

# NVN Statement on Gender Inclusion and Awareness

## The purpose of this document:

To equip Natural Voice Practitioners with the tools, understanding and awareness to help make people of all gender identities safe and welcome at our choirs.

## Updates to this document:

This document will be updated from time to time. The version you are currently reading was last updated on 23rd November 2021.

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*Trans pride flag.*

*You will see some relevant pride flags displayed throughout this document.*

## Definitions & Language.

There are many terms in existence to do with gender and gender identity.

Please take some time to read this non-exhaustive glossary of gender identity terms.

<https://www.verywellmind.com/glossary-of-must-know-gender-identity-terms-5186274>

As you read it, please be aware that:

1. Each person may have a different relationship to any terms given. This will depend on their life experiences, age, location, relationship to language in general, whether they have experienced harassment or discrimination using any of these words, and many other factors.
2. No list is exhaustive, and language and its use and meaning is constantly changing. What is considered respectful, accurate and acceptable language use, changes over time.
3. The variety of human experience is vast, and humans will continue to find new words and ways to express and define themselves. This is a very good thing!
4. Identity language can help people to make sense of their experiences, fight against oppression, feel at home in themselves and the world, and unite with others who might have a similar experience. Identity language is therefore a powerful and important thing.
5. Some people may not know how they identify, or may not wish to use any labels to describe themselves.
6. Some people's chosen identity language may change over time.
7. Two people might use the same identity word to mean a slightly different thing.
8. Some people might use different words to refer to the same thing.
9. Some gender identity terms are often grouped together with terms to do with romantic identity and sexual identity, e.g. in acronyms such as [LGBTQIA+](#)
10. Gender identity is a different thing from sexual identity or romantic identity.
11. You don't need to be an expert: just keep learning and doing your best to bring respect and proactive allyship based on what you've learnt.
12. Follow social media accounts and mailing lists from trans+ organisations such as [Gendered Intelligence](#) so you can keep learning. Do research and learn from sources made by trans and genderqueer people.
13. Important thing to remember: you do not need to fully understand someone else's gender identity to be able to behave in a respectful and supportive way towards them. So, even if you can't wrap your head around someone else's experience right now, you can still focus on bringing respect, support, and an open heart and mind.
14. People should not have to be 'out' about their gender identity in order for you to make a space safer for them: in this document we will explore some ways in which you can make a space safer for people of all gender identities.

If you didn't go to the [link](#) and read through the terms, please do this now! You will get the most out of the rest of this document if you do so, and greatly improve your chances of being able to make your choir a safe, welcoming and inclusive space for people of all gender identities.

We appreciate it is a long list, so to start with you might [go through it](#) and look for definitions of:

- Agender
- Ally
- Cisgender Man
- Cisgender Woman
- Gender Expression
- Genderfluid
- Gender Identity
- Gender Non-Conforming
- Non-Binary
- Transgender
- Trans Man
- Transphobia
- Trans Woman

See if you can write a short definition next to each of these, based on the information at the link provided, and anything else you already know or can find in a reputable source. This activity will help you to understand and remember. You might like to revisit this at a future date and see if your understanding has changed or deepened.

As you explore all the different terms above and at the link, you might feel prompted to reflect on your own gender identity. This may feel good to you, or it might feel uncomfortable or difficult. If you are experiencing distress and want to talk to someone, do reach out for help, to a trusted friend or a support resource, such as in the examples below:

Gendered Intelligence Support Line <http://genderedintelligence.co.uk/projects/supportline.html>

MindOut <https://mindout.org.uk/>

Samaritans: Call 116123 <https://www.samaritans.org/>

Switchboard LGBT Helpline <https://switchboard.lgbt/>

## A note on the glossary, law.

It has been helpfully pointed out that the definition of the word ‘transsexual’ given at the [glossary link](#) we are working with, creates some problems, in that it is not altogether in keeping with legal definitions of the word transsexual as used in UK law, nor is it up to date with the most preferred language use.

