

# Gender-sensitive Communication

## Solutions for how to use gender-sensitive language

### Gendered pronouns (he or she)

- He/she; she/he; he or she; she or he; s/he
- His/her; her/his; his or her; her or his.
- Use the third person plural ('they').
- Use gender-neutral pronouns, such as "ze".
- Rephrase to omit pronoun.
- Replace with definite article (the) or indefinite article (a).

### Information about gender and gendered nouns ("female lawyer")

- Do not provide irrelevant information about people's gender.
- Avoid using gendered nouns. Use gender-neutral descriptions instead (e.g. police officer).
- Simply use the occupation title with no gender description.

### Gendering inanimate objects

- Use the pronoun 'it' to talk about inanimate objects.

## **Stereotypical images**

- Make sure that the images you choose to use in communication materials do not reinforce gender stereotypes. Include a wide mix of people in different environments.

## **Invisibility or omission**

- Do not use 'man' or 'he' to refer to the experiences of all people.
- Make clear that you are referring to men and women by naming each.

## **Subordination and trivialisation**

- Ensure that your language actively promotes gender equality by not trivialising or subordinating women.
- When referring to women you should use the term Ms which does not denote marital status.
- Always use the same naming conventions for men and women when referencing.
- You should be aware of the word order of your phrases and make sure that you are not always putting the male version first.
- Avoid patronising women using more innocuous terms.