

# NB ZINE -

## A Language Zine for Nonbinary Folks & Allies

# TIONARY:

Are you gender nonbinary? Are you exploring your gender? Do you know someone who is nonbinary? (Answer: probably yes, even if you don't know it right now). Are you looking to expand your language around gender, gender inclusivity, and gender nonconformity?

Then this is the ZINE-TIONARY for you!

On  
"My skin II"  
Cashmere Bouquet Soap  
...because it's such wholesome skin-care!"

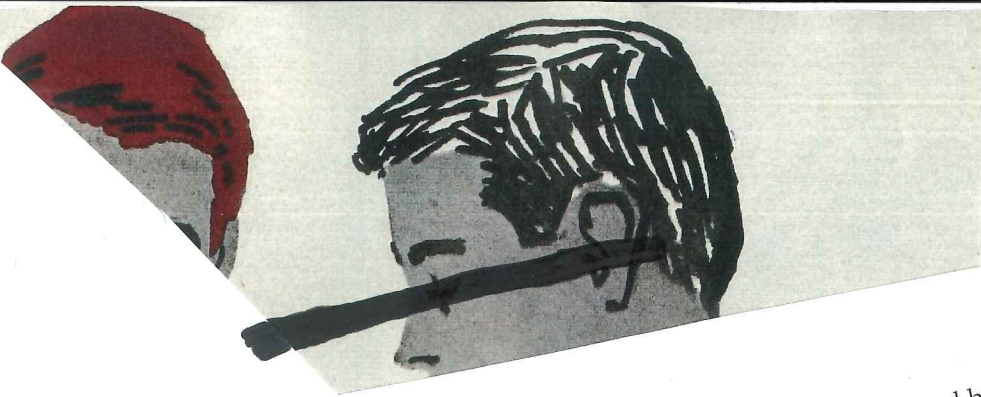
This combination zine and dictionary is working to capture some of the language we currently have that may be more gender-inclusive or suitable for people who identify as gender nonbinary.

You can use it as a tool to try out terms that may help you connect with your true gender identity (or something closer to it than what the binary system gives you). You can use it as a way to help yourself and others better understand how to use appropriate, accurate, and sensitive language to accommodate people of other genders. You can use it for your coworkers, your peers, your friends, your family, or just yourself - anyone and anything you'd like this to work for, let it work for!

*Note:* This is by no means a comprehensive dictionary, and it does not capture the multiplicity of gender identities and language that exists in our world. So listen with respect to others, ask when you're unsure, apologize when you're wrong, and use this as a jumping-off point to start your language and gender journey!

GOOD SAL  
To those  
an ACCO

THREE FRE

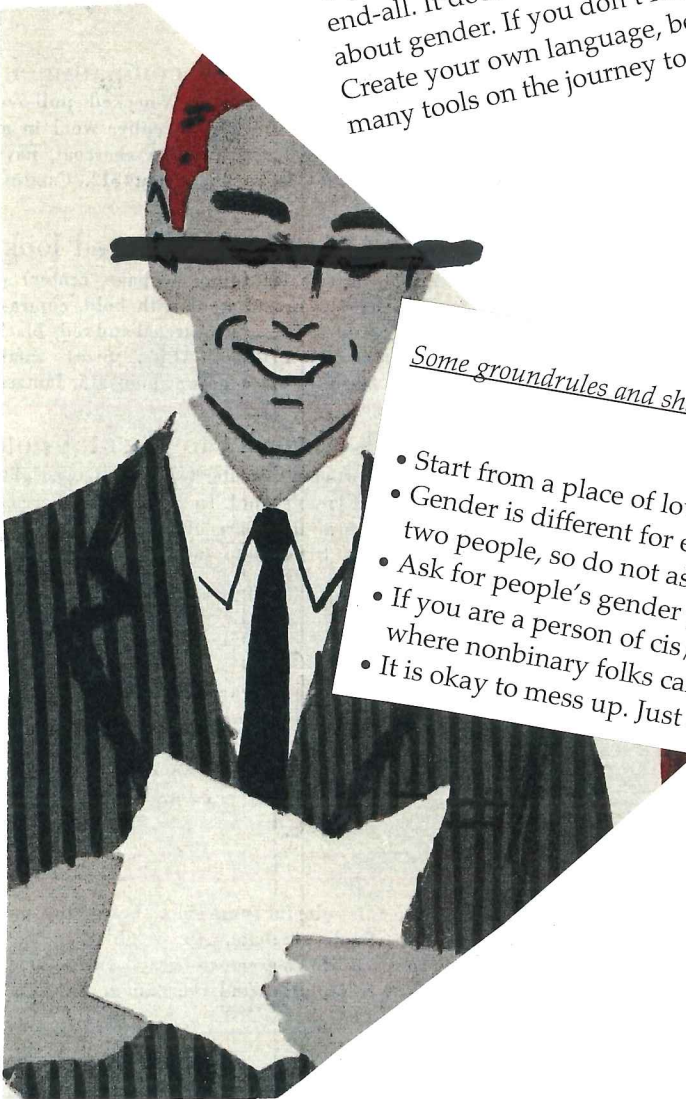


Some notes on language:

**Language is a fickle bxtch.** It is constantly changing, adapting, and being created anew to fit the needs of its speakers. Which is great! But can be challenging to follow. Allowing ourselves and others the space to explore, mess up, try again, and learn is how we will create a society wherein all individuals can be given the respect they deserve.

**Language is a tool for citizenship.** The way we use language to describe ourselves and others can be a powerful way to include (and, unfortunately, to exclude) folks in different ways. Language can validate and invalidate, it can affirm and deny, it can create and it can destroy. We must maintain awareness of how our language is affecting those around us at all times.

**Language is yours.** The language catalogued in this zine is an archive of the present moment as experienced and understood by the author. It is meant to be a starting off point, not a definitive end-all. It does not capture even a small amount of the plethora of language and conversation about gender. If you don't feel like this language or its definitions suit you, then don't use it! Create your own language, behaviors, or norms that feel true to you. Language is just one of many tools on the journey to the liberation of the soul, so let it work for you.

