

# Gender Inclusive Language

## Building relationships with new clients



Gender-inclusive language signals to clients that your service welcomes diversity. Greet clients without using gender markers. Once you know the words people use to describe their families and themselves, use their words in a respectful and professional manner.

If you have a **partner**, **they** are welcome to attend, next time.

Great. Let your **husband** know **he** is welcome to do so.



Yes. My **husband** said **he** would like to join.

## Individuals

Singular	Plural
Person	People
Individual	Individuals
Someone	Some people
Group member	Group
Client	Clients
Patient	Patients
Applicant	Applicants
Care provider	Care providers
Support worker	Support workers
Attendant	Attendants
Team member	Team
Staff member	Staff
Employee	Employees

## Family Members

Singular	Plural	Instead of assuming
Spouse	Spouses	Wife
Partner	Partners	Husband
Significant other	Significant others	Girlfriend
Sweetheart	Sweethearts	Boyfriend
Date	Dates	
Family	Families	Wife / Husband and kids
Family member	Family members	
Child	Children	Daughter
Kid	Kids	Son
Parent	Parents	Mother
Guardian	Guardians	Father
Care Giver	Care Givers	
Grandparent	Grandparents	Grandmother
		Grandfather
Grandchild	Grandchildren	Granddaughter
		Grandson
Sibling	Siblings	Sister / Brother
Nibling	Niblings	Niece / Nephew

## Pronouns (using **they** in the singular)

If you work in a setting where your interactions with clients / patients are brief, you may not have time to get to know the person. Using the singular **they** in these situations can help to avoid pronoun mistakes.

subject	<b>They</b>	<b>They</b> are waiting in the exam room.
object	<b>Them</b>	The medication is for <b>them</b> .
possessive adjective	<b>Their</b>	I checked <b>their</b> temperature an hour ago.
possessive pronoun	<b>Theirs</b>	They said the wheelchair is not <b>theirs</b> .
reflexive	<b>Themselves</b>	They drove here <b>themselves</b> .

## First point of contact

When meeting someone new, avoid words that gender them or their family members. If you must call for a new client in a waiting room, consider only using their last name.

<b>Greeting a new individual</b>
Hello there. My name is _____. What name do you use? Hello. My name is _____, and my pronouns are _____. May I ask your name and pronouns?
<b>Offering assistance</b>
Can I help you? / Can I help anyone? What can I do for you, today? / What can I do for you all, today? Do you need help with anything? / Does anyone need help with anything? And for you? / And for the rest of you?
<b>Requesting someone's attention</b>
Excuse me. May I have your attention, please? <i>If needed, use a non-gendered descriptor:</i> Excuse me, person in the blue shirt. May I have your attention, please?

## Honourifics (Ms / Mr / Mrs / **Mx**)

If your service still uses honourifics on forms, then add the gender-neutral **Mx** option. **Mx** is pronounced the same as the word 'mix'.

# Gender Inclusive Language

## Clinical settings with new clients



Below are terms you can use when providing care for gender diverse people. Once you know the words a person uses to describe their body, use their words in a respectful & professional manner.

## Anatomy

Try	Instead of
Upper body	Breast / Chest
Erogenous or erectile tissue / External genitals / Genitals	Penis
Erogenous or erectile tissue	Clitoris
External genital area	Vulva
Opening of the genitals	Introitus / Opening of the Vagina
Internal genitals / Genitals	Vagina
External gonads	Testes / Testicles
Internal gonads	Ovaries
Internal reproductive organs	Female reproductive organs

## Focussing on anatomy, conditions & symptoms (Instead of gender)

Try	Example	Instead of
Person with _____ People with _____ Anyone with _____	If a <b>person with</b> a prostate has urinary symptoms, they should speak with their doctor.	man with... males with... male-bodied people...
Person who has _____ People who have _____ Anyone who has _____	We recommend that <b>anyone who has</b> a cervix consider having a pap test according to the recommended guidelines.	woman who has... females who have... female-bodied people...
_____ may occur _____ can begin You may experience _____	<u>Pregnancy</u> <b>may occur</b> without contraception. <u>Hair loss</u> <b>can begin</b> at any age after puberty. <b>You may experience</b> <u>cramps</u> as a side effect.	women may become... male pattern balding... women may experience...

# Setting a welcoming tone

With new clients, it can be helpful early on (ie. beginning of a history exam) to let them know you welcome gender & sexually diverse clients. Even if this does not apply to them directly, they may have a family member or friend who is in need of this care provision.

*“I let all my new patients know early on that I work with many diverse people. Therefore, I welcome you to share anything that you feel is relevant for me to know, in order to make sure I provide you with the best possible care. If there is ever anything about your body, your gender, your identity, or your sexual health that you want to discuss or ask questions about, please don’t hesitate to do so.”*

## Person-centered care

Many exams, tests, treatments, and medications are specific to a person’s current anatomy and presenting concerns. Therefore, a gender diverse person’s legal sex marker or sexual orientation are not fool proof criteria for assessing what care provision is most suitable.

When it’s relevant to know, ask the person respectfully & confidentially. It is helpful to let the person know why & how your question is relevant to the care you will provide for them.

## Additional gender inclusive terms

Try	Instead of
Assigned female / Assigned male	Biological female / Biological male
Cisgender	Not trans / Normal / Real
Phenotypical development	Natural / Normal development
Common	Regular / Correct / Right
Hair loss	Male pattern balding
Sexual health screening / Internal exam / Cervical screening	Pelvic exam / Well woman exam
Looks healthy	Looks normal
Thinning of the internal genitalia tissue	Vaginal atrophy
Monthly bleeding	Period / Menses
Physical arousal / Hardening or stiffening of erectile tissue	Erection
External condom / Internal condom	Male condom / Female condom
Receptive IC / Insertive IC (IC = Intercourse)	Vaginal sex
Pregnant person	Pregnant woman
Parenthood	Motherhood / Fatherhood
Chestfeeding (for non-binary & transmasculine people)	Breastfeeding