

Resources

The Genderbread Person

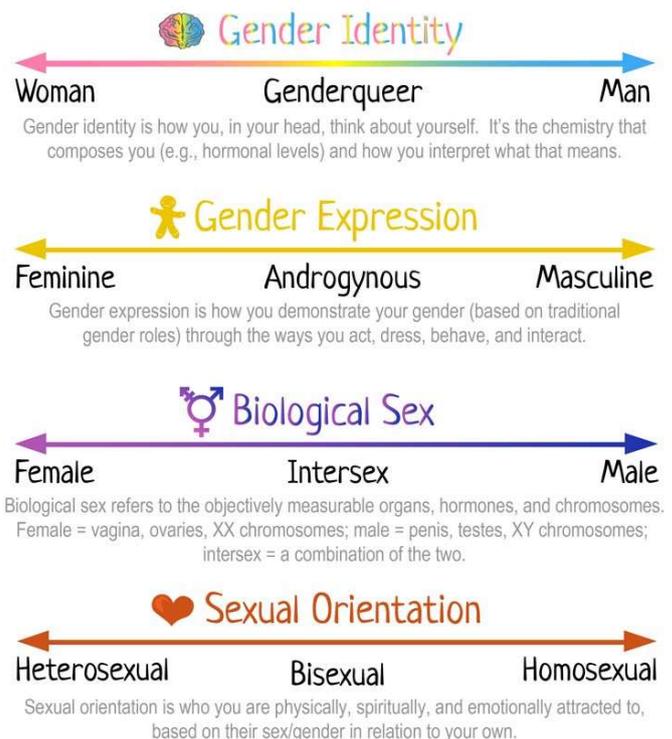
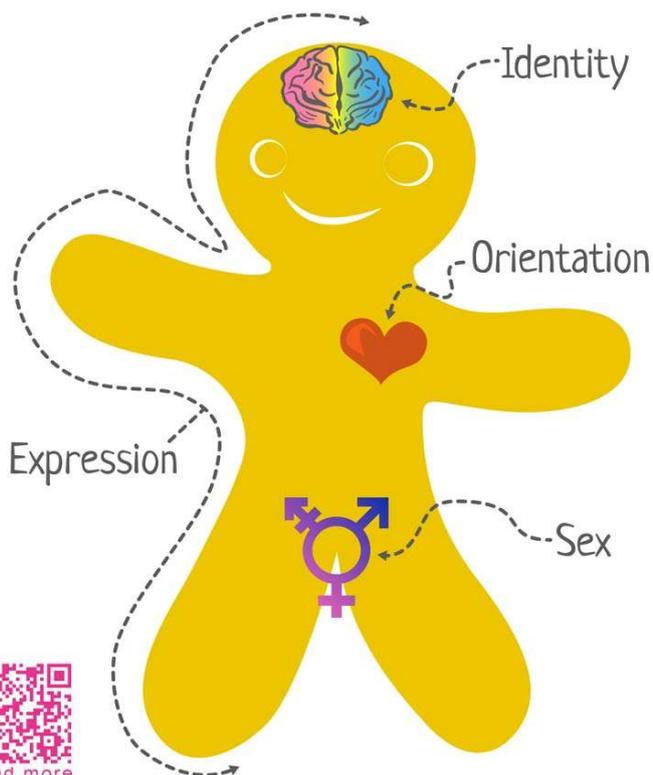
Breaking a complicated concept into bite-sized, digestible pieces.

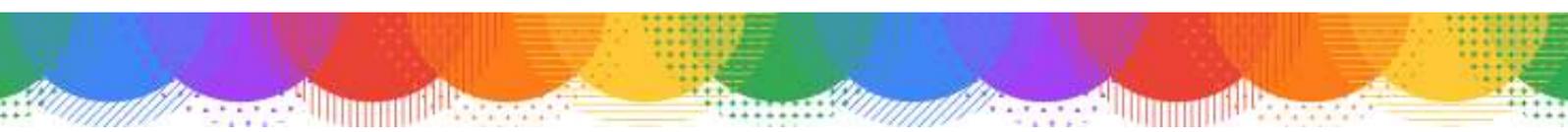
So, you want to better understand gender, or need help explaining it to someone else?

Used by - and contributed to by - countless people around the world and throughout the decades, the genderbread person (and all of the different evolutions of it, and ideas it evolved from) is a wonderful way to start an important conversation.

The Genderbread Person

by www.ItsPronouncedMetrosexual.com





Let's start with the basics - what does non-binary refer to?

Non-binary is an umbrella term for people whose gender identity doesn't sit comfortably with 'man' or 'woman'. Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely.



Non-binary people can feel that their gender identity and gender experience involves being both a man and a woman, or that it is fluid, in between, or completely outside of that binary.



Is non-binary the same as trans?

No. While the term trans generally encompasses people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth, some non-binary people don't see themselves as trans. It's always important to respect the language someone uses to define themselves.

Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) transgender, transsexual, gender-queer (GQ), gender-fluid, non-binary, gender-variant, crossdresser, genderless, agender, nongender, third gender, bi-gender, trans man, trans woman, trans masculine, trans feminine and neutrois.

Gender identify vs gender expression

In order to understand non-binary gender identities better, it's vital to understand the difference between gender identity and gender expression.

Gender identity refers to a person's clear sense of their own gender. This is not something which is governed by a person's physical attributes. Gender expression is how you express yourself and just like the rest of society, non-binary people have all sorts of ways to express themselves and their identity. They can present as masculine, feminine or in another way and this can change over time, but none of these expressions make their identity any less valid or worthy of respect.

