



Gender Inclusive Language

Herefordshire Board Gamers
January 2023

www.herefor.games @herefordbgamers

Why

- Everyone deserves a space they can feel safe and belong.
- We want our sessions to be inclusive, welcoming and fun for all.
- We may make assumptions and may not realise the impact of what we say or do may have on others
- So this guide gives some small actions we can all make which could make a dramatic improvement to some other people's enjoyment

We started Herefordshire Board Gamers to be an inclusive space for all and we can do better, this is why this we are taking active steps to raise awareness and address the issue.

Important

- This is a massive, complex and incredibly important topic.
- It is nuanced and there isn't one right answer
- It is about learning, improving and doing our best with the right intentions.
- This is a very high level introduction and we encourage you read around the topic or discuss it with us

What do we mean by 'gender inclusive'?

Using gender-inclusive language means speaking and writing in a way that does not discriminate against a particular sex, gender or gender identity, and does not perpetuate gender stereotypes. Given the key role of language in shaping cultural and social attitudes, using gender-inclusive language is a powerful way to promote gender equality and eradicate gender bias.

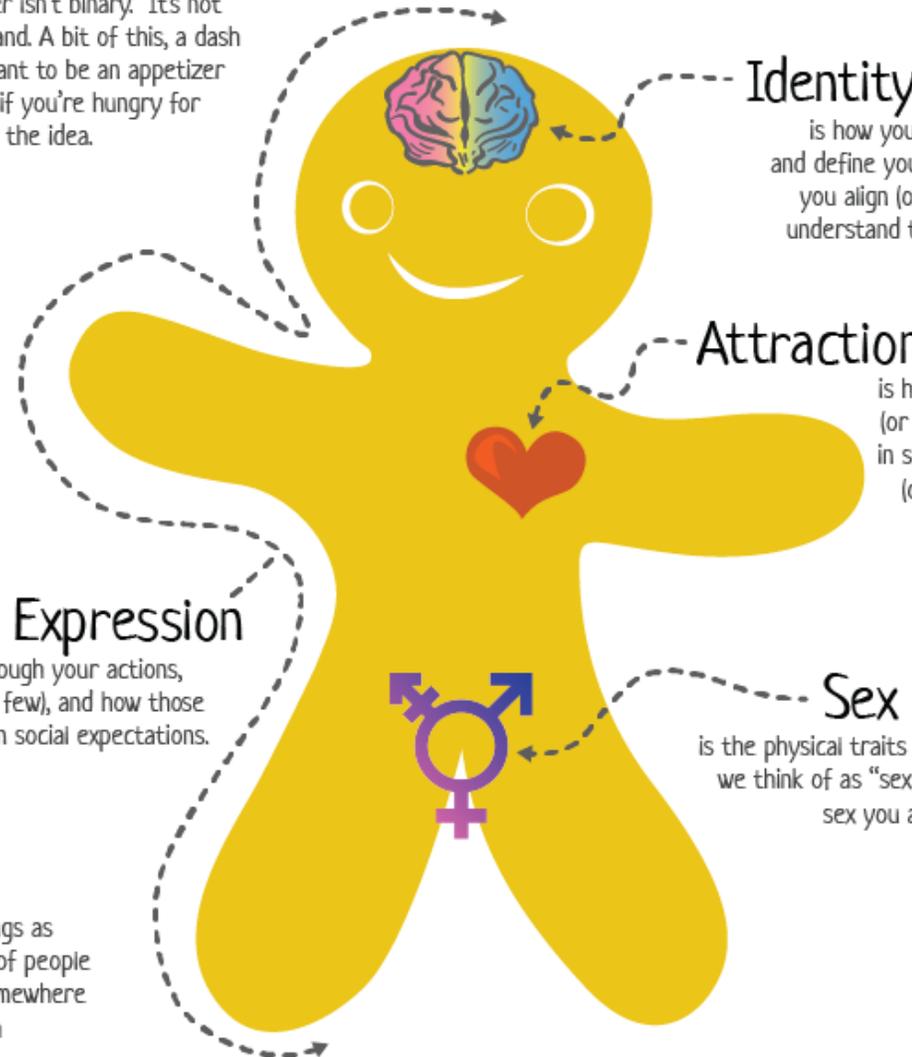
United Nations

What do we mean by gender?

