

GENDER-EQUITABLE LANGUAGE AT THE UNIVERSITY OF TRIER

WHY GENDER-INCLUSIVE LANGUAGE?

The correct gender-specific form of address cannot always be derived from the name (e.g. in the case of non-typical German names).

How can people who are not clearly assigned to the male or female gender be addressed?

HOW CAN WE FORMULATE IN A GENDER-EQUITABLE WAY?

Gender-equitable language is a highly emotive topic ... so here are some brief and concise wording suggestions based on examples from the university context:

GENDER-EQUITABLE LANGUAGE THROUGH GENDER-NEUTRAL FORMULATIONS:

- "Hello Michaela Max Muster"
- Voting member
- Created by, Reviewed by, Supervision by/by
- Project management, project responsibility
- Responsibility for third-party funds
- Responsible, Responsible by
- Manager, head of department
- Students, lecturers, doctoral candidates, alumni
- Participants, attendees, audience
- Employees, staff, personnel
- Person concerned

A sometimes helpful link for formulating: <https://geschicktgendern.de/>

GENDER-INCLUSIVE LANGUAGE THROUGH THE USE OF THE GENDER ASTERISK:

The gender asterisk in particular highlights the diversity of genders and gender identities and is preferable to explicitly mentioning only two genders (e.g. "colleagues"). The asterisk is spoken as a pause.

- Dear Michaela Max Muster
- Colleagues, professors, deans, president, students , ...

Further information on the topic can be found in the handout "Gender-equitable language" from the Ministry for Family Affairs, Women, Youth, Integration and Consumer Protection Rhineland-Palatinate:

https://mffjiv.rlp.de/fileadmin/MFFJIV/Vielfalt/RLP_unterm_Regenbogen/Handreichung_geschlecht_ergerechte_Sprache_10_2020.pdf