

Advancing a Bias-Free and Inclusive Culture: Gender Inclusion

Creating Gender Inclusive Spaces

An inclusive workplace, fosters respect and opportunities for all employees, regardless of gender identity, promoting engagement and decision-making at all levels. Emphasizing gender inclusion enhances creativity, innovation, and positive workplace culture, amplifying diverse voices and valuing varied experiences. This commitment attracts diverse talent, establishes structural support, and benefits both employees and the organization.

Pronouns

What are they?

Pronouns are linguistic tools that we use to refer to people. Pronouns are an essential and deeply personal part of gender identity and expression.

Pronouns play a crucial role in defining our identity, and we disclose them to prevent making assumptions about someone's pronouns solely based on their appearance. By sharing our own pronouns, we foster an environment that encourages others to do the same, emphasizing our recognition of the significance of pronoun sharing ([UC Davis](#)).

For examples of pronouns visit the [LGBTQIA Resource Center](#).

Why are pronouns important?

Respecting and using an individual's correct pronouns is a vital means of affirming their identity and represents a fundamental action in being an ally.

Ways to Create Gender Inclusive Spaces



Training and Education

- Attend workshops, trainings and/or educate yourself about gender identity, expression, and the challenges faced by trans and nonbinary individuals. This can be done through research articles and/or books.
- Attend sessions and learn about pronouns to familiarize employees with using and respecting correct pronouns. This can reduce unintentional misgendering.



Promote Inclusive Language

- Language that refrains from making assumptions about people, avoiding standard conventions that might cause someone to feel alienated or unwelcome.
- Create an environment in which everyone is empowered to speak up and feel confident that their voice will be heard.
- Examples include- Using gender-neutral terms; Maintaining a strategic distance from terms that make assumptions or revert to defaults; Being mindful of historical context



Address Subtle Acts of Exclusion

- Educate yourself about Subtle Acts of Exclusion, what they are, how to recognize them and their impact.
- Foster open dialogue to address misunderstandings and promote empathy.
- Establish support mechanisms for those affected by Subtle Acts of Exclusion.



Feedback Mechanisms

- Establish regular feedback mechanisms to gauge the inclusivity of the workplace.
- Act on feedback received by faculty, staff and students and continuously strive to improve the workplace culture.

Recommended Resources

Internal Resources

- Learn more about Northwestern's Gender Inclusive Initiatives at: [Gender Inclusive Initiatives: Institutional Diversity & Inclusion - Northwestern University](#)
- Safe Space Training launching 2024!
- Check out this [campus map](#) of all gender inclusive bathrooms

External Resources

- [APA guidebook](#)
- [AAMC Language guide](#)
- [LGBTQIA Resource Center](#)
- [Fostering an inclusive culture at work \(2017\)](#) by Deloitte

