

# Acknowledgements

*Original Resource Guide Authored by Nathan Thomas*

## **Gender and Sexuality Commission, ASUCD**

Web: <http://asucd.ucdavis.edu/gender-and-sexuality-affairs-commission/>

The Gender and Sexuality Commission was established by the ASUCD Senate for the express purpose of actively promoting awareness of gender and sexuality, as well as the prevention of sexual assault through outreach efforts, publicity drives, and special projects. In addition, the Gender and Sexuality Commission works with campus resources pertaining to gender, sexuality, and rape prevention education in order to improve these respective efforts on campus. Finally, the Gender and Sexuality Commission assists in the organization and coordination of educational programs concerning gender, sexuality, sexual assault, and sexual harassment and reviews and makes recommendations to the ASUCD Senate and relevant ASUCD commissions on these issues and programs at UC Davis and throughout the UC system.

## **The Lesbian, Gay, Bisexual, Transgender Resource Center**

*Open daily, 9am-5pm*

Director: Sheri Atkinson, [slatkinson@ucdavis.edu](mailto:slatkinson@ucdavis.edu)

The LGBTRC is an open, safe, inclusive space and community that promotes learning, discovery, and scholarship about gender and sexual identities. We are a dynamic, responsive, and collaborative organization that serves UC Davis and surrounding regions by providing a comprehensive range of programs and services, outreach, and advocacy. Inherent in this mission are the values- **Respect, Pride, and Unity** for **ALL** individuals.

## What's your PGP?

___laughed.	Ask ___!	That's ___ pen.	That pen's ___.	Did ___ enjoy ___?
co	co	cos	cos	coself
en	en	ens	ens	enself
ey	em	eir	eirs	emself
he	him	his	his	himself
she	her	her	hers	herself
they	them	their	theirs	themself
xie	hir ("here")	hir	hirs	hirsself
yo	yo	yos	yos	yoself
ze	zir	zir	zirs	zirsself

**Preferred Gender Pronouns (PGPs)** are often important to identity and always deserve respect.

How you could share:

"My preferred pronouns are ze and hir."  
 "I prefer they and them, but he is fine too."  
 "My PGP is co."

How you could ask:

"What pronouns do you prefer?"  
 "What pronouns would you like me to use?"  
 "What's your PGP?"

This is NOT an exhaustive list, and any combination is possible. Human diversity is infinite, after all. Pronouns are alive! Lack of preference, shifting PGPs, multiple PGPs, or avoidance of pronouns altogether are perfectly valid options as well.

Potential Uses of Gender-Neutral Pronouns (GNPs):

an unspecified person - "Try asking someone their PGP"  
 someone whose gender identity is unknown by the speaker - "I'm not sure how she identifies; you could ask hir"  
 someone who identifies with GNPs - "Xe describes xirself as genderqueer and non-binary"; "Yo is agender"

The pronoun "it" implies an inanimate, animal, alien, or otherwise inhuman identity and is usually dispreferred. Similarly, "s/he" has a history of disrespect and ignorance. Any word can be personally reclaimed by an individual; some agendered people prefer "it," some bigendered folks use "s/he" – the possibilities are endless, and pronouns should never be assumed.

# BITCH

Targets and dehumanizes women, even if used towards men – including gay/queer men. Devalues women and femininity. Reinforces sexism.

# GHETTO

Describes something or someone as cheap, worn out, poor, dangerous, etc. Reference to housing communities that are impoverished and disproportionately impact people of color. Associates people of color with these negative characteristics.

# ILLEGAL ALIEN

Reduces undocumented immigrants to something less than human. Fixates on legal status instead of people as individuals. Asserts that some people belong here more than others do. Ignores political, social, and economic factors that negatively impact people of color.

# NO HOMO

Stresses the speaker's heterosexuality, masculinity, and/or other traits to avoid being perceived as gay/queer. Goes to great lengths to avoid association with anything queer. Reinforces that to be queer is bad.

# RETARDED & LAME

Targets mental, emotional and physical disabilities as objects for ridicule. Used as synonyms for "worthless," "bad," "unintelligent," "incapable," etc.

# THAT'S SO GAY

Stigmatizes gay and queer people. Uses their identities to describe something as undesirable and bad. Replaces negative adjectives with words related to queer/LGBT identity.

# WHORE/HO & SLUT

Dismisses anyone seen as being "too" sexual – particularly sex workers, women, queer people, and people of color. Perpetuates negativity toward sex itself. Regulates who is allowed to have it.

