

Pronoun Usage Guide



To be inclusive and respectful of gender diversity, use the gender-neutral pronoun set, they, them, theirs, when referring to any person whose pronouns you do not know until you have a chance to find out what they are.

“Today we have a guest speaker coming in. They are an expert in marine biology. Please give them a warm welcome!”

Notice how gender binary pronouns are not important in this context. The meaning is not lost. By using gender neutral pronouns, you hold back on making assumptions about a person’s gender based on your own perception of them.

If you have trouble remembering someone’s pronouns, it is always best simply to ask for the reminder! It is also important to ask if you may use these pronouns in front of other people.

“Hi Fae! How was your vacation? Can you remind me what your pronouns are again?”

While it is normal to take practice when adopting a new habit, it is also important to demonstrate genuine effort. If you accidentally use the wrong pronoun when referring to someone, even if they are not present, simply correct yourself and commit to getting it right next time.

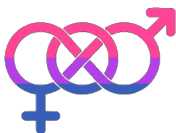
“Did you hear that Fae wrote her own, sorry, I mean, their own play over the summer? Sh..They even wrote a score to go with it!”

Everyone makes mistakes, it is okay. After you have apologized, do not dwell on your mistake. Remember it is not the responsibility of the person you have misgendered to address your feelings about having slipped up.

Gender and Sex



Transgender



Bisexual



asexual



Lesbian



Pansexual



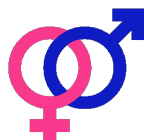
Gay Male



Woman



Male



Heterosexual

Above are some of the symbols people identify with

Sex refers to “the different biological and physiological characteristics of males and females, such as reproductive organs, chromosomes, hormones etc. Gender refers to “the socially constructed characteristics of women and men - such as norms, roles and relationships of and between groups of women and men. It varies from society to society and can be changed.

The concept of gender includes five important elements: relational, hierarchical, historical, contextual and institutional. While most people are born either male or female, they are taught appropriate norms and behaviours - including how they should interact with others of the same or opposite sex within households, communities and workplaces. When individuals or groups do not “fit” established gender norms they often face stigma, discriminatory practices or social exclusion - all of which adversely affect health.

Sex assigned at Birth

-  Female
-  Male
-  Intersex

Categories to which people are typically assigned at birth are based on physical characteristics (i.e. Genitals). Some people may be assigned intersex, when their reproductive, sexual, or genetic biology doesn't fit the traditional binary definitions of male or female.

Attraction

A person's romantic and physical attraction to others. It can change and may or may not be the same as a person's sexual behaviour.

Gender Identity

Female Male
Cisgender Agender
Two spirit Bigender Butch
Genderfluid Nonbinary
Transgender Androgyne Others

A person's internal sense of identity as female, male, both or neither, regardless of their sex.

Gender Expression

 Feminine
 Masculine
 Other

How a person expresses their gender. This can include how they look, the clothes they wear, the name they choose, the pronouns they use and their social behaviour.

Each person's sexual orientation, gender identity and gender expression are a part of who they are and are unique to them.

2SLGBTQIA+ Explained



The acronym 2SLGBTQIA+ (and other versions) refer to the spectrum of sexual and gender identities that are not cisgender or heterosexual. They include two spirit, lesbian, gay, bisexual, transgender, queer, intersex, and asexual. The plus sign shows there are other identities included under this umbrella that are not listed.

In replace of the acronym, younger generations have adopted the term “queer”, as it describes both the entire community and it can be used as a specific identity. However, in the past the term queer has been used in a derogatory way and can still be very painful to hear from some older 2SLGBTQIA+ persons

Two Spirit

Two-Spirit is a term used within some indigenous communities, encompassing cultural, spiritual, sexual and gender identity

Lesbian

A woman who is physically and/or romantically attracted to other women.