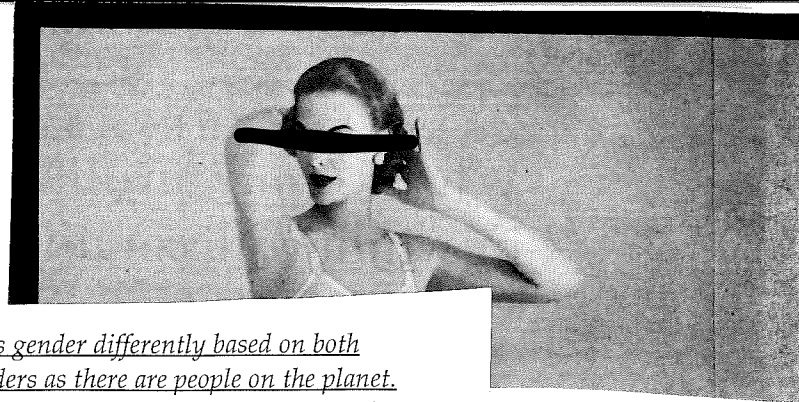


Some groundrules and shared assumptions to start from:

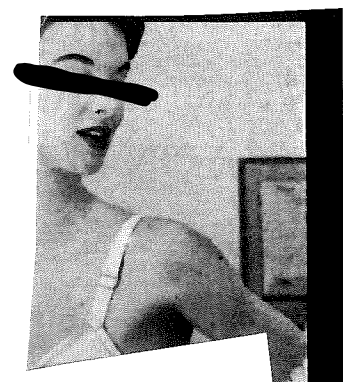
- Start from a place of love and respect for all peoples.
- Gender is different for everyone. Not even the same word describes the same thing for any two people, so do not assume anyone's identity.
- Ask for people's gender pronouns if they are comfortable sharing them.
- If you are a person of cis/hetero privilege, utilize that to help set norms and create spaces where nonbinary folks can feel safe and welcome.
- It is okay to mess up. Just apologize, internalize the feedback, and act upon it next time.



# gender

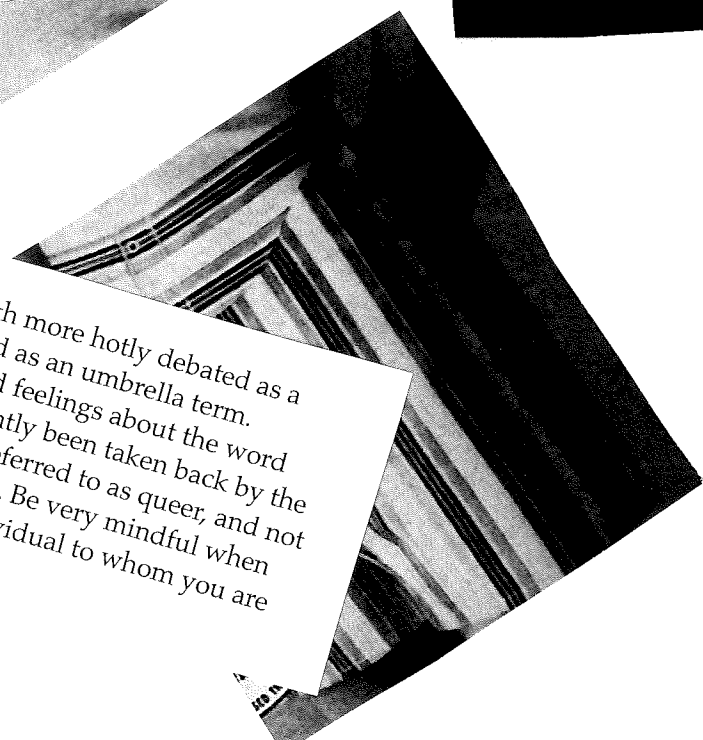
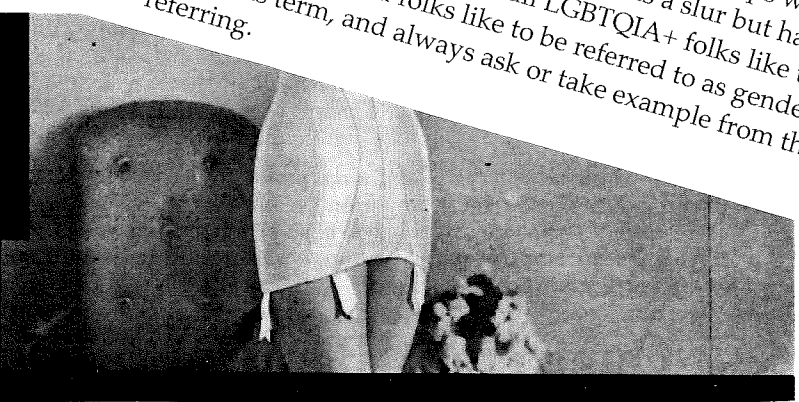
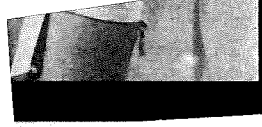
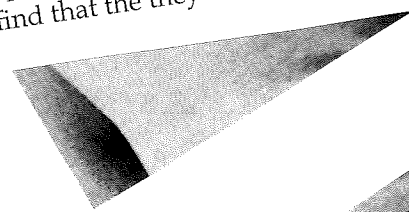
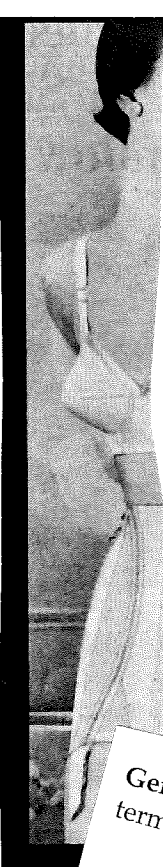



