

LGBTQ+ Cultural Competency

Pronouns & Gendered Language



NOAA Pride Employee Resource Group

Group Agreements & Guiding Principles

Homophobic, transphobic, or racist comments will not be tolerated and are grounds for removal from the Summit Series.

Experiences and stories shared may differ from your experience. Please welcome the opportunity to learn and embrace curiosity over judgement.

Respect the confidentiality and privacy of speakers; do not share identifying details with others.

Remain on mute when not speaking.

A little about me...



- Lucas Johansen (he/him/his)
- Transgender Man
- NOAA Fisheries Office of Science & Technology
- NOAA Pride Executive Committee Member

Key definitions

Sex

Physical/biological characteristics.

Gender

Socially ascribed attributes, roles, activities, responsibilities, and other expressions

Sexual & Romantic Orientation

An inherent or immutable enduring emotional, romantic or sexual attraction to other people

Terminology: Biological Sex Diversity

Intersex

Intersex is an umbrella term for differences in sex traits or reproductive anatomy. People are born with these differences or develop them at a young age.



**1.7% of people
are born intersex**



For more information visit www.interactadvocates.org

Terminology: Gender Diversity





Identity

Your internal knowledge of your gender – for example, your knowledge that you're a woman, a man, or another gender



Expression

How a person presents their gender on the outside, often through behavior, clothing, hairstyle, voice or body characteristics



Terminology: Gender Diversity

Transgender
gender identity
different from
gender assigned
at birth

Trans

Cisgender
gender identity
matches gender
assigned at birth

Cis

**Non-binary, Genderfluid,
Gender Nonconforming,
Genderqueer**
do not identify as either man
or woman, or identify with
multiple genders

Enby

GNC

Terminology: Sexual Orientation Diversity

Gay

Emotionally, romantically or sexually attracted to members of the same gender

Lesbian

A woman who is emotionally, romantically or sexually attracted to other women

Split Attraction Model

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graph TD; A[Split Attraction Model] --> B[Sexual Attraction]; A --> C[Romantic Attraction];
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Sexual Attraction

Romantic Attraction

Terminology: Sexual Orientation Diversity

Bisexual

Emotionally, romantically or sexually attracted to more than one sex, gender or gender identity though not necessarily simultaneously, in the same way or to the same degree

Pansexual

Someone who has the potential for emotional, romantic or sexual attraction to people of any gender though not necessarily simultaneously, in the same way or to the same degree

Asexual

someone who does not have sexual attraction or desire for other people

Terminology: Queer

Queer

A term people use to express fluid gender identities and sexual orientations. Sometimes used interchangeably with "LGBTQ+."

Language of Diversity



Transgender / Trans



Lucas is a transgender man (adj)

Lucas is a transgendered man

Lucas is trans

Lucas is a transgender (noun)

They are transgender

Those people are transgenders

Cisgender / Cis

Lucas is not a cis man (adj)

Lucas is not a cisgender (noun)

Lucas is not cis

Lucas is not a cis

Language of Diversity



Tranny / Transexual / Crossdresser



Language of Diversity



Sexual Orientation

Sexual Choice

Sexual Preference

Gay Lifestyle

Pronouns & Gendered Language

Why is this important?



- Gendered Language
 - Pronouns
 - Titles
 - Groupings
- Assumptions
- Inclusive and respectful

MyPronouns.org

- **Assumptions** → **Harmful message** that people have to look a certain way to demonstrate the gender that they are or are not.
- **Guessing pronouns can be offensive and harassing**
- **Ignoring stated pronouns** → **Implies oppressive notion** that intersex, transgender, nonbinary, and gender nonconforming people do not or should not exist.
- **Using correct personal pronouns** → **Conveys respect**
- **Using correct personal pronouns** → **Creates inclusive environment**

Misgendering

What is Misgendering?

How you refer to a person

How you relate to a person

Language used to describe a person

Impacts of Misgendering

Stigmatize

Mental Health

Exclude

Self Confidence

Harassment

Outing

U.S. Transgender Study

2015 U.S. Transgender
Survey

Summer of 2015

30%



Due to their gender identity or expression:

- Fired
- Denied Promotion
- Other workplace mistreatment

National Center for
Transgender Equality

77%



Respondents who had a job in past year took steps to avoid mistreatment in the workplace such as:

- hiding or delaying their gender transition
- quitting their job.

27,715 respondents

www.ustranssurvey.org

Workplace Climate Study

“A Workplace Divided”

February/March 2018

HRC

LGBTQ & non-LGBTQ



46% of LGBTQ workers say they are closeted at work



1-in-5 LGBTQ workers report having been told or had coworkers imply that they should dress in a more feminine or masculine manner



31% of LGBTQ workers say they have felt unhappy or depressed at work



53% of LGBTQ workers report hearing jokes about lesbian or gay people at least once in a while

<http://hrc.im/WorkplaceDivided>

What can you do?

