

Transgender and Non-Binary Inclusivity in the Workplace

PRONOUNS

PRONOUNS	SUBJECT	OBJECT	POSSESSIVE	REFLEXIVE
He/Him/His	He asked	I told him	This is his office.	He reminds himself
She/Her/Hers	She asked	I told her	This is her office.	She reminds herself
They/Them/Theirs	They asked	I told them	This is their office.	They remind themselves
Ze (or Zie)/Hir/Hirs	Ze asked	I told hir	This is hirs office.	Hir reminds hirsself
Ze (or Zie)/Zir/Zirs	Ze asked	I told zir	This is zirs office.	Zir reminds zirsself

GENDER INCLUSIVE LANGUAGE

SAY

AVOID

"Hello everyone", "All of You", or "Hi team"

"Ladies and gentlemen" or "You guys"

"Are you the pet parent?"

"Are you the mom/dad?"

"Partner, sibling, child"

"Wife/husband/boyfriend/girlfriend/, brother/sister, daughter/son"

DEFINITIONS

Transgender - People whose gender identity is different than their sex assigned at birth

Non-Binary - A gender identity which falls outside of the gender binary, meaning an individual does not identify as strictly female or male

PRACTICE ALLYSHIP

- Pronoun inclusivity
- Utilizing gender inclusive language
- Acknowledge mistakes
- Do not ask about medical status
- Respect the journey and believe the reality
- Continue to seek out education

GENDER IDENTITY BILL OF RIGHTS

Written by veterinary professionals for the veterinary profession. Outlines baseline rights needed for transgender, non-binary, and gender non-conforming people in veterinary profession

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QR CODES

GENDER IDENTITY BILL OF RIGHTS



Gender Identity Bill of Rights

Read through the bill in it's entirety. There's also an FAQ for GIBOR.



GIBOR Signature and Feedback form

Provide feedback on the bill itself. Also can sign in support of the bill.

LOCAL RESOURCES



BRAVE Alliance

Offers LGBTQ+ Drop in hours, gender affirming care, groups, and more.

Address

534 W. Berry St.
Fort Wayne, IN 46802

Hours

CLOSED
Monday
Noon-6pm
Tuesday-Saturday



Fort Wayne Pride

Offers LGBTQ+ centered events, groups, etc. Also offers some groups for allies.

Address

527 W Berry St
Fort Wayne, IN 46802

Hours

Varies
Based on events or groups being held

NATIONAL RESOURCES



Out & Equal Workplace Advocates

Working exclusively on LGBTQ+ workplace equality. Offers programs, resources, training and more.



Pride VMC

Writers of the GIBOR, resources for LGBTQ+ and allies, training, and more.



The Trevor Project

Offers 24/7 support for LGBTQ+ through anonymous support lines available through text messages, online chats, and over the phone.

Also provides resources for LGBTQ+ and allies wanting to learn more about the community.

THANK YOU!

Thank you for taking the time to listen and learn about this portion of the LGBTQ+ community. As stated in the presentation, everyone's journey is different and should be respected.

"Because our profession is better when everyone is able to be their genuine self."