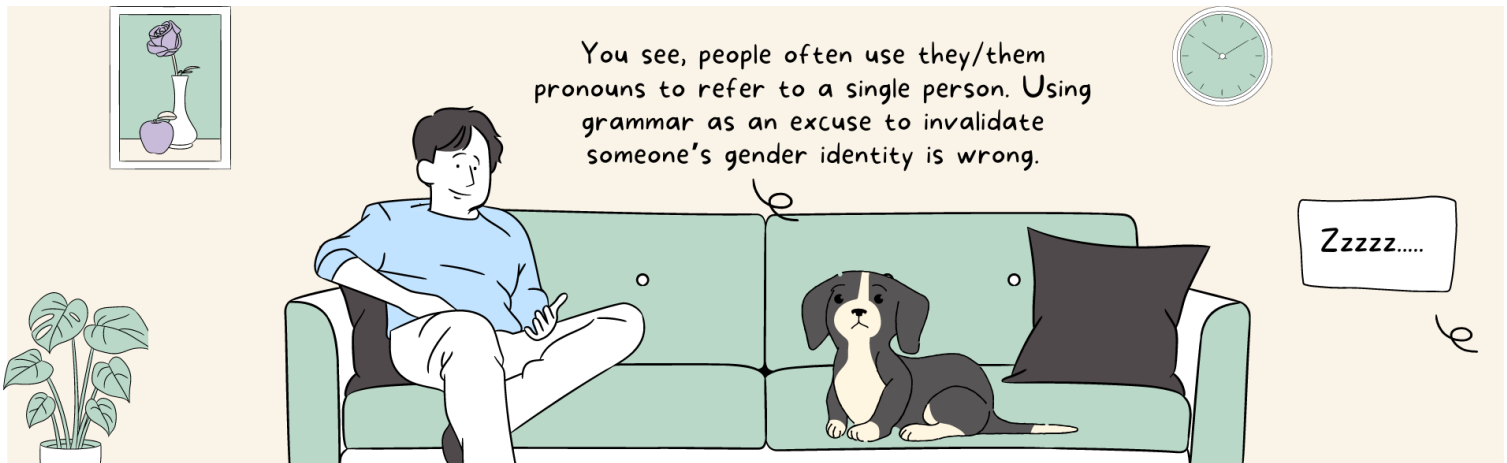


Unlearn with FSI

INTRODUCTION TO GENDER & PRONOUNS



SEX  **GENDER**

Sex refers to the biological and physical differences between male, female, and intersex. At birth, a person's sex is usually assigned based on physical and physiological traits such as gene expression, hormone levels and function, genitalia and chromosomal composition.

Whereas, Gender refers to an individual's self. It is a multi-faceted social system that is not predetermined based on sex.

Gender does not exist in a binary form and instead, is a broad spectrum. A person can identify at any point within this spectrum, or completely outside of it.



MINI DICTIONARY

AMAB: This acronym stands for 'Assigned Male at Birth'. This refers solely to the sex assigned to an individual at birth and is an all-gender inclusive way of talking about someone's sex.

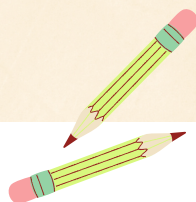
AFAB: This acronym stands for 'Assigned Female at Birth'. This refers solely to the sex assigned to an individual at birth and is an all-gender inclusive way of talking about someone's sex.

Cisgender: 'Cisgender' is a word used to describe gender identity. It refers to individuals who identify with the gender that is stereotypically associated with their assigned sex at birth.

Transgender: Transgender is a word used to describe gender identity. It refers to individuals who don't identify (either partially or wholly) with the gender that is stereotypically associated with their assigned sex at birth.

Non-binary is used to describe people who are AFAB or AMAB but identify with neither, both, or outside of the gender binary altogether. It's a spectrum that encompasses all people that don't identify within the binary. It isn't a third gender. Non-binary people may or may not use the trans label.

Neopronouns: Neopronouns refer to pronouns that may not be recognized in the language they are used in. For example, xe/xem/xyrs or ae/aer/aers. These are a set of neutral pronouns used by people who are gender non-conforming. Neopronouns enable its users to engage with gender or other parts of their identity in a way that is comfortable for them.



GENDER EXPRESSION AND PRESENTATION DOESN'T EQUAL GENDER

Although people use their presentation as a way to feel connected to their gender, it may not fit into the stereotypes we associate with a particular gender.

Everyone perceives and expresses their gender in a unique way and stereotyping certain ways of expression (clothing, appearance etc.) to a particular gender is harmful.

We shouldn't assume a person's gender based on how they present themselves. The only way to know a person's gender is to ask them what they identify as.

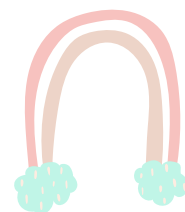
PRONOUNS DON'T EQUAL GENDER

Gender expression takes place in many forms; pronouns are one of the many ways to express gender. There is a traditional association between certain pronouns and particular genders. However, this association may not always be true as a set of pronouns can mean different things for each individual.

Pronouns are not necessarily tied to someone's gender identity: some people use "he/him" or "she/her," but do not identify as a man or a woman, respectively.

Another misconception is that non-binary people only use they/them pronouns. Non-binary people may use whichever pronouns feel the most comfortable for them and this does not invalidate their identity.

WHY RESPECTING PEOPLE'S PRONOUNS IS IMPORTANT



A person's gender identity is something personal and can carry a lot of worth and emotional importance. Pronouns and preferred terms and names are a way to express this vital part of the individual's identity. Being misgendered and not having one's pronouns respected can have an extremely detrimental effect on the individual's mental health.

Respecting someone's pronouns is the bare minimum and something that is absolutely not up for debate. If we don't know someone's pronouns, we should use they/them pronouns until we get a chance to ask the individual what pronouns they use as they are gender-neutral.

However, using they/them pronouns for someone who doesn't use them after they tell you their pronouns is still misgendering them.

How do we use pronouns respectfully? The first step to this is to always ask people their personal pronouns. We've found that a safe way to do this is to simply introduce yourself with your personal pronouns and alternatively ask what an individual prefers by having a polite conversation with them about it.

**FOR CONTRIBUTIONS & SUGGESTIONS, WRITE TO US AT
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