

## About One Iowa

One Iowa seeks to improve the lives of LGBTQ Iowans by protecting and advancing equality and inclusiveness through education, improving workplace culture, and increasing access to quality healthcare across our state.

## Contact Information

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## Inclusive Language

### Pronouns

*A pronoun is a word used in a sentence to refer to a person without using their name.*

#### Examples of Pronouns:

- He/Him/His
- She/Her/Hers
- They/Them/Theirs (singular)
- Zie/Zir/Zirs

### Gender-Neutral Language

*Gender-neutral language is key to being more LGBTQ-inclusive.*

#### Examples of Gender-Neutral Language:

- Folks, Everyone, Ya'll
- Sibling/Child
- Significant Other/Spouse/Partner
- Parent/Guardian/Trusted Caretaker

### Art of the Apology

*Everyone makes mistakes! What is important is how you respond. Always apologize if you misgender or deadname a person.*

## LGBTQ Basics



### Sex

Sex refers to hormones, chromosomes, genital and reproductive anatomy, and is a biological classification (male, female, intersex)

### Sexual Orientation

The enduring pattern of romantic and/or sexual attraction to other persons.

- Straight
- Lesbian
- Bisexual
- Pansexual
- Asexual

### Gender Identity

The persistent internal sense of being a man or a woman or somewhere else on the gender spectrum.

- Man
- Woman
- Non-binary (Agender, Bigender, 2 Spirit, Genderfluid, Genderqueer, Polygender, etc)

### Gender Expression

Mannerisms, personal traits, ways of dressing, etc. which serve to communicate a person's identity as they relate to gender and gender roles.

- Masculine
- Feminine
- Androgynous

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## Trans and Nonbinary 101

## What does it mean to be Trans/Nonbinary?

here are a lot of ways to be Trans/Nonbinary- as many as there are Trans and Nonbinary people! Here is a basic breakdown:

- Trans/Transgender loosely describes a person that doesn't identify with the sex they were assigned at birth.
- Nonbinary describes a person that doesn't identify as a man or a woman

## Trans and Nonbinary Words to Know:

- Deadname: A deadname is a Trans/Nonbinary person's incorrect name- typically it is their legal/given name. You should never use a person's dead name
- Misgender: Misgendering is when you use the incorrect language to refer to a person (i.e. referring to a woman as "sir")