The background of the slide is a photograph of a desert landscape. In the center, there is a large, prominent rock formation with a tall, thin spire. The foreground shows a valley with sparse vegetation and a dirt path. A large, semi-transparent rainbow is overlaid on the image, curving across the top and bottom. Two semi-transparent white rectangular boxes are positioned over the image, one at the top containing the title and one in the middle containing the speaker's name and title.

# Gender Identity Etiquette

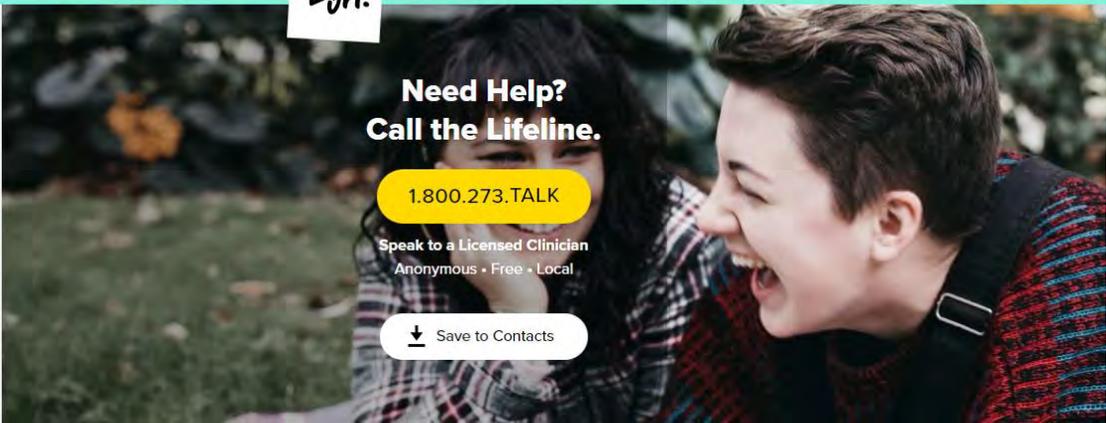
**Ray Bailey (they/them)**  
**Youth Suicide Prevention Program Manager**



# UTAH LGBTQ+ SUICIDE PREVENTION PLAN

2020 - 2025

- Statewide strategy for addressing suicide prevention in the LGBTQ+ community
- Modeled from Utah State Suicide Prevention Plan
- Directs state-level agencies and other organizations throughout Utah who may serve LGBTQ+ people



## Need Help? Call the Lifeline.

1.800.273.TALK

Speak to a Licensed Clinician  
Anonymous • Free • Local

↓ Save to Contacts

### LGBTQ+ suicide prevention resources

Pride Center: Empowers and celebrates Utah's diverse LGBTQ+ community

[Click here](#)

NAMI Utah, Utah's Voice on Mental Illness: Education, Support and Advocacy for individuals and families impacted by mental illness

[Click here](#)

The Trevor Project: Suicide Prevention service to lesbian, gay, bisexual, transgender, queer, & questioning (LGBTQ) young people under 25.

[Click here](#)

American Foundation for Suicide Prevention Utah Chapter

[Click here](#)

Utah LGBTQ+ family & youth center

[Click here](#)

Veterans Health care: LGBT Veteran Suicide Prevention

[Click here](#)

Alliance, The public-private partnership advancing the National Strategy for Suicide Prevention

[Click here](#)

Utah LGBTQ+ Chamber of Commerce

[Click here](#)

If you or someone you know is in danger...



Mental health...

Call 911 and are specially...



## WHAT DOES AN ALLY LOOK LIKE?

### LISTEN WITH AN OPEN MIND AND HEART.

When someone shares their truth with you, sometimes that you killed some ground is a gesture of trust. Let them know that you see them and that they are not the same person to you.

### BE WILLING TO TALK.

It's not required to know all there is to know about LGBTQ+ topics. Instead, being willing to talk allows your LGBTQ+ friend to process emotions and thoughts that they may not feel safe doing with others. Lead up your responses to learn how to be supportive.

### SPEAK UP.

Share information and knowledge. You're all here to...



## Pronouns: What, Why, and How



### WHAT ARE PRONOUNS?

Pronouns are the ways in which we refer to one another in the third person.

