

TAG INTO GENDER INCLUSIVE LANGUAGE

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Taking Wing Consulting 2021

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WHAT IS GENDER INCLUSIVE LANGUAGE?

Gender inclusive language is words and phrases that encompass the various possible genders of the audience.



WHY IS USING GENDER INCLUSIVE LANGUAGE IMPORTANT?

- Being welcomed
- Validation
- Respect
- Being heard
- Preventing embarrassment



COUPLE WORDS TO KNOW



- **Assigned Sex** - A medical label used to categorize people according to their chromosomes, hormones, genitalia and secondary sex characteristics.
- **Cisgender(Cis)** - Term used to describe an individual whose assigned biological sex aligns with their expected binary gender identity.
- **Transgender(Trans)** - An identity label used to describe a person whose gender identity does not align with the socially expected one according to their sex assigned at birth.
- **Non-binary gender** - Describes any gender identity which does not fit the male and female binary spectrum.
- **LGBTQIA+** - lesbian, gay, bisexual, transgender, queer intersex, and asexual
- **Queer** - An umbrella term for any number of identities within the community. Not accepted by everyone.
- **Misgender**— The act of using the incorrect pronoun

PRONOUNS

- There are a handful: they/them, ze/hir, co/cos, xe/xem/xyr, he/him, she/her
- They/them has been used as a singular pronouns consistently since the late 1300s
- It **IS** grammatically correct
- A great way to find out someone's pronouns is to offer your own and simply ask them for theirs.
- Include your own pronouns in profiles, name tags, email signatures, business cards, etc.



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Kindness

Opportunities to use gender inclusive language

Calling on someone

- Positions
- Clothing
- Combined



Greeting a group

- Hello Friends
- Welcome my Esteemed Guests
- Hello My Partners in Crime

- Hey Y'all
- Hello Earthlings
- Hello Bendys
- Theydies and Gentlethems

TAGteach it!

- **The lesson is** describe the individual you would like to call on without using gendered terminology.
- **The instructions are:**
- Say “The person on my right in the orange shirt”
- **The tag point is:**
- Say person





Ellen Yoakum

Behavior Consultant
at Pet Harmony
and Trainer
at East Bay SPCA

The instructions are:

Read sentence using Ellen's
designated she/her pronouns

The tag point is:

Say she then her

Ellen posted a photo yesterday where she was posing
next to a pinecone wearing her dinosaur mask.



Nathan Andrews

Senior Zookeeper
at Happy Hollow
Park & Zoo

The instructions are:

Read sentence using she/her pronouns

The tag point is:

Say she

On Nathan's FB profile she has a photo cuddling a bird she trained.



Peter Amelia

Behavior consultant and trainer
at Taking Wing Consulting and
director of training & media at
Reptelligence

The instructions are:

Read sentence using Peter's designated they/them pronouns

The tag point is:

Say they

Peter's Goat just had kids and they named one of them Elias but they call him Eli for short.



Wesley Hawkins

Certified Dog Behavior
Consultant and Owner/Founder
at Puget Sound Puppies

The instructions are:

Read sentence using they/them/their pronouns

The tag point is:

Say their

When Wesley is in the mountains it gives their
beard a great shine not to mention their eyes.



Eva Bertilsson

Founder and Co-
Owner
of Carpe Momentum

The instructions are:

Read sentence using they/them/their pronouns

The tag point is:

Say they then their

Eva should use this shot any time they are asked for their photo.

MISTAKES HAPPEN

Do the best you can until
you know better.

Then when you know better,
do better.

-Maya Angelou



Emily's Quotes Com

WHAT CAN YOU DO AFTER A MISTAKE!

- Say “Thank you.”
- When discussing pronouns say “I need more practice.” vs “This is hard.”
- Better yet “I’ll practice more.” Acknowledges accountability and promise of action
- TAGteach yourself and your friends
- Effort is the most important thing
- Help “catch” other people and remind them of someone’s pronouns

Thank you!
Your efforts are appreciated.



THANK YOU!

The lesson is that there's no need to over react when being reminded of someone's pronouns. Its best to acknowledge the reminder and move on.

The instructions are: If you have been reminded of someone's pronouns simply say "Thank you" and move on

The tag point is: Say "Thank you"

Theresa – Peter's hair is so long I wonder if he is ever going cut it.

Peter – Quick reminder that I go by they/them pronouns

Theresa – Thank you.



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Empathy

THANK YOU

LINKS AND SOURCES

- For training FB/IG @Takingwingconsulting For circus IG @Traptortion
- Reptelligence.com for IG @reptileintelligence
- <https://grammar.yourdictionary.com/grammar/pronouns/using-they-them-pronouns-for-a-singular-person.html>
- <https://lgbtq.multicultural.ufl.edu/programs/speakersbureau/lgbtq-terms-definitions/>
- <https://gender.wikia.org/wiki/Non-binary>