ENGLAND NETBALL



LGBT+ INCLUSION

PRONOUNS, GENDER IDENTITY & TERMINOLOGY

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INTRODUCTION

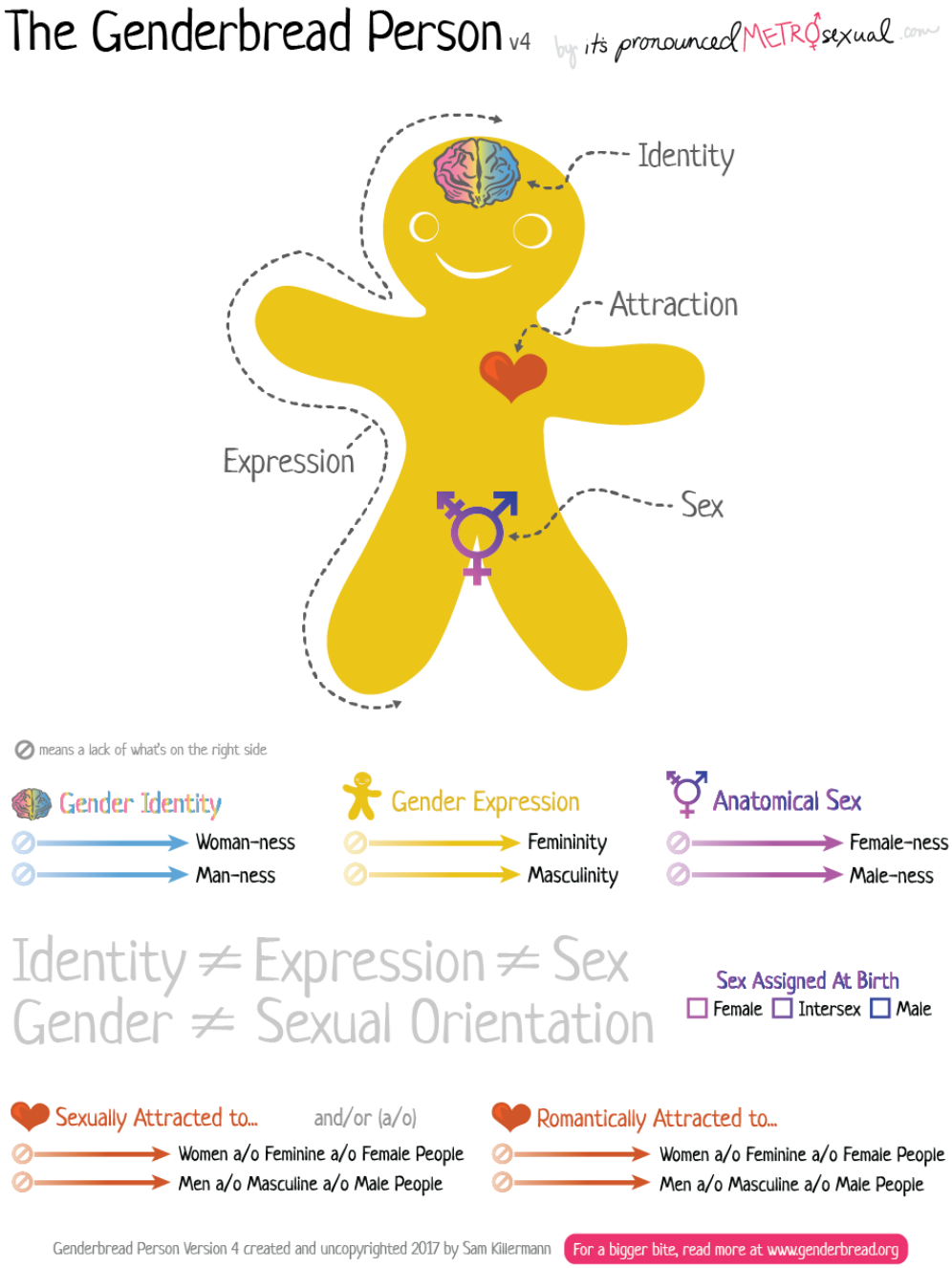
The LGBTQ+ community has paved the way in how we think about gender and has challenged us to understand the complexity of it - there is far more than just male and female.

In light of this, over the past few years we've seen a rise in consideration and approach to the use of personal pronouns as they might not always be what you assume.

This guide is designed to help you understand the use of pronouns and the terminology used in relation to gender identity and the LGBT+ community, so you can be confident to use the correct language and support others within the netball family and beyond.

PRONOUNS

Pronouns are connected to gender expression. Sex and gender are very different things - sex is biological, and gender is a feeling or expression about how we view ourselves. Often, we express our gender through our names, clothing, haircut, pronouns, and many more. The Genderbread person below shows how anyone and everyone can sit differently on the spectrum.