*About UK Law:* In the UK’s [Equality Act 2010](#), all trans people, including non-binary people and people who have not gone through any form of medical transition, are protected from discrimination.

*About popular language use:* The [Stonewall Glossary](#) of LGBTQIA+ terms (about gender, sexual and romantic identities), defines the word transsexual like this:

The word transsexual “was used in the past as a more medical term (similarly to homosexual) to refer to someone whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. This term is still used by some although many people prefer the term trans or transgender.”

\*

**Language** is important in lots of ways. Deepening your understanding of gender identity through exploring the language at the given links, and through other research, is important.

So too is the language we use in our workshops, in our choirs, on our social media, on our publicity, in our day to day conversations and anywhere else that other humans receive the language that we use. See the next sections for more about this.

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2021 Progress Pride Flag, which [incorporates the Intersex Pride Flag](#)

## Pronouns.

In the English language, we use pronouns as well as names to refer to people. Some of the most common pronouns we use are she/her/hers, and he/him/his. These pronoun options are gendered, and refer to somebody's gender as well as simply referring to them.

Most people have been culturally trained to assume other people's genders based on appearance, and to use gendered pronouns in relation to characteristics such as people's names, voices, clothes or looks.

The problem with this is that it can lead to misgendering people: eg wrongly assuming someone else's gender identity, which can be very distressing and damaging for transgender, non-binary, agender, genderfluid and other gender non-conforming people. It can also be embarrassing for cisgender people who don't look 'typical' of their gender.

So a top tip is: Avoid Assumptions! Do your best to check yourself if you notice yourself making assumptions about other people's gender. Think of this as an ongoing practice rather than something to 'pass or fail' at: undoing cultural conditioning can take some time.

### **So what pronouns should you use for people then?**

Well, one thing you can do before you know somebody's correct pronouns, is to use gender neutral pronouns for everyone until otherwise informed. For example, they/them/theirs pronouns.

Whilst it might take a little practice, they/them pronouns are fairly easy to use as they are already part of common vernacular. Eg "how are they? What did they say? Are they going by themselves? Did they enjoy themselves? I think that's their hat. Is this theirs?"

However this is only a small part of a bigger picture that really matters:

**Creating an inclusive culture.** One of the most helpful things you can do as a space holder or as part of a community, is to initiate a culture which encourages people to check their assumptions about other people's identities, and creates opportunities for people to disclose their correct pronouns should they wish to.

**For example, give an invitation for people to share their pronouns** as well as their names, in sharing circles, at the start of events, in their email signatures, or in any other format you can see it could be good to offer this as an invitation.

An invitation such as this can serve as a leveller, reminding people that we shouldn't make assumptions about other people's genders, lessening the likelihood of people being misgendered at our events and in our communities, and giving people the tools to refer to each other with the most respectful and suitable language possible.

Cisgender people taking part in sharing their pronouns (both in person and virtually) helps encourage people not to make assumptions about other people's genders.

When offering pronoun rounds or other similar things, avoid using the phrase "preferred pronouns," as this can imply someone's identity is up for debate, and/or can diminish the importance of referring to other people with the correct language for them. Instead, keep it simple: Feel free to share your pronouns / What pronouns do you use? / What are the correct pronouns for you?

**Make it optional.** Make sure that sharing pronouns is always given as something optional, and is not made compulsory. There are various reasons why some people may not want to share their pronouns, including cisgender and transgender people and people of other gender identities, so make sure that it is clearly an opt-in / opt-out choice, in order to make everyone as safe and comfortable as possible.

**You might want to share a resource about why** it is important to share pronouns, so that you can keep your community members informed as to why a change has been made, if a change has been made. This will go a long way towards helping people co-create an inclusive culture. Here is an example of [a link some companies are sharing](#) with their pronoun email footers.

Using somebody's correct pronouns, can contribute to [gender euphoria](#) or other good/positive feelings, especially for trans, non-binary and other gender non conforming folk.

