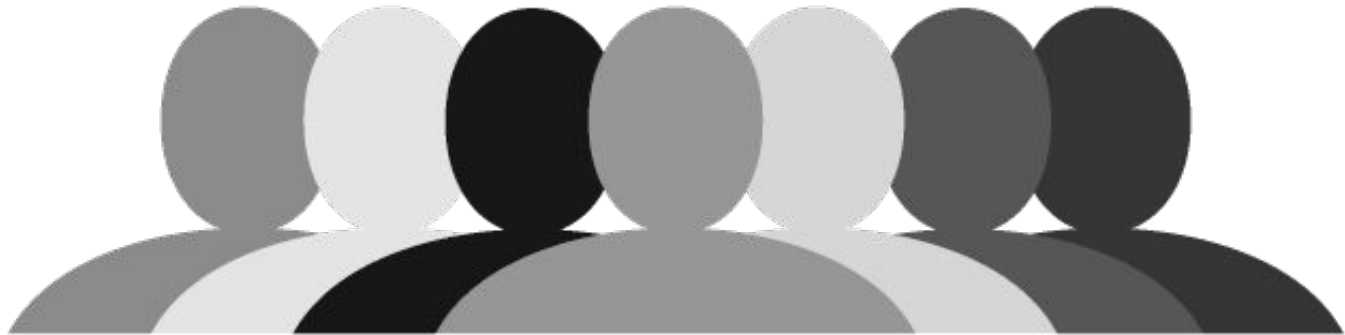# D.E.I. Enzymes

Catalyzing conversations about diversity, equity, and inclusion

Enzyme 1

Words are important!

Pronouns

Enzyme 1 Pronouns

Importance	Why is this topic important for D.E.I.?
↓	
Action	What can I do?
↓	
Further Resources	Where can I learn more?

Importance

- Pronouns (e.g., he/him) are part of gender identity
  - Gender is a spectrum
- Pronouns are independent of someone's name and/or appearance and can change over time
  - Assuming gender can be harmful and often reinforces a binary definition of gender

Importance

- Using everyone's correct pronouns is vital for inclusivity
  - Ensures all gender identities are welcome and validated
  - Affirms the importance of trans and non-binary identities within your space
- Proactively sharing your pronouns encourages a respectful culture

Action

- Include pronouns in your introductions
- Add your pronouns to your media profiles, online signatures, and physical identification
    - Google "How to add pronouns to ___"
- Use gender neutral language when pronouns are not explicitly stated

Action

- Correct yourself if you use incorrect pronouns
  - In public and private settings
- Thank those who correct you
  - Avoid unproductive over-apologizing
- Politely correct the person speaking if they use incorrect pronouns for others
  - Reduces burden of correction on the individual whose pronouns were improperly stated

Action Example Dialogue

I really liked what she had to say about ___.

Yes, I agree! What did you think about **his** point referencing ___?

Further Resources

- Personal Pronouns on Profiles | UW Seattle
- Tips for Making Higher Education More Accessible to Trans Students and Talking about Gendered Bodies
- Downloadable Pronoun Guide | UW Tacoma
- What If I Make a Pronouns Mistake? Resources on Personal Pronouns