Gender is fluid, changing, and individual. Each person experiences gender differently based on both internal and external factors, and there are in reality as many genders as there are people on the planet. But for the purposes of language, identity construction, and belonging, creating, understanding, and using language that extends beyond the binary of "man" and "woman" is one way in which we can grant full citizenship to ourselves and others who fall outside of the binary. Some language describes someone's gender identity, different language can be used to describe someone's gender expression, and many combinations of terms may be put together to create a detailed sense of self. Whether you are searching for language to describe your own sense of gender or looking for ways to be respectful of non-cisgendered folks, here are just a few of the many (many, many!) genders that we currently have language for:



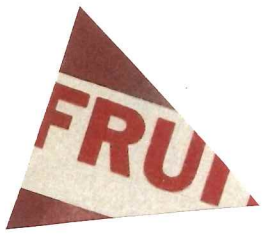

**Nonbinary** /nɑn'baɪnəri/ *n.* A person whose gender identity is neither man nor woman, is between or beyond genders, or is some combination of genders. This identity is usually related to or in reaction to the social construction of gender, gender stereotypes and the gender binary system. Sometimes used as an umbrella term for all gender identities that do not fall under strictly "male" or "female," but more and more frequently becoming used as an identity itself more so than a descriptor term. Some genderqueer people identify under the transgender umbrella while others do not  
*Example:* I identify as gender nonbinary, and my pronouns are they / them / theirs.  
*Note:* They-series pronouns and nonbinary genders are not exclusively related, but many nonbinary folks find that the they-series suits them more than the he- or she-series.

**Genderqueer** /'dʒɛndər kwɪr/ *n.* Similar to "nonbinary," although more hotly debated as a term and less widely used as an identity and more frequently cited as an umbrella term.  
*Note:* Many people have complicated relationships with and feelings about the word "queer," as it was for a long time used as a slur but has recently been taken back by the LGBTQIA+ community. Not all LGBTQIA+ folks like to be referred to as queer, and not all non-cisgendered folks like to be referred to as genderqueer. Be very mindful when using this term, and always ask or take example from the individual to whom you are referring.

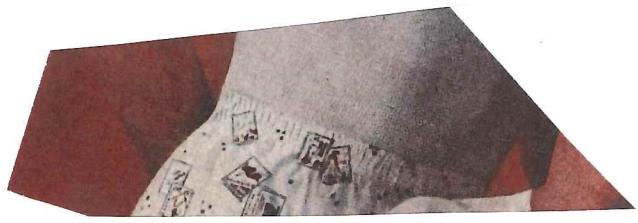




**Agender** /'eɪ,dʒɛndər/ *n.* A person who is internally ungendered or does not have a felt sense of gender identity.




**Bigender** /'baɪ,dʒɛndər/ *n.* A person whose gender identity is a combination of man and woman.



**Gender nonconforming** /'dʒɛndər ˌnɒnkən'fɔːmɪŋ/ *n.* A person who doesn't conform to society's expectations of gender expression based on the gender binary, expectations of masculinity and femininity, or how they should identify their gender. Sometimes used as an umbrella term for people who do not identify as cisgender or who do identify as cisgender but express differently from their assigned gender or gender identity.



**Genderfluid** /,dʒɛndər'fluəd/ *n.* A person whose gender identification and presentation shifts, whether within or outside of societal, gender-based expectations.



**Pangender** /'pæŋ,dʒɛndər/ *n.* A person whose gender identity is comprised of all or many gender expressions.

natural.

g the way to look very in  
But not naked.

Introducing

# PRONOUNS

Respecting a person's identity in the way that we talk about them is extremely important in the construction of a coherent personhood and the feeling of belonging. Gender pronouns is one very prominent way in which language creates identity, and therefore can also be a site of severe dysphoria or true acceptance for non-cisgendered individuals. Pronouns do not, however, define a person's gender identity. Some folks may go by she/her/hers but have a complicated relationship to womanhood, some people may use they/them/theirs but not identify as nonbinary, some people may use he/him/his and be entirely cisgendered in their own mind - pronouns are a tool for language, not a definition of gender. Whether you are searching for pronouns that may more appropriately align with your gender or are looking to learn about the plethora of pronouns out there that you can learn to incorporate into your language, here are just a few of the many options:

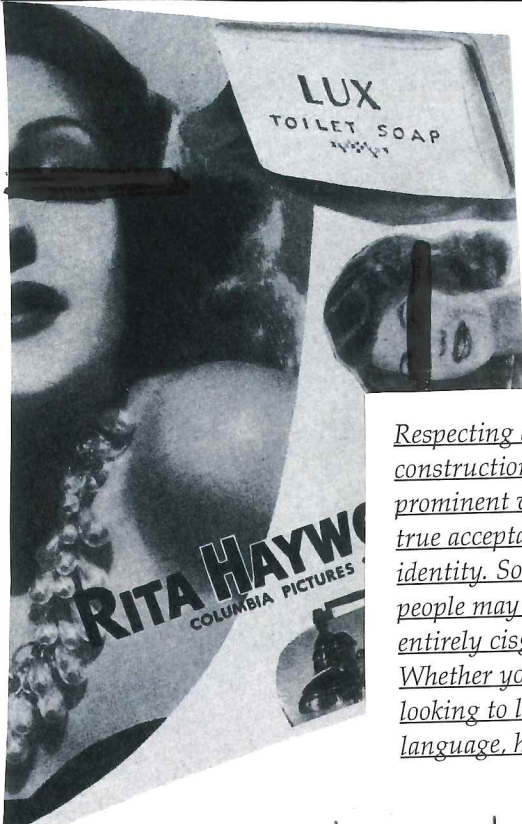
Subjective	Objective	Possessive adjective	Possessive pronoun	Reflexive	Pronunciation
She	Her	Her	Hers	Herself	pronounced as it looks
He	Him	His	His	Himself	pronounced as it looks
Ze	Zim	Zir	Zirs	Zirself	pronounced as it looks
Sie/Zie	Hir	Hir	Hirs	Hirself	pronounced: zee, here, here heres, herself
Zie	Zir	Zir	Zirs	Zirself	pronounced: zee, zee, zee, zees, zeezself
Ey	Em	Eir	Eirs	Eirself	pronounced: A, M ear, ears, eairself
Per	Per	Per's	Fers	Persself	pronounced as it looks
They	Them	Their	Theirs	Therself	pronounced as it looks

(Graphic taken from VAWNet, a project of the National Resource Center of Domestic Violence.)

