WHY PRONOUNS MATTER

- You can't always know what someone's gender pronouns are by looking at them. When someone is referred to with the wrong pronoun, it can make them feel disrespected, invalidated, dismissed, alienated, or hurt.

- Discussing and correctly using gender pronouns sets a tone of allyship. It can make all of the difference, especially for newer members of our community who may feel particularly vulnerable in a new environment.

GENDER INCLUSIVITY

at The Delores Project

SHE, HER PLEASE.

HE, HIS PLEASE.

THEY, THEIR PLEASE.

CALL US NOW

TOCK

NOT JUST A WOMEN'S SHELTER

At The Delores Project we are proud to serve people who identify as a vareity of genders and our goal is to keep our community is safe, healthy, and supportive for everybody who walks through our door. In order to create a place of safety and comfort for everyone, we need everyone's help. While you're with us please use people's correct gender pronouns and treat everyone you encounter with respect and dignity. If you are unsure about somebody's pronouns, please ask them or come to staff. Intentionally misgendering others or using derogatory speech towards others is not tolerated in our community.

GENDER IDENTITY
One's innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves. One's gender identity can be the same or different from their sex assigned at birth.

SEX ASSIGNED AT BIRTH
The sex (male or female) given to a child at birth, most often based on the child's external anatomy.

GENDER EXPRESSION
External appearance of one's gender identity, usually expressed through behavior, clothing, body characteristics or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine.

GENDER NON-CONFORMING
A broad term referring to people who do not behave in a way that conforms to the traditional expectations of their gender, or whose gender expression does not fit neatly into a category. While many also identify as transgender, not all gender non-conforming people do.

TRANSGENDER
An umbrella term for people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth. Being transgender does not imply any specific sexual orientation. Therefore, transgender people may identify as straight, gay, lesbian, bisexual, etc.

CISGENDER
A term used to describe a person whose gender identity aligns with those typically associated with the sex assigned to them at birth.

NONBINARY
An adjective describing a person who does not identify exclusively as a man or a woman. Non-binary people may identify as being both a man and a woman, somewhere in between, or as falling completely outside these categories. While many also identify as transgender, not all non-binary people do. Non-binary can also be used as an umbrella term encompassing identities such as agender, bigender, genderqueer or gender-fluid.

GENDER PRONOUNS

She	Her	Hers	Herself	She is speaking. I listened to her. The backpack is hers.
He	Him	His	Himself	He is speaking. I listened to him. The backpack is his.
They	Them	Theirs	Themself	They are speaking. I listened to them. The backpack is theirs.