Misgendering somebody, such as using the wrong pronouns for them or using a name that they do not identify with ([deadnaming](#)), can lead to extreme distress, and deteriorated mental health, for trans, non-binary and other gender non conforming people, and can be part of a negative experience known as gender dysphoria.

**There are more pronouns in existence than she / he / they!** Some people will use other pronouns besides he/him, she/her or they/them. You can find some examples here: <https://genderneutralpronoun.wordpress.com/>

Some people will have more than one pronoun they are happy to be referred to with. For example, somebody happy with she/her and they/them, might say "my pronouns are she/they." This means you can refer to them using either she or they pronouns.

For some people, including some genderfluid people, they will feel happier with certain pronouns on different days. Being given the chance to regularly let people know their pronouns will allow them to express this should they wish to. Some people's pronouns may change over time: making regular space for this to be expressed if desired is also a very good thing.

**Some people will not like to have any pronouns used about them at all.** In these instances, people might prefer that you use their name instead. This means repeating their name in a sentence more than we are used to. Whilst it might feel grammatically tricky, remember, people are always more important than grammar! For example, "John said John wanted a cup of tea," instead of "John said he/she/they wanted a cup of tea."

**You can be a good ally to someone by using their correct pronouns**, or politely correcting others if they misgender them, even when they are not in the room with you.

However, you might want to ask someone if they have specific areas of their life where they want specific pronouns or names used, for example if someone is 'out' at your choir but not at their work or on their social media. Act as respectfully and sensitively as you can towards people's choices about who they are 'out' to, and use their correct name and pronouns wherever they say it is okay to do so.

**Remember: people are always more important than grammar!**

Pronouns are a tip of the iceberg in terms of creating inclusive spaces, but it makes a big difference.

You might experience some friction as people get used to new ideas about gender, pronouns and identity. If you keep bringing the focus back to respect and kindness, being proactive in your allyship and gentle with people as they make mistakes and learn, then your group will strengthen over time and become a safer and more inclusive space.

You can find some really helpful and practical resources about pronouns, [here](#).



*Non Binary Pride Flag*

## Choir talk: Speaking about music, singing and the human voice, without using gendered language.

Cultural training means that some people will habitually use gendered language when teaching singing or leading choirs. This can mean that trans, non binary and other gender non conforming folks might feel unwelcome, unsafe, or not included.

In the Natural Voice Network, we have a passionate ethos of creating singing spaces at which all voices are welcome. Learning how to describe musical and vocal things without using gendered language, can be an important part of this.

Below are some examples of gendered language in a choir context, and how to get more specific about what we actually mean and describe vocal / musical things without using gendered language.

These are just a starting point. They are not perfect: just an attempt at suggesting alternatives and helping you to get thinking.

Do get creative and add your own scenarios into the blank boxes. Think of something you or someone else might say/have said using gendered language, and think about how else you could describe specifically what you mean in terms of sound / pitch / timbre / something else, and then remind yourself / think about why it might be important to try and approach this without using gendered language.

A general rule of thumb - respect for people is *always* more important than musical specifics. Once this is in place, musical specifics can be explored in inclusive ways and using gender-free language.

See the next page for the table of examples.



