

# Gendered Language at Work

Revising language for the  
inclusive teams.



bossy  
assertive



emotional  
high EQ



engaging



mean  
critical



diva  
confident

talkative



# Hello Culture Leader,

We extend a warm welcome to the “Gendered Language at Workplace” Handbook, brought to you by Ungender. In our journey toward fostering diverse, inclusive, and equitable workplaces, language plays a pivotal role. This handbook is designed for company professionals like you, who recognize the transformative power of words and their impact on our workplace culture.

At Ungender Advisory, we believe that language has the ability to shape perceptions, challenge norms, and create connections. By addressing gendered language, we take a significant step toward creating an environment where every individual feels valued and empowered, regardless of their gender identity.

Within these pages, you will delve into the reasons why reevaluating gendered language is crucial, how it influences interactions, and how simple shifts can make a substantial difference in promoting inclusivity. Our goal is to equip you with insights and strategies that will contribute to a workplace culture where everyone's voice is heard and respected.

We are grateful for your commitment to embracing gender-inclusive language and creating spaces where diversity thrives. As you embark on this journey with us, you'll gain tools to communicate with intention, reflect on biases, and foster a sense of belonging for all team members.

Thank you for your dedication to positive change.

Warm regards,  
Team Ungender

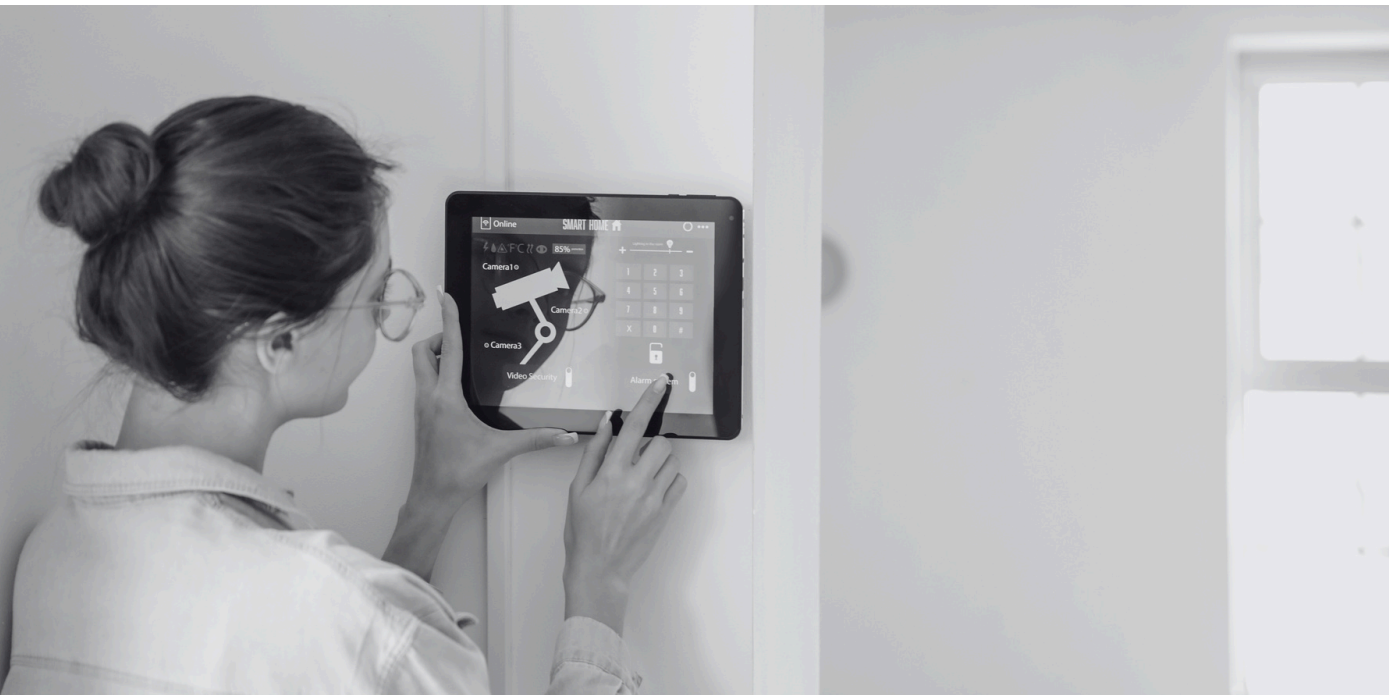
# "GENDERED LANGUAGE"

refers to words, phrases, and expressions that have a specific gender association or bias, often reinforcing traditional gender roles, stereotypes, or assumptions. This type of language can perpetuate inequalities and limit inclusivity by attributing certain qualities, roles, or behaviors to specific genders. Gendered language can be found in various aspects of communication, including written and spoken words, as well as visual and nonverbal cues.

Using gendered language can unintentionally marginalize or exclude individuals who do not identify with the traditional binary concepts of "male" and "female." The goal of promoting gender-inclusive language is to communicate in a way that is respectful, and sensitive, and recognizes the diversity of gender identities and expressions. In contrast, gender-inclusive language aims to minimize the use of words that assume a person's gender based on stereotypes, using terms that encompass a broader range of gender identities or avoid gender references altogether. This helps create a more equitable and respectful environment where everyone is acknowledged and valued, regardless of their gender identity.

# A polite disclaimer

We acknowledge that our focus is primarily on addressing gendered language concerning women. This choice does not undermine the importance of addressing gender inclusivity in all aspects of language and communication. Our decision to center on language related to women stems from the recognition that historically, women have been disproportionately affected by stereotypes, biases, and unequal treatment in many spheres, including language. While this handbook addresses gendered language as it pertains to women, we want to emphasize that gender inclusivity is a vital consideration for all genders.



We understand that creating an equitable and respectful environment necessitates addressing language biases across the gender spectrum. This handbook serves as a starting point for initiating conversations about gender-inclusive language. We encourage ongoing dialogue about the importance of inclusive language for all genders, and we remain committed to contributing to a more inclusive future.

# Connect With Us



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