

# Inclusive Language through an LGBT+ lens

This is a safe space for conversation



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# Steven Copsey

Pronoun: He/Him/His

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@Link\_LGBT @IncEmp



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# From Insurance to Inclusion?



Sexual Harassment



Wrongful Termination



Discrimination

An employer is more likely to have an EPL claim than a general liability or property loss claim. Almost 75% of litigation against companies today involves employment disputes.



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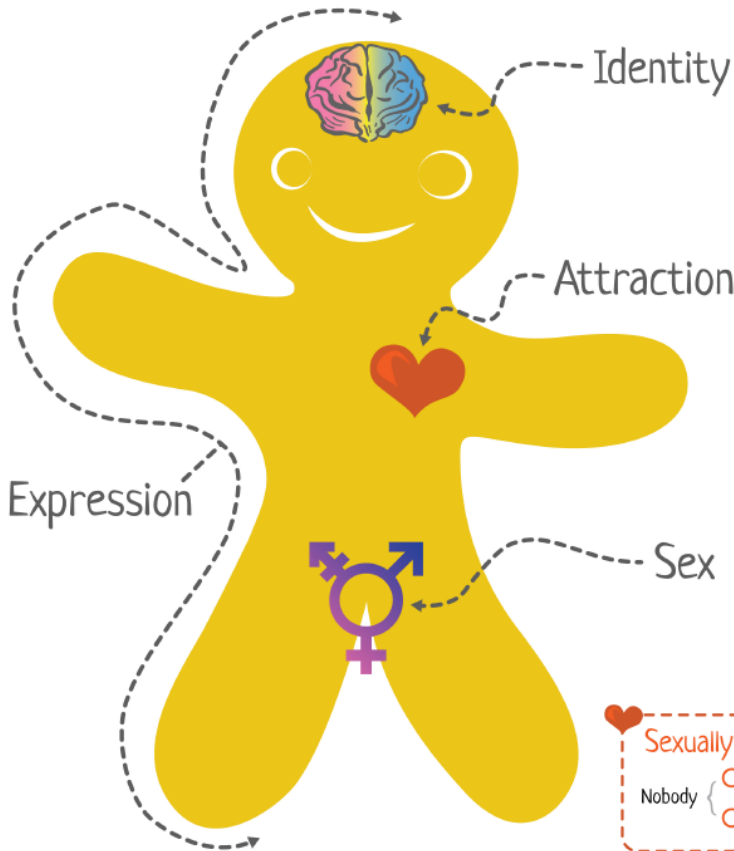
# The Genderbread Person v3.3

by its pronounced **METROsexual**.com

Gender is one of those things everyone thinks they understand, but most people don't. Like *Inception*. Gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for gender understanding. It's okay if you're hungry for more. In fact, that's the idea.

Plot a point on both continua in each category to represent your identity; combine all ingredients to form your Genderbread

4 (of infinite) possible plot and label combos



**Gender Identity**

How you, in your head, define your gender; based on how much you align (or don't align) with what you understand to be the options for gender.

Indicates a lack of what's on the right.

Woman-ness

Man-ness

Labels: "woman", "man", "two-spirit", "genderqueer"

**Gender Expression**

The ways you present gender, through your actions, dress, and demeanor; and how those presentations are interpreted based on gender norms.

Feminine

Masculine

Labels: "butch", "femme", "androgynous", "gender neutral"

**Biological Sex**

The physical sex characteristics you're born with and develop, including genitalia, body shape, voice pitch, body hair, hormones, chromosomes, etc.

Female-ness

Male-ness

Labels: "male", "female", "intersex", "M/F Female"

