

# Guidelines for respectful communication around gender

DO	DON'T	TRY THIS
Refer to everyone the way they ask you to (e.g. names, pronouns, identities).	Require sharing of pronouns: may force people to misgender or out themselves (if not out at work).	Lead by example: Introduce yourself using the name you prefer and your pronouns.
Handle misgendering briefly, directly, and on your own.	Tell the misgendered person about the incident or expect them to handle it.	Where's Jason? She went for lunch. They went for lunch? Right, yes, they did. Thanks!
Include respect for transgender people in safety training. Include indigenous genders (e.g. two-spirit).	Avoid the topic.	Assume questions around berths, bathrooms, and pronouns will arise. Prepare all authority figures aboard.
Publicly display DEI statements at institutes and onboard.	Assume that individuals in underrepresented groups know they are included and accepted.	Explicitly acknowledge TGD people in public EDI statements.

## Suggestions for gender-related policy changes at the PI and institution level

DO	DON'T	TRY THIS
Ask for rooming preferences from all scientists travelling with you.	Assume you can pair people by gender based on their names, appearance, or gender markers on legal identification.	Ask pre-travel questions: 'Rooms have 2 beds. What individuals or gender(s) do you prefer to share with?'
Check how ports handle X gender IDs, some countries will not allow entry.	Wait for the affected persons to ask about the port's requirements.	Consider this issue in the cruise planning phase and communicate information to TGD persons.
Make anonymous feedback options for cases of harassment and misconduct.	Require individuals to communicate directly with captains, mar techs, or other authority figures.	Offer an online portal to report anonymously. Explain its use during safety training.
Consider additional single berthings on new research vessels.	Assume everyone has equal privacy needs, or allocate single berths based solely on seniority.	Ask about accommodations, similar to asking about dietary needs.

Modified from McMonigal et al. (2023) Navigating Gender at Sea. *AGU Advances*. Accepted June 2023.