

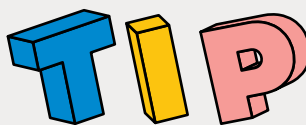


INCLUSIVE LANGUAGE

LGBTQIA+ inclusive language means communicating in a way that is not discriminatory towards any gender identity or sexual orientation and that doesn't reproduce existing stereotypes and prejudices. Moreover, inclusive language avoids assumptions based on hetero- and cis-normativity, and promotes visibility of the existing diversity related to gender and sexuality.

WHY IS IT IMPORTANT?

Language **shapes the way we understand the world** that surrounds us. The words that we use **build our own reality**. They have the **power** to invalidate and stigmatise identities, or to promote respect and visibility



TIPS FOR MAKING LANGUAGE MORE INCLUSIVE:



- ✓ Avoid using the generic masculine by default, and use persons, people, etc. instead.
✗ firemen, salesman ✓ firefighters, salesperson
- ✓ Avoid using language that is gender binary and **use more gender neutral words**.
✗ ladies and gentlemen ✓ people, everybody, y'all.
- ✓ Avoid using gendered terms when referring to family and relationships
✗ girlfriend, boyfriend ✓ partner ✗ mother, father ✓ parents
- ✓ **Pronouns** can be a way to communicate one's gender. Be conscious about their use!
- ✓ To refer to people in general, you can use gender-neutral pronouns such as **"they"** - **it also works in singular!** The singular use of "they" is preferred to the binary "he or she".
- ✓ **Important: don't assume someone's gender!** You can **ask for their pronouns** and/or use their name when referring to them! **Keep in mind that pronouns are not 'preferred'**. Using the term "preferred pronouns" implies that gender identity is a choice or preference, which is not the case. Therefore, when asking about pronouns, use: "Which pronouns do you use?" or "Which are your pronouns?", and avoid "Which pronouns do you prefer?".
- ✓ Get to know gender terminology and use terms correctly.
- ✓ **Avoid using stigmatising language.**
Many words have been -and continue to be- used to refer to LGBTQIA+ people in a way that is derogatory, stigmatising or pathologising. For some, it may be more clear that they are used in a stigmatising way, while others may be less obvious for someone who is currently learning about gender and sexuality diversity. Some examples of words to avoid:
✗ *Hermaphrodite*: it is stigmatising and does not reflect the diversity of intersex experiences.
✗ *Real, Biological or Natural* when referring to cisgender and/or straight people: using those terms implies that LGBTQIA+ identities are somehow less valid or less authentic. Instead, use "cisgender" or "heterosexual" without implying superiority or normativity.
✗ *Transgendered*: suggests that being transgender is something that happens to a person, rather than an inherent aspect/identity of who they are. Use "transgender" instead.



NOT INCLUSIVE LANGUAGE 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").
- Using titles that indicate a woman's marital status (Mrs.).
- Words that assume connections between jobs and gender (policemen, chairman).
- Using language that assumes everyone's relationships follow a heteronormative paradigm (boyfriend/girlfriend, father and mother).

