

# PEOPLE MATTER. WORDS MATTER.



Photo taken by Swedish caregiver, Emily Abbott. Emily is with her family celebrating Pride Month. Emily and her wife met in 2008 at Swedish and had both of their children at Swedish.

Our vision, *Health for a Better World*, is driven by a belief that health is a human right. Every person deserves a chance to live a healthy life.

We know in order to live our values — *Compassion, Justice, Excellence, Dignity, Integrity and Safety* — and to value each member of our diverse community, we must commit to safe and inclusive language.

**What we say and how we say it makes a difference.**

INSTEAD OF ...	USE
Sex change/Sex change operation/Sex reassignment surgery	Gender affirming surgery/care
Sexual preference	Sexual orientation
Transsexual	Transgender/Trans ( <i>Transgender/trans</i> is an adjective not a noun or a verb. For example, say <i>they are transgender</i> instead of <i>they are a transgender</i> or <i>they are transgendered</i> .)
Hermaphrodite	Intersex (Intersex is an umbrella term that describes people born with natural variations in sex characteristics including chromosomes, gonads, sex hormones or genitalia that do not encompass strictly binary measures of "male" and "female." This term also includes variations in sexual development and differences in sexual development.)
Preferred pronouns	Pronouns (Do not use <i>preferred</i> for pronouns and names since this implies that this is optional or a choice.)
Assuming gender or pronouns based on looks, voice, other factors	They/them (Use gender neutral language when unsure of someone's pronouns or when referring to a person more generally. When speaking about a specific person use the person's pronouns that are consistent with their gender identity. Normalize asking for pronouns and offering yours when you meet them. This might also include omitting gendered constructions when not necessary. All caregivers and patients can use the restroom and locker room that best aligns with their gender identity or expression.)
Preferred name	Chosen name/Name
She/He	Nonbinary/Gender diverse (Someone who does not identify with the traditional binary of male or female)
Gay/Not-straight	Defer to the language folks use to describe themselves, relationships and their identities, by asking what language, labels, terms they use to identify themselves and their relationships.
Homosexual	Gay/Lesbian



Learn more about our mission, vision and values.



Learn how to be an LGBTQIA+ ally.

