

## **Introducing Pronouns as a Company**

Atlas is incredibly fortunate to have a vast directory of incredible individuals from all facets of life. Both internally and externally, we want to take a bold step forward in creating space for all unique identities in a visual and vocal way. As a company, we request that all employees include their preferred pronouns in their email signatures and in their profile information moving forward.

In the following post, we've added some great information on pronouns and gender identity as well as links to resources. We also would like to invite any conversation regarding the topic including thoughts, experiences, and any additional resources you think others may enjoy!

### ***EXPRESSION VS. IDENTITY***

**Expression** regards one's appearance or outward characteristics. For example, *Barbie* has a more "feminine" expression of herself. But let's say, for example, someone who identifies with they/them pronouns dressed and spoke exactly like Barbie. This expression of themselves wouldn't make them any less able to identify as gender-neutral regardless of having a more "feminine" appearance. Their gender-neutral identity is not directly tied to their expression of themselves.

When it comes to **identity** (with respect to gender identity), this word is used when discussing pronouns. It's important to note that pronouns come in all shapes and sizes! Some pronouns are mixed with others, stand on their own, or even have multiple pronouns included. Here are some examples of more common pronouns:

**She/her, They/them, He/him, She/they, He/they, She/hers/his, etc.**

### ***WHY ARE PRONOUNS IMPORTANT?***

Within an expansive and broad spectrum of identities, we can mold and blend with titles that suit who we are and how we feel within that spectrum. By using a person's preferred pronouns, we are recognizing their unique existence, experience and their value as a multilayered individual. Part of being an ally to the LGTB+ community is creating spaces for inclusion and safety where all people of all gender identities are welcome.

### ***WHAT IF I MISGENDER SOMEONE BY ACCIDENT?***

The most important thing about respecting pronouns is the effort to learn and recognize someone's unique identity. If you happen to misgender someone in error, it's okay to apologize for the mistake and continue work on integrating their pronouns into the conversation moving forward.

## ***CAN PRONOUNS CHANGE OVER TIME?***

The answer is YES! Any part of your identity at one time in your life is not a “locked in” system. If you feel you are cisgendered today, but later you feel you align more as a non-binary person; that is totally okay! You should have the space to explore your identity and your pronouns throughout the entire course of your life.

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## ***RESOURCES***

- **Why Gender Pronouns Matter | Mala Matacin | TEDxHartford**
  - <https://www.youtube.com/watch?v=hsHXyGiCk6g>
- **Resources on Gender-Expansive Youth and Children | Human Rights Campaign**
  - <https://www.hrc.org/resources/resources-on-gender-expansive-children-and-youth>
- **Gender Identity and Pronouns | Onela**
  - <https://www.youtube.com/watch?v=J3Fh60GEB5E>
- **Understanding Pronound | LGBT Life Center**
  - <https://lgbtlifecenter.org/pronouns/>