What can I do to step up as an ally to non-binary people?

There are many ways to be inclusive of everyone, regardless of their gender identity. Our language and the way we speak is often embedded with hidden gendered cues.

Once we start to notice them, we can move towards using language that's inclusive for all. Here are 10 tips you can start using right away!

1. Introduce yourself with your name and pronoun. Stating your pronouns reminds people that it might not always be immediately obvious what pronoun someone uses

2. Put your pronouns in your email signature or social media profile
3. Instead of addressing groups of people with binary language such as 'ladies and gentlemen', try more inclusive alternatives such as 'folks', 'pals' or 'everyone'
4. Use words that define the relationship instead of the relationship and gender. For example, use 'parents', 'partner', 'children' or 'siblings'
5. Not everyone is comfortable with gendered titles such as 'Ms' or 'Mr'. Titles are not always necessary, but if they must be used it's good to provide alternative ones such as 'Mx' (pronounced mix or mux)
6. Use the singular 'their' instead of 'his/her' in letters and other forms of writing, i.e. 'when a colleague finishes their work' as opposed to 'when a colleague finishes his/her work'
7. Not everyone necessarily uses 'he' or 'she' pronouns and it's important to be respectful of people who use different pronouns. The most common gender-neutral pronoun is the singular 'they' (they/them/theirs). Using people's correct pronouns shows that you respect them and who they are
8. Using the pronoun 'they' is very useful when someone's gender or identity is unknown. You will often already be using it without realising, i.e. 'somebody left their hat, I wonder if they will come back to get it'
9. Make sure that your workplace, school and college policies and documents use inclusive language, i.e. using 'they' instead of 'he/she' and avoiding sentences that imply two genders. Where specifically talking about gender identity, make sure it is inclusive of non-binary gender identities and not just trans men and trans women
10. When highlighting LGBT+ people in your events or as role models, make sure you include some non-binary role models too

It may take a bit of getting used to, but it causes you no harm and it will make that person feel acknowledged and valid.

How can I support my colleagues?

Over the last decade, organisations in all sectors have made huge strides in supporting LGBT+ employees and creating an inclusive workplace.

The evidence is clear: companies that embrace LGBT+ policies outperform their competitors. Diversity helps draw top talent and foster innovation, and people perform significantly better when they can be themselves at work.

However, many LGBT+ people in the UK still choose not to disclose their sexuality at work. And many more LGBT+ senior executives have not come out at the office.

Fear of homophobia, biphobia or transphobia, exclusion, being passed over for promotions and job interviews are still very real for many LGBT+ people. In fact, gay and lesbian job seekers are 5% less likely to be offered a job interview than heterosexual applicants with comparable skills and experience.

So, what can DFRS do to better support LGBT+ employees, demolish career barriers, and reduce workplace discrimination?

1. Develop and communicate a clear mission to all our employees, including managers and senior staff, through education and diversity training about your inclusion policies and strategies for supporting LGBT+ employees.

Interested in coming to an LGBT+ awareness session or inclusion induction, or want a specific LGBT+ related station visit? Contact us on DFRSInclusion@derbys-fire.gov.uk

2. Take discrimination seriously in our recruitment and promotion practices.

Our policies are gender neutral and inclusive of same sex relationships, wherever possible. Take a look at our Transitioning at Work or Dignity at Work Policies (amongst others!) on Fireview for more information.

3. Develop support and engagement programmes for LGBT+ employees such as mentoring, employee networking groups, seminars and conferences.

Email LGBTandAllies@Derbys-Fire.Gov.UK to find out more about our LGBT+ & Allies Support Network, Reverse Mentoring or LGBT+ Conference on 9th June.



4. Promote an Allies programme: people who can act as support networks to LGBT+ employees and help champion the message that diversity is part of your organisation's mission.

Think you can be an Ally? Contact us on LGBTandAllies@Derbys-Fire.Gov.UK

5. Gain the support from the very top and promote senior staff champions, who can help implement diversity initiatives, mentor junior LGBT+ colleagues, and act as sponsors of employee network groups.

CFO Gavin Tomlinson and AM Judi Beresford are a key part of the LGBT+ & Allies Support Network and SLT members have taken part in our Reverse Mentoring Programme.

6. Support the local LGBT+ community by providing information to employees about local events and groups, sponsor a Pride Event, celebrate National Coming Out Day, encourage volunteering at LGBT+ events, and invite speakers to share their experiences.

Keep an eye on our social media (@DFRSInclusion on Twitter) for celebrations for key events, or join us for Pride in Belper (20th June), Chesterfield Pride (19th July) or Derby Pride (5th September)

7. Offer equal benefits to all employees, regardless of their sexual orientation or gender identity, including parental leave, adoption leave, and time off to take care of dependants.

Our parental leave policies are equal for all – have a look on Fireview for more information.

8. Create a gender-neutral environment by making bold changes such as using gender-neutral language, like 'partner' instead of husband or wife.

LGBT+ people can have to come out every day. Take this pressure away and ask about their partner instead.

9. Celebrate your successes and monitor your progress by tracking things such as number of employee grievances, completion rates of diversity training, LGBT+ hires and promotions, and how many new employees have come out.

The Stonewall Workplace Equality Index measures our progress in this area, amongst others. This year we are proud to be ranked in the Top 100 LGBT+ Inclusive employers for the first time.