



Affinity Futures

Working together for an inclusive future

Trans Inclusive Resources

Language

- Use gender neutral pronouns and terms
 - Be particularly mindful when speaking about the reproductive system eg. menopause and menstrual health campaigns should always use language that inclusive of all people with uteri rather than exclusively women
- Understand the difference between sex and gender identity
 - Do not make assumptions based on appearance, voice, or any other characteristic
- Listen to the individual's choice of phrases
 - Everyone will have different preferences in how they identify themselves
- Avoid terms like preferred pronouns, preferred name etc.
 - All of this implies that gender identity is a choice or that using the correct name and pronouns is optional - this isn't true.
- [Glossary Sheet Poster Handout](#)
 - Free to share with credit
- [LGBTIQ+ Inclusive Language Guide | Minus18](#)
- [Pride in Practice Guide to LGBT+ Vocab](#)

Pronouns

- Use they/them as a default when referring to anyone who hasn't explicitly told you their pronouns
- Display your pronouns at all opportunities eg. email signatures, name badges, bios and website profiles, Zoom names
- [Pronouns: A Guide from GLSEN | GLSEN](#)
- [Want to know how to ask people about their pronouns? Here's why you already do. | by Lal Zimman | Trans Talk | Medium](#)
- [Pronouns.org Resources on Personal Pronouns](#)
- [Pronouns Matter | LGBT Resource Center \(ucsf.edu\)](#)

Communication

- [ABC of LGBT+ Inclusive Communication](#)
- [Evidence to Practice Guide: Inclusive communication with LGBTIQ+ clients \(aifs.gov.au\)](#)

Workplace

- [Supporting Transgender and Gender Diverse People in the Workplace - The Commons \(commonslibrary.org\)](#)
- [Citation | Transgender employees: HR basics for employers - BICSc](#)

Legislation

- [Trans Equality - Scottish Trans](#)
- [Equality Act | Equality and Human Rights Commission \(equalityhumanrights.com\)](#)
- [Guide to Gender Recognition Certificates](#)
- [HR Basics for Employers](#)

Healthcare

- [TransActual](#)
- [HealthCARE - Scottish Trans](#)
- [Standards of Care - WPATH World Professional Association for Transgender Health](#)
- [Trans healthcare - ethical topic - GMC](#)
- [UK Gov Guidelines on Cancer Screening for Transgender Patients](#)
- [Cervical Screening Process for Trans and Non-Binary Patients](#)
- [Summary of the Endocrinology/Pharmacology of Hormone Therapies](#)
- [FSRH CEU Clinical Statement: Contraceptive Choices and Sexual Health for Transgender and Non-Binary People](#)

Families

- [New Family Social - LGBT+ Adoption Charity](#)
- [NHS Having A Baby If You Are LGBT+](#)
- [Adoption or Fostering as Options For Trans and Non-Binary People](#)

Organisations

- [Sparkle - Manchester](#)
- [Gendered Intelligence](#)
- [Gender Identity Research & Education Society](#)
- [Mermaids UK](#)

Intersex People

- [Inclusion Guide To Respecting People With Intersex Variations](#)
- [Supporting Intersex Inclusion in the Workplace](#)