Non-Gendered Pronouns

More recently people have started using pronouns that aren't the 'traditional' he/him and she/her. This is because the *non-binary community has become more visible; more and more people are becoming aware of non-gendered pronouns. Unfortunately, trans and non-binary people are often misgendered – and at times deliberately.

Using gender-neutral pronouns means we don't associate the person we're talking about with a specific gender. Human beings are complex and wonderful, so it's not a surprise that for some people they don't want to be constrained to two boxes of only he and she.

*__Non-binary__ - having a gender identity that is not simply male or female: Some people who are non-binary experience their gender as both male and female, and others experience their gender as neither male nor female.

Mixed Pronouns

Some people use a mixture of pronouns, for example (she/they). This doesn't and shouldn't mean you only use one – it's good to interchange them in your conversations.

Neo-Pronouns

Neo-pronouns are a category of new (neo) pronouns that are progressively used in place of "she," "he," or "they" when referring to a person. Anyone can use neo-pronouns, but they are mostly used by transgender, non-binary, and/or gender-nonconforming people. There are many variations, and some are listed below.

Xe/Xem/Xyr Ey/Em/Eir Zie/Zim/Zir Ve/Ver/Vis Ne/Nem/Nir

You don't have to worry about their pronunciation because there are many variations and some common ways to pronounce these pronouns, so it is better you ask someone who uses them. You can say, 'I want to make sure I pronounce your pronouns correctly, can you give me some examples?"

Allyship

Allyship is important to show support and solidarity for our transgender and non-binary friends and in our acceptance of all genders, but also, to ease the burden on our trans and non-binary friends from having the same conversations again and again.

How you can support:

- Using the right pronouns for someone will make them feel acknowledged and validated. It might take some getting used to, but it causes you no harm.

- Using gender-neutral pronouns means we don't associate the person we're talking about with a specific gender and can help avoid being misgendered or "outed".
- Declaring your pronouns and letting people know how you identify will help normalise the use of pronouns and eliminate any confusion. Such a simple act can help make the world a more accepting and inclusive place for all.
- Adding your pronouns to your email signatures, social media profiles and stating them at the start of meetings is a simple step *cisgender people can take to enable those from the non-binary and transgender communities to feel included and respected. This could be incorporated at the start of training session or committee meetings.

*A cisgender person is someone whose gender identity matches the sex they were assigned at birth, e.g., someone who identifies as a man and was identified as male when he was born.

Using pronouns in netball

It's best to recommend people promote the use of pronouns, but not to make it compulsory. Some people may not feel comfortable sharing their pronouns.

In a conversation

The best way to ask about someone's pronouns is with a straightforward: "What are your gender pronouns?" or "Can you remind me of which pronouns you like for yourself?"

Committee or Group Meetings

When you're in a committee or group meeting, you can take the lead by saying your pronouns when you introduce yourself at the start of a meeting. Not only will this encourage other committee members to do the same, but it will help everyone get used to talking about pronouns, which will help trans and non-binary people feel more comfortable doing the same.

As part of an introduction at meetings, you could say "Tell us your name, your role, and if you're comfortable, your gender pronouns."

Example - "Hi, I'm Aisha, I'm the Club Treasurer and my pronouns are she/her"

Email Signature

Example - Zack Watkinson (They/Them) Club Chairperson

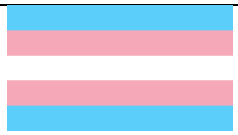
What to do if you get someone's pronouns wrong?

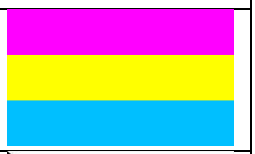
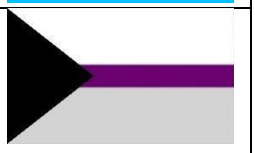
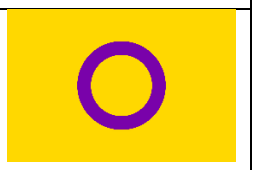
Don't panic!

- Correct yourself quickly and carry on the conversation
- Say "thank you" if someone corrects you, whether it's them personally or someone else being an ally
- Practice new pronouns and gender-neutral pronouns in person, on the phone, via email etc.
- Don't complain if you're finding it difficult. Instead say, 'thank you, I'm still learning and I appreciate you correcting me'
- Don't say sorry repeatedly – this makes the individual feel uncomfortable and that it's their responsibility and they have to make you feel better.

