



# How to be a Non-Binary Ally in HE



## Definition

Non-Binary is an umbrella term for a person who identifies with or expresses a gender identity that is neither entirely male nor female or who rejects gender in its entirety.

## Avoid Assumptions

Never assume a person's gender identity by how they look or the names they use. Don't be afraid to ask what pronouns someone uses.



Non-binary people may use the pronouns they/them/their.

## Mistakes Happen

You may feel guilty about making a mistake such as using the wrong pronouns for a student. Acknowledge it happened, apologise, learn from it and move on.

## Question your use of language

Do you address the room by saying "Good Morning Ladies and Gentlemen"? Try using "Good Morning Everyone" instead.

## Listen

Coming out can be a daunting experience for non-binary people, often triggering anxiety. Listen to them and support them however you can.

## Learn

No one expresses their gender in the same way. Learn what gender means to them.

## Promote visibility

When teaching about gender are you including non-binary experiences too? Include the work of transgender and non-binary researchers and academics in your reading lists and lectures.

## Be inclusive

Are you or your students conducting research that includes documenting gender? Include a non-binary or self ID option.

## Acknowledge the person

They might be the only non-binary person you know. But someone's gender is just a small piece of who they are.

