

What does gendered language look like?

Gendered terms of respect and endearment

- Gendered terms of respect include *sir, ma'am, miss, and madame*
- Gendered terms of endearment include *dude, man, bro/brother, girl, and lady*

Alternative terms of respect and endearment

- *friend, and singular y'all*

Group addresses

- A gendered group address will may be *'hey guys,' 'hey ladies,' 'excuse me gentlemen'*

Alternative group addresses

Some excellent gender-neutral addresses to swap include *"y'all, friends, folx (folks), people(s), guests, and everybody/everyone"*

Gender identity | One's innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves. One's gender identity can be the same or different from their sex assigned at birth.

Gender expression | External appearance of one's gender identity, usually expressed through behavior, clothing, body characteristics or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine.

Gender Roles | The socially practiced/accepted behaviors, thoughts, and emotions of a specific gender based upon the views of a particular society or culture at a specific time. Gender roles and gender expressions are a fungible social construct. This term is also important to women's studies and gender studies, often seen on a political-economic continuum from "conventional" to 'expanded.'

Cisgender | A term used to describe a person whose gender identity aligns with those typically associated with the sex assigned to them at birth.

Gender-expansive | A person with a wider, more flexible range of gender identity and/or expression than typically associated with the binary gender system. Often used as an umbrella term when referring to young people still exploring the possibilities of their gender expression and/or gender identity.

Gender-fluid | A person who does not identify with a single fixed gender or has a fluid or unfixed gender identity.

Gender non-conforming | A broad term referring to people who do not behave in a way that conforms to the traditional expectations of their gender, or whose gender expression does not fit neatly into a category. While many also identify as transgender, not all gender non-conforming people do.

Non-binary | Refers to people whose gender does not conform to the traditional western gender binary model. They may be both male and female, neither male nor female, or fall completely outside or somewhere between the gender binary.

Two-Spirit | This is a term that refers to Indigenous traditions within some Native American and Indigenous groups. Two-Spirit often means that an individual has both a masculine and feminine spirit within their body, which is associated with a variety of unique roles and practices within Indigenous culture.

Genderqueer | Genderqueer people typically reject notions of static categories of gender and embrace a fluidity of gender identity and often, though not always, sexual orientation. People who identify as "genderqueer" may see themselves as being both male and female, neither male nor female or as falling completely outside these categories.

Transgender | Often shortened to trans. A term describing a person's gender identity that does not necessarily match their assigned sex at birth.

Gender transition | A process some transgender people undergo to match their gender identity more closely with their outward appearance. This can include changing clothes, names or pronouns to fit their gender identity. It may also include healthcare needs such as hormones or surgeries.

“Stop making assumptions and allow people to self-narrate their bodies.” - Alok V Menon

Additional Resources:

<https://www.wellandgood.com/foix-meaning/>

<https://newdiscourses.com/tftw-foix/>

<https://www.baristamagazine.com/degendering-language-customer-service/>

<https://aninjusticemag.com/the-gender-binary-is-a-tool-of-white-supremacy-db89d0bc9044>

<https://www.mypronouns.org/inclusivelanguage>

<https://publicseminar.org/2018/07/gender-as-colonial-object/>

<https://www.oxfordhandbooks.com/view/10.1093/oxfordhb/9780199227990.001.0001/oxfordhb-9780199227990-e-24?rskey=5du1aq&result=2>

https://www.outsaskatoon.ca/two_spirit1#:~:text=The%20contemporary%20term%20Two%20Spirit,LGBT%20people%20gathering%20in%20Winnipeg.