

PRONOUNS MATTER

12 Actions to be Inclusive in Using and Respecting Pronouns



1. **Integrate and normalize** sharing pronouns during meetings and introductions
2. **Wear** your pronouns sticker on your UCSF ID badge.
3. **Include** your pronouns on virtual platforms and the UCSF Directory.
4. **Edit** your email signature and business cards to include your pronouns.
5. **Do not** assume peoples' gender or pronouns based on their appearance.
6. **They** is now recognized as a grammatically correct singular pronoun.
7. **Correct** yourself if you misgender someone or call them by the wrong pronoun. Apologize, move forward, and educate yourself about the harmful impacts of misgendering people.
8. **Intervene** when someone is being misgendered.
9. **Challenge** heteronormative gender stereotypes and learn about the unrealistic and harmful expectations they place on people.
10. **Learn** about trans and gender expansive communities. Read books and/or watch movies/TV shows by trans creatives and that center trans and non-binary stories, and support trans-led organizations. Visit our website for suggestions!
11. **Unpack** your unconscious bias and invest in your personal/professional development by participating in educational trainings or reading social justice and anti-racist books.
12. **Collaborate** with the LGBTQ Resource Center for consultations and trainings.