**Sexually Attracted to**

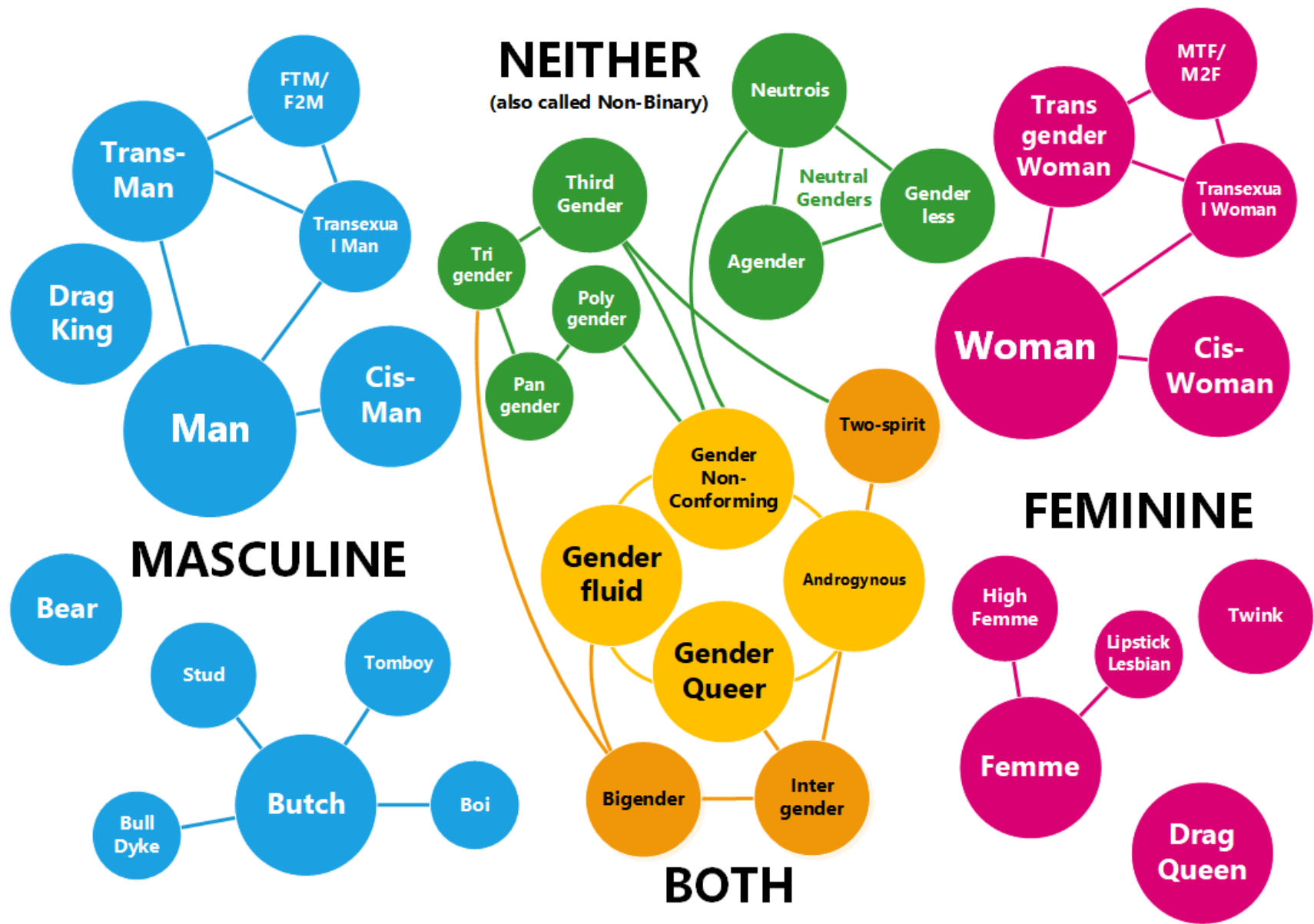
Nobody { (Women/Females/Femininity)  
(Men/Males/Masculinity)

