D.E.I. Enzymes
Catalyzing conversations about diversity, equity, and inclusion
Enzyme 2

Words are important!

Names
Enzyme 2 Names

Importance
Why is this topic important for D.E.I.?

Action
What can I do?

Further Resources
Where can I learn more?
Importance

- Names are unique identifiers that often have personal, familial, or cultural significance
- Mispronunciation can cause harm to one’s social & emotional well-being
Importance

- Using correct names and prioritizing pronunciation are vital actions for inclusivity
  - Ensures no individuals are dismissed or invalidated
  - Promotes a welcoming environment that encourages individuals to be engaged
Action

- Proactively share your name pronunciation to normalize the practice
- Learn how to pronounce everyone’s name
- Recognize that learning can be hard but names are not **hard**, simply **unpracticed** or **unfamiliar** to you
“Sorry, your name is **hard** to pronounce. It’s kind of long. Do you have a nickname?”

“I don’t know how to say your name **yet**. Can you explain it to me? I’m working on learning it, and it’s important to me that I pronounce it correctly.”
Action Example Statements

“Sorry, your name is **hard** to pronounce. It’s kind of long. Do you have a nickname?”

“I don’t know how to say your name **yet**. Can you explain it to me? I’m working on learning it, and it’s important to me that I pronounce it correctly.”

Microaggression
Tip for practicing unfamiliar names:
- Write out pronunciation
- Use word associations
- Learn to articulate digraphs in different languages
- Use an online tool
- Utilize name tags/cards
- Practice
Action

● Add your name pronunciation to your profiles
● Correct yourself if you use incorrect pronunciation, in public and private settings
● Thank those who correct you
  ○ Avoid unproductive over-apologizing
● Politely correct the person speaking if they use incorrect pronunciation for others
  ○ Reduces burden of correction on the individual whose name was improperly pronounced
Simple actions you can take right now

- Write down the pronunciation of your name
- Use a digital tool to record your proper name pronunciation
- Add either or both of the above to your profiles
Further Resources

- **Tools for pronunciation**
  - Google Translate
  - NameShouts
  - Dictionary of Name Pronunciation
  - Inogolo Pronunciation Guide

- **Example pronunciation profile**: How to pronounce my name

- **Papers**
  - Names: a new dimension of transformation
  - The Power of a Name
  - Equity in the Classroom: Putting names to faces