



EMPACTFUL TIPS ON GENDER

DON'T DISCRIMINATE...
EDUCATE!



Growing up, we were told there were two options — right or wrong, yes or no, up or down, good or bad. As the world has evolved and people have evolved, we've begun questioning those absolutes and things have become more fluid. Gender is one of those things — it's not just male or female, but there's ambiguity in between, where some identity. We have historically defined ourselves by the relevance of our understanding; but what if our understanding has and continues to be limited?

Most people spend a third or more of their life working in a professional setting. It should be the responsibility of those organizations to be accepting of the full authentic person who serves their community. It's only then that we get the best from each individual without fear, hesitation, or doubt and maximize contributions, collaboration, and the bottom line.

PRONOUNS

Include pronouns in all references to people (ex. job applications, email signatures, presentations, communications, etc.)

MY PRONOUNS ARE



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LANGUAGE

During conversations, focus on gender non-binary language instead of gendered language. For me, the word “ya’ll” somehow entered my vocabulary, and the phrase “you guys” sends off alarms. Remove gender-specific language when possible from existing documents, policies/procedures, and resources.



OPEN COMMUNICATION

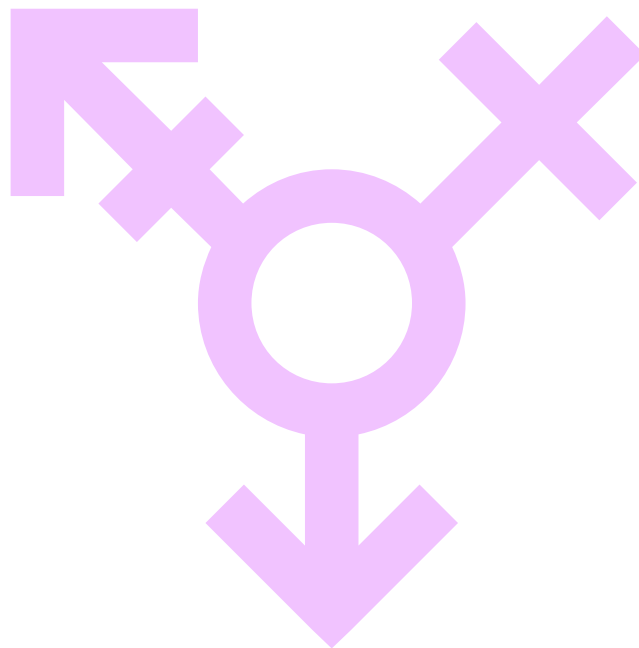
Create an open environment for communication. The best way we learn is from each other and be open and willing to be corrected.



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GENDER-NEUTRAL RESTROOMS

Whenever possible, convert single restrooms to gender-neutral facilities.



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