

## USING GENDER-NEUTRAL LANGUAGE

In your academic communication, avoid using gender-specific language. For example, avoid the use of *man* where it refers to people in general (that is, both men and women). Also avoid suggesting that a particular job or role is filled only by men or by women when it might be filled by either. This is important because gender-specific language can imply (usually) male superiority, or reflect an unequal status in society. Try to use gender-neutral language instead. Make sure that you are consistent in a particular piece of writing. For example, if you use she/he to refer to a male or female student, don't change to he/she.

- a. Look at sentences 1-11 below and decide whether they are appropriate because they contain gender-specific language.

<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<b>1</b> What consequences do they have for the way a teacher approaches <u>his</u> job and <u>his</u> training?	
<input checked="" type="checkbox"/>			<b>2</b> Ernest Miller Hemingway was born in 1899 at Oak Park, a highly respectable suburb of Chicago, where his father, a keen <u>sportsman</u> , was a doctor.	Sentences 1, 3, 4, 5, 6, 8, 10 and 11 all use inappropriate language.
<input type="checkbox"/>	<input type="checkbox"/>		<b>3</b> Throughout history, <u>man</u> has affected the natural environment, often in a destructive way.	1- their job/their training 3- humans
<input type="checkbox"/>	<input type="checkbox"/>		<b>4</b> One of the basic elements contributing to the urban housing problem is the difference in goals of <u>landlords</u> and their tenants.	4- landlords or landladies 5- the person in the street 6- businessperson
<input type="checkbox"/>	<input type="checkbox"/>		<b>5</b> In <i>The Climates of the Continents</i> , we have a book which should be of interest, not only to the student of climate and the factors which determine it, but also to the <u>man</u> in the street.	8- workforce 10- their attention 11- their income/they will pay
<input type="checkbox"/>	<input type="checkbox"/>		<b>6</b> The daily life of a small shopkeeper struggling to survive had little in common with that of a prosperous <u>businessman</u> employing a number of workers.	Sentences 2, 7 and 9 use appropriate language.
<input checked="" type="checkbox"/>			<b>7</b> Harkness and Waldfogel (1997) calculate the pay ratios for women with children compared to the average <u>man</u> .	2- The use of "sportsman" is fine here, because Hemingway was a man.
<input type="checkbox"/>	<input type="checkbox"/>		<b>8</b> Quite sophisticated equipment and trained <u>manpower</u> are required.	7- The word "man" is used to contrast men's pay with women's pay.
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		<b>9</b> Bowles (2001) observed that <u>his findings</u> supported earlier research results.	9- The use of "his" is fine. It refers to a male researcher.
<input type="checkbox"/>	<input type="checkbox"/>		<b>10</b> In the intensive-care unit, it is imperative that the <u>nurse</u> must not allow <u>her</u> attention to wander from the patient.	
<input type="checkbox"/>	<input type="checkbox"/>		<b>11</b> Before entering the market, each <u>consumer</u> decides, on the basis of <u>his</u> income, tastes and alternative opportunities, the maximum price <u>he</u> will pay.	

- b. Make improvements to the sentences you didn't mark as appropriate.