HOW DO I PROMOTE GENDER INCLUSIVITY?

Use this resource to help you make decisions about when/how to ask for people’s pronouns in work contexts.

Is this a BSCS hosted event?

- NO
- YES

Is this a safe, gender inclusive space? Are there policies in place to protect people who are trans/non-binary? (Check the website, or with the organizers.)

- NO
- YES

Are you a facilitator/coordinator for the event?

- NO
- YES

Advocate for organizers to consider developing new policies.

Reveal your pronouns if you feel safe, but avoid pushing others to reveal pronouns as they may not feel safe.

Create official space for sharing pronouns, without mandating it.

For example: point out where people can pick up pronoun pins, and model sharing your pronouns during introductions, without asking for pronouns explicitly.

Always

Introduce yourself with your pronouns: “MY NAME IS ______ AND MY PRONOUNS ARE _____/_______."

Use people’s stated pronouns, and apologize quickly and move on if you’ve made a mistake.

Be willing to correct people gently if they use the wrong pronouns for yourself or someone else.

When in doubt, call everyone by name.

Why share your pronouns:
Sharing your pronouns communicates that the space is safe for others to share. This is a positive way to promote a gender inclusive environment so that people who are trans or non-binary feel like they belong.

Why make space to share pronouns:
You can’t always tell what someone’s gender pronouns are by looking at them. The experience of being misgendered can be hurtful, and distracting. Using someone’s gender pronouns promotes a gender inclusive environment.

Get pronoun pins for your project:
You can use project funds to make pronoun pins that your participants can wear and take with them for less than 50¢ each. Contact an ESJI working group member, and the work/study coordinator to arrange for pins to be made.