1. Gain fundamental understanding about why pronouns matter
2. Learn how to use gender pronouns
3. Become more comfortable using gender inclusive language
LATINX TASK FORCE

We are a volunteer-driven coalition united in a common cause, working to promote community-wide health & wellness.
The Gender Unicorn

Gender Identity
- Female/Woman/Girl
- Male/Man/Boy
- Other Gender(s)

Gender Expression
- Feminine
- Masculine
- Other

Sex Assigned at Birth
- Female
- Male
- Other/Intersex

Physically Attracted to
- Women
- Men
- Other Gender(s)

Emotionally Attracted to
- Women
- Men
- Other Gender(s)

To learn more, go to: www.transstudent.org/gender

Design by Landyn Pan and Anna Moore
TRANSGENDER, adj.
Describes a person who does not identify with the gender they were assigned at birth.

Trans feminine, transfem or transfemme
Trans masculine, transmasc

✅ He is transgender.
× He is a transgender.
× He is transgendered.

✅ trans man
a man assigned female at birth
✅ trans woman
a woman assigned male at birth

× transman
× transwoman

Source: pinkmantaray.com/terminology
CISGENDER, adj.

Describes a person who does identify with the gender they were assigned at birth.

<table>
<thead>
<tr>
<th>✔ cis man</th>
<th>✔ cis woman</th>
</tr>
</thead>
<tbody>
<tr>
<td>a man who was assigned male at birth</td>
<td>a woman who was assigned female at birth</td>
</tr>
</tbody>
</table>

✗ Biological man / woman

Source: pinkmantaray.com/terminology
NONBINARY, adj.

Describes a person who does not identify within the gender binary.

There is no one way to be nonbinary. Not all nonbinary people are androgynous, thin, or white. They/them pronouns are common among nonbinary individuals, but not for all.

*To those who attempt to hide their homophobia beneath the guise of “correct grammar”, the use of they/them pronouns to refer to a single individual is officially grammatically CORRECT as of 2019 when Merriam-Webster made ‘they’ the word of the year.

Source: pinkmantaray.com/terminology
TRANSITION, noun or verb

Any step or steps a person takes to affirm their gender identity.

- He transitioned a few years ago.
- When he presented as female/a woman.

* He changed genders.
* He transgendered.
* Before he became a boy...
* When he was a girl...

Source: pinkmantaray.com/terminology
SEX

Refers to the gender a person was assigned at birth, which is deduced by examining the external genitalia of a fetus or newborn. We advise using “sex/gender assigned at birth” or “assigned sex/gender” to refer to this.

✓ He was assigned female at birth.

✗ He was born a girl.
✗ He was born female.

Source: pinkmantaray.com/terminology
GENDER IDENTITY
The internal sense of one’s own gender.

GENDER EXPRESSION
How one presents their gender; bound by social construct, epoch, culture, etc.

✓ Gender expression is just a social construct and does not have to match how one identifies.
✓ Gender ROLES should be dead, but gender itself is real & meaningful to many.

✗ Gender expression = gender identity
✗ “Gender is dead”

Source: pinkmantaray.com/terminology
**SEXUALITY/SEXUAL ORIENTATION**

The classification of one’s attraction towards others (e.g. gay, straight, bisexual, pansexual, queer, asexual, etc.)

| ✓ Gender identity and sexual orientation are not the same. | ✗ Being trans means you’re gay. |

Source: pinkmantaray.com/terminology
PRONOUNS

HI, MY PRONOUNS ARE

they/Them/their
SIGNATURE SAMPLES

Example 1:
Mayra Serrano, DrPH, MPH
Pronouns: she/her/hers
Anthem Blue Cross

Example 2:
Mayra Serrano, DrPH, MPH
Anthem Blue Cross
Pronouns: she, her, hers and they, them, theirs

Example 3:
Mayra Serrano, DrPH, MPH (they, them, theirs)
Anthem Blue Cross
<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>(f)ae</td>
<td>(f)aer</td>
<td>(f)aer</td>
<td>(f)aers</td>
<td>(f)aerself</td>
</tr>
<tr>
<td>e/ey</td>
<td>em</td>
<td>eir</td>
<td>eirs</td>
<td>eirself</td>
</tr>
<tr>
<td>he</td>
<td>him</td>
<td>his</td>
<td>his</td>
<td>himself</td>
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<tr>
<td>per</td>
<td>per</td>
<td>pers</td>
<td>pers</td>
<td>perself</td>
</tr>
<tr>
<td>she</td>
<td>her</td>
<td>her</td>
<td>hers</td>
<td>herself</td>
</tr>
<tr>
<td>they</td>
<td>them</td>
<td>their</td>
<td>theirs</td>
<td>themself</td>
</tr>
<tr>
<td>ve</td>
<td>ver</td>
<td>vis</td>
<td>vis</td>
<td>verself</td>
</tr>
<tr>
<td>xe</td>
<td>xem</td>
<td>xyr</td>
<td>xyrs</td>
<td>xemself</td>
</tr>
<tr>
<td>ze/zie</td>
<td>hir</td>
<td>hir</td>
<td>hirs</td>
<td>hirself</td>
</tr>
</tbody>
</table>
USING PRONOUNS

- **She/Her**: “She is a writer and wrote that book herself. Those ideas are hers. I like both her and her ideas.”

