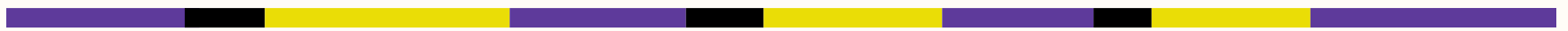


**Wednesday**

**WeBelong Biweekly:**



**Identity: Nonbinary**



# Non-Binary:

Non-binary refers to a range of gender identities that aren't man or woman (i.e., the binary genders).

There is no singular way to identify with the label or its meaning—some non-binary people identify more closely with masculinity or femininity, with both or with neither.



# The Stats:

**50%**

of trans and non-binary employees have said they either hide or disguise their identity at work due to discrimination.

*Human Rights Watch*

**31%**

of non-binary people have experienced hate crimes because of their gender identity.

*Stonewall Trans Report*

# Non-Binary Myths:

## Myth 1:

Non-binary is an “aesthetic.”

## Myth 2:

Non-binary always means “they/them” pronouns.

## Myth 3:

Non-binary is a “trend.”



# Representation:

The reality is people don't have to "get it" to give non-binary individuals respect and understanding.

Acknowledging that non-binary people exist and supporting them is what's important.



# Call to Action:

- Find ways to use gender-inclusive language—try using “y’all,” “friends,” or “everyone” when opening a meeting. Many people unintentionally use exclusive language but being more mindful about it can create a space of inclusion.
- Use “they” instead of “he or she.”
- Follow at least one non-binary thought leader and share something new you learned!
- Mark **International Non-Binary People's Day** on your calendar for **July 14, 2022**.

