

# Supplemental Material: Writing Clearly and Concisely

## Reducing Bias by Topic

### 3.12 Gender

Transgender persons who present part time as members of the gender opposite to the sex to which they were assigned at birth may identify as one or more of a number of identifiers, including *drag kings* (female-to-male persons), *drag queens* (male-to-female persons), or *cross-dressers* (persons of either birth sex).

The adjectives *female* and *male* can be used to refer to the birth sex of transgender persons, but the nouns *woman* and *man* refer to gender identity or gender expression (e.g., a male-to-female transsexual can be referred to as a *biologic male* but should be called a *transsexual woman*, not a *transsexual man*). Do not use quotation marks for ironic comment on words that have been assigned based on gender identity or gender expression rather than birth sex (see section 4.07); this is regarded as pejorative.

There is a relatively new term that is likely to become more common in the literature. The term is *cisgender*—which means male born male, or female born female. It implies that the person does not have a transgender history.

An issue specific to transgender authors relates to how to cite an author who has transitioned. First, it is important that the citation remain in the name in which the source was published—otherwise people will not be able to find the source. Second, when referring to the author, it would be best to avoid pronouns. So instead of saying “He said that . . .,” say “According to Dickey. . .” Pronouns can become confusing in the transgender community, and if at all possible, it is best to avoid them altogether. Many transgender persons use the gender-neutral constructions *ze* and *hir* to refer to she/he, her/him, or her/his to avoid the confusion of gender-bound pronouns.