

Why we have our pronouns on our emails



Pronouns are the short words we use when we talk about someone instead of using their full name all the time.



For example

Charlie is our Building Manager. **She** works part time. **Her** usual days at work are Tuesday to Friday.



In this example, **she** and **her** are Charlie's pronouns.



The pronouns we use are often connected to our gender. Gender means whether - or how much - we feel we are a man, a woman, a non-binary person, or another gender.



Some people are both a man and a woman and some people have no gender.



People who are women might use the pronouns she, her and hers.



People who are men might use the pronouns he, him and his.



Other people might use the pronouns they and them.



This includes some non-binary people, some people who are a man and a woman, and some people who don't have a gender.



We have our pronouns on our emails so people know which pronouns to use.



This shows people that we are aware of different genders and that we accept people for who they are and that we respect them.



At Inclusion North we work hard to make sure that everyone is treated with respect.