

What's Your Pronoun?

May 20, 2020

Strategies for Inclusion in the Workplace



W E L C O M E T O O U R B R I E F I N G

What's Your Pronoun?

Strategies for Inclusion in the Workplace

This is a Zoom Virtual Learning Session from 12:00 - 1:00 PT / 3:00 - 4:00 ET
Use speakers or headsets on your computer and turn the volume up!

Please use the Question & Answer function to submit your questions throughout the call.
This session is being recorded.

Reach out to us directly at
hello@outandequal.org

Presenters



Deena Fidas

Managing Director & Chief
Program and Partnerships Officer
Pronouns: She/Her



Madelyn Gelpi

Senior Manager of
Stakeholder Engagement
Pronouns: Anything Respectful

Cultural Tipping Point?



CNN Moderator Mocks Kamala Harris For Sharing Her Pronouns



Christopher C. Cuomo 

@ChrisCuomo



PLEASE READ: When Sen. Harris said her pronouns were she her and her's, I said mine too. I should not have. I apologize. I am an ally of the LGBTQ community, and I am sorry because I am committed to helping us achieve equality. Thank you for watching our townhall.

 12.7K 7:15 PM - Oct 10, 2019



 13K people are talking about this



**Can you get it
to her desk by
Monday?**

**I think Layla
accepted the
meeting invite.
Let me ping her.**

Good afternoon sir,

**We are pleased to
inform you that
your order has been
shipped.**

**An Everyday
Reality.**



Can everyone do a quick round of introductions with your name, job title, and pronouns?

Inclusive Pronoun Practices in the Workplace.

The Imperative for Inclusion Now

- 1. Gender is More Expansive than Ever Before.**
- 2. Employees Seek Gender Inclusive Policies.**
- 3. Inclusivity Improves Business**
- 4. Pronouns Matter**



1. Gender is More Expansive than Ever Before.



Nearly half of Americans now see gender on a spectrum and feel comfortable using gender-neutral pronouns.

(Sosin, 2020; The Harris Poll, 2018)



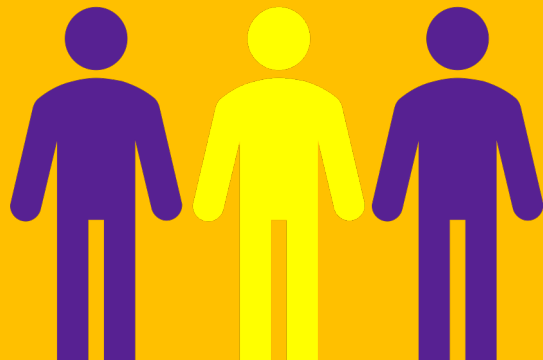
Moving Towards Inclusion

One in three adults (ages 18-29) know someone who uses gender-neutral pronouns.

(Geiger & Graf, 2019)

Merriam-Webster adds the singular use of **they** into its dictionary and recognized **they** as its 2019 word of the year.

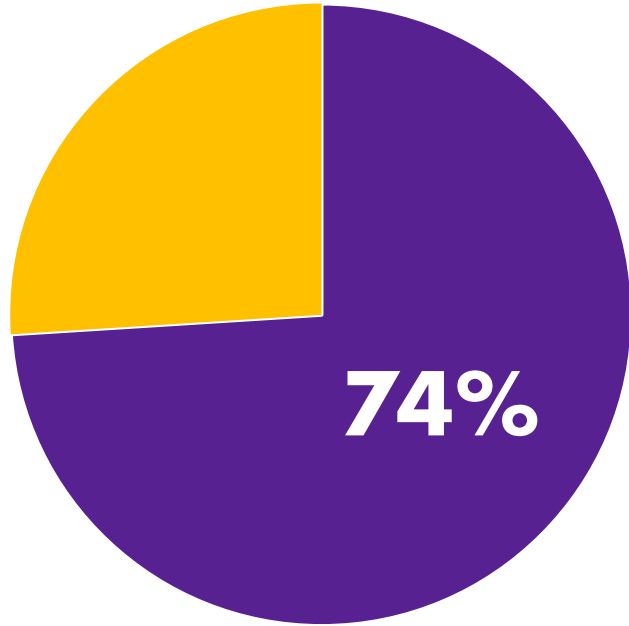
(Locker, 2019)