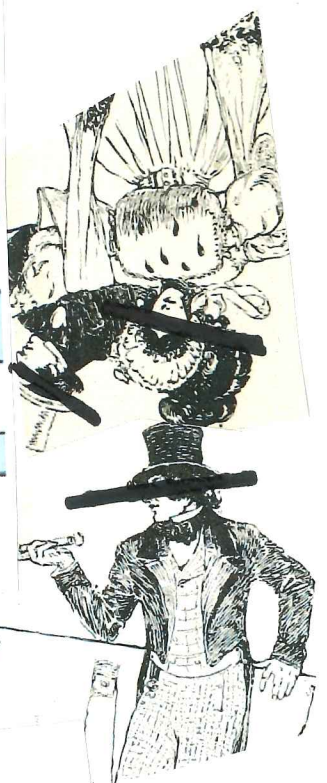
Some people think that using the singular "they" is not grammatically correct. But in reality, the singular they has been a common facet of the English language for a long time, and people use it without thinking more often than they even notice (see?). Here are some examples of everyday uses of the singular they:

"Someone left their wallet. I'll keep it here until they come back for it."

"Who is my next appointment? Tell them that I'm running late."



lovely RITA... here's the BEAUTY Soap she uses every day



Here's our...



# family terms

**Article** *The way that we talk about family and parenthood is extremely gendered. Because so much of "parenting" is defined by a conversation around the biological connections or lack thereof between family members of different kinds, the categories in which we place ourselves and others also tend to be overly gendered. But because all families look different, here are some options for familial titles for gender nonbinary folks:*

**Renny** /'rɛni/ *n.* Alternative for "mommy" or "daddy." Familiar form of "parent," which is also one possible alternative for the more formal "mother" or "father" titles.

**Zaza** /'zɔzɔ/ *n.* Another alternative title for parents, closer to the form "mama" or "papa," but using the "z" from the pronouns "ze/zir."

**Bitsy** /'bɪtsi/ *n.* A familiar address for your child. A good replacement for direct address of your children as "son" or "daughter." Can also be used as an endearing noun instead of "child," if "child" feels too formal.

*Example: 1. Oh, bitsy, I am so proud of you. 2. This is my bitsy, Morgan.*

**Grandy** /'grændi/ *n.* Familiar alternative for a grandparent. "Grandparent" is also a useful title for more formal situations, as with "grandmother" or "grandfather."

**Sibling** /'sɪblɪŋ/ *n.* Alternative for "sister" or "brother." Describes very clearly what their relationship to the subject is without gendering them. Familiar forms can include "Sib" or "Sibby."

*Example: 1. This is my sibling (or sib), Mira. 2. Hey, Sibby, where's Renny?*

**Auxncle** /'aʊŋkəl/ *n.* Title for a gender nonbinary person whose sibling has a child. Alternative for "aunt" or "uncle." Can be shortened to the more casual and familiar "Aux" /aʊ/.

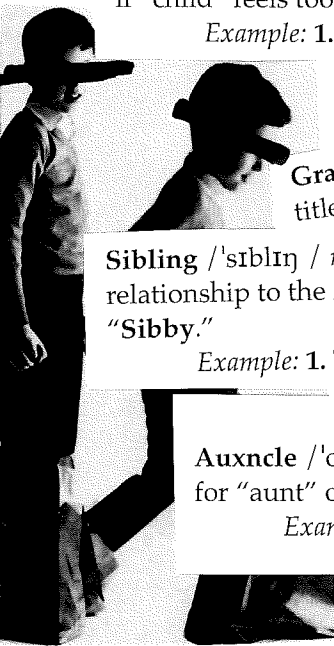
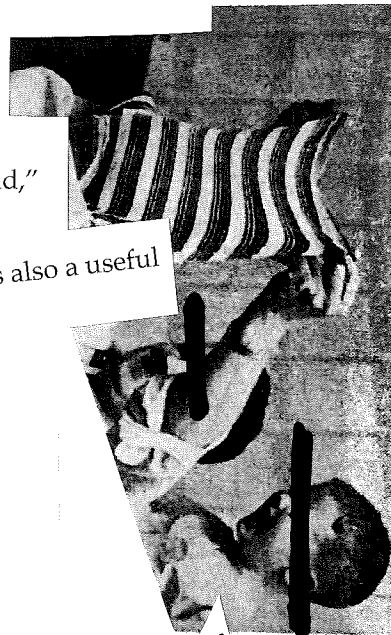
*Example: 1. This is my auxncle. 2. Auxncle Jesse is coming over tonight!*

**Enty** /'ɛnti/ *n.* Another familiar alternative for "aunt" or "uncle."

*Example: 1. This is my enty. 2. Enty Jesse is coming over tonight!*

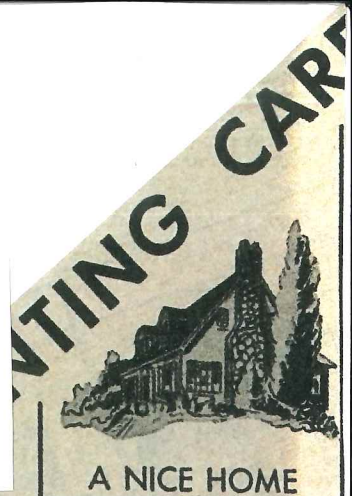
**Nibling** /'nɪblɪŋ/ *n.* Alternative for the gendered "niece" or "nephew." Combines the "n" of those terms with "sibling," to signify that it is a sibling's child.

