

GENDER PRONOUN GUIDE

Normalizing the usage of gender pronouns through our email signatures and other introductions is a consistent and impactful way to show our advocacy for all gender identities. The practice promotes equity and inclusion. It serves as an internal reminder to all staff and builds awareness externally.

Using gender pronouns aligns with our 5 core values :



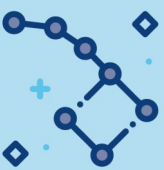
RESPECT

Using someone's correct gender pronouns is one of the most basic ways to show your respect for their identity. The practice helps minimize misgendering and creates a safer environment for everyone by avoiding the assumption of gender. Using them in our introductions and email signatures is a public demonstration that we respect everyone's pronouns, and care about their individual identity.



WISDOM

Enlightened organizations and businesses incorporate gender pronouns into email signatures to demonstrate that their workplace is diverse and inclusive. It also normalizes discussions about gender, which is something many of our programs have every day.



CONNECTEDNESS

Using gender pronouns in our introductions and signatures indicates that we are a safe place for people with diverse gender identities to come and share, and it bridges more relationships within and between sexual and gender diverse communities.



INNOVATION

It's a new way to demonstrate a commitment to our principle that we *embrace anti-oppressive, inclusive and anti-discriminatory philosophy that recognizes and acknowledges the diversity and uniqueness of every individual*. The practice creates a safer space so everyone can bring their whole self to work, which leads to greater productivity, creativity, and connection with colleagues and our work.



COURAGE

We hope it will help current and future participants come forward with their unique identities. Gender pronouns could help our own staff feel comfortable sharing their pronouns, no longer needing to censor or feel like they need to hide parts of themselves.