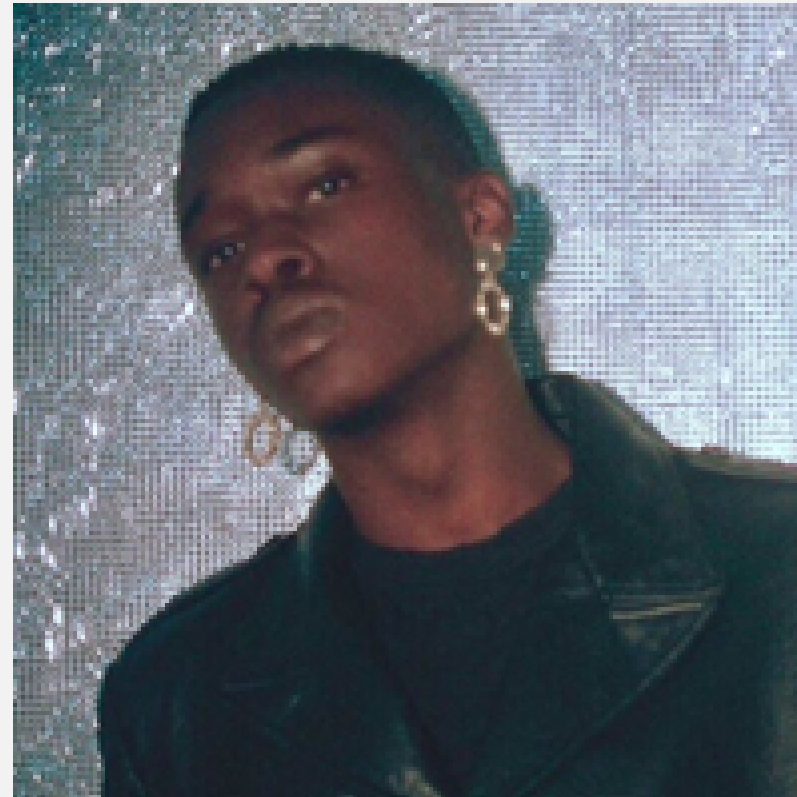


Non-Binary Terms

Genderqueer
Genderf*ck
Neutrosis
Agender
Gender-fluid
Bigender
Thirdgender
Agengerflux
Androgyne
Aporagender
Butch
Demiboy
Demigender
Demigirl
Enby
“Fa’afafine”
Femme
Gender-neutral
Genderless
“Hijra”
Maverique
Neurogender
Polypender
Xenogender

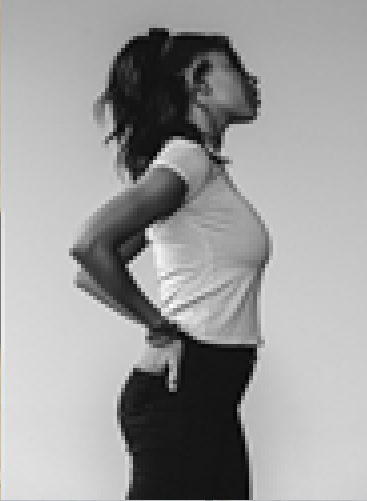
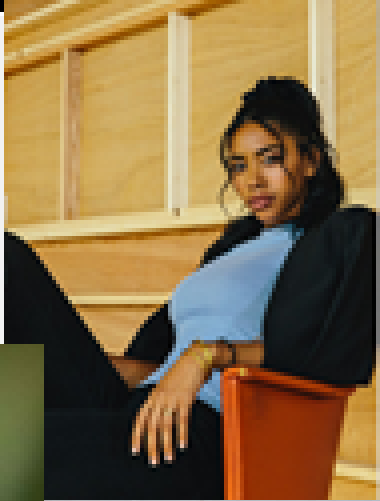
Non-binary gender expression use are for those who identify as such; always ask if it’s permissible to use these terms in appropriate context & settings.