Creating inclusive space
&
Respecting others

Educate yourself

Recognize gendered language

Don't make assumptions

Incorporate non-gendered
language into daily life with
everyone

Recognize Gendered Language

Gendered Language

Pronouns

- He/Him/His
- She/Her/Hers

Titles

- Mr/Ms/Mrs
- Sir/Ma'am

Groupings

- “Man or Woman” or “guys”
- “Ladies and Gentlemen”
- “S/he” or “He or she”

Non-Gendered Language

Pronouns

- They/Them/Their
- Ze/Hir

Titles

- Mx
- Teacher/Doctor/Nurse/Professor

Groupings

- Everyone, y'all
- People, folks
- Colleagues, team

Singular “They”



1375

1500s - 1600s



2014



2015



2017



2019



Singular “They”

Examples

- Jane uses the pronouns “they/them/theirs.” They are an employee at NOAA. They wrote that report.
- Jack uses the pronouns “they/them/theirs.” Jack and I have been friends for a long time. I met them when we worked together at NOAA. Those books you borrowed were originally theirs.
- Instead of saying “Each of you should enjoy his or her vacation”, say “Each of you should enjoy their vacation”.

Recognize Gendered Language

Gendered Language → Non-Gendered Language

Fisherman → Fisher or Angler

Stewardess/Steward → Flight Attendant

Waitress/Waiter → Server

Husband/Wife → Spouse or Partner

Hostess → Host

Mailman → Mail Carrier

What Can We Do?

- **Is the use of a pronoun or title necessary?**
- **If someone tells you their personal pronouns, use them!**
- **Normalize sharing your pronouns -**



Give your pronouns when introducing yourself if comfortable doing so

- My name is Lucas, I use he/him pronouns
- My name is Lucas, I use he/him or they/them pronouns

Add pronouns to your email signature and business cards

- Sam Smith (They/Them/Theirs)
- Lucas Johansen
Pronouns: He-Him-His (Why is this important?)

How To Ask Pronouns?

Always remember to start with your own pronouns!

TO INDIVIDUALS/SMALL GROUPS

“Hi, I’m Lucas, and I use he/him pronouns. How should I refer to you?”

IN MEETINGS/LARGE GROUPS

“Before we begin, we’d like to go around and share our names and personal pronouns for those who would like to. I’m Lucas and I use he/him pronouns
<look to next person>.”

Do not call out any individual in a group setting

What if I mess up someone's pronouns?

Make the correction

Don't make a big deal out of it

Jane is up next, it is her turn to speak.

Sorry, Jane is up next. It is their turn to speak.

I use they/them pronouns.

KEEP TRYING

What Can We do?

Be an example and educate others!

- **Resource about personal pronouns:**

[MyPronouns.org](https://www.mypronouns.org)

- **Resource about transgender/non-binary/genderqueer/other people:**

**[National Center for Transgender Equality
Transequality.org](https://www.transequality.org)**

Things to Remember

Avoid making assumptions about gender and sexuality

Normalize sharing pronouns

Remove gendered language and use non-gendered language



Thank you!

Lucas Johansen

Lucas.Johansen@noaa.gov

NOAA Pride

NOAAPrideExCom@noaa.gov



Upcoming Summit Sessions

October 25, 2021 - 2:00-3:30pm EST - Starting an LGBTQ+ ERG

Registration Link: <https://us02web.zoom.us/meeting/register/tZUtc-qhpzwrGdVVVewAl2zpN0rywa5zPs-W>

This session will feature a panel of federal LGBTQ+ Employee Resource Group (ERG) leaders sharing their experience and expertise on starting an ERG from scratch, rebuilding and revitalizing semi-functional ERGs, and how to maintain ERG momentum over the years.

November 2, 2021 – 12:00-1:00pm EST – Intersex

Registration Link: <https://us02web.zoom.us/meeting/register/tZEIf-yvqz0iGNckWWM7ACbnbns4Jv2vNv4U>

This session will feature a presentation from InterACT on the topic of understanding what it means to be intersex. Intersex is an umbrella term for differences in sex traits or reproductive anatomy.

November 10, 2021 – 12:00-1:00pm EST – Questioning + Coming Out + Newly Out

Registration Link: <https://us02web.zoom.us/meeting/register/tZEpduCsqTktEtymlD7Bea60-NaVhfxMLx9a>

This session will focus on the process of questioning and coming out, and navigating being newly out at work.

November 16, 2021 – 1:00-2:00pm EST – Transgender, Nonbinary, and Gender Nonconforming

Registration Link: <https://us02web.zoom.us/meeting/register/tZAld--opjsuHNdQpXbt3g2i-CQCCXqxLpcc>

This session will feature a panel discussion of transgender, nonbinary, and gender nonconforming federal employees.

November 17, 2021 – 1:00-2:00pm EST – Black, Indigenous, People of Color (BIPOC)

Registration Link: <https://us02web.zoom.us/meeting/register/tZ0pceCqrD0iGNUjF2mA2-v3-4Csk9DDyQdd>

This session will feature a panel discussion of federal employees who identify as LGBTQ+ Black Indigenous People of Color (BIPOC).

A vertical bar on the left side of the slide, composed of several parallel stripes in the colors of the rainbow: red, orange, yellow, green, blue, and purple.

Thank you!

Please share your feedback on this event!

<https://forms.office.com/g/gpDggt6Nxi>