*Example: 1. My nibling is turning two today.*



# PROFESSIONAL

Many people spend a large amount of their waking hours at work. Especially in offices where folks are together for long periods of time over potentially a series of years, the workplace is a useful and effective place to set norms that may help create culture change across the board. This information is helpful both for gender nonbinary or gender exploring folks looking for ways to fit into a formal work culture, as well as for binary folks and corporate leaders who are looking to increase gender equity and tolerance in their place of work.



who want to enjoy



**Mx.** /miks/ *n.* An appropriate nonbinary alternative to the formal title Mr. or Ms. Useful for professional correspondence, letter and email addressing, and verbal introduction of a gender nonbinary individual. Avoid using titles until an individual has specified their gender or pronouns.

*Example: 1. Dear Mx. Jones. 2. Mx. Brown is on the phone for you.*

**Colleagues, Friends, All** *n.* Appropriate non-gendered alternatives to the formal address "Ladies and Gentlemen." Useful for written correspondence or verbal introductions when addressing a group.

*Example: 1. (verbal) Esteemed Colleagues and Cherished Friends: Thank you for being with us today. 2. (written) Dear all, Please see attached...*

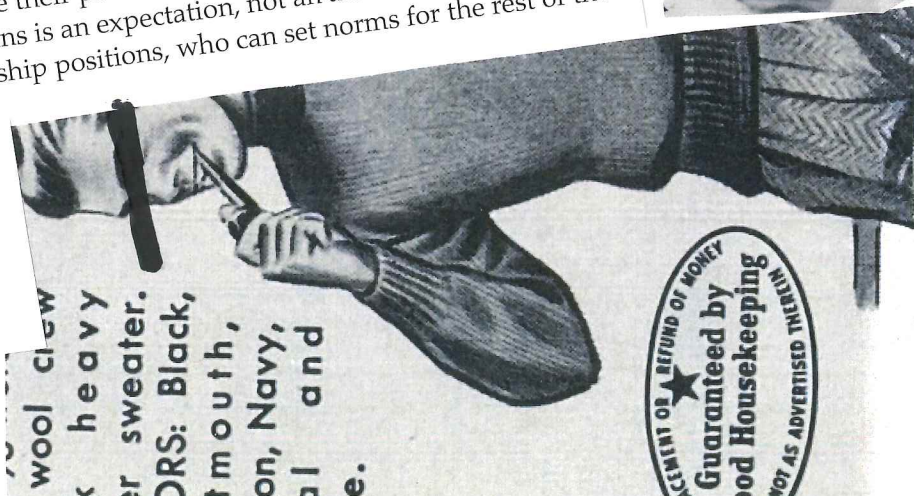
**[Job Title]person or [Job] Representative** *n.* Non-gendered alternatives to frequently gendered job positions. It is just as easy to call yourself or others "[job]person" or "[job] representative" as it is to say "[job]man" or "[job]woman," and using it across the board alleviates the extra energy of specifying a person's gender when speaking about them. "[Job]people" or "[job] representative" can apply to everyone, whether they identify within or outside the binary.

*Example: 1. Salesperson. 2. Sales Representative(s). 3. Salespeople.*

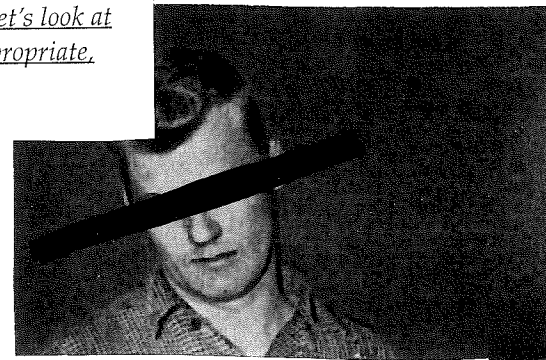
**Email signatures** (or letter sign-offs) are a useful place to specify pronouns. This ensures that the recipient has your correct pronouns at their fingertips, and may help alleviate the pressure of specifying pronouns in person, which can be nerve-racking if that norm is not already set in a workplace. It also encourages others to share their pronouns if comfortable, leading to a culture where the sharing and respecting of pronouns is an expectation, not an additional perk. This is especially recommended for folks in leadership positions, who can set norms for the rest of the group.

*Example:*

Mx. Dot Paxton  
They/Them/Theirs  
Senior Sales Representative  
(xxx) xxx-xxxx  
email@emailaddress.com



Email correspondence is currently the primary mode of communication in most workplaces. Let's look at ways we can create inclusive workplaces through this medium. Here are a few examples of appropriate, gender-inclusive emails one might use in a formal workplace:



Hello all,

Please see attached the agenda for our meeting today. Mx. Johnson will be leading the meeting today, as I am out of the office. **They** will communicate any ideas shared today with me when I return.

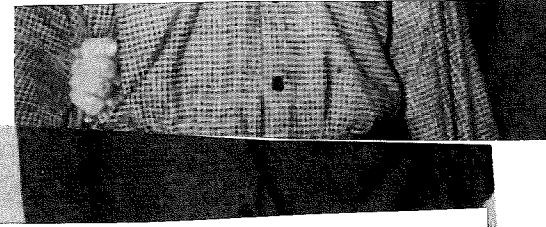
Cheers,

*Name*

*Pronouns*

*Job Title*

*Phone Number*



**Note:** Notice in the above example the use of "all" rather than something gendered such as "Ladies and Gentlemen," as well as the appropriate and respectful use of the pronoun "they" and "Mx." for the colleague that identifies as such. The use of one's own pronouns in an email signature also creates a space where asking for and respecting pronouns is an expectation, not a surprise.

To Whom It May Concern,

Thank you for taking my application into consideration. I spoke to your **colleague** on the phone this morning, and **they** suggested I follow up again via email today. Please let me know if there is any additional information I may provide that would be helpful to the application review process.