Some terminology are region & culturally specific.



Cisgender does not confine sexual orientation.



one can be heterosexual, gay, bi or pansexual & *Cisgender*.

common "Cis" pronouns : he/she

CISGENDER.

denoting or relating to a person whose sense of personal identity and gender corresponds with their birth sex.

CISHET IDENTITY.

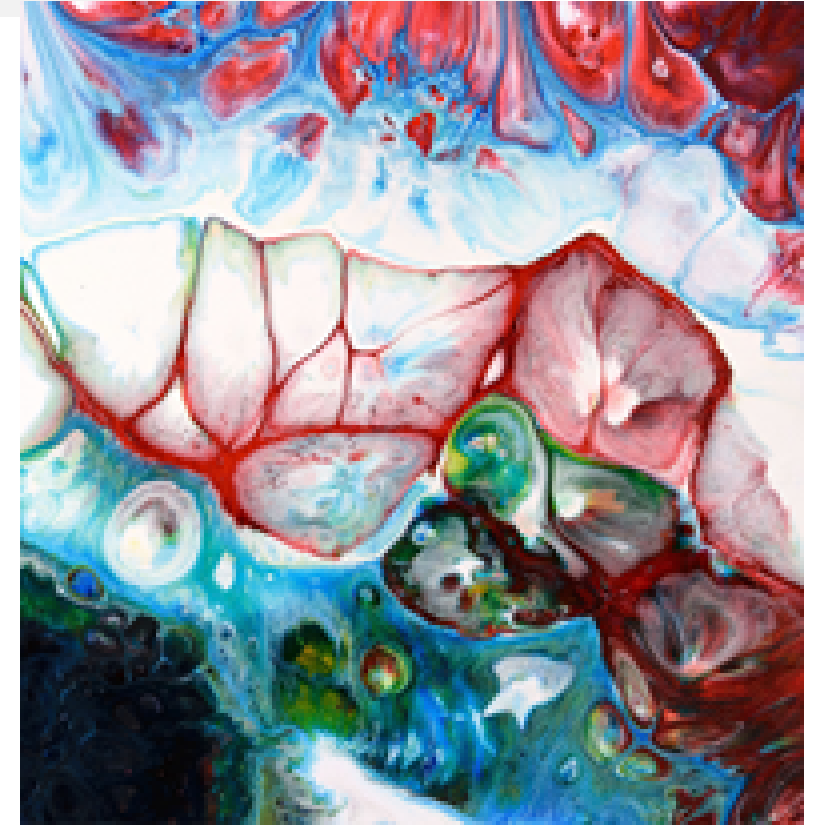
You can be "Cishet" - an ally & toxic-free.

Since heterosexuality & binary identities are the standard there is an acknowledgement of privilege necessary for "ally-ship".

MEANING.

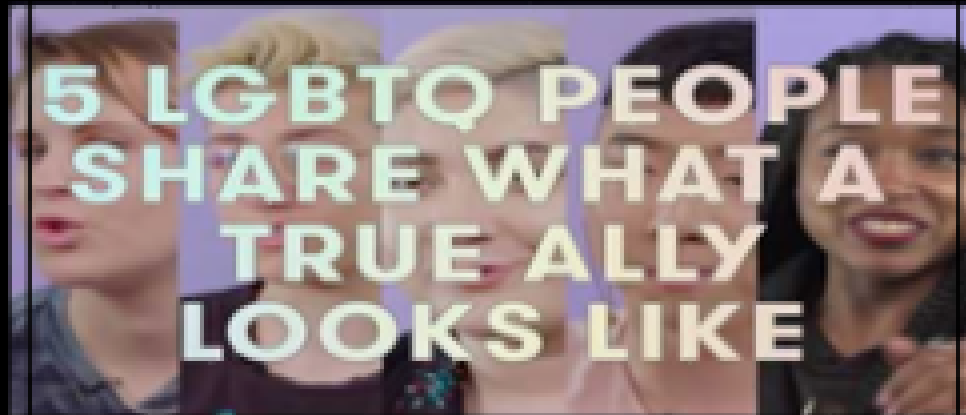
Cishet is used as both an adjective and a noun, describes a person who is both cisgender and heterosexual.

