



IDENTITY AS A SPECTRUM

Dedman College Office of Diversity and Inclusion and The Women and LGBT Center at SMU



USING PRONOUNS WITH CONFIDENCE

The use of a singular personal pronoun is not a modern invention: Chaucer! Shakespeare! The Merriam-Webster Dictionary! The Chicago Manual Style!

Preferred Pronouns

He/Him and She/Her

They/Them

Ze (or Zie)

Name

She/They and He/They

Sounds like

You already know this one!

Yes, it's okay to use this for a singular person!

Zee (like "see" with a "Z")

Whatever their name is!

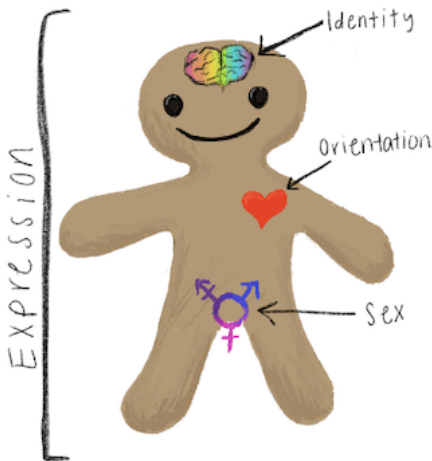
Follow the person's lead or ask about preference, as this may change with context.

HELPFUL TIPS



Don't want to assume pronouns? Find comfortable ways to introduce it.

- When students introduce themselves on the first day, suggest that they share their pronouns if they feel comfortable! Share your own first to set an example--in person, in your Zoom name, and on the syllabus.
- Have students make name cards to set on their desks. You can include pronouns on these as well!
- Never require anyone to disclose.



ALWAYS ASK. NEVER ASSUME. NEVER ASSIGN.

TERMS TO KNOW

Sex

Sex is a label – male, female, or intersex – that you're assigned at birth based on the genitals you're born with and the chromosomes you have. It does not necessarily match someone's gender/ gender identity.

Gender

Gender is complex; it's a social and legal status and set of expectations from society about behaviors, characteristics, and thoughts. **Gender identity** is a person's own inherent sense of their gender and their gender may or may not correspond with the sex they were assigned at birth.

Cisgender

Applies to someone whose gender matches their sex "assigned" at birth.

Transgender

Applies to a person whose gender is different from their sex "assigned" at birth. Gender is typically assigned based on sexual organs, but sex and gender are different.

Non-binary

Non-binary, similar to genderqueer, is a spectrum of gender identities that are not exclusively masculine or exclusively feminine—identities that are outside the gender binary of man and woman.

Genderqueer

Similar to "non-binary." Some people regard "queer" as offensive. Others embrace it.

Genderfluid

Applies to a person whose gender identity changes over time or changes at different times.

Source: <https://lgbtlifecenter.org>

IT'S ALL A SPECTRUM



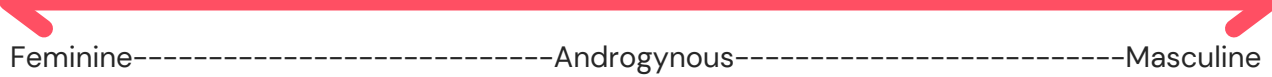
Sex assigned at birth



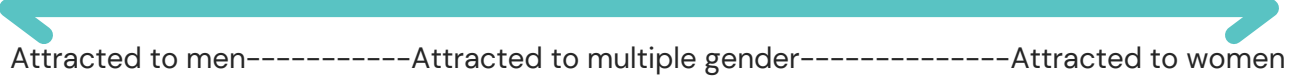
Gender identity



Gender expression



Sexual orientation



GENDER NEUTRAL LANGUAGE

Addressing groups

- Hello, everyone!
- Hi, all!
- Welcome, guests!
- Howdy, yall!
- Greetings, folks!

Drafting communications

- Hello there,
- Dear students,
- Hi team,
- Hi colleagues,

Addressing specific people

- You in the front row...
- The person with the red top...
- The person with the hat...

Casual conversation

- How is your partner?
- What is their name?
- This is X, our new team member.

Take the SMU Women & LGBT Allies Training:

<https://www.smu.edu/StudentAffairs/WomenandLGBTCenter/LGBT/LGBTPrograms>

LOCAL AND NATIONAL RESOURCES

- SMU Women and LGBT: <https://www.smu.edu/studentaffairs/womenandlgbtcenter>
- Resource Center of Dallas: <https://www.myresourcecenter.org/>
- Human Rights Campaign: <https://www.hrc.org/resources>