

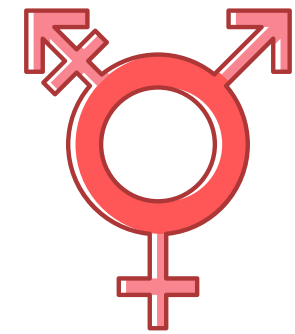
# Gender Inclusivity Guide

## Beyond Resolved LGBTQIA+ Initiative



### How are gender and sex different?

- It is important to note that **gender** and **sex** are two different things:
  - **Gender:** gender is a spectrum. Although a majority of people men or women, there's a wide range of possibilities between and beyond the two.
  - **Sex:** there are 3 biological sexes: male, female and intersex (DSD)



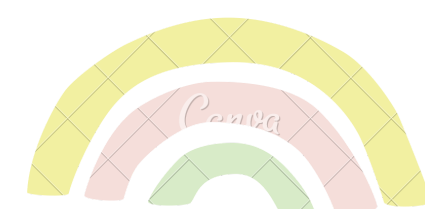
### What are pronouns and misgendering?

- Pronouns: Some common pronouns are she/her and he/him, and the gender-neutral pronouns you might hear are they/them
  - Sometimes, people don't want to share their pronouns and only want to be referred to by their name!
- Misgendering: referring to someone using pronouns or words that do not reflect their gender identity



### Why is using pronouns important?

- You can't always know what someone's pronouns are by looking at them. Asking and correctly using someone's pronouns is one of the most basic ways to show your respect for their gender identity.
- When someone is referred to with the wrong pronoun, it can make them feel disrespected, invalidated, dismissed, alienated, or dysphoric



### What is misgendering in a debate context?

- Specifically within the context of a debate round, misgendering forces genderqueer debaters between a rock and a hard place by forcing them to choose between experiencing and internalizing dysphoria or outing themselves by calling out the misgendering.



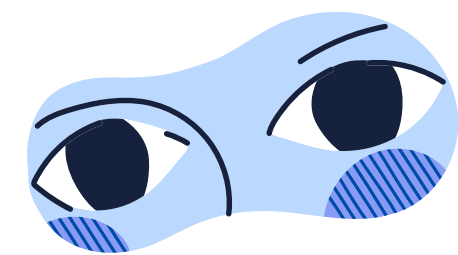
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### What can I do to be more inclusive?

- There are a few things you can do to make the speech and debate community a more inclusive space:
  - If you are comfortable, enter your pronouns on tabroom!
  - Use gender-neutral language when you compete
  - Be a visible ally!



### How do I enter my pronouns on tabroom?

- To enter your pronouns, log in to your tabroom account and click the "profile" section towards the top right corner of the page. Then, find the "pronouns" section and enter your pronouns. Click "save changes" when complete. Refer to the section corresponding to your specific event for additional ways to disclose your pronouns only if you feel comfortable.
  - Your opponent(s)' and judge(s)' pronouns will be sent out with each pairing, so be sure to check them out before each round!



### What if my opponents didn't enter their pronouns?

- Avoid asking for someone's pronouns if they aren't listed- your opponents may not be comfortable enough to share their gender identity, so use the gender neutral "my opponent(s)" instead.
- Default to gender neutral language to avoid the risk of misgendering your opponent(s)



### How can I use more gender neutral language?

- Try not to use personal pronouns. For example, instead of saying "**she** tells you," say "**they** tell you" or "**my opponents** tell you." This way you avoid accidentally gendering people. Instead of using phrases like "are **you guys** good," consider saying "are **you all** good." Phrases like "you guys" which traditionally refer to men can be seen as exclusive to those who face gender-based oppression, and thus should be avoided.



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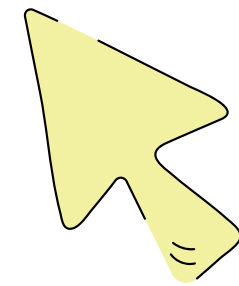
### What can I do as a judge?

- Take steps to ensure that the debate round you are judging is an inclusive space. If comfortable, enter your pronouns on tabroom. Use gender neutral language (unless otherwise specified) when referring to debaters and giving feedback. Avoid asking for competitors' pronouns if they're not disclosed.



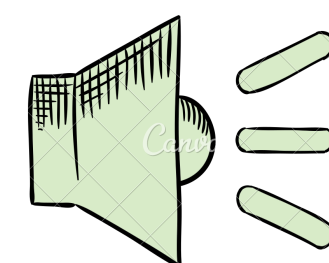
### Should everyone enter their pronouns?

- Remember that gender identities are very personal, and not everyone is comfortable with sharing their pronouns!
  - Once you enter your pronouns on tab, they are sent to your opponents, judges, and anyone else who follows you on tabroom, so list your pronouns on tabroom if you feel comfortable!
- The best way to go is to avoid gendered language in round, so you don't run the risk of misgendering someone



### What do I do if I accidentally misgender someone?

- You might make mistakes as you become more conscious of pronouns/gender neutral language- that's ok! Just make sure you apologize quickly and move on. Making a big deal out of it highlights the person you misgendered isn't cis and makes their gender a bigger part of the round than it needs to be. By moving past the moment quickly, you don't otherize the person as much



### How can I be a better ally?

- Allow the person (who is being misgendered) to speak up for themselves. If they can handle the situation, let them.
- Do not let it slide; misgendering will only happen more. Instead, offer a simple reminder about their pronouns. Be clear, but in a calm manner as to not embarrass the person who was misgendered.



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### How can I be a better ally in my event?

- Always have your pronouns on Tabroom and on your NSDA account.
- Rename your Zoom/platform name whenever you join a round to include your pronouns.
- If you compete in Congress, write your pronouns on your placard large enough so everyone can see. In speech events with props, write your name and pronouns on the back.
- When in person, perhaps use a sticker with your pronouns on the back of your laptop



### What else should I know?

- It is not the burden of individuals who do not identify as cisgender in some way to educate you about misgendering
  - Questions about pronouns and identities can lead to someone feeling forced to out themselves, or lead to more questions about their identity when gender is a very personal experience
- It is everyone's responsibility to use inclusive and gender-neutral language, because you can't always know someone's pronouns by looking at them!
- Visit [beyond-resolved.org/lgbtqia](https://beyond-resolved.org/lgbtqia) and @beyondresolved on instagram for more information!