A person is **cishet** if he or she is cisgender, meaning identifying with his or her assigned-at-birth gender, as well as heterosexual, or attracted exclusively to people of the opposite sex



NOTE: "Cishet" use often has negative connotation attached due to the "need" of some heterosexual identifying people choosing to "weaponized" their privilege of heteronormativity against the realities of marginalized groups.

EDUCATE YOURSELF / INTENTIONAL EDU ONLY.



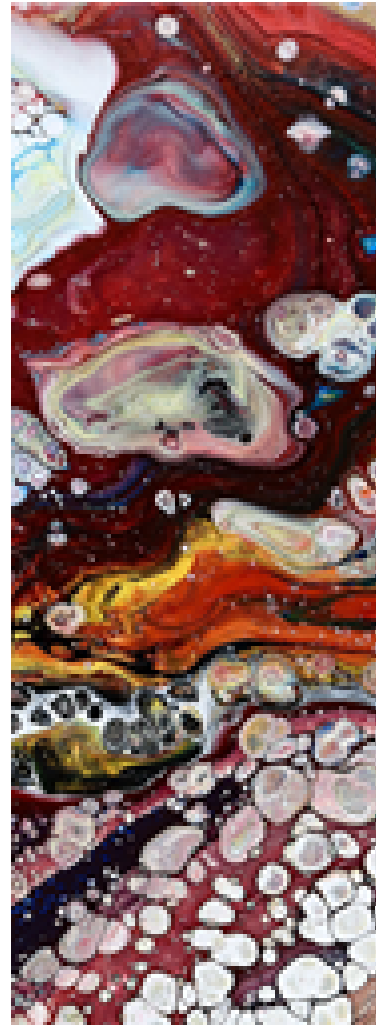
CISHET ? HOLD SPACE.



STRAIGHT ALLY FLAG.

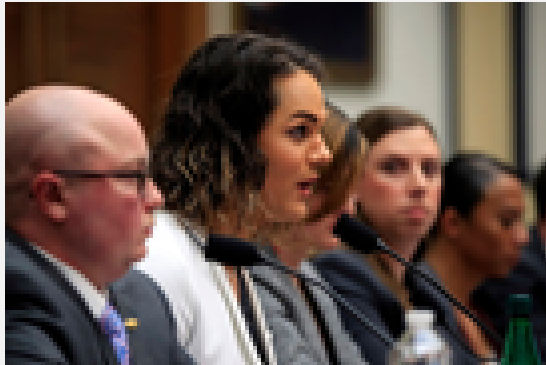
BE AN ALLY !

Create Inclusive forums.



PRONOUNS / TRANS IN THE MILITARY.

Pronouns matter when those in the position of power impede on the human condition of others with not much comprehension on gender identity & mutuality.