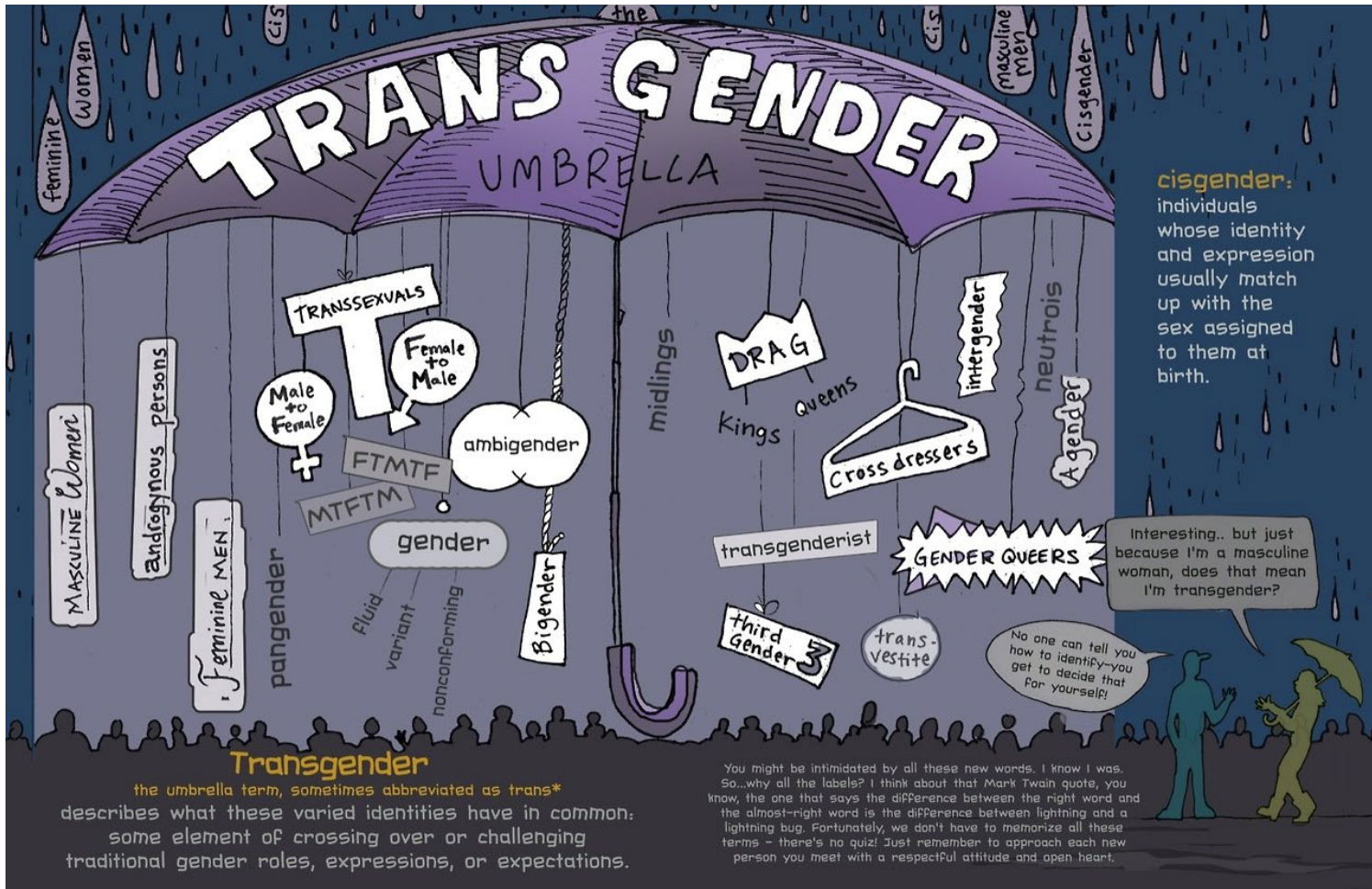
**Romantically Attracted to**

Nobody { (Women/Females/Femininity)  
(Men/Males/Masculinity)

In each grouping, circle all that apply to you and plot a point, depicting the aspects of gender toward which you experience attraction.

For a bigger bite, read more at <http://bit.ly/genderbread>





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# Mis-Gendering... Not just people



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# Flags, Flags, Flags!

A great visual representation of the bewildering array of sexual orientations and gender identities are the flags.

This is only a tiny selection, and although there is a lot of commonly agreed flags, as with the identities themselves, these are constantly evolving.

Brain exploding? It's OK ... many of the LGBT+ community find it confusing too. The key thing is to be open & accepting.



