

HOT TOPICS – JULY 2022

NON-BINARY AWARENESS WEEK & INTERNATIONAL NON-BINARY PEOPLE'S DAY

This month's Hot Topic looks at the term 'non-Binary'

OVERVIEW: There are two important dates for you to recognise this month regarding non-binary people. The first is 11 July 2022 which is the start of non-binary awareness week and the second is 14 July 2022 which is non-binary people's day.



WHAT DOES NON-BINARY STAND REFER TO?: "Non-



binary is an umbrella term for people whose gender identity doesn't sit comfortably with 'man' or 'woman'. Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others

reject them entirely.

Non-binary people can feel that their gender identity and gender experience involves being both a man and a woman, or that it is fluid, in between, or completely outside of that binary" [Source: [10 ways to step up as an ally to non-binary people | Stonewall](#)]

The website 'Stonewall' provides useful guidance regarding how we can all play our role in supporting non-binary people. You should use these points as a basis for your discussion with your PDC:

"There are many ways to be inclusive of everyone, regardless of their gender identity. Our language and the way we speak is often embedded with hidden gendered cues.

Once we start to notice them, we can move towards using language that's inclusive for all. Here are 10 tips you can start using right away!

- Introduce yourself with your name and pronoun. Stating your pronouns reminds people that it might not always be immediately obvious what pronoun someone uses
- Put your pronouns in your email signature or social media profile
- Instead of addressing groups of people with binary language such as 'ladies and gentlemen', try more inclusive alternatives such as 'folks', 'pals' or 'everyone'
- Use words that define the relationship instead of the relationship and gender. For example, use 'parents', 'partner', 'children' or 'siblings'

- Not everyone is comfortable with gendered titles such as 'Ms' or 'Mr'. Titles are not always necessary, but if they must be used it's good to provide alternative ones such as 'Mx' (pronounced mix or mux)
- Use the singular 'their' instead of 'his/her' in letters and other forms of writing, i.e. 'when a colleague finishes their work' as opposed to 'when a colleague finishes his/her work'
- Not everyone necessarily uses 'he' or 'she' pronouns and it's important to be respectful of people who use different pronouns. The most common gender-neutral pronoun is the singular 'they' (they/them/theirs). Using people's correct pronouns shows that you respect them and who they are
- Using the pronoun 'they' is very useful when someone's gender or identity is unknown. You will often already be using it without realising, i.e. 'somebody left their hat, I wonder if they will come back to get it'
- Make sure that your workplace, school and college policies and documents use inclusive language, i.e. using 'they' instead of 'he/she' and avoiding sentences that imply two genders. Where specifically talking about gender identity, make sure it is inclusive of non-binary gender identities and not just trans men and trans women
- When highlighting LGBT people in your events or as role models, make sure you include some non-binary role models too

It may take a bit of getting used to, but it causes you no harm and it will make that person feel acknowledged and valid" [Source: [10 ways to step up as an ally to non-binary people | Stonewall](#)]



As you discuss these points with your PDC, consider the protected characteristics of the Equality Act 2010 and which characteristic(s) may be protected. Think about the Code of Ethics and your responsibilities (on and off duty) within the Standards of Professional Behaviour and the Policing Principles and how these impact the way you interact with non-binary people.

Further reading:

[10 ways to step up as an ally to non-binary people | Stonewall Resources about non-binary identities | Gendered Intelligence](#)