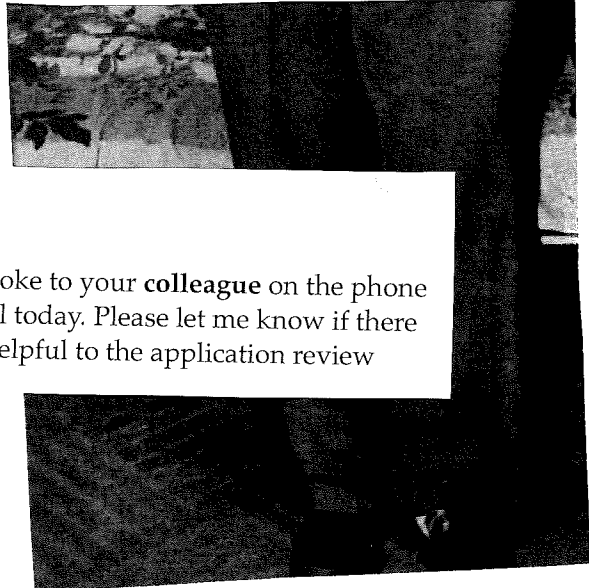
Best,

*Name*

*Pronouns*

*Phone Number*

**Note:** Notice in the above example to use of "To Whom It May Concern" rather than assuming a gender of the email recipient before becoming familiar with them. "Hello there" is also a slightly more casual and non-gendered alternative. Notice as well the use of "colleague" and "they" for the unspecified person on the phone, rather than assuming the person's gender based on their name or their voice. Again, specifying pronouns in an email or written signature also assures that the recipient will both know your correct pronouns and contribute to a corporate culture of sharing and respecting pronouns.





# Sexuality

So often, the terms that we already commonly use for sexuality are intimately tied to the gender binary and don't always feel right for nonbinary people. Some nonbinary people do still feel that terms like "straight," "gay," "lesbian," or "bisexual" apply to them, and that's okay! Respecting how someone identifies regardless of gender identity or assigned sex can help us learn to dissociate these words from the binary and from biology. But if those terms don't work for you, here's some other ones to try out and to understand:

**Androphilic or Gynephilic** /ændrə'fɪlɪk or ɡaɪnə'fɪlɪk/ *n.* Describe an attraction to males or masculinity (andro) or females or femininity (gyno). Alternative terms used in place of homosexual or heterosexual so as to avoid gendering the person while expressing their attraction to a particular expression or biology.

**Pansexual** /pæn'sɛksʃuəl/ *n.* A person who experiences sexual, emotional, or spiritual attraction to individuals regardless of gender identity, expression, or genitalia. Often thought of as being an extension of bisexuality in that it includes but does not stop at the binary genders.

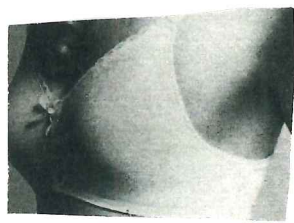
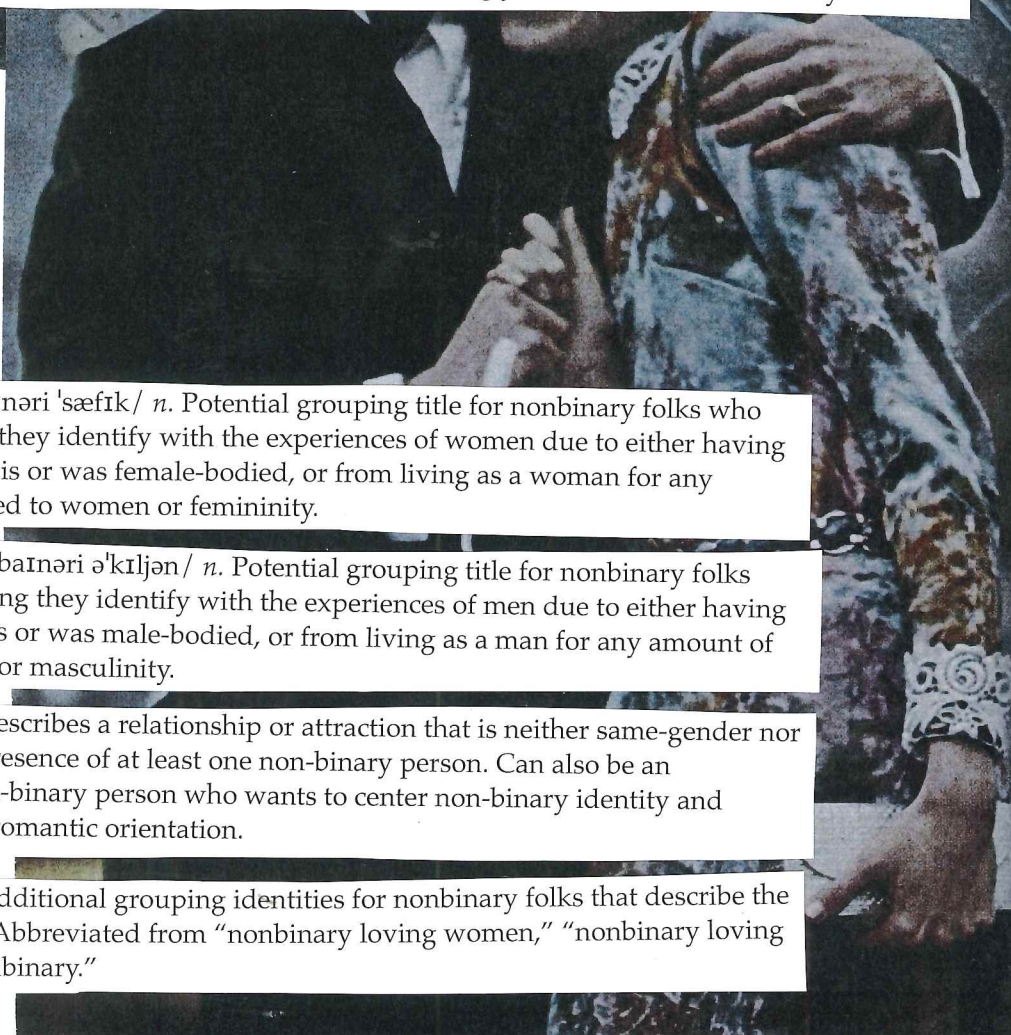
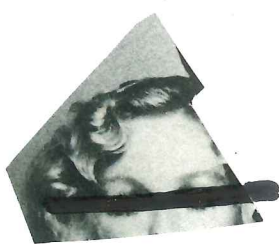
**Skoliosexual** /'skoʊli,ɒ'sɛksʃuəl/ *n.* A person who experiences sexual attraction to nonbinary folks. This term is not entirely accepted by the nonbinary community because it is viewed by some as assigning a gender to the person in question, even if it is not a binary gender. Ask your partner if they are comfortable with this before describing yourself or them in this way.