*Genderqueer Pride Flag*

Gendered language	More specific, gender-free alternative	Why it matters
<p>“Okay ladies / women, let’s hear you”</p>	<p>“Let’s hear the people singing the top part”</p> <p>“Let’s hear the people singing in the higher octave.”</p> <p>Demonstrate pitches if helpful.</p>	<p>Not all people with higher voices / who can sing high, identify as women.</p> <p>And not all people who identify as women can sing high.</p> <p>The term ‘ladies’ may be uncomfortable for other reasons too, including for cisgender people, because of misogyny and/or other reasons.</p>
<p>“Let’s try it this time with just the men’s voices”</p>	<p>“Let’s try it this time with just the lower voices / just the people singing in the lower octave.”</p> <p>“Let’s try it this time playing with this sort of sound:”</p> <p>Demonstrate the timbre that you mean or ask someone to demo for you, and let everyone play with the sound quality that you mean. Take it from there!</p>	<p>Not everyone with a low voice / who can sing low, identifies as a man.</p> <p>And not all people who identify as men, can sing low / make the timbre you might be referring to.</p> <p>Their gender identity isn’t necessarily correlated to their vocal type / abilities.</p>
<p>“Can a man demonstrate this part for me, so everyone can hear how it’s supposed to sound? <i>Name</i>, how about you?”</p>	<p>“Can somebody with a lower voice than mine demonstrate this part for me, so everyone can hear how it’s supposed to sound?”</p> <p><i>Name</i>, I’ve heard you do great low singing, would you be up for that today?”</p>	<p>Not everyone with a low voice / who can sing low, identifies as a man.</p> <p>And not all people who identify as men can sing low.</p> <p>Also some people who don’t identify as a woman or as a man, can sing low.</p> <p>You also might not know the gender identity of <i>Name</i> person you have asked for help.</p> <p>Even if you do, it makes more sense to ask based on their low singing ability, than to single them out based on assumed or known gender identity and make an unnecessary and potentially uncomfortable announcement about this.</p>

<b>Gendered language</b>	<b>More specific, gender-free alternative</b>	<b>Why it matters</b>
<p>“It sounds low in my voice because I’m a woman, but for a man it should be in a comfortable / high range.”</p>	<p>“It sounds low in my voice because of my own vocal range and the timbre I’m using, but for some people who have more low range than me, it should be in a comfortable / high range.”</p>	<p>It’s fine to announce your own gender identity: but in this instance the speaker is also implying that all women have the same vocal range as her (which is not true), and that all men should experience it in the way she’s described.</p> <p>All voices are unique, and there is no set voice type or range common across everyone in one gender identity.</p> <p>For example, cisgender women each have their own unique vocal ranges, some cisgender women’s voices deepen as they age, some transgender women will have a wider low range than some cisgender women, some people do not identify as any gender but they still need to know where to sing in your choir... etc!</p>
<p>“We need some more boys / girls singing this part”</p>	<p>If you are talking to adults, and you actually mean lower or higher voices or a particular timbre, say that, eg “we need some more low voices / high voices etc singing this part.”</p> <p>If you are working with children, get specific about what you actually mean in the same sort of way. Eg “we need some quieter / louder / lower / higher / softer / stronger sounds in this part.” Help the children find the sound you mean, and take it from there.</p>	<p>Using words like “girls / boys” with adults not only genders people, but is infantilising and lots of people do not like it!</p> <p>Using gendered language with children makes life harder for children who might already know themselves to be or later discover themselves to be transgender, non binary or gender non conforming in some other way.</p> <p>Find ways to be specific about what you mean musically/vocally etc, without referring to gender.</p>
<p>“I want it to sound like all men’s voices / all women’s voices.”</p>	<p>“Let’s work on blending as a choir. Sing in the same octave as me and at this pitch (demo), &amp; see if you can make a sound like this (demo), and match the volume and tone to the two people either side of you.” Take it from there!</p>	<p>The voices of all people who identify as men do not sound the same as each other. Ditto for all people who identify as women. And people of other genders / no gender are left out by this statement. Get specific about what you mean, soundwise etc.</p>

Gendered language	More specific, gender-free alternative	Why it matters
<p>“Women sing soprano and alto, men sing tenor and bass.”</p>	<p>Eg with soprano:            “The soprano part for this song has this pitch range (demonstrate), and I would like it all to be in this octave OR it’s also fine to sing it an octave lower (demonstrate).”</p> <p>“Anyone is welcome to sing any voice part they can comfortably sing.”</p>	<p>Voice parts are given different names across different genres of music and around the world. Nobody’s gender identity should dictate what voice parts they are allowed to sing.</p> <p>The style of music may have specific requirements to get the most out of it, such as not doubling octaves, or always doubling octaves, or particular voice qualities to use. Explain these things for what they are, rather than using gender identity as an inaccurate &amp; non inclusive shorthand.</p>
<p>“This is a Women’s Dance song from <i>Name of Country</i>, and <i>More Details About Song’s Origin</i>.”</p>	<p>This is totally fine: it’s important to refer to songs and their origins with accuracy, and many folk traditions have gendered aspects. These things are important to refer to with all the information you have available.</p> <p>What you then do with it will determine how inclusively it is brought to your group.</p>	<p>For example, once you’ve given the introduction, you could move on from gendered reference altogether, and simply teach the song and enjoy it.</p> <p>Or if there is something gender specific referred to in the song, do what seems most appropriate. For example, inviting empathy around whatever the song is about, or whatever seems suitable to you to both honour the song’s origins and honour the needs and realities of the individuals in your group.</p>