Gay

A man who is physically and/or romantically attracted to other men

Bisexual

A person who is physically and/or romantically attracted to two or more genders

Intersex

A general term used for a variety of conditions in which a person is born with reproductive and sexual anatomy that doesn't seem to fit the typical definitions of female or male.

Trans

A person whose sense of personal identity and gender does not correspond with their sex-assigned-at-birth

Queer

Any orientation or identity that's not straight or cisgender

+ Plus

The “+” is used to show there are more gender and sexual identities beyond this acronym.

Asexual

A person who has no sexual feelings or who is not sexually attracted to anyone.

Pansexual

A person who is physically and/or romantically attracted to all genders

Understanding sexualities



You or someone you know may identify using the term(s).

Bisexual - polysexual - pansexual - omnisexual

All of these sexualities fall under the **multisexual umbrella**.

Identities where people are attracted to multiple genders/gender identities. All of the labels and definitions certainly overlap, yet each identity has its slight nuances.



Bisexual

Is an attraction to two or more genders



Two Spirit

refers to a person who identifies as having both masculine and feminine spirit, and is used by some indigenous people to describe their sexual, gender and/or spiritual identity.



Transgender

is an umbrella terms for persons whose gender identity, gender expression or behaviour does not conform to that typically associated with the sex to which they were assigned at birth



Pansexual

is sexual, romantic, or emotional attraction towards people of all genders, or regardless of their sex or gender identity.



Lesbian is a

woman who is romantically and/sexually attracted to other women



Non-Binary

people may identify as an intermediate or separate third gender, identify with more than one gender, no gender or have a fluctuating identity.



Gender Queer

is a term used to describe a gender fluid, changing, or someone who exists between the binary categories of man and woman



Intersex

is a general term used for a variety of situations in which a person is born with reproductive or sexual anatomy that doesn't fit the boxes of "female" or "male"



Gender Fluid

is a gender identity which refers to a gender that varies, or changes over time.

TRANSGENDER



Transgender is an adjective used to describe people who have a gender identity that differs from their sex assigned at birth. Transgender is often shortened to trans.

Present tense

Say

- a transgender man

Don't say

- transgendered
- a transgendered man
- she's transgendered

As an adjective

Say

- a transgender man
- a trans woman
- a person who is transgender
- a transgender athlete

Don't Say

- a transgender
- transgenders

TRANSITION

Transition refers to the process a transgender person takes to live consistently with their gender identity

Say

- transition

Don't Say

- transgendering
- transing

When Possible avoid

- sex change
- pre/post-operative
- fully transitioned
- got the surgery

Transitioning may but does not have to include gender-affirming surgery. Do not over emphasize surgery when talking about transition.

Pronouns & Name

Always use a trans person's chosen name and pronouns. Do not flip back and forth between a **former (dead) name or pronouns** when talking about a trans person in the past.

Transgender people do not owe an explanation about their identity. If you have questions, do your own research, consider why you really need to know, and respect an individual's privacy.



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Romantic Attraction



Romantic attraction can describe a person's expression of love within a relationship. This relationship does not have to be sexual, and a person does not have to experience both romantic and sexual attraction to have sexuality.

Sexual orientation



A person's sexuality, or sexual orientation, determines whom they do, or do not feel attraction toward. This attraction is typically sexual or romantic.

Sexual Attraction



Sexual attraction describes a person's desire to have sex or form a sexual relationship with other people.

Prefix	Attraction	Sexual Orientation	Romantic Orientation
Hetero	to a different sex or gender	Heterosexual	Heteroromantic
Homo	to the same sex and/or gender	Homosexual	Homoromantic
Bi	To more than one sex and/or gender	Bisexual	Biromantic
Pan	To people regardless of sex and/or gender	Pansexual	Panromantic
Demi	After a strong emotional bond	Demisexual	Demiromantic
A	Does not experience attraction	Asexual	Aromantic
Grey	Only occasionally experiences attraction	Greysexual	Greyromantic

This is not a comprehensive list