**Nonbinary sapphic** /nɑn-'baɪnəri 'sæfɪk/ *n.* Potential grouping title for nonbinary folks who are women-aligned (meaning they identify with the experiences of women due to either having been assigned female at birth, is or was female-bodied, or from living as a woman for any amount of time) and is attracted to women or femininity.

**Nonbinary Achillean** /nɑn-'baɪnəri ə'kɪljən/ *n.* Potential grouping title for nonbinary folks who are male-aligned (meaning they identify with the experiences of men due to either having been assigned male at birth, is or was male-bodied, or from living as a man for any amount of time) and is attracted to men or masculinity.

**Diamoric** /,daɪə'mɔːrɪk/ *n.* Describes a relationship or attraction that is neither same-gender nor opposite-gender due to the presence of at least one non-binary person. Can also be an individual identifier for a non-binary person who wants to center non-binary identity and relationships in their sexual/romantic orientation.

**Nblw, nblm, nblnb, etc.** *n.* Additional grouping identities for nonbinary folks that describe the gender they are attracted to. Abbreviated from "nonbinary loving women," "nonbinary loving men," "nonbinary loving nonbinary."



# Relationships

Being a nonbinary person in a relationship or being in a relationship with a nonbinary person is great because you can define things however you want! The important thing is to always make sure that you respect your partner's desires, needs, and expression at all times. But you can feel free to get creative with what you call each other and your relationship as long as you both are on the same page and consenting about the language that you use to describe each other. Here are just a few suggestions if you're looking for some more mainstream or formal terms, although you should always feel free to create your own language together and get as creative as you like.

**Partner** /'pɑːtnər/ *n.* Common across genders and sexualities. Effective non-gendered way to describe the person you are in a relationship with, or to refer to the person someone else is in a relationship with without assume their gender or the status of their relationship. Generally used when in more serious relationships, but can be used whenever both parties feel comfortable, whether it be while casually dating or while married.

*Example:* 1. My partner lives in Florida. 2. How long have you and your partner been together?

**Domestic Partner** /də'mɛstɪk 'pɑːtnər/ *n.* Variation on "partner." Can be used when parties live together. Frequently used to describe people who live together but are not married, although it can also be used for married couples as well if they prefer this over "husband," "wife," or "spouse." Also a useful term to avoid assuming the marital or relationship status of two people who live together.

*Example:* 1. My domestic partner works in education. 2. Your domestic partner is a very talented decorator.

**Significant Other or S.O.** /səg'nɪfɪkənt 'lɒðər/ *n.* Familiar alternative for "boyfriend/girlfriend/partner," both when referring to one's own or someone else's.

**Other Half** /'lɒðər hæf/ *n.* Familiar, intimate alternative for "boyfriend/girlfriend/partner." This term should mostly be reserved for people using it to describe their own relationship if they feel that this more intimate term appropriately suits them. Do not use this to describe someone else's relationship unless they have given you express permission to, because not everyone is comfortable being tied this intimately and dependently to another person.

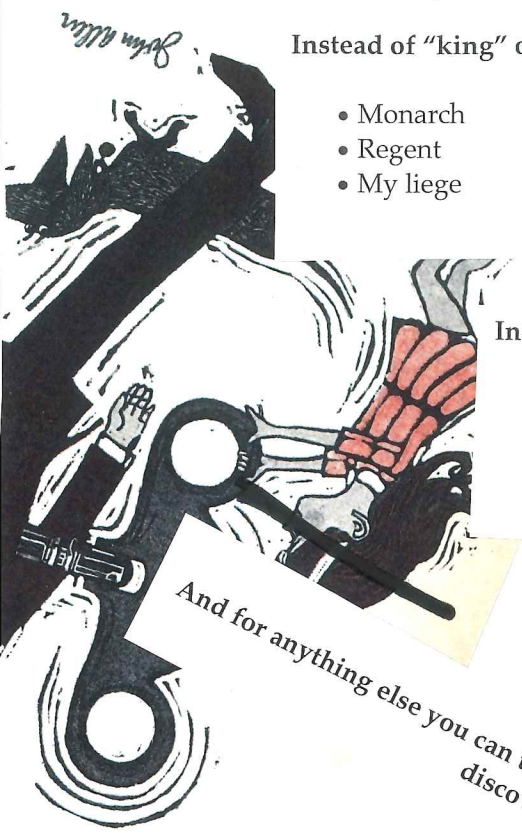
# Fun Stuff

when your nonbinary friend is sad because they keep getting misgendered



Instead of "king" or "queen," try:

- Monarch
- Regent
- My liege



Instead of "mermaid" or "merman," try:

