



SPEAKING QUEERLY

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TERMINOLOGY

- LGBTQ – This acronym refers to a person/ group of people with diverse sexual orientations or gender identities.
- Transgender – A person who does not identify with the gender they were assigned at birth.
- Cisgender – A person who identifies with the gender they were assigned at birth.
- Non-Binary/ Gender Non-Conforming – A person who does not identify with the male/female gender binary.
- Pronouns – Personal gender pronouns such as she/her, he/him, they/them, etc.



Hello
my name is

my pronouns are

PRONOUNS

- Misgendering can lead to environment/reputation of inequality, discrimination, and intolerance.
 - Use they/them pronouns when referencing people you don't know.
 - Ask people for their pronouns if you are unfamiliar with them.
 - Use people's correct pronouns.



GENDERED TERMINOLOGY

- Everyday Sayings Like:
 - “How are you guys doing?”
 - “Ladies and Gentleman.”
- Instead Try:
 - “How are you folks doing?”
 - “Distinguished guests.”

GENERIC TERMS AND EXPRESSIONS	
Don't Use	Use
average man	average person, ordinary person
best man for the job	best person for the job
layman	layperson, non-specialist
man (when referring to humanity)	human beings, humanity, humans, individuals, people
man and wife	spouses, partners
man hours	person hours, work hours
mankind	humankind
man made	artificial, handmade, manufactured, synthetic
manpower	personnel, staff, workers, workforce
to man	to operate, to staff
workmanlike	skillful

PASSIVE DISCRIMINATORY TACTICS

- Ex: Bathrooms
 - Instead of Men's/Women's restrooms have two gender neutral restrooms.
 - If gender neutral restrooms are not a possibility, post a sign making it clear that clients can use their restroom of choice.
- Make your space inclusive to people of color, LGBTQ people, and people with disabilities as well!
 - Inclusive advertisements.
 - Safe space stickers.



THANK YOU FOR YOUR TIME!

- Links:
 - NCTE Effective Trainings:
 - <http://www.transequality.org/issues/resources/teaching-transgender-guide-leading-effective-trainings>
 - HRC Gender identity/expression:
 - <https://www.hrc.org/resources/diversity-training-on-gender-identity-and-gender-expression>
 - Fenway Institute Trans Health:
 - <https://www.lgbthealtheducation.org/topic/transgender-health/>
 - Universal Class LGBT Issues:
 - <https://www.universalclass.com/articles/business/sensitivity-training-lgbt-issues.htm>
 - HRC Sexual Orientation and Gender Identity Issues:
 - <https://www.hrc.org/resources/diversity-training-on-sexual-orientation-and-gender-identity-issues>
 - Diversity Resources LGBT Training:
 - <https://www.diversityresources.com/browse-topics/lgbt-training/>