

DIVERSITY, INCLUSION & ACCESS

mines.edu/diversity

Inclusive Language

Pronouns

Pronouns may seem minor, but they can reinforce the idea that certain positions or spaces on campus are reserved for one gender. At Mines, we're focused on creating an environment where everyone can be their unique selves. We strive to stop making assumptions and just ask how people want to be addressed. Some common pronouns include:

She/Her

He/Him

They/Them

Ze/Hir

Discussion question: How would you respond to a peer or student who refuses to acknowledge they/their pronouns?

What others are doing on campus to create an inclusive environment using pronouns:

- Event registration forms: ask for preferred pronouns and print on nametags
- Class rosters: ask students to email you individually before the start of each semester with their preferred name and pronouns
- Introductions: in meetings, introduce yourself by your name and preferred pronouns □
Position descriptions: replace gendered pronouns with they/them

Reference:

“3 easy changes that build a more inclusive campus,” *EAB*, March 1, 2019,
https://www.eab.com/daily-briefing/2019/03/01/3-easy-changes-that-build-a-more-inclusivecampus?utm_source=eabdb&utm_medium=email&utm_campaign=eabdb&mkt_tok=eyJpIjoiTVRBeFpUUTJORFU1TUdReSIsInQiOiJJNWVqMkw4R3ZBMnNDS0hws2UwbTNkRzBDZlhrRGdPNXdEV2FqQkRZbXdUS1FEZHF2cTI2T1ArNFBGZ2Q0T1Fvbjlzd3b0c3V210YlNhQVVneXdSQUpQY2laUmNJeSt6VFpOK1RQbUNUUXZGVIFSVktxbXpucTFmXC9YQXFXTHUifQ%3D%3D