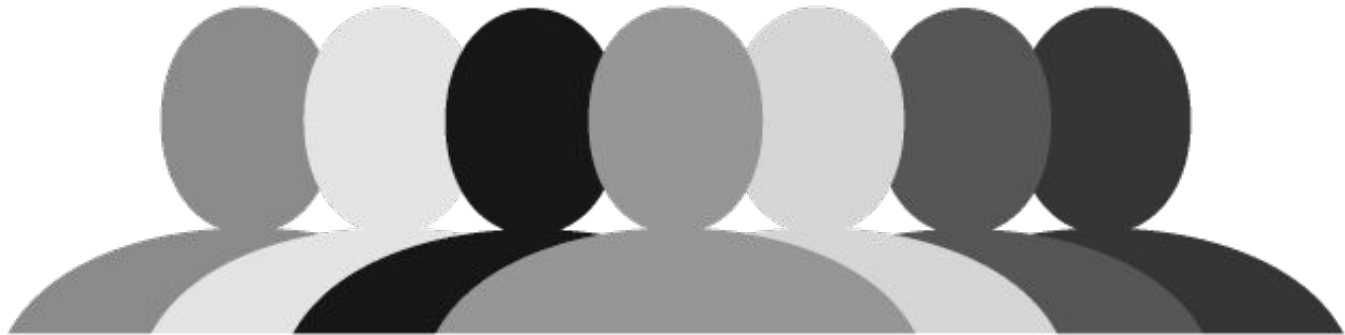


# D.E.I. Enzymes

Catalyzing conversations about  
diversity, equity, and inclusion



# Enzyme 2

**Words are important!**

Names

## Enzyme 2 Names

Importance



```
graph TD; A[Importance] --> B[Action]; B --> C[Further Resources];
```

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

## 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.”

## Action Example Statements

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



**Microaggression**

“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

- Tips 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**

ch sh th wh ph  
ck ay ai ey ue ee  
oo ie qu ow er  
ew oa oe ar ur

# 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

# Action

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](#)