



What is in a name?

Personal Pronouns, Dead Names and Identity

Today's Goal

- To understand and promote inclusivity in our words & actions
- Appreciate each other
- Build empathy



Why do some of us add personal **pronouns** to our names on
Zoom, business cards, email signatures?

- *he/him/his* (for someone who might identify as male)
- *she/her/hers* (for someone who might identify as female)
- *they/them/their* (for someone who might not identify strictly as male or female, these pronouns are considered 'gender neutral'; also used when referring to multiple people)

Discussion

Gender Expression-How we look

Gender Identity-How we feel

How might our assumptions about gender identity cause us to make another person feel excluded or marginalized?

Group responses: They may feel dismissed, called out, exposed...

What is best practice if we are not sure of someone's gender identity?

Group responses: Use the person's name instead of a pronoun; Ask for their pronoun;
Introduce yourself and give your pronouns

What is **deadnaming** ?

Discussion

Deadnaming is referring to a transgender person by their birth or given name after they have transitioned.

How might deadnaming a person hurt them?

Group responses: Denying their identity/existence; It is aggressive; The person is outed; The person may be physically endangered



Discussion

As an institution, at what points are we likely to inadvertently deadname a student?

Group responses: Admission, email creation, rosters, diploma and graduation program

What is OCCC getting right?

Group responses: Admission app asks for pronouns and preferred name; Students can pick their pronouns. Student Affairs has a Preferred Name Change form which results in a change to display name in Canvas and email address

How can we improve?

Group ran out of time...



Conclusion

Did you learn something new?
Can you think of an action you can take to be more inclusive?



Resources

- [Support of Gender Inclusive Pronouns | Bottom Line](#)
- [Deadnaming: What Is It and Why Is It Harmful? \(healthline.com\)](#)