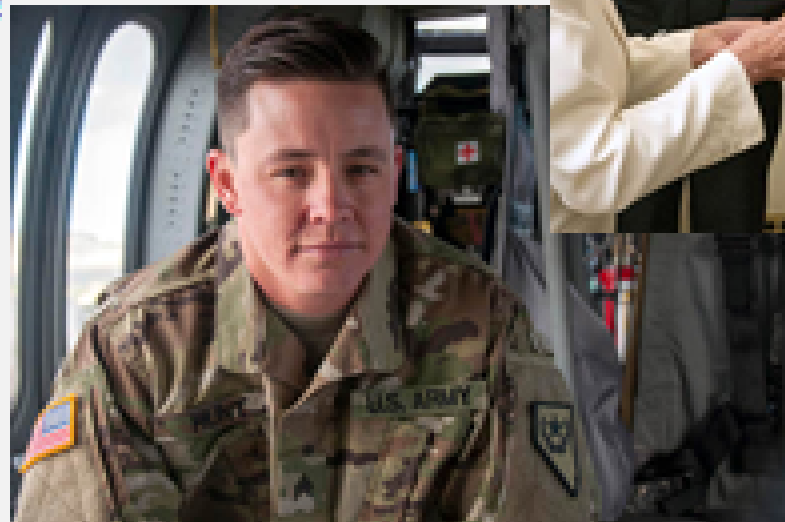


On April 12, 2019; under the new rules, troops and recruits can identify as transgender, but must use the uniforms, pronouns, and sleeping and bathroom facilities for their biological sex. They will not be allowed to serve if they have a diagnosis of gender dysphoria, a disorder in which a person's gender identity does not match their physical gender at birth.

*"This is not a ban, transgender people can still serve", he said, "so long as they adhere to the standards of their biological sex."
- a high-ranking defense department official told reporters*

Per the "United States Coast Guard"

"Service members who have been diagnosed with gender dysphoria, or in the case of Reservists had a diagnosis confirmed, by a military medical provider before 12 APR 2019 may be allowed to transition genders under the previous policy and continue serving in the Coast Guard in their preferred gender. These members will be considered -exempt"



ADULTIFICATION / RACE DYNAMICS (PRONOUNS)

The world ages black "girls" up, which leaves them unable to access the privileges of childhood, like the benefit of the doubt in punishment situations and support figures like mentors.

Black "girls" are often characterized as "little women." Teachers, and even parents, may expect black girls to exceed age-appropriate levels of responsibility at home or assume they don't need to be comforted after emotionally distressing events

Compared to white "girls" of the same age, survey participants of "Georgetown Law Center on Poverty and Inequality" perceive that

- Black girls need less nurturing
- Black girls need less protection
- Black girls need to be supported less
- Black girls need to be comforted less
- Black girls are more independent
- Black girls know more about adult topics
- Black girls know more about sex

What if that "little black girl" grew up to be the "Black Man" she was supposed to be? What could "he" or "she" have benefited from a society who offered safety?

A N G E L / F A B I A N
H E / H I M



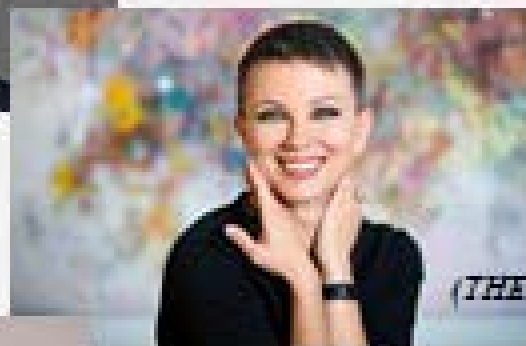
What happens when black "Transmen" experience the same realities as "Cisgender" black men?

From "Adultification" to Identity who has nurtured the development of this person?



Name: Kylar Broadus
GNDR: Transgender Man.

(HE / HIM)



(THEM/THEY)

Name: Katarina Souri
GNDR: Non-binary - agender



Name: Laith Ashley
GNDR: Transgendered Man



(SHE / HER)

Name: Leionny Maldonado
GNDR: Transgender woman



ASK, Don't assume

PRONOUNS.

ASK. WHAT ARE YOUR PREFERRED PRONOUNS?

