How easy is it to incorporate Gender Inclusive Language into your life?

❏ Use <u>alternating pronouns</u> (he,she,they) when writing to make your work accessible to a wider range of readers

❏ When working with mixed gendered groups use inclusive phrases by replacing **he/she** with **they/them/theirs**

❏ Example: "Hey **Everyone**" instead of "Hey <u>guys</u>"

❏ Example: "Each employee will grab **their** marker" vs. "Each employee will grab **his** marker"

Things to Consider:

❏ Society has normalized gendered language

❏ Recognize where/when you use gendered language

❏ Practice gender inclusive options instead

Changing your language to be inclusive in everyday life will create a safer and more accepting community that welcomes <u>all</u> people

Resources

If you have questions don't be afraid to ask!

The Intercultural Center:

❖ Location: Between Cafe Louis & The Bookstore

❖ https://www.stmarys-ca.edu/intercultural-center
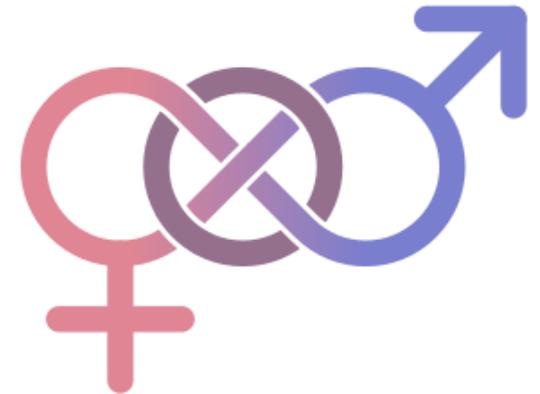
The Women's Resource Center:

❖ Location: Ground level of Augustine Hall next to CAPS

❖ https://www.stmarys-ca.edu/womens-resource-center

Safe Zone Training:

❖ https://www.stmarys-ca.edu/intercultural-center/safe-zone

The IC Intercultural Center

SAINT MARY'S COLLEGE of CALIFORNIA

Gender Inclusive Language

"Language reflects and reinforces social norms."
-Area Mahdawi

Using gender inclusive language creates a safer, more accepting environment for all people.

What is Gender Inclusive Language? How does it help society?

❏ All gender identities are kept neutral
❏ Contains no gender and no sex based biases
❏ Eliminates social biases created by gendered language

What are Gender Neutral Pronouns? Why are they important?

❏ Cisgender individuals (*people who identify with their biological sex*) may **not** think about <u>pronouns</u> ; may **not** recognize that people <u>identify differently</u> than their assigned biological sex
❏ For those who do **not** identify within a gender binary, gendered language can cause discomfort
❏ Assuming someone's gender can be hurtful- **ASK FOR THEIR GENDER PRONOUNS**

Pronouns

Possible Pronouns of Choice:
They, Them, Theirs
She, Her, Hers
He, Him, His
Ze, Hir, Hirs
Xe, Xem, Xyrs

Gender neutral pronouns are in color

Understanding Gendered Language

❏ Gendered language is used by the majority of people and it tends to favor a specific gender and <u>excludes</u> the rest of the population
❏ Gendered language **favors** males and **excludes** women and non-binary persons

Examples:

Gendered Language	Gender Inclusive Language
"You Guys"	"Everyone"
"Freshman"	"First Year"
"Man" used as a gender default	"Individual" *or* "Person"
"Mankind"	"Humankind"
"Mail man"	"Postal Worker"
"Policeman"	"Police Officer"
"Cameraman"	"Camera Operator"
"Countryman"	"Compatriot"

These are only a few examples of how gender can be made inclusive in society