

WHAT SHOULD I CALL YOU?

FACULTY MODELING VANDERBILT'S COMMITMENT TO GENDER INCLUSIVITY AND AWARENESS

BROUGHT TO YOU BY THE FACULTY SENATE GENDER INCLUSIVITY TASK FORCE

WITH INPUT FROM LGBTQI LIFE

WHEN MY PRONOUNS ARE:	USE THEM IN THIS WAY...
SHE • HER • HERS	<p>She is an excellent student. The team relies on her leadership. Her group project was excellent. I support her in the classroom by honoring her pronouns.</p>
HE • HIM • HIS	<p>He works well in groups. We are proud of him. I admire his school spirit. I support him in the classroom by honoring his pronouns.</p>
THEY • THEM • THEIR	<p>They are an active member of the Vanderbilt community. The other lab members rely on their expertise. Their contributions are always on point. I support them in the classroom by honoring their pronouns.</p>
ZE • ZIR • ZIRS	<p>Ze is a real leader on campus. I have learned so much from zir. The TA said that zirs contributions were instrumental to the lab's success. I support zir in the classroom by honoring zirs pronouns.</p>
ZE • HIR • HIRS	<p>Ze is a big Commodores fan. Hir room is decked out in black and gold. I loved hirs paper. I support hir in the classroom by honoring hirs pronouns.</p>

PROACTIVE WAYS TO AFFIRM VANDERBILT'S COMMITMENT TO GENDER INCLUSION

When introducing yourself, offer your name and pronouns – even to familiar colleagues and students.	<p>Offer your name and pronoun in faculty meetings, committees, and other spaces where students may not be present.</p> <ul style="list-style-type: none"> • “I’m Steve and I use he/him/his pronouns. What should I call you?” • “My pronouns are they/them/theirs. May I ask yours?”
Include your pronouns in your email signature and on the class syllabus.	<p>Dr. Jo Jones Pronouns: she/her/hers Associate Professor Vanderbilt University 1234 Vanderbilt Rd. Nashville TN 37235</p> <p>Spring 2016 Vanderbilt History 101 Professor Jones (she/her/hers) jones@vanderbilt.edu Office hours: M 1–2 p.m.</p>
Ask students for their names and pronouns. Do not assume from the roster.	<p>CLASS SURVEY: I am Professor Jones and I use she/her/hers pronouns. What should I call you?</p> <ul style="list-style-type: none"> • Name: _____ Pronouns: _____ • Major: _____ Year: _____ Why you are taking this class: _____ • Is there anything else that you would like for me to know?
Model respect in all interactions – not just in the classroom.	<ul style="list-style-type: none"> • Refer to students by their requested name and pronoun inside and outside of the classroom. • Consider substituting language such as everybody, folks, or this person for gender binary language: <i>ladies and gentlemen, boys and girls, he or she.</i> • Transgender students may feel unsafe being out. If a student shares their gender identity with you, do not disclose it to others without their consent, except when required by law.
IF YOU MAKE A MISTAKE...	<p>Graciously accept correction. Apologize and learn for next time. Take initiative. Do not expect others to remind you of their name and pronouns. “Thank you for reminding me. I apologize and will use the correct name and pronoun for you in the future.”</p>