



**Centre for
Women &
Trans People
at York**

Challenging CISNORMATIVITY

1 TIP

ASK FOR PRONOUNS

When meeting new people ask for pronouns along with names. This challenges the binary notion that only two genders exist. This creates a safer space for people who normally do not have the space to assert their gender pronouns.

2 TIP

AVOID GENDERED LANGUAGE

Using gender neutral language creates more welcoming environments and it can encourage an individual to fully participate in a space. For example, refer to "all genders" instead of the common phrase, "both genders" or "either gender."

3 TIP

DO NOT "OUT" SOMEONE

Some transgender people feel comfortable disclosing their gender history and others do not. This is personal information and it is up to them to share it with others. Do not share this information without consent as it can have negative consequences for the individual.

4 TIP

DO NOT MAKE EXCUSES

If you misgender someone don't blame your difficulties with remembering pronouns on gender variant identities. Be patient with someone who is still questioning their gender. Reassure the questioning individual that you will respect their pronouns each time it shifts.

5 TIP

DO NOT POLICE GENDER

Do not provide backhanded compliments, "helpful" tips on "passing," and/or refuse to acknowledge a person's gender based on your gender norms. Despite your intentions comments like "you look like a real [insert gender]" can be hurtful and insulting.

6 TIP

CHALLENGE TRANSPHOBIA

If you encounter anti-trans comments and behaviours address the issue in a manner that is safer for all transgender people involved in the space. Check in with the person that is being victimized by the comments and behaviours