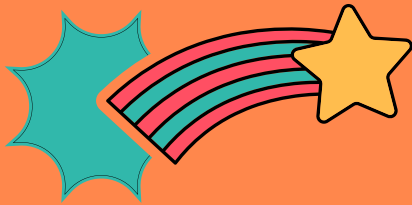


PRONOUNS MATTER

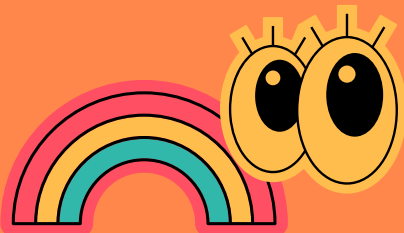


USING SOMEONE'S PRONOUNS IS BASIC HUMAN DIGNITY

Our pronouns are core to who we are. It is basic respect to use a person's correct pronouns.

USE GENDER-NEUTRAL PRONOUNS IF YOU DON'T KNOW WHAT THEIR PRONOUNS ARE YET

Or just use their name.

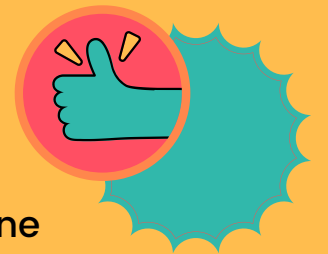


DON'T ASSUME SOMEONE'S PRONOUNS

Don't assume based on name, clothing or anything else. Offer your pronouns & ask others for theirs.

WORDS MATTER

Instead of... he/she - they
son/daughter - child
boys & girls - kids, friends
ladies & gentlemen - folks, colleagues, everyone



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IF YOU MESS UP - AND YOU'RE LIKELY GOING TO

Simply apologize & move on. "This is my friend Jim, he... I'm sorry, they have known me since grade 2."