DEFINITIONS & TERMINOLOGY

LGBTQ+

Acronym	Descriptions	Flag
LGBTQ+	The acronym and its usage can vary (LGBT, LGBT+, LGBTQ+, LGBQTIA+) but these letters sum up a community of those who have a minority sexuality and/or gender identity.	
Lesbian	A woman who is sexually or romantically attracted to other women. There are also some non-binary people who identify as lesbian too.	
Gay	Relating to, or exhibiting sexual desire or behaviour directed toward people of one's own sex or gender.	
Bisexual	Sexually attracted not exclusively to people of one gender; attracted to both men and women.	
Transgender / Trans	Denoting or relating to a person whose sense of personal identity and gender does not correspond with their birth sex.	
Queer	Queer is an umbrella term for people who are not heterosexual or are not *cisgender. The word queer has been reclaimed by the community for its derogatory meaning, but people's opinions on the community vary. *Cisgender - denoting or relating to a person whose sense of personal identity and gender corresponds with their sex assigned at birth.	
+	The + often found at the end of the acronym is used in a way to represent other minority and often 'silent' letters, to represent other minority sexuality and gender identities.	

Represented under the +		
Pansexual	Pansexuality is sexual, romantic, or emotional attraction towards people regardless of their sex or gender identity.	
Demisexual	Demisexuality is a sexual orientation characterised by only experiencing sexual attraction after making a strong emotional connection with a specific person.	
Non-binary	Non-binary is an umbrella term to describe people who identify with a gender outside of the gender binary and can be categorised under the trans umbrella term, although not all non-binary people identify as trans.	
Genderqueer	Genderqueer is a gender identity that's built around the term "queer." To be queer is to exist in a way that may not align with heterosexual or homosexual norms.	
Intersex	Intersex is an umbrella term that describes bodies that fall outside the strict male/female binary. There are lots of ways someone can be intersex. Intersex is a general term used for a variety of situations in which a person is born with reproductive or sexual anatomy that doesn't fit the boxes of "female" or "male."	
Gender Non-Conforming	People who do not subscribe to gender expressions or roles expected of them by society.	A specific flag is not applicable, but people may use the non-binary and/or trans flag

Gender Identity

Terminology/ Language/Name	Definition
Cisgender (Cis)	Someone whose sex assigned at birth aligns with their gender identity.
Deadnaming	Calling someone by the name they were given at birth, instead of their chosen name. This can happen to trans people who have changed their names as part of their transition. Deadnaming may be by accident or maybe intentional - either way, it is hurtful for the individual. You should never ask someone their deadname in conversation.
Gender Expression	Gender expression refers to the ways in which people present themselves in gendered ways including clothing, mannerisms, hairstyles, makeup, name, pronouns etc. For most people, gender expression affirms their gender identity, and this can vary from day to day and sit on a spectrum that moves.
Gender Dysphoria	Gender dysphoria is a condition where a person experiences discomfort or distress due to their gender identity not aligning with their biological sex assigned at birth. Often used in a medical and legal sense.
Gender Euphoria	The comfort or joy that an individual feels when thinking about or expressing their true gender identity.
Gender Affirming/ Affirmation	Gender affirmation is an umbrella term for the range of actions and possibilities involved in living, surviving, and thriving as an authentic gendered self. What gender affirmation looks like for every individual trans person is unique and based on what is personally affirming, what feels safe to do, and what is accessible and available.
Gender Binary	The term gender binary describes the system in which a society allocates its members into one of two sets (male and female) of gender roles and gender identities. If someone is to go against the gender binary, they don't conform to the limitations of male and female and instead often see gender as a spectrum.
Gender Fluid	Someone who does not feel they have a fixed gender. People may experience this in different ways. Some days an individual may identify more with one gender than another, and other times they may not identify with a gender at all.
Pronouns	Words we use to refer to people in conversation - for example, he, she, or they. They can be used singularly, for example, 'Did you see the email from X, they are coming into the office tomorrow.'
Neopronouns	A category of new pronouns that are used when referring to a person. Some people find that she/he/they don't fully express their gender identity. For example, ze/zir/zirs.

Non-binary	Someone whose gender identity does not align with the binary view of the gender of being a man or a woman. Some non-binary people identify under the trans umbrella and others don't. Non-binary people commonly use they/them and sometimes a mixture he/they or she/they.
Queer	The term "queer" is now used to refer to any sexual orientation or gender identity that is not heterosexual or cisgender. Lesbians, gays, asexuals, and transgender people, for example, may identify as queer. Some people use the term "queer" because their sexuality or gender is complex, changes over time, or does not fit into any of the pre-existing sexual orientations or gender identities.
Transgender (Trans)	An umbrella term to describe people whose gender is not the same as or does not sit comfortably with the sex they were assigned at birth.
Trans man	A person may choose to identify this way to capture their gender identity as well as their lived experience as a transgender person.
Trans woman	A person may choose to identify this way to capture their gender identity as well as their lived experience as a transgender person.
Transition	An individualised process by which transgender people alter from one gender presentation to another. There are three general aspects to transitioning: • Social (name, pronouns, interactions, etc.) • Medical (hormones, surgery, etc.) • Legal (gender marker and name change, etc.) A trans individual may transition in any combination, or none, of these aspects.
Questioning	The process of exploring one's own gender identity, gender expression, and/or sexual orientation. Some folks may also use this term to name their identity within the LGBTQIA community.