The Genderbread Person

by its pronounced **METROsexual**.com

Gender is one of those things everyone thinks they understand, but most people don't. Gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for gender understanding. It's okay if you're hungry for more after reading it. In fact, that's the idea.



Identity

is how you, in your head, experience and define your gender, based on how much you align (or don't align) with what you understand the options for gender to be.

Attraction

is how you find yourself feeling drawn (or not drawn) to some other people, in sexual, romantic, and/or other ways (often categorized within gender).

Expression

is how you present gender (through your actions, clothing, and demeanor, to name a few), and how those presentations are viewed based on social expectations.

Sex

is the physical traits you're born with or develop that we think of as "sex characteristics," as well as the sex you are assigned at birth.

We can think about all these things as existing on continuums, where a lot of people might see themselves as existing somewhere between 0 and 100 on each

The practical bit – pronouns & gender identity

1. Avoid making assumptions about gender identity, based on gender expression.
2. Build the 'they' habit (as a generic singular pronoun). Build this into your vocabulary. Remove he or she/ his or her, unless you are 100% sure of their pronouns (because they have told you).
3. Don't say 'preferred pronouns' – just pronouns.
4. Avoid all gendered language - 'gents', 'lads', 'ladies', 'guys', 'mr', 'mrs', nothing good ever comes of gendered language (it could be wrong, it may exclude, it may patronize... just remove it from your vocab). Instead, start building in gender neutral terms –team; folks; ya'll; friends...
5. Disclose your pronouns to begin normalising this– at the start of meeting new people, changing your discord name, wear a name / pronoun badge. This makes it easier for others to disclose.
6. Don't pressure others to disclose their pronouns if they don't wish to do so as they may not be comfortable to label themselves to others

The practical bit – swap gendered for neutral language



- Gents
- Fellas
- Guys
- Lads
- Dudes
- Bro
- Bruh
- Ladies and gents
- Sweetheart / Love
- Darling / Young Lady / You Man



- Folks
- Folx
- Team
- Friends
- Everyone
- All
- Y'all
- [insert positive adjective] people
- Mate
- Peeps

What we will do and invite you to join us*

- Aim to use only gender inclusive language
- Aim to not enforce gender stereotypes in our language or actions
- Include pronouns as part of introductions (especially in large social games)
- Use and respect name badges and pronoun badges
- Ask if we are not sure (but not demand or pressure)
- Politely correct others where we hear misgendering
- Politely correct others when we hear negative stereotypes
- Not be offended or defensive when we make mistakes
- Listen and improve ourselves
- Enforce our code of conduct

* we have your back and will support you

Further reading

- Can you recommend any good links?

Signage at all of our events



Herefordshire Board Gamers aim to be inclusive, accessible and fun.

If you have any concerns, questions or need help please speak to a member of the team. Look for the yellow lanyard.

We reserve the right to ask anyone who is lowering the enjoyment of other guests to leave. More information on our website.

www.herefordshireboardgamers.co.uk



What do you want to be known as?
What do you want everyone to know?

Pronouns
Accessibility factors
Gaming preferences

For example hard of hearing, new gamer, introvert, autistic, invite me to play.

Any questions please ask and add a blank sticker if you need to.

herefordshireboardgamers.co.uk

Improvements planned for 2023

- Larger print pronoun badges
- Revamped 'crew / team' badges.
- Workshops / feedback sessions on diversity and inclusion
- More guides like this



Team badge and lanyard with guest name tags

Final thoughts

- Be kind to yourself
- Be kind to others
- Be open to learning
- Be open to being other view points

Please let us know what we can do better?

Share any great resources with us so we can share them

www.herefor.games @herefordbgamers