



HOW TO BE

INCLUSIVE

What does LGBTQIA+ stand for?

- Lesbian
- Gay
- Bisexual
- Transgender
- Queer & questioning
- Intersex
- Asexual
- + (plus!)

Sex vs. gender

Sex

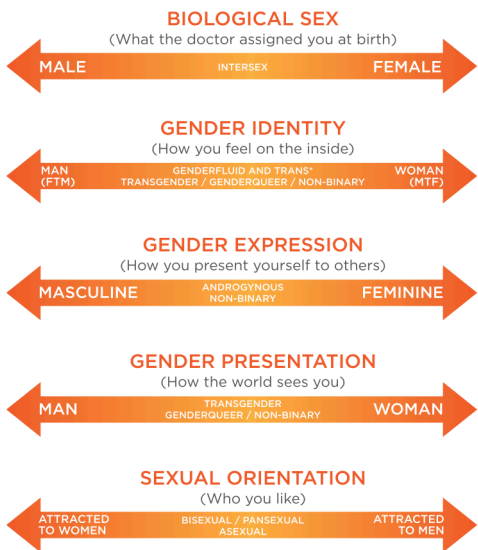
A biological classification based on reproductive organs and functions, chromosomes, and hormone levels. Sex is typically assigned at birth, but there are exceptions, such as for intersex people.

Male, female

Gender

A social construct that includes the roles, behaviors, and norms associated with being a man or woman. Gender can vary across societies and change over time. Gender identity and expression can be different from your sex assigned at birth.

Man, woman, non-binary, genderqueer



Using proper names and pronouns



- Only refer to someone by their preferred name and pronouns
- Ask if you're not sure!
- The name on someone's paperwork may not match their preferred name

It's okay to make mistakes!



- Quickly correct yourself and move on
- One "sorry" max!
- Ask for a reminder
- Show gratitude

We're here to help!

Reach out to the Justice & Inclusion team co-chairs:

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