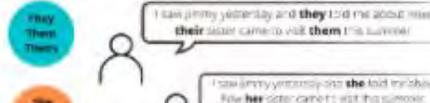
### EXAMPLE PRONOUN USAGE

<b>She/Her/ Hers</b>	She gives great advice.	She's a comedian.	She accused them of cheating.	They said "I love you."	Let's call her later.
<b>He/Him/ His</b>	He gives great advice.	He's a comedian.	He accused them of cheating.	They said "I love you."	Let's call him later.
<b>They/Them/ Theirs</b>	They give great advice.	They're a comedian.	They accused them of cheating.	They said "I love you."	Let's call them later.

### WHY DO PRONOUNS MATTER?

Using someone's correct pronouns creates an inclusive environment and shows that you respect that person, the same way it's respectful to use someone's correct name.

### HOW DO I USE PRONOUNS?



## GENDER IDENTITY

- Individual's deeply held sense of being male, female, or another gender
- Cisgender or Transgender

## SEX

- Physical Attributes (external sex organs, sex chromosomes, internal reproductive structures)

# Gender Identities

- Cisgender – gender identity is the same as medically assigned gender
- Transgender – gender identity differs from medically assigned gender
  - Transgender Woman, Transgender Man, MTF, FTM
  - Non-binary/Gender nonconforming – gender identity is neither male or female
    - Combination
    - Neither (Agender)

# What is a pronoun?

Pronouns are the ways in which we refer to one another in the third person.



**Preferred  
Pronouns**

# Why Should WE care?

<b>Risk Factors</b>	<b>Transgender Respondents</b>	<b>U.S. Population</b>
<b>Poverty</b>	29%	14%
<b>Serious Psychological Distress in past 30 days</b>	39%	5%
<b>Suicide Attempt – Lifetime</b>	40%	4.6%
<b>Nonmedical Prescription Drug Use</b>	7%	2%
<b>Negative experience related to being transgender in health care setting</b>	33%	n/a
<b>Did not seek needed health care due to fear of being mistreated as a transgender person</b>	23%	n/a

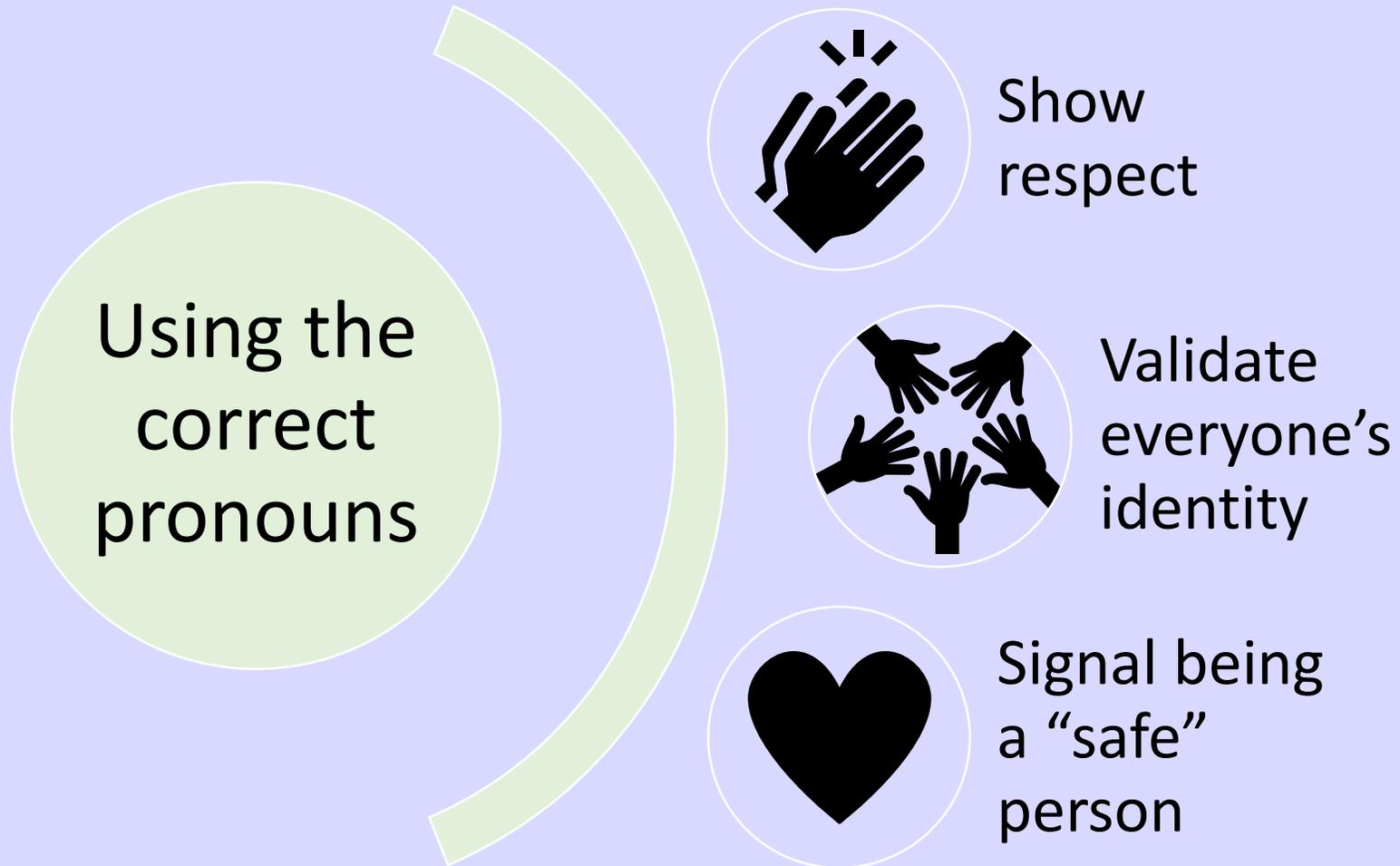
# Protective Factors for transgender people