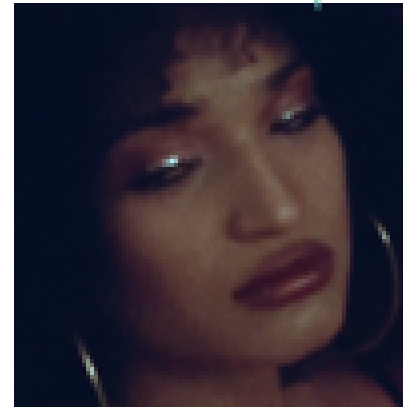
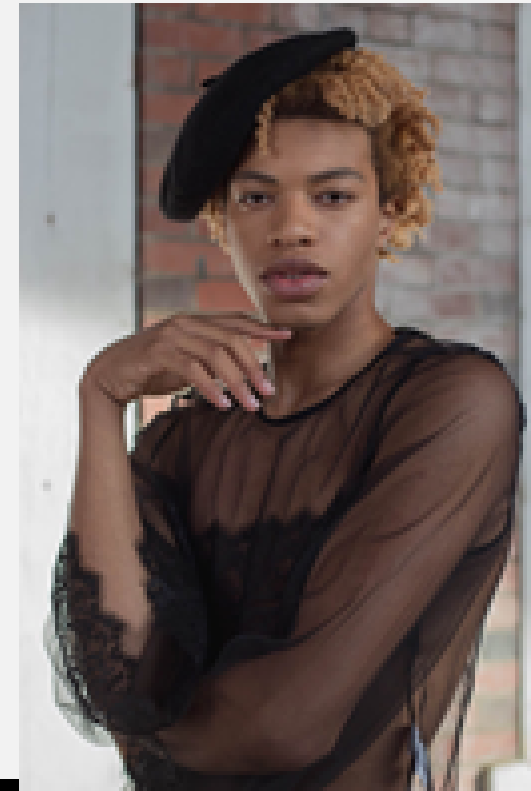
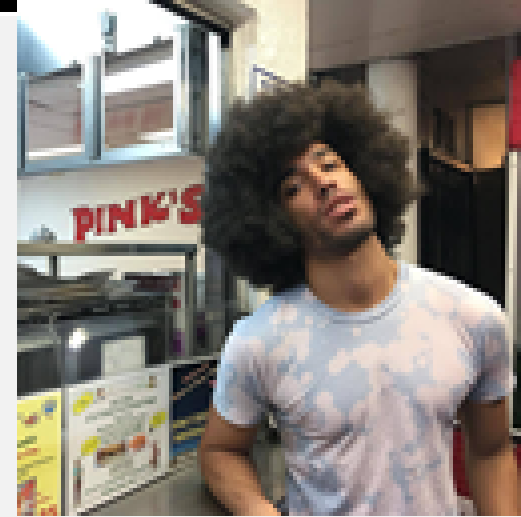
CLASSIC PRONOUNS

HE /HIM
(himself)

SHE/HER
(herself)

PRONOUNS OF INCLUSION.

THEY/THEM/THEMSELF
ZIR/ZIRS/ZIRSELF
EN/ENS/ENSELF
EM/EIR/EMSELF
HIR/HIRS/HIRSELF
YO/YOS/TOSELF
CO/COS/COSELF
XE/XEM/XIR
FAE/FAER/FAERSELF



Subject: _____ is fine with gender inquisitions

Object: They learned the hard way with _____ about not minding their business.

Possessive: _____ favorite food is unknown.

Possessive Pronoun: The game system is _____

Reflexive: _____ can't wait to be with _____

HOW TO USE PRONOUNS.

A small guide.



HELLO, MY PRONOUNS ARE :

*Hello, my name is :
(in respect to
neutrality)*

Just use my name!

Like identities, pronouns can be complex and fluid. Some people don't use pronouns, some people use different pronouns in different settings, and sometimes we forget to ask for pronouns or aren't comfortable doing so. It's appropriate to use the name a person shares with you.

CONSIDER THE VALUE OF SELF IDENTIFICATION.

