

LGBTQI+ and identity.

with diversity, inclusion & wellbeing.

Creating a forward thinking culture where everybody feels valued and they belong as a person, not just an employee.



why are pronouns important in an inclusive environment?

You can't always know what someone's pronouns are by looking at them. Asking and correctly using someone's pronouns is one of the most basic ways to show your respect for their gender identity.

When someone is referred to with the wrong pronoun, it can make them feel disrespected, invalidated, dismissed, or alienated.

It is a privilege to not have to worry about which pronoun someone is going to use for you based on how they perceive your gender. Considering and being respectful of people's pronouns is important as it:

- signals acceptance and cultivates an inclusive environment.
- is a vital part of building an inclusive culture.
- is an integral part of helping employees thrive in creating a space where every individual feels they can bring their whole self to work.



If someone doesn't want to be referred to as he or she or mr, mrs, miss, what should I use? What are the options?

- Mr / Mrs / Miss / Ms / option for no title / or the non-binary title Mx
- She/Her, He/Him, They/Them, Other non-binary pronouns are Ze, Hir, Co and Cos e.g.:

Pronouns	In a sentence.
she/her/hers	She wants you to use her pronouns.
he/him/his	He wants you to use his pronouns.
ze/hir	Ze wants you to use hir pronouns.
they/them/theirs	They want you to use their pronouns.
co/cos	Co wants you to use cos pronouns.
No pronoun/name (use the person's name instead of a pronoun)	___ (name) wants you to use ___ (name) pronouns.
xe/xem/xyr	Xe wants you to use xyr pronouns.
hy/hymn/hys	Hy wants you to use hys pronouns.

WHAT YOU CAN CALL YOURSELF	
Mx Pronounced mix or mux. The x replaces the end of Mr, Mrs, Miss and Ms and leaves a person's gender unstated	Msr Pronounced miser. Represents a combination of Miss and Sir
Ind Abbreviation of individual	Myr Pronounced meer. Used in other parts of the world
M The letter M - dropping the end of Mr, Mrs, Miss and Ms	Pr Pronounced Per. An abbreviation of person
Misc Abbreviation of miscellaneous	Sai Pronounced sigh. Used in Asia
Mre Abbreviation of mystery or 'mistree'	Ser Pronounced sair. Used in Latin America

LGBTQI+ - Lesbian, Gay, Bisexual, Transgender, Queer and Intersex.

L is for Lesbian

Lesbianism usually refers to someone who identifies as female and is attracted to other female-identified people.

It is, however, sometimes used by non-binary people - people whose gender identity doesn't sit comfortably with either "man" or "woman" - to express attraction to women.

B is for Bisexual

A person who is bisexual is attracted to more than one gender, and may or may not have a preference to one gender in particular.

Because of the binary connotations of "bi-" sexuality, some people see it as a sexual orientation that distinguishes between two genders— this varies by individual.

Alternatively, the term pansexual refers to someone who is attracted to all or many gender expressions, including trans, non-binary, gender queer, and so on.

G is for Gay

Gay typically refers to someone who identifies as male and is attracted to other male-identified people, but it also has broader applications.

It can be a generic term for homosexuality, used by some women and non-binary people, and can even refer to the LGBTQI+ community at large.

T is for Transgender

A transgender person lives as a different gender to the one which they were assigned at birth. The alternative would be a cisgender person.

The term "transsexual" is less and less popular, having been used medically in the past to specify someone who has had hormonal or surgical procedures to bring their anatomy closer to their gender identity. As it is contentious, it shouldn't be used unless you know someone specifically refers to themselves in this way.

The abbreviation - trans - is a more popular umbrella that captures gender variance without requiring any disclosure of hormonal or surgical status/intentions.



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Q is for Queer or Questioning

A person who is questioning is simply exploring their own sexual orientation and/or gender identity.

Queer is a wonderful umbrella that embraces a matrix of sexual and gender preferences. In short, any of the identities on this list - as well as people who are polyamorous or polygamous - could be referred to as queer by their members.

However, it should be used carefully by anybody who does not identify as queer themselves, due to a problematic history.

Since it first appeared in English in 1513, "queer" meant abnormal. A sick person might have said they were "feeling queer," and even before it developed sexual connotations, it was used as a means of insult.

From the early twentieth century, the term has been as a slur to derogate and humiliate non-heterosexual people. Its modern-day reclaiming by the group it was meant to oppress makes it a term of inherent defiance.

This is why it might cause offence for somebody who is outside the in-group to use it. That is not a blanket statement: many people like to be referred to as "queer" thanks to its positive modern day connotations and flexible application— if unsure, just ask.

I is for Intersex

An intersex person is anatomically difficult to categorise as either male or female, for example due to a combination of chromosomes, sex organs or hormones.

A is for Asexual or Ally

An asexual person is not attracted to anyone, or has no sexual orientation.

An ally is someone who consciously confronts sexual intolerance, acknowledging that homophobia, transphobia, biphobia, heterosexism and gender-straight privilege are social justice issues, even if they themselves do not identify as LGBTQIA+

The +

The plus that is usually included encompasses a list of other identities. The "+" aims to include those who identify as demisexual, non-binary, gender fluid, pansexual, polyamorous and many more.

Trans can also refer to the whole gender variant community, much as gay can refer to anyone who is not heterosexual.

Transvestite refers purely to how someone dresses, and has nothing to do with sexual or gender identity.

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