What’s Your Pronoun?

Strategies for Inclusion in the Workplace

May 20, 2020
WELCOME TO OUR BRIEFING

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

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

Can you get it to her desk by Monday?

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)
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.
Employers should learn and use employees’ pronouns

Regular misuse of pronouns is a form of workplace harassment

Out & Equal, 2018
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!
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

<table>
<thead>
<tr>
<th>Pronouns</th>
<th>Subject</th>
<th>Object</th>
<th>Possessive</th>
<th>Reflexive</th>
</tr>
</thead>
<tbody>
<tr>
<td>He/ Him/ His</td>
<td>He</td>
<td>I told</td>
<td>This office is his</td>
<td>He reminds himself</td>
</tr>
<tr>
<td></td>
<td>asked</td>
<td>him</td>
<td></td>
<td></td>
</tr>
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<tr>
<td></td>
<td>asked</td>
<td>them</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ze (or Zei)/ Hir/Hirs</td>
<td>Ze</td>
<td>I told</td>
<td>This office is hirs</td>
<td>Ze reminds hirself</td>
</tr>
<tr>
<td></td>
<td>asked</td>
<td>hir</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ze (or Ziei)/ Zir/Zirs</td>
<td>Ze</td>
<td>I told</td>
<td>This office is zirs</td>
<td>Ze reminds zirself</td>
</tr>
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</tbody>
</table>
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!