## Words that HURT and WHY

These words create an environment that perpetuates violence and discrimination against women, people of color, queer and trans people, people with disabilities, and other marginalized communities.

People can reclaim these words for themselves as a form of empowerment. This is a personal decision. Don't reclaim words on behalf of others.

Sometimes we say words without realizing the impact they may have on others. Say what you mean and mean what you say. Take the time to educate yourself about language and histories of oppression.



# Words that are **TRANSPHOBIC** and **WHY**

Transphobia: The fear or hatred of transgender people or people who are perceived as not meeting society's expectations around gender roles, identities, and presentations. Transphobia is closely linked with homophobia and biphobia.

## **You're such a Tranny.**

Whether or not someone identifies as Trans, calling them a "Tranny" can be extremely offensive. This may be a term that people within the community use and reclaim for themselves, but it should not be used as a joke or without consent.

## **That person doesn't really look like a man/woman.**

What does it mean to look like a man or a woman? There are no set criteria. It also should not be assumed that all Trans men strive to be masculine or that all Trans women want to be feminine, or that all Trans people want to look like men or women. Gender presentation is fluid and distinct from gender identity, and all forms of gender expression deserve affirmation.

## **Why would you transition if you're going to be gay?**

Gender identity and sexual orientation are two separate aspects of one's identity. This question demonstrates how heterosexuality is more valued in our society, and reinforces homophobia and heterosexism.

## **What is your REAL name? I mean the one you were given at birth.**

This implies the person's gender identity and chosen name are not "real" and perpetuates the idea of Trans people as deceptive. It removes agency and any right to make decisions for themselves, and is incredibly invalidating. It presumes a right to intimate information, disregards privacy, and places Trans lives on public display.

Calling someone "it" or "He-She" is demeaning and does not validate their identity or respect them as a person.

## **Asking others about Transperson's identity, or offering information about someone.**

Asking someone about another person's identity is inappropriate. Ask yourself why you want to know. If you are concerned about using the person's preferred pronouns, ask them directly.

## **Using the wrong pronouns or making assumptions about others' gender identities.**

It is vital that we respect the names and pronouns that people prefer. It is impossible to know without asking. If you are not sure, ask: "What are your preferred pronouns?"

## **What are you REALLY? Have you had surgery? If not then you're not really a \_\_\_\_\_.**

Asking anyone personal questions about their bodies and/or surgeries is invasive and inappropriate. We don't ask non-Trans people what is under their clothes; we shouldn't ask Trans people either.



For more information  
contact the UC Davis LGBT  
Resource Center

lgbtrc.ucdavis.edu  
phone: 530.752.2452

# Words that are **BIPHOBIC** and **WHY**

Biphobia: Fear or hatred of people who are bisexual, pansexual, omnisexual, or nonmonosexual. Biphobia is closely linked to transphobia and homophobia.

Using “gay” as an umbrella term for the LGBT community leaves out many people within our community.

**IDENTITY**  **BEHAVIOR**

**BEHAVIOR**  **IDENTITY**

A person's identity does not determine what behaviors they engage in and vice versa.



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**Bisexuality doesn't really exist. People are just gay or straight.**

This denies the fluidity of sexuality and dismisses people's experiences and definitions of self. People deserve the right to define their own identities any way they wish and have those definitions honored.

**I think everyone is really Bisexual.**

While this is often meant to acknowledge the fluidity of sexuality, it dismisses the reality of people who identify as Bisexual and erases their experiences. It also invalidates the self-identifications of non-bisexual people.

**You're too femme/butch to be Bisexual.**

Gender presentation does not indicate sexual orientation. Bisexual people have a wide range of gender presentations.

**Bisexual people just want straight privilege.**

Bisexual people experience discrimination from both the straight community and the queer community. They never fully experience straight privilege because they do not identify as straight. Often their identities are made invisible and denied.

**Bisexual people are just greedy and want to have sex with everyone.**

This stereotypes bisexual people and assumes they are all promiscuous - and that this is a bad thing. It creates negative attitudes towards sex and works against creating a sex positive climate. It also demonstrates an underlying belief that bisexuality is only about behavior and is not a legitimate identity.

**Who do you see yourself ending up with?**

This is another way of implying one has to “end up” gay or straight and ignores bisexuality as a valid identity. It also assumes everyone desires to be in a long-term monogamous relationship.

Not only are there many ways of defining bisexual identity, not all bisexual people define their identity the same way. Making assumptions about people can be hurtful and invalidating.

Designed by Clinton Andor