

# 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 pronoun sticker on your UCSF ID badge or pronoun pins on your lanyard.
3. **Include** your pronouns in virtual platforms and the UCSF Directory.
4. **Edit** your email signature and business cards to include your pronouns.
5. **Do not** assume people's gender or pronouns based on their appearance.
6. **They** is a grammatically correct singular pronoun. Learn how to integrate they/them and other pronouns at [practicewithpronouns.com](https://www.practicewithpronouns.com)
7. **Correct** yourself if you misgender someone or use the wrong pronoun. Apologize, move forward, and educate yourself on the harmful impacts of misgendering people.
8. **Intervene** when someone is being misgendered. Correct the mistake and check-in with your friend/colleague to offer support.
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 watch movies/TV shows by trans creatives or that center trans and non-binary stories. Support trans-led organizations. Visit our website for more suggestions!
11. **Unpack** your unconscious bias and invest in your personal and professional development by participating in educational trainings or reading LGBTQ, social justice and anti-racist books and articles.
12. **Collaborate** with the LGBTQ Resource Center on events and connect with us for consultations and educational trainings.