## Toilets.

Every human needs a safe place to 'do their business' undisturbed.

If toilets are gendered as being 'Women Only Toilets' or 'Men Only Toilets,' this can leave transgender, non binary and other gender non conforming individuals, lacking a safe space to go to the toilet.

As well as making life harder for transgender and non-binary folk and people with a range of other gender identities, this can also be bad for cisgender people who do not look 'typical' for their gender, as they can be harrassed or told they are in the wrong facility, when they are just trying to get on with using the facilities.

It can be really helpful therefore to ask our venues to provide gender neutral or all-gender toilets, and/or to remove gendered signage whilst we are using them.

It can also be helpful to consider what the facilities actually consist of: for example, sanitary bins, sit down toilets, urinals, size of cubicles (this is a separate access issue from the need for gender neutral toilets but is also important in making toilet facilities accessible), etc.

It is important to remember that facilities such as the above may be needed by people of a range of gender identities.

To find about more about why this matters and what you can do about it, please see this very helpful link from Gendered Intelligence:

<https://genderedintelligence.co.uk/professionals/resources/toilets>



*Agender pride flag.*

## Gender Specific Choirs & Spaces

What if you run a choir for women, or a men's choir, or run some other gender specific space? How can you carry on running whilst also making your space safer and/or more inclusive for transgender people, non-binary people and/or people of other gender identities than cis women or cis men?

A good starting point can be seeking clarity about what you are intending to hold, and also being open to this changing or shifting as your understanding of gender and gender identity changes.

For example, is your choir/space for people of a certain voice type? In which case, it might be time for a rebrand to reflect this: e.g. sky high voices / deep dives into song / something that makes it clear in both the title and the blurb, that your choir is about uniting people of a similar voice type to make music in a particular way?

Or is your group about uniting people who have a similar gender identity to one another? For example, is it a choir for everyone who identifies as a woman? A group for everyone who identifies as a man? A choir for non-binary identifying folks to sing together? Get as clear as you can about this and make it clear in your publicity. Ideally, consult with some people who have a different gender identity to yours about how this comes across to them, and if possible pay them for their consultation services.

If yours is a choir for uniting people of a similar gender identity, be ready to embrace and encourage the variety of voices that really do exist within the identity of 'woman,' 'man,' or any other gender identity. Embrace people's different ranges and timbres. Do not make people feel ashamed for having their specific voice as it is at this moment in time: encourage their unique strengths and embrace the group that shows up. If you struggle with being okay with lower voices at your women's choir, or higher voices at your men's choir, for example, then it might be that what you really want to do is lead a group that is for a particular voice type (see above) instead.

If yours is a group to do with uniting people who have a similar gender identity (eg a choir for women or a choir for men), consider if there are any hidden hierarchies within your group to do with gender expression (*how people express their gender outwardly, e.g. clothing, hair, makeup, vocal use, body language, chosen name, pronouns, mannerisms, interests etc.*).

For example, if your group is for everyone who identifies as a woman, are women whose gender expression is less typical, as welcomed and included as those whose gender expression is more typical? This may not be something you can control because groups by nature have their own dynamics made up of individuals: but you can do your best to creatively and proactively encourage and nurture a welcoming environment for *everyone* who identifies with the identity your group is for.

