



PRONOUNS MATTER

PRONOUNS MATTER: OBJECTIVES

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

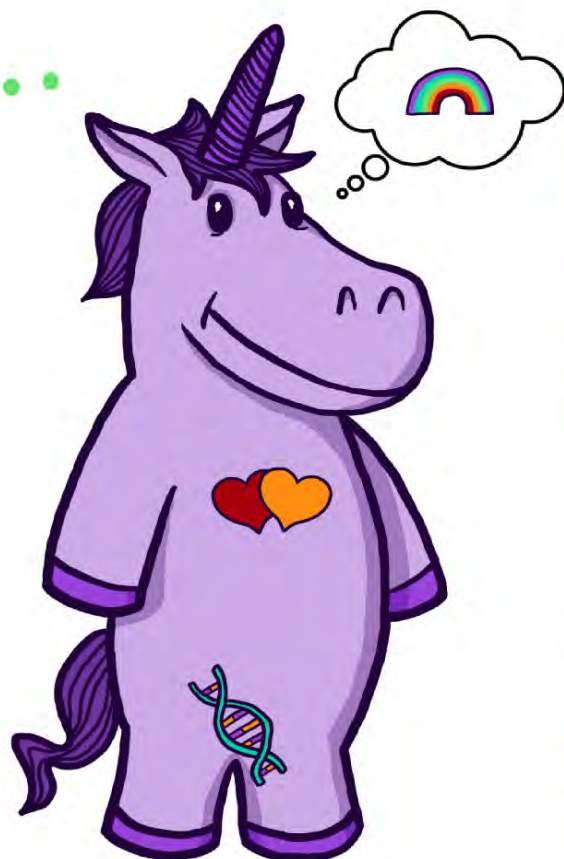


LATINX TASK FORCE

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

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



Gender Identity



Gender Expression



Sex Assigned at Birth



Physically Attracted to



Emotionally Attracted to



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, trans masc~~

✓ **He is transgender.**

✗ He is ~~a~~ transgender.

✗ He is transgendered.

✓ **trans man**
a man assigned female at birth

✗ transman

✓ **trans woman**
a woman assigned male at birth

✗ transwoman

CISGENDER, adj.

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

✓ **cis man**

a man who was assigned
male at birth

✓ **cis woman**

a woman who was assigned
female at birth

✗ **Biological man / woman**

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.*

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...

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.

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"

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.**

PRONOUNS



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

PRONOUN CARD

1	2	3	4	5
(f)ae	(f)aer	(f)aer	(f)aers	(f)aerself
e/ey	em	eir	eirs	eirself
he	him	his	his	himself
per	per	pers	pers	perself
she	her	her	hers	herself
they	them	their	theirs	themself
ve	ver	vis	vis	verself
xe	xem	xyr	xyrs	xemself
ze/zie	hir	hir	hirs	hirself

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/Themselves**
 - ✓ **Ze/ Hir/ Hir/ Hirs/ Hirsself**
 - ✓ **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.”**

Pronoun	
They/Them	They are a writer and wrote that book themselves. Those ideas are theirs. I like both them and their ideas.
Ze/Hir	Ze is a writer and wrote that book hirself. Those ideas are hirs. I like both hir and hir ideas.
Xe/Xem	Xe is a writer and wrote that book xemself. Those ideas are xyrs. I like both xem and xyr ideas.
No Pronouns (Name)	Angel is a writer and wrote that book. Those ideas are Angel's. I like both Angel and Angel's ideas.

PRONOMBRES

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*

PRONOMBRES CONTINUED

"@" examples:

Latino/Latina becomes *Latin@*

bonito/bonita becomes *bonit@*

→ It is pronounced either "ao" or "oa"

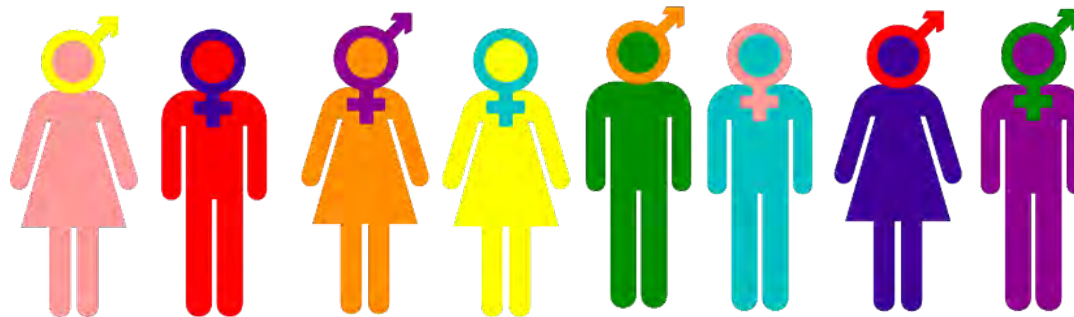
→ Example: *Latinao* or *Latinoa*

→ Example: *Bonitao* or *Bonitoa*

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.”

EXAMPLE 3

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.”

EXAMPLE 4

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, lets get started....” and immediately realize the mistake.

NON - DISCRIMINATION

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.

NON-DISCRIMINATION: NAMES AND PRONOUNS AT WORK

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](#)

NON-DISCRIMINATION: NAMES AND PRONOUNS AT WORK

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)

<https://www.eeoc.gov/sex-based-discrimination>

RESOURCES

NON-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

LGBTQI+ CANCER NEEDS ASSESSMENT


LGBTQ+

The Latinx Task Force Needs You




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

Survey



For more information visit latinxla.org
Para más información visite latinxla.org

Encuesta





Q & A

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