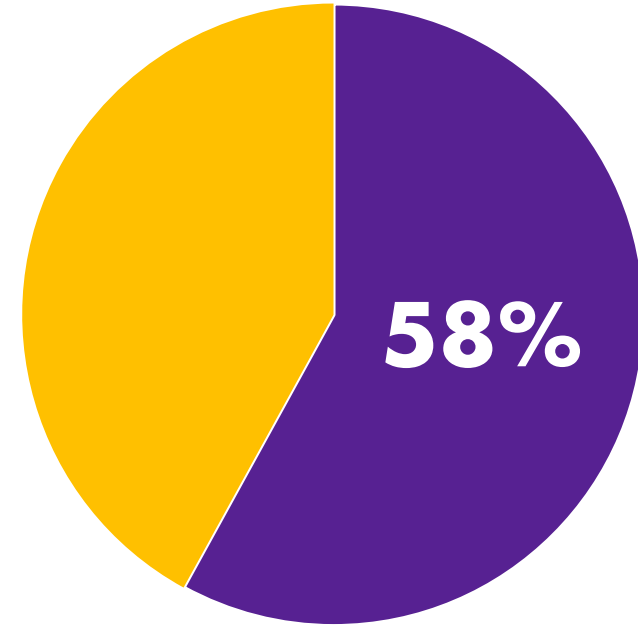


2. Employees Seek Gender Inclusive Policies.

Employees Seek Gender Inclusive Policies



Employers should learn and use employees' pronouns



Regular misuse of pronouns is a form of workplace harassment



3. Inclusivity Improves Business.



Inclusivity Improves Business

- **Nearly half of LGBTQ workers remain closeted at work**
- **31% of LGBTQ workers have felt depressed or unhappy**
- **1 in 10 LGBTQ workers have left a job because the environment was not accepting while 20% have searched for another job**
- **but...1 in 4 stayed because an environment was accepting!**



4. Pronouns Matter.

Using an individual's correct pronouns is a powerful affirmation of self for transgender/GNC individuals. It validates one's identity, encourages authenticity, and builds truly inclusive and supportive cultures.



Understanding Pronouns

Pronouns

Subject

Object

Possessive

Reflexive

He/
Him/
His

He
asked

I told
him

This
office is
his

He
reminds
himself

She/
Her/
Hers

She
asked

I told
her

This
office is
hers

She
reminds
herself

They/
Them/
Theirs

They
asked

I told
them

This
office is
theirs

They
remind
themselves

Ze (or
Zie)/
Hir/Hirs

Ze
asked

I told
hir

This
office is
hirs

Ze
reminds
hirsself

Ze (or
Zie)/
Zir/Zirs

Ze
asked

I told
zir

This
office is
zirs

Ze
reminds
zirsself

Laying the Foundations

1. Say **pronouns** instead of **preferred pronouns**
2. Identifying pronouns should be voluntary
3. Inclusive pronoun practices are one piece of the puzzle.

Meetings

Start meetings and events with introductions that include pronouns.

Hi everyone and welcome. To start off today's meeting, we will first go around the room to introduce ourselves. In your introduction, please include your name, pronouns, and job title.

My name is Ali Bassett and I am the manager of Human Resources. My pronouns are she, her, and hers.



Addressing Groups

- All of you
- Colleagues
- Everyone
- Valued guests
- Y'all
- Friends
- Team
- Folks

Good morning,
everyone! I'll be
taking attendance
today.



Hiring Process

- Provide a designated space on applications to voluntarily list pronouns and an individual's chosen name.
- Taking the lead in introducing yourself in interviews with your own name and pronouns



Internal Forms and Records

- Include opportunities to voluntarily declare pronouns on relevant written documentation
- Include gender identity options outside of male and female.
- When asking employees to list honorifics, include the option Mx. (pronounced “mix”)

Email Signatures

Add your pronouns to your email signature.

Ali Bassett | Human Resources Manager
(She/Her/Hers)
Inclusivity Matters Inc.
1234 Smith St., San Francisco, CA 94104

Ali Bassett | Human Resources Manager
Inclusivity Matters Inc.
Pronouns: She/Her/Hers
1234 Smith St., San Francisco, CA 94104

Tips for Everyday Interaction

- 1. Avoid Assumptions**
- 2. Utilize Curiosity**
- 3. Check Yourself**

What's Your Pronoun?



