

Making an Impact with Language

- Terms like lifestyle, choice, popular, phase, preference, homosexual, “he-she” or “it” convey bias.
- Use inclusive & gender neutral language
- Use appropriate gender pronouns
 - She/her/hers
 - He/him/his
 - They/them/theirs
 - All
 - No pronoun
- Misgendering hurts and damages rapport



Adapted from: National Association of Social Workers and Lambda Legal. (2009). Moving the Margins: Training Curriculum for Child Welfare Services with Lesbian, Gay, Bisexual, Transgender, and Questioning (LGBTQ) Youth in Out-of-home Care

What to Say When a Student Comes Out to You

“Thank you for trusting me with this information.”

“How do you want me to refer to you in front of others?”

“Would you like me to keep this between us?”

“How has your experience been so far?”

“Who else are you out to? Who else would you like to be out to?”

“Let me know how I can support you.”

“You’re really courageous for coming out.”