- *PERSONAL EXPRESSION IS NOT SYNONMOUS WITH PERSONAL IDENTIFIERS*
- *THERE'S NO SPECIFIC "LOOK" TO SEXUALITY, GENDER CONFORMING OR GENDER NON-CONFORMITY*
- *THERE'S NO "RIGHT" WAY TO TRANSITION & NOT EVERYONE WANTS TO TRASNSITION*
- *THERE IS NO SPECIFIC REGION IN WHICH PERSONAL IDENTITY IS EXCLUSIVLY EXPRESSED*
- *(ALTHOUGH THERE ARE STATES & COUNTRIES THAT RESTRICT HUMAN RIGHTS: PERSONAL EXPRESSION, IDENTITY & PRONOUN USGE BELONG TO THE WORLD AT LARGE)*

THE REALITY OF LIMITATIONS AMONGST CERTAIN POPULATIONS IGNITES THE REASONING OF THOSE WITH PRIVILGE TO CONSIDER DEVELOPMENTS WITH CAREFUL INTENTION & SAFETY.

BY CONSIDERING A PROGRESSIVE LENS REGARDING PEOPLE BY THEIR PERSONAL CONSTRUCT : NAME, PRONOUN & REGION INVITES A SENSE OF ONENESS & MUTUALITY.

UTILIZE NEUTRALITY

RESPECT THE DESCION TO NOT SELF DISCLOSE.



WHAT IF I MISGENDER ?

“What if I make a mistake?”

If you misgender someone, we have a few steps for you to keep in mind:

Realize your impact. You may have hurt that person by misgendering or possibly outing them in a public setting. Focus on how you can support the person you misgendered.

Apologize. Remember not to out someone in apologies in public settings. Sometimes a quick apology is most appropriate.

Follow up in private if necessary. Remember it’s not about making yourself feel better, but identifying ways to support a person who you may have unintentionally disrespected and hurt. Ask them if they need anything from you and share your plans to getting their pronouns right.

Commit to correcting your behavior. Practicing a person’s pronouns out loud in a private setting is a helpful strategy for changing the language you use. If you need to practice pronouns with a safe person, you’re welcome to use the LGBT* Center staff as a resource.

Move forward. Breaking your habits may take some time, but focus on why it’s important to get a person’s pronouns and names right. You may also find that if you misgender a person, they may want space from you. Respect what they need and commit yourself to the inclusive practices you value.”

INCLUSIVITY

Add pronouns to your e-mail

Add pronouns to your “Twitter” bio.

Add pronouns to any form of flexible
identification

Add pronouns to intake forms

Add pronouns to event name tags

**Have comprehensive pronoun discussion
groups**

PRONOUNS IN THE CONTEXT OF PUBLIC REGARD.

IT'S EVERYBODIES RESPONSIBILITY.

The mobility of safe-spaces.

- Intersectional tie-in
- Implicit / Explicit biases check
- Human Relations
- LGBTQIA(family) – solidarity
- Professional Maintainability
- Intentional Edu (fostering comfort & eliminating the static of imposed privilege)
- Grounding Tool (common ground)
- Mutuality Investigation
- Opportunity for “ally-ship”
- Representation

HETERONORMATIVITY.

- MALE / FEMALE
- Gender Influenced “names”
- Assigned “gender” clothing
- Addressing one as “sir or mam”
- Assigned “sex” conditioning
- Heterosexuality (hyper-sexuality normalization)
- Gender – Color association (BLUE/PINK)
- Featurism dynamics
- Anatomy scrutiny
- Gender (Voice) specification (Deep/Light)
- Marriage / Partnership
- Religious Imposition

“We need to start normalizing asking for pronouns, not just for non-binary trans people but in daily life.”
- Shane Henise



IN CONCLUSION

The standards of heteronormativity and “cisnet” relevance are overwhelmingly considered the ‘NORM’. As we progress to a more evolved, inclusive and updated future we see new additions brought to the table.

Not only are there more terminology than ever before, there’s also more bravery and honesty than ever before. It’s up to the world at large to hold space for differences until one’s pronouns is as “normal” as their birth or chosen name.

Championing for “Intentional EDU” & safety through language shifts the possibly of violent language or identity erasure. Language inclusion can be a master tool in “social justice”.



THANK YOU

X Kyle Williams

He/Him/They/Them

☎ Phone #: 313-399-1862 (KW)

✉ kylecwilliamsjr@gmail.com





QUESTIONS ?