- ✓ **Listen**
- ✓ **Introduce Yourself**
- ✓ **Ask**
- ✓ **Keep it Optional**

Addressing Mistakes

- 1. Acknowledge your mistake sincerely and calmly.**
- 2. Apologize and correct yourself.**
- 3. Do not draw additional attention.**
- 4. Thank the individual who has corrected you.**
- 5. Take time to self-reflect.**



**She mentioned—
I'm sorry—they
mentioned...**

Be Proactive: Setting Yourself Up for Success

- 1. Organizational-Level Planning**
- 2. Interpersonal-Level Planning**

Organizational-Level Planning

- 1. Provide information and training that specifically addresses transgender/GNC identities.**
- 2. Execute thoughtful internal communication plans to explain changes in policy and procedures around pronouns and connect initiatives to company values.**
- 3. Offer spaces for follow-up conversations to provide more clarity and direction.**
- 4. Prepare managers to address questions and issues around pronouns.**

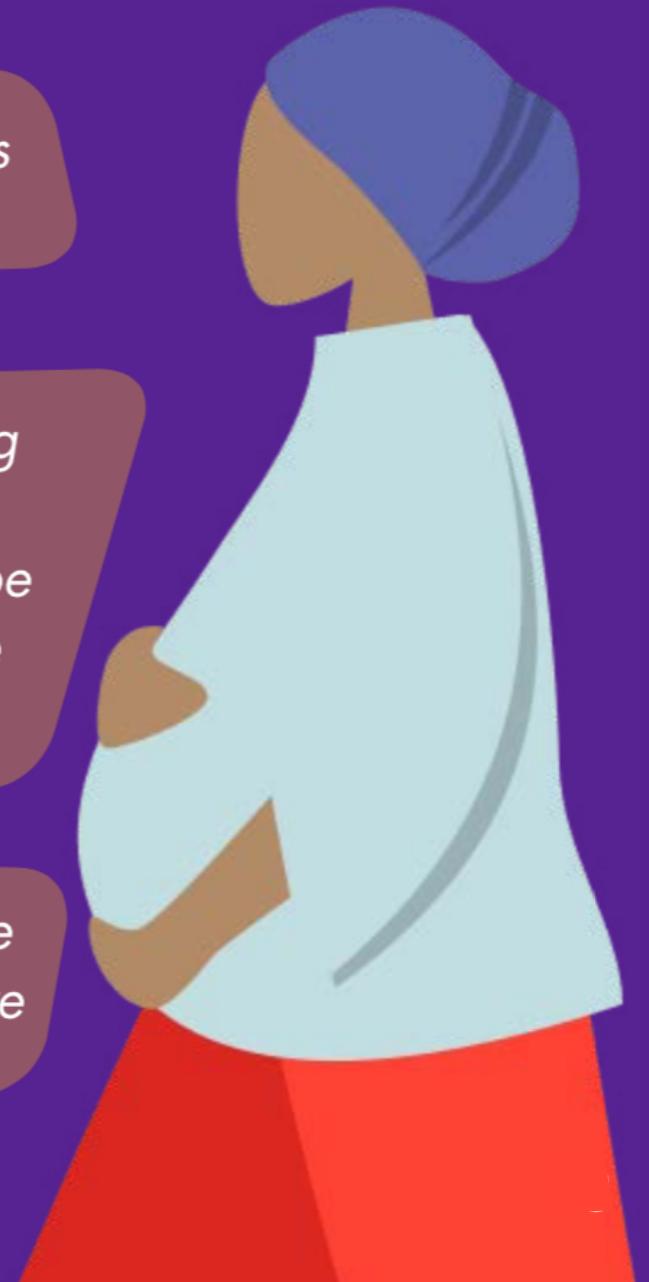
Interpersonal-Level Planning

- 1. Utilize Empathy**
- 2. Connect to Past Experiences**
- 3. Learn**
- 4. Practice**


Can I identify with their needs and interests?

Have I experienced something similar or also encountered moments where I needed to be better acknowledged or more seen?

What emotions do I see in the other individual that I too have experienced?




Application



*The meeting with Mr. Gonzalez is at 10:00am.
He requested time with the entire team.*



*Simone's application looks great. Could we set
up an interview with her next week?*



*Pete was right when he said the client would
ask for more time on this contract.*

Q

&

A



**THANK YOU FOR YOUR
PARTICIPATION!**