  - ✔ They/Them/Their/Theirs/Themself
  - ✔ Ze/ Hir/ Hir/ Hirs/ Hirself
  - ✔ Xe/ Xem/ Xyr/ Xyrs/ Xemself
  - ✔ No Pronouns, Name (Angel)
“SHE IS A WRITER AND WROTE THAT BOOK HERSELF. THOSE IDEAS ARE HERS. I LIKE BOTH HER AND HER IDEAS.”

<table>
<thead>
<tr>
<th>Pronoun</th>
<th>Example</th>
</tr>
</thead>
<tbody>
<tr>
<td>They/Them</td>
<td>They are a writer and wrote that book themselves. Those ideas are theirs. I like both them and their ideas.</td>
</tr>
<tr>
<td>Ze/Hir</td>
<td>Ze is a writer and wrote that book hirself. Those ideas are hirs. I like both hir and hir ideas.</td>
</tr>
<tr>
<td>Xe/Xem</td>
<td>Xe is a writer and wrote that book xemself. Those ideas are xyrs. I like both xem and xyr ideas.</td>
</tr>
<tr>
<td>No Pronouns</td>
<td>Angel is a writer and wrote that book. Those ideas are Angel’s. I like both Angel and Angel’s ideas.</td>
</tr>
</tbody>
</table>
Spanish speaking communities have begun to adopt the use of “-x”, “-e”, and “@” to make terms gender-neutral

“-x” examples:
- Latino/Latina becomes Latinx
- bonito/bonita becomes bonitx
- unos/unas becomes unxs

“-e” examples:
- Latino/Latina becomes Latine
- los/las becomes les
- todos/todas becomes todes
“@” examples:
Latino/Latina becomes *Latin@*
bonito/bonita becomes *bonit@*

→ It is pronounced either “ao” or “oa”
→ Example: Latino*o* or Latino*a*
→ *Example: Bonitao* or Bonito*a*
GENDER INCLUSIVE LANGUAGE

Shifting language to demonstrate inclusivity

- Avoid assumptions
- Stop using he/she as a universal language
MISTAKES

- There are different ways to respond when there is a mistake in referring to someone with the incorrect pronouns.
EXAMPLES OF MISTAKES

• **Example 1.** You are talking about someone whose pronouns are “they/them” and say “She is a great team member. I’m sorry, I meant to say they are a great team member. It’s been a pleasure to work with them.”

• **Example 2.** After a meeting, you realize that you used the incorrect pronouns for someone, so you go to them and say: “I’m really sorry I used the wrong pronouns for you in that meeting. I know your pronouns are ‘they/them’ and I will be sure to get it right next time.”
You are talking with an acquaintance about a mutual friend, Angel. Angel has told you their pronouns are “they/them”. The acquaintance says: “Oh yeah, Angel gave me his book to borrow last weekend.”
You are facilitating a group meeting and people shared their names and gender pronouns during introductions. Later, someone says “Oh, I really agree with her comment.” but the person being referred to’s pronouns are “they/them”.
EXAMPLE 5

You are facilitating a meeting and want to refer to the group as a whole. You start to say “Ok, guys, let's get started....” and immediately realize the mistake.
There are grace periods to getting someone’s name & pronouns right, but to continue the behavior of willfully and repeatedly misgendering someone may be discrimination.
NON-DISCRIMINATION: NAMES AND PRONOUNS AT WORK

California Fair Employment and Housing Act (FEHA) prohibits discrimination and harassment at work based on “sex/gender,” “sexual orientation,” and “gender identity/expression” among other protected basis.
This means that at work there may be a right:

- “To be addressed by the name and pronoun that corresponds to your gender identity.”

- To be free from unlawful harassment via “intentionally and persistently being addressed with the incorrect name or pronoun, even after you have informed your employer of your gender identity.”

Legal Aid At Work, Gender Identity Discrimination: Employment Rights for Transgender Workers
On a federal level, Title VII of the Civil Rights of 1964 prohibits discrimination on the basis of race, color, religion, national origin, or sex.

What You Should Know About EEOC and the Enforcement Protections for LGBT Workers

https://www.eeoc.gov/sex-based-discrimination
California Department of Fair Employment and Housing
https://www.dfeh.ca.gov/ or 800-884-1684
- Transgender Rights in the Workplace

U.S. Equal Employment Opportunity Commission
https://www.eeoc.gov/ or 800-669-4000
- What You Should Know About EEOC and the Enforcement Protections for LGBT Workers

Legal Aid At Work
- Gender Identity Discrimination: Employment Rights for Transgender Workers
HOW TO CREATE A GENDER AFFIRMING ENVIRONMENT FOR YOUR PATIENTS

- Introduce yourself with your pronouns
- Be respectful: ask your patients for their pronouns and how they want to be addressed
- Have gender diverse imagery in your space
- Display a visible symbol of your support and availability as a resource
- Ensure new staff are educated prior to being in patient care areas
- Listen to your patients
- Build relationships with the community

Source: InclusiveCareProject.com
LGBTQI+ CANCER NEEDS ASSESSMENT

The Latinx Task Force Needs You

Your anonymous responses will help guide & improve our education and outreach

Survey
For more information visit latinxla.org

Encuesta
Para más información visite latinxla.org