If you run a single gender space, and have just started to learn more about gender inclusion, it might be tempting to change the wording of who your group is intended for, eg 'for women', to 'women plus non binary people,' without taking time to think about what it really means to hold a space that is inclusive and unifying for those two distinct gender identities. The best thing you can do for all your prospective participants, is to dig deep into what you really mean, what your intention is, and to make that as clear as you can.

This may be a big ask if you are just getting started in your learning: it's okay to take a breath and start wherever is accessible to you. I highly recommend asking for help from someone more familiar with the topic before you do a whole rebrand, so you can be as congruent as possible and create the most safe, welcoming and inclusive space that you can, and that you are happy with and can be clear about.

[This post](#) does a great job of explaining why it is NOT okay to just add "and non binary people" to the title/sub-title of your single gender space, especially if you don't know what you really mean by it. [The post](#) goes into the nuances of this, and also offers some more clear, specific and helpful alternatives for you to consider.

A tip about wording: if you use the word 'women,' trans women should be implied in this, because trans women are women. Likewise, if you use the word, 'men,' trans men should be implied in this, because trans men are men. However if you want to make it clear that trans folk are welcome at your choir, you could say 'everyone who identifies as a woman,' or 'everyone who identifies as a man.'

The thoughts and tips mentioned above are not exhaustive: please use this as a starting point for your own journey of learning about gender inclusion, and being clear about your offering.



*Progress Pride Flag*

## Changing Voices.

Singers' voices may change over time while they're in a choir. This may happen to anyone, for reasons such as aging, personal vocal practice, emotional life, physical health etc.

For transgender people, and some other gender non conforming folk, there might also be specific vocal changes that a choir leader should be aware of, be encouraging and supportive towards, and perhaps even be a helpful part of where relevant / desired.

For example, trans men and other gender non conforming people who are taking testosterone might experience a number of vocal changes due to this. This might mean that they need/want to sing a different voice part from previously, or that they struggle with their confidence while their voice changes and while they get used to 'playing a different instrument' when singing.

Another example: trans women and some other gender non conforming people might need/want to explore using their voices differently from previously, to fit better with their identity. This might include singing different vocal parts, and they too might struggle with their singing confidence whilst they explore different ways to use their voices.

Not all trans people will experience the same journey with their voices. Respectfully make space for whatever arises amongst your choir members over time, with an open mind and an encouraging and accepting attitude. Do what you can to make your choir a safe and supportive space where trans people can explore and change their sung and spoken voices without judgement or ridicule. Meet changes in vocal sound with respect, encouragement, perhaps even playfulness where it feels right/helpful, and be flexible about who sings what and how.

Bear in mind also, that whilst somebody might want to explore their changing voice at your choir, they may not be 'out' about their gender identity to everyone in the group. Avoid 'outing' somebody. Let them be in charge of who in the group knows what about them. You can help people explore their voices in your group without making announcements about anything they may have disclosed to you in confidence, and without making any assumptions about their gender identity. You can use sound-specific language rather than gendered language (see the table on page 9).

People may also not want to be singled out for vocal help in front of others - this applies to cisgender people too! A good way to make it safe for people to play and explore their voices, is to work with a small part of the group at a time (eg the people singing one voice part) and give tips and exploration pointers to all of them at once, so that the group can learn together and people who are feeling less confident can explore without feeling exposed, or got-at. Make eye contact with everyone in the group rather than just one person, and don't point at anyone or single anyone out. However, if somebody personally says "can you help me with this bit" and is happy to explore out loud in front of others: great! Just make sure they are in the driver's seat of when and how they are singing in front of others.

