GENDER INCLUSIVE LANGUAGE

Gender-inclusive language means communicating in a way that is not discriminatory towards any gender identity and that doesn't reproduce existing stereotypes and prejudices based on gender.

WHY IS IT IMPORTANT?

Language shapes the way we understand the world that surrounds us. The words that we use build our own reality.

OUR LANGUAGE IS SEXIST!

Examples:

- It's common to use the "generic masculine": the use of masculine-gendered words to address a mixed group or subjects whose gender is not clear ("men" as a synonym for "persons").

- words that assume connections between jobs and gender (policemen, chairman, nurse).

- using titles that indicate a woman's marital status (Mrs.).

TIP

- avoid using the generic masculine as a default.

  ✗ firemen, salesman   ✓ firefighters, salesperson

- avoid using language that is tied to the gender binary and use words that are more neutral.

  ✗ "Hello ladies and gentleman!"

  ✓ "people", "everybody", "y'all"

- In "Grammatical gender languages" (such as Italian, Spanish or German) there's a strive to build alternative neutral word-endings. like the ǝ in Italy or the options * or _ instead of the final gendered letter of a word or to express diversion of gender while combining several gendered endings.

- Pronouns are a way to communicate one's gender. To refer to general groups of people, you can use neutral pronouns such as "they" - also works in singular!
For languages that don't have neutral pronouns (such as Italian, Spanish or German), you can use neutral words such as "people".

ALSO:

Don't just assume someone's gender!
You can ask for their pronouns or use their name when referring to them!

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Gender **Awareness** and **Transformation** for **Equality**