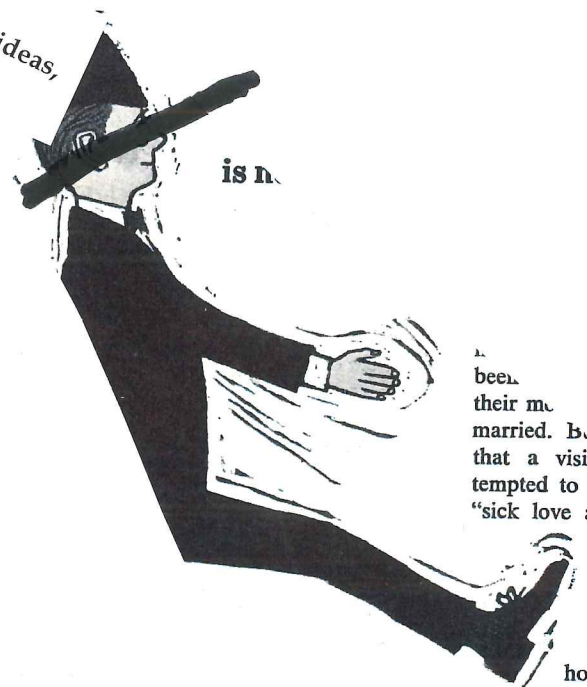
- Mermin
- Sea Creature
- Sunfish

- Example: You are a beautiful radiant sunfish.

Instead of "hey girl(s)" or "hey guy(s)," try:<sup>1</sup>

- What's up fidget spinners
- Hey flat earthers
- Look it's my favorite Cars 3 fans
- Howdy pardner
- Emoji Movie came out July 28 2017

And for anything else you can think of, use this extra space to add your own ideas, discoveries, and preferences!

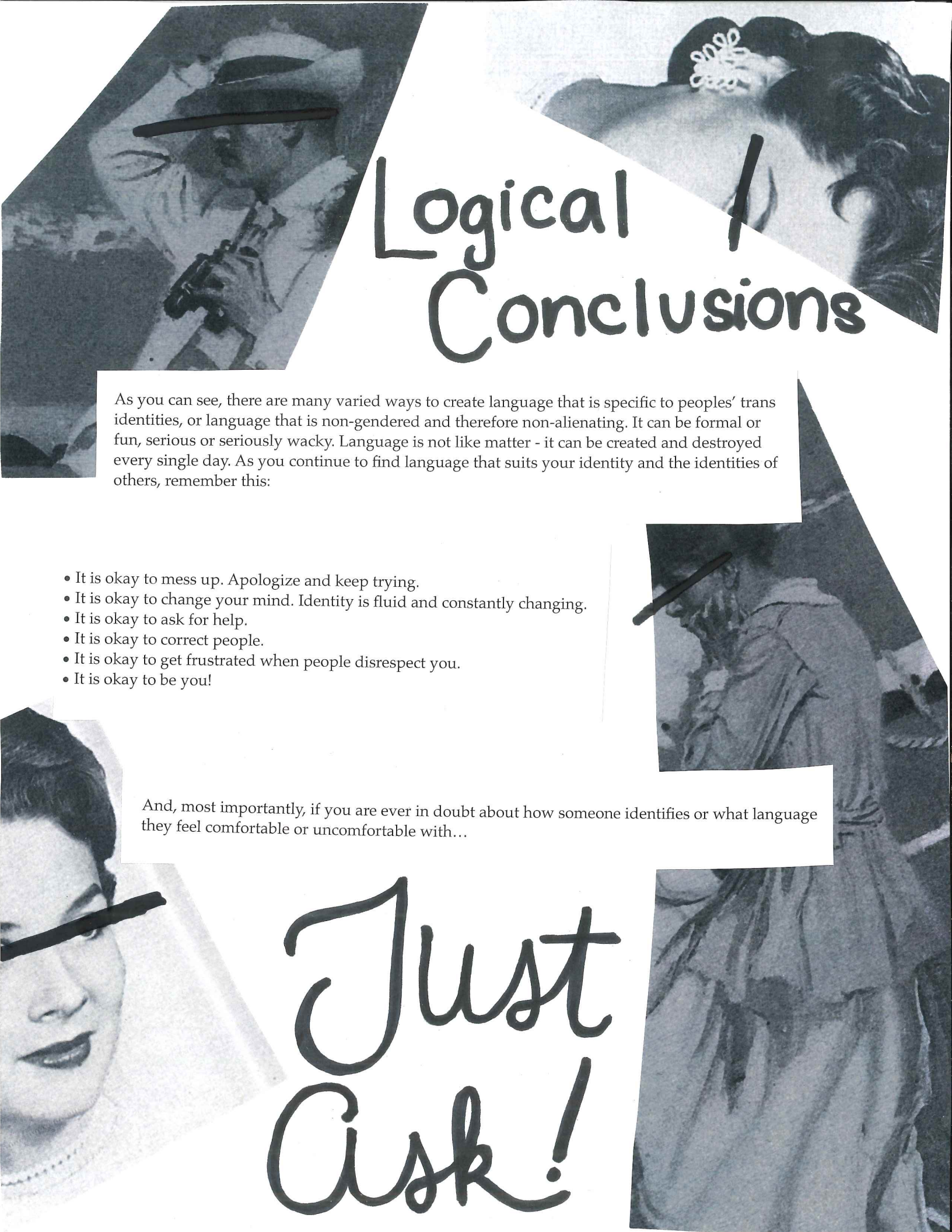


is n.

been their me married. Be that a visit tempted to "sick love a

ho pervasive the In my ca 'der girl wa singly

<sup>1</sup> These terms appear thanks to [tumblr.com](https://www.tumblr.com/user/shibasushi) user shibasushi.



# Logical / Conclusions

As you can see, there are many varied ways to create language that is specific to peoples' trans identities, or language that is non-gendered and therefore non-alienating. It can be formal or fun, serious or seriously wacky. Language is not like matter - it can be created and destroyed every single day. As you continue to find language that suits your identity and the identities of others, remember this:

- It is okay to mess up. Apologize and keep trying.
- It is okay to change your mind. Identity is fluid and constantly changing.
- It is okay to ask for help.
- It is okay to correct people.
- It is okay to get frustrated when people disrespect you.
- It is okay to be you!

And, most importantly, if you are ever in doubt about how someone identifies or what language they feel comfortable or uncomfortable with...

# Just Ask!