

Wednesday

WeBelong Monthly:



Pronouns

Hi, my pronouns are:

The Why:



Assuming someone's pronouns are not always helpful and can be harmful.

Assumptions send the message that people must look a certain way to demonstrate the gender that they are or are not.

How to Share:

- Introduce yourself by saying "hi, my name is _____, and my pronouns are she/her/hers."
- Add your pronouns to your LinkedIn, Instagram, Zoom, or other social accounts.
- Put your pronouns in your email signature.



How to Ask:

“Hi my name is Phoenix and I go by they/them/theirs. How should I refer to you?”

“My pronouns are he/him/his, can you please share yours so I address you correctly?”

Remember...

It's okay if people are not familiar with using pronouns. By sharing, asking, and educating it's an act of solidarity!

... and,

Never force people to share their pronouns

The Script:

"We share our pronouns as an act of solidarity because not everyone's pronouns are obvious. To avoid harmful assumptions and to create an inclusive space, we like to share our pronouns and welcome others to do the same!"

Come up with your personalized script, as to the "why" sharing pronouns is important!



Best Practices

- Lead by example, make sharing your pronouns part of your introduction to others.
- Include your pronouns in your email signature, business cards, Zoom profile, and social media.
- Invite people to share their pronouns in meetings and social gatherings.
- If you're not sure of someone's pronouns, use "they/them/theirs."

Best Practices

- If you use the wrong pronouns, correct yourself and/or apologize and commit to doing better next time.
- When someone uses the wrong pronouns, restate what they said with the correct pronouns.
- Nix “preferred” when asking for pronouns.

Call to Action:

Start your next meeting with a new person by stating your pronouns. Invite them with confidence to share theirs (if they wish) and be ready to explain the “why”!

