



# JOB BOX TALK INSTRUCTOR GUIDE

## Pronouns

### 1. DEFINE THE TOPIC AND GIVE EXAMPLES

**Pronouns** refer to the set of third-person pronouns that an individual prefers that others use in order to identify that person's gender (ex; He, She, They).

**Misgendering:** Occurs when you unintentionally refer to a person with language that doesn't align with their affirmed gender.

Traditional gender-neutral pronouns you can introduce into your everyday conversation, regardless of the individual include "Them," "They," "Their," "Everyone," and "That Person."

### EXAMPLES

When in doubt, refer to someone by their name, rather than "him" or "her."

- "I spoke to the marketing director and they said they'd get back to me."
- "I think someone left their laptop behind."
- "Who's in charge of that campaign? I'll email them."

## IMPACT

### 2. EXPLAIN THE IMPACT OF THE TOPIC

Research has shown that misgendering can be emotionally impactful for those who have gender identities on the spectrum of sexuality. When asked about experiences being misgendered researchers found that:

- Participants reported feeling very stigmatized when misgendered.
- Those who were misgendered more frequently felt that their identity was very important, but experienced lower self-esteem around their appearance.
- They also had a reduced sense of strength and continuity in their identity.



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## Expectations

### 3. DESCRIBE EXPECTATIONS FOR ACCEPTABLE BEHAVIOR.



**AVOID** assuming someone's pronouns



**ASK** which pronouns a person uses/prefers



**OFFER** up your own pronouns when you do! (ie; I prefer He/Him/His)



### 4. ASK REFLECTION QUESTIONS

Would you want someone to constantly refer to you by a pronoun you don't relate to?



### 5. END WITH KEY TAKEAWAYS

You can contribute to an emotionally safe worksite by being mindful of and open to all gender identities on the spectrum of sexuality. By doing so, you can avoid the negative consequences that result from a closed mindset. All you need to do to get it right is ask!