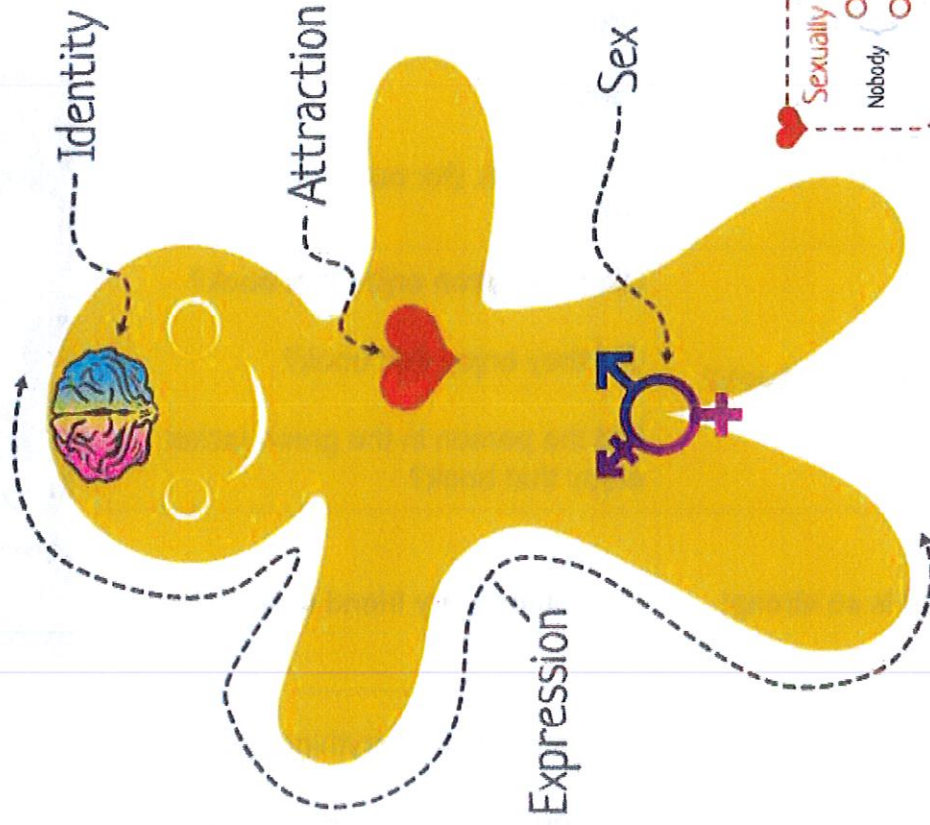


The Genderbread Person v3.3

by its pronounced **METROsexual** www

Gender is one of those things everyone thinks they understand, but most people don't. Like *Inception*, Gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for gender understanding. It's okay if you're hungry for more. In fact, that's the idea.



Gender Identity

How you, in your head, define your gender based on how much you align (or don't align) with what you understand to be the options for gender.

Woman-ness ↔ Man-ness

Indicates a lack of preference on the right

Indicates a preference on the left

Examples: "woman", "man", "genderqueer", "non-binary"

Gender Expression

The ways you present gender, through your actions, dress, and demeanor, and how those presentations are interpreted based on gender norms.

Feminine ↔ Masculine

Examples: "feminine", "gender neutral", "androgynous", "gender male"

Biological Sex

The physical sex characteristics you're born with and develop, including genitalia, body shape, voice pitch, body hair, hormones, chromosomes, etc.

Female-ness ↔ Male-ness

Examples: "female", "male", "intersex", "trans-female"

Sexually Attracted to

Women/Females/Femininity ↔ Men/Males/Masculinity

Nobody

Romantically Attracted to

Women/Females/Femininity ↔ Men/Males/Masculinity

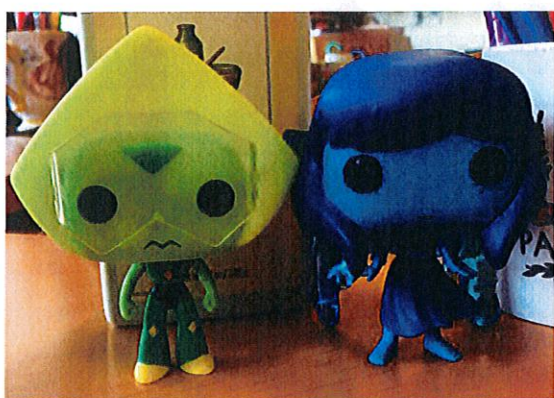
Nobody

For a bigger bite, read more at <http://bit.ly/genderbread>

In each grouping, circles that apply to you and pink a point, depicting the aspects of identity toward which you experience attraction.

LGBTQIA+ Inclusive Library Practices

- Bathrooms— baby steps are better than no steps
- Rainbow signals: pride bracelets, pins, signs, desktops
- Enforced safe zones and signage
- Inclusive booklists, booktalks, and programs
- Resource guides for patrons and staff
- Remove deadnames from patron accounts
- Don't forget about collection development; look for more than just L & G representation



Pronouns

- Pronouns on staff nametags and in e-mail signature
- Introduce yourself with your pronouns
- Don't assume people's pronouns (gender inclusive language)
- Double check with teens on which pronouns to use in various circumstances (around parents, friends, other staff, etc.)
- Remove gender information from patron accounts or at least including an "other" option

Instead of...	Try...
Hello, ma'am/sir.	Hello there. Hello friend. (for our youngest patrons!)
Did she/he enjoy that book?	Did that patron enjoy that book? Did they enjoy that book? Did the person in the green jacket enjoy that book?
Your baby girl is so strong!	Your little library friend is so strong!
Did you ladies/guys find everything alright?	Did you all find everything alright? Did you folks find everything alright?