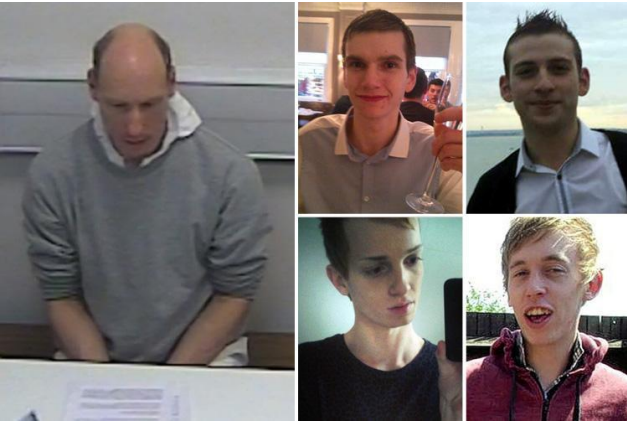
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# Current Climate



# Allport's Scale of Prejudice Intensity

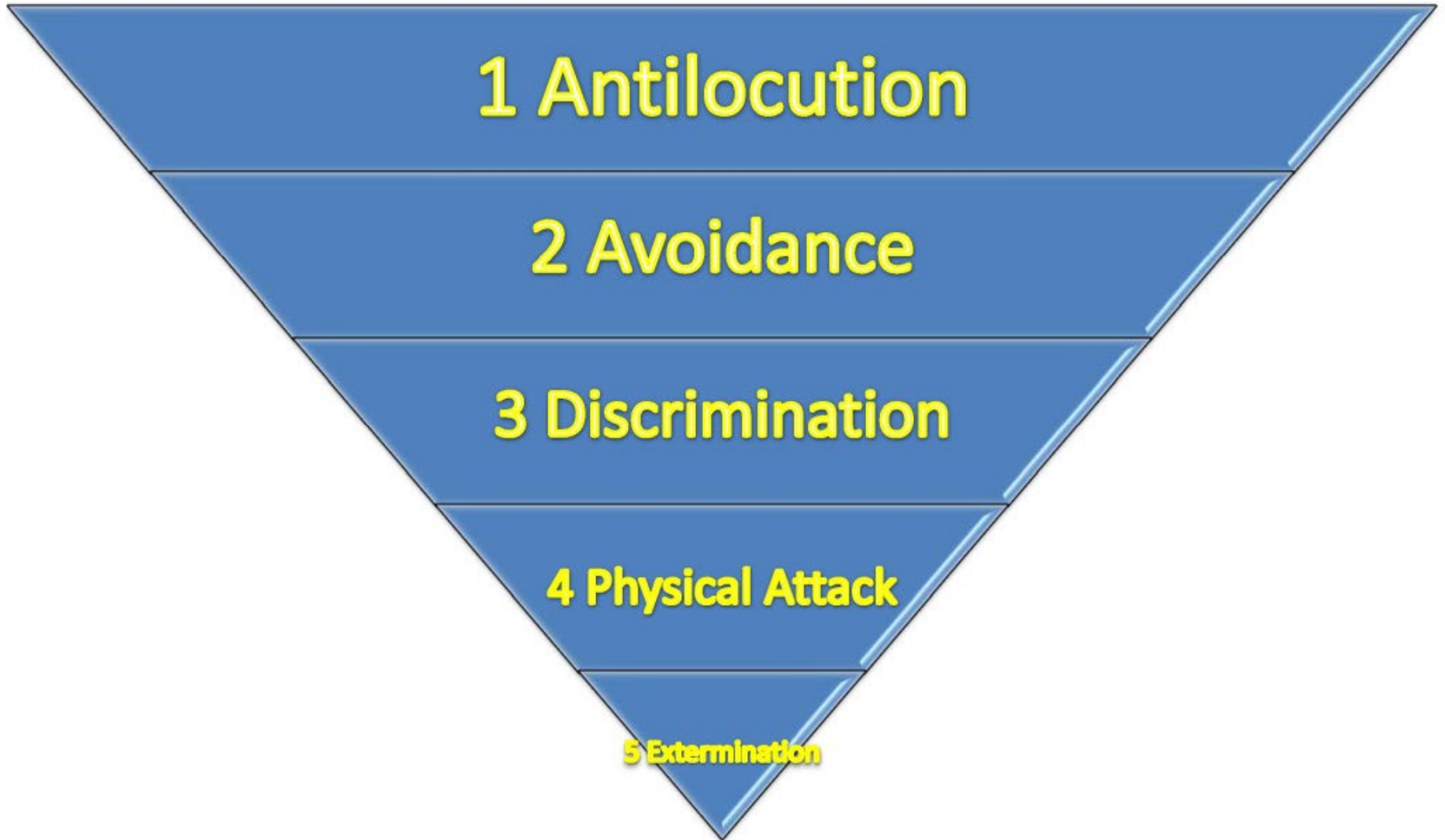
**1 Antilocution**

**2 Avoidance**

**3 Discrimination**

**4 Physical Attack**

**5 Extermination**



# In the Workplace? YouGov

21%

Experienced  
verbal abuse

60%

Made to feel  
uncomfortable

34%

Witnessed homophobic  
behaviour



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# Sexual orientation

## Suggested language

Tips	Instead of	Try
Avoid terms that suggest a degree of voluntary choice when this is not necessarily the case.	Sexual preference Lifestyle choice	Sexual orientation
Use person-centred language.	Lesbians, gays, bisexuals	Lesbian, gay, bisexual people
Use language that does not assume heterosexuality as the norm.	Invite your boyfriend/husband Family planning clinic	Invite your spouse/partner. Sexual health clinic or sexual health and wellbeing clinic
Recognise diverse family formation.	Mother and father	Parents, caregivers
Recognise and respect the difference between sexual orientation and gender identity.	Don't use 'LGBTQ+' if you are only talking about sexual orientation.  Don't use 'straight' as the opposite of 'LGBTQ+' (transgender people can be any sexual orientation, including straight).	Only use LGBTQ+ when referring to both sexual orientation and gender identity-based communities.  Use 'straight cisgendered' or 'ally'.



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# Sex, gender and gender identity

## Suggested language

Tips	Instead of	Try
Use gender neutral terms.	Man, Mankind Workmanship Man the desk/phones Man-made	Humans, Humankind Quality of work/skills Attend the phones Artificial, manufactured, synthetic
Use gender neutral pronouns and expressions.	Anyone who wants his work evaluated Welcome ladies and gentlemen	Anyone who wants their work evaluated Welcome to friends and colleagues Welcome to everyone