- Low internalized transphobia
- Fewer fears of gender-related rejection
- Taking steps to transition
- Social Support

# What are my pronouns?

Gender Identity	Potential Pronouns	Example
Cisgender/Transgender Woman	She/Her/Hers	Sally is going to buy herself a new car.
Cisgender/Transgender Man	He/Him/His	John enjoys swimming with his siblings in the summer.
Non-Binary/Gender Non-conforming person	They/Them/Theirs Ze/Hir/Hirs	Alex wants to be an astronaut when they grow up.  Casey washed hir hair last night.

# Why does it matter?



# How do I know which pronouns to use?

- Ask!
- Check the signature
- Listen to others

What are your pronouns?

**Ray Bailey, MS**

Pronouns They/Them/Theirs

Youth Suicide Prevention Program Manager

[raybailey@utah.gov](mailto:raybailey@utah.gov) | 385-303-6851

[hs.utah.gov](https://hs.utah.gov) | [dsamh.utah.gov](https://dsamh.utah.gov)

utah department of  
**human services**  
SUBSTANCE ABUSE AND MENTAL HEALTH

Live  
On.

# What if I make a mistake???

- We all make mistakes when speaking, especially with language we're unfamiliar with
- If you misgender someone, apologize and move on
- Normalize all gender identities by not stopping conversation to draw attention to the mistake



When you accidentally misgender someone:

**DON'T**



She - I mean he! **He.** Oh my gosh

I am so SO SO sorry!

I didn't mean it you know  
I'm the LAST person who-

Don't worry about it.

It's FINE.

It's ok.



**Don't** make it a bigger deal by over-explaining or over-apologizing.

**Do** take the time to **correct your mistake**, and then **move on**.

She - sorry, I mean **he** - he and I used to...

**DO** ✓



# LET'S TALK ABOUT NAMES

- Some transgender people choose to go by a name that is different from the name given at birth
  - “Dead name”
  - “Government name”
- Inappropriate questions:
  - “What is your *real* name?”
  - “How did you choose your name?”

Introductions – for Everyone!

My name is \_\_\_\_\_, my pronouns  
are \_\_\_\_\_.

What pronouns can I use for you?

# More Inappropriate Questions

Do you still  
have your  
(insert genital  
here)?

Did you have  
the surgery?

How do you  
have sex?

Are you on  
hormones? Are you  
going to transition  
medically?

What is your  
real  
name/gender?

# Final Thoughts

- We all make mistakes when we speak!
- Practice!! Ask a friend to help correct you when you make a mistake
- Ask \*everyone\* their pronouns, regardless of whether you assume you know what their gender identity is
- Don't rely on the transgender people you work with to correct you every time.
- Follow the lead of a transgender person (they might not be out!)

More questions? Contact me!

Ray Bailey

[raybailey@Utah.gov](mailto:raybailey@Utah.gov)

385-303-6851