Further resources about Changing Voices:

1. Alexandros N. Constansis, 'The Changing Female-To-Male (FTM) Voice', Radical Musicology 3 (2008): <http://www.radical-musicology.org.uk/2008/Constansis.htm>
2. Allison Washington, 'Trans women sing: vocal resources' (see also companion articles): [medium.com/@allisawash/trans-women-sing-vocal-resources-9a8ccfa39dc3](https://medium.com/@allisawash/trans-women-sing-vocal-resources-9a8ccfa39dc3)
3. Breathing and vocal exercises developed by Constansis: <http://www.radical-musicology.org.uk/2008/constansisped.pdf>
4. Joshua Riverdale, 'Testosterone and the trans male singing voice' (with a great resource list at the end): [transguys.com/features/testosterone-ftm-singing](https://transguys.com/features/testosterone-ftm-singing)
5. Kit Heyam, Trans awareness trainer: <https://kitheyam.com/training/>
6. Ted Norton, 'How to develop your falsetto': [musicdted.info/SingingBetter/Falsetto.html](https://musicdted.info/SingingBetter/Falsetto.html)

## Being Human

It isn't always easy unlearning one's cultural conditioning, and advocating for a better world.

Please do what you can to take care of yourself as you undertake this work.

Please also do your best to bring kindness and respect when interacting with others around this work too.

If you make a mistake, don't worry: it's totally normal and human to make mistakes.

If your mistake impacts somebody, for example if you misgender someone, the best thing to do is quickly apologise, correct yourself and carry on as calmly as you can.

If you are upset with yourself because you have misgendered someone, try not to make them do the work of reassuring/comforting you, whilst also having to deal with their experience of having been misgendered. If you need support with your feelings around having made a mistake, try to ask a friend who has not been directly impacted to support you instead.

### **What to do if this all feels like too much.**

If this all feels like too much and you're overwhelmed, take a break, then come back to it and find somewhere you can start. Start with one thing you can do, and take it from there.

Taking a few small steps towards creating more inclusive, welcoming and safe choirs for people of all gender identities, will be a great start. It won't all happen overnight and your choir can only improve with time as you learn more and take steps to make improvements.

If you can, include your choir members in your intentions to make your space more inclusive. An attitude of 'calling in' (inviting people to receive information about how to treat others well) tends to work better long term than an attitude of 'calling out' (telling people off for getting things wrong).



*Genderfluid Pride Flag*

## Further Sources of Helpful Information

\* **[My Genderation Youtube Channel](#)**. A fantastic place to learn about trans and non binary experiences, through video rather than through text.

\* **Ouch / Oops!** A helpful principle and tool to improve communication. See links below:

<https://www.jmu.edu/uwc/tutor-resources/Microaggressions.pdf>

[https://www.diversityinclusioncenter.com/archives/ouch\\_files/Archives/Ouch\\_Vol5No1.html](https://www.diversityinclusioncenter.com/archives/ouch_files/Archives/Ouch_Vol5No1.html)

\* **[Pink Manta Ray](#)**. Excellent, educational, easy-to-understand, 'bitesize' content, about trans issues, sex, gender, and other important things.

\* **[The Yogyakarta Principles](#)**. Principles on the application of international human rights law in relation to sexual orientation and gender identity.

"A document about human rights in the areas of sexual orientation and gender identity, published as the outcome of an international meeting of human rights groups in Yogyakarta, Indonesia, in November 2006. The Principles were supplemented in 2017, expanding to include new grounds of gender expression and sex characteristics, and a number of new principles. The Principles and the supplement contains a set of precepts intended to apply the standards of international human rights law to address the abuse of human rights of lesbian, gay, bisexual, transgender and intersex (LGBTI) people". [quote from [wikipedia](#)]

## Contact & Support Resources

This text has been written, put together and edited by Hannah-Rose Tristram, Molara and Chris, in 2021.

We acknowledge that there will be lots we haven't been able to include, and that this text won't be perfect.

If you would like to see this text updated and/or improved in a specific way, please contact [hannahrose@naturalvoice.net](mailto:hannahrose@naturalvoice.net)

### Support Resources

If you have been affected by the contents of this document and want to talk to someone, do reach out for help, to a trusted friend or a support resource, such the examples below:

Gendered Intelligence Support Line <http://genderedintelligence.co.uk/projects/supportline.html>

MindOut <https://mindout.org.uk/>

Samaritans: Call 116123 <https://www.samaritans.org/>

Switchboard LGBT Helpline <https://switchboard.lgbt/>