



DID YOU KNOW 1 IN 250 ADULT AMERICANS IDENTIFIES AS TRANSGENDER, AND THE RICH DIVERSITY OF GENDER EXPRESSION CONTINUES TO EMERGE AS WE CREATE SAFER PLACES FOR PEOPLE WHO ARE LGBTQIA+.

HEY GUYS, GALS & NON-BINARY PALS!

It is crucial to foster a sense of inclusivity and belonging. One aspect of diversity, equity, and inclusivity (DEI) is ensuring you have current knowledge of gender identity and gender pronouns.

WHAT?

GENDER PRONOUNS MEANS HOW A PERSON PREFERS TO BE REFERRED TO IN REGARD TO THEIR GENDER IDENTITY. THIS IS A CORE PIECE OF A PERSON'S IDENTITY.

- HE/HIM/HIS: MALE PRONOUNS
 - SHE/HER/HERS: FEMALE PRONOUNS
 - THEY/THEM/THEIRS: GENDER-NEUTRAL GROUP PRONOUNS, SINGULAR PRONOUNS
 - ZE/ZIR/ZIRS: NEUTRAL SINGULAR PRONOUNS FOR THOSE NOT WANTING TO USE THEY/THEM/THEIRS
- THIS LIST CONTINUES TO EVOLVE AND CHANGE BUT THESE ARE CURRENTLY THE MOST COMMON.

WHY?

USING THE WRONG PRONOUN CAN BE OFFENSIVE OR PUT SOMEONE IN AN AWKWARD SITUATION. REMEMBER THAT PRONOUNS ARE A BIG PART OF OUR IDENTITY. KEEP IN MIND THAT GENDER SHOULDN'T BE JUDGED BY OBSERVATION ALONE. USING SOMEONE'S CORRECT PRONOUN(S) IS A SIGN OF ACKNOWLEDGMENT AND IS RESPECTFUL.

HOW?

THE EASIEST WAY TO LEARN SOMEONE'S PRONOUNS IS TO SIMPLY ASK USING THIS QUESTION, "WHAT PRONOUNS DO YOU USE?" YOU CAN BEGIN BY SHARING YOUR PRONOUNS (IN YOUR EMAIL SIGNATURE, BY ADDING IT TO YOUR ZOOM PARTICIPANT NAME, OR WHEN YOU INTRODUCE YOURSELF). IF YOU ARE UNSURE OF SOMEONE'S PRONOUNS YOU CAN ALWAYS USE "THEY/THEM/THEIR."



Helpful Tips



1. MAKE SHARING PRONOUNS OPTIONAL AND/OR ASK THEM IN PRIVATE.
2. DON'T ASSUME; INSTEAD USE THEY/THEM/THEIR OR ASK THEM IN PRIVATE.
3. USE GENDER INCLUSIVE GROUP GREETINGS SUCH AS "HEY Y'ALL. HEY TEAM. HEY EVERYONE!" "LADIES AND GENTLEMEN" OR "GUYS" CAN FEEL EXCLUSIVE.
4. INCLUDE YOUR PRONOUNS IN YOUR EMAIL SIGNATURE LINE, ON YOUR NAME TAG, OR ON YOUR BUSINESS CARD. LEAD BY EXAMPLE! THIS CREATES SPACE FOR OTHERS TO FEEL COMFORTABLE LISTING THEIRS.