Use person-centred language.	The transgender	Trans people
Respect the preferences of those people who want to be referred to by gender neutral pronouns.	She, her, hers and he, him, his	They, them, theirs (e.g. Xena ate their food because they were hungry.) It is correct to use in the singular.
Use terms that include all relationships.	Boyfriend, wife, husband	Partner, spouse
Official forms should include a comprehensive list of titles, sorted alphabetically rather than following any perceived hierarchy.	Prof, Dr, Mr, Mrs, Miss, Ms, Mx, etc	Dr, Miss, Mr, Mrs, Ms, Mx, Prof, etc [blank]
Avoid titles that imply the usual job-holder being of a particular gender.	Cleaning ladies Policeman	Cleaners Police officer
Be mindful of appropriate and respectful in-group versus out-group naming, i.e. avoid using terms that are only used by individuals that self-identify as part of a specific community.	Queer (only use if you identify as queer)  Agender (only use if you identify as agender)	Queer communities  N/A
Avoid using patronising terms that may cause offence to a particular gender.	Girls, Ladies, Dear, Son, Love	The person's name, their professional title or, friends and colleagues,
Avoid irrelevant gender descriptions.	A female scientist A male nurse	A scientist A nurse
Recognise and respect the difference between sexual orientation and gender identity.	Don't use 'LGBTQ+' if you are only talking about gender or gender identity.  Don't use 'straight' as the opposite of 'LGBTQ+' (transgender people can be any sexual orientation, including straight).	Only use LGBTQ+ when referring to both sexual orientation and gender identity-based communities.  Use 'straight cisgendered' or 'ally'.

# Intent & Effect



**CLUMSY** → **INAPPROPRIATE** → **UNACCEPTABLE**

**EDUCATE**

**CHALLENGE**

**CONFRONT FORMALLY**



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# Thank You



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