

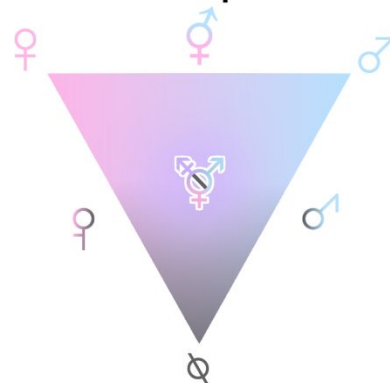


## Easy Steps to Gender Inclusiveness for Educators

1. Avoid asking kids to line up as boys or girls or separating them by gender. Instead, use things like “odd and even birthdate” or “Which would you choose? Skateboards or bikes? Milk or juice? Dogs or cats? Summer or winter? Talking or listening?” Invite students to come up with such choices themselves.
2. Don’t use phrases such as “boys and girls”, “you guys”, “ladies and gentlemen”, and similarly gendered expressions to get kids’ attention. Instead use words that are not gendered such as “folks”, “everybody”, or “y’all”. Or you can try “calling all readers”, “hey campers”, or “could all of the athletes come here.”
3. Have visual images reinforcing gender inclusion: hang signs that reject gender stereotypes such as “All boys don’t cry” and “All girls are dainty”. Feature people across all ranges of gender expression on posters and infographics.
4. Be intolerant of openly hostile attitudes or references towards others every time you hear or observe them, but also use these as teachable moments. Take the opportunity to push the individual on their statements about gender. Being punitive may stop the behavior at the moment, but being instructive may stop it entirely.
5. Share personal anecdotes from your own life that reflect gender inclusiveness. This could be a time when you were not gender inclusive in your thinking, words, or behaviors, what you learned as a result, and what you will do differently next time.

## There Are No Boxes

### Gender Spectrum



Revised 4/16/18

Adapted from Gender Spectrum

## Using Gender Inclusive Language with Kids

- There are lots of ways to be a boy or a girl or neither or both, isn't that great?
- There are lots of different types of clothes. Kids get to wear what feels comfortable to them and makes them feel good.
- Toys are toys, hair is hair, colors are colors, and clothes are clothes.
- Who decided that some things are for boys and some things are for girls?
- Is there only one way to be a boy or a girl? Do you have to be a boy or a girl?
- No one gets to tell another person how to feel on the inside.
- Sometimes this stuff can be confusing. We get messages about some things being for boys or girls, but these messages are just some people's ideas. They may not be right for you. Each of us gets to decide what we like and don't like. We shouldn't be unkind to others about the things they like.
- Kids can do or be or like or want anything because they are individuals with hopes and likes and dreams. This is not because of their gender, but because they are people.
- Gender is not about our bodies. It is about how we show other people things about ourselves (maybe our clothes or hair or the toys we like) and how we feel on the inside.
- Who you are is not about what others tell you, but something you determine for yourself, even when you get messages that say otherwise.
- Certain types of bodies are thought of as boys or girls, but that's not true for everyone.
- Who we are on the outside is not always who we are on the inside; think of all the wonderful things about yourself that no one else knows about by just looking at you!
- Being a boy or a girl or something else is not about what you like, or what you wear, or your body. It is something each of us figures out for ourselves.
- Gender expression is about the things we like or that make us comfortable. There may be some patterns we notice, but these are not rules. More girls might wear dresses than boys, but does that mean all girls wear dresses or that boys can't wear them?
- Kids can be boys, girls, both, or neither.
- History is full of examples of gender diversity!
- There have been gender diverse people in every culture, every religion, all over the world and throughout time.
- Have you ever been teased? How does it feel when you are teased or treated as an outsider?
- No one likes to be pointed out by other kids. Does it feel good when you think someone is talking about you?
- How do you think you would feel if people were always asking you about your own gender?



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