

Professionals with Pride Guide

Welcome

We are excited to welcome you to Case Western Reserve University for the first ever Professionals with Pride! Professionals with Pride is intentionally a space to discuss being LGBTQIA+ in the workplace and practice inclusion. This guide serves to provide suggestions on how to promote dialogue as you connect with students and potential employers.

Attendees

Students in attendance are at the graduate and undergraduate levels, studying social work, nursing, medicine, history, social work, engineering, psychology and more at Case Western Reserve University, Kent State University, Cleveland State University, Lorain County Community College, John Carroll University, Baldwin Wallace University, and more. Employers represent local and national organizations leading in LGBTQ+ inclusion and support.

Introductions & Personal Pronouns

Personal pronouns are words used instead of a person's name when referring to them. Much like gender and other identifiers, pronouns and name are a core aspect of one's sense of self. Personal pronouns will be listed on participant name tags at the event. Below are some suggestions on how to approach respecting personal pronouns in practice. Learn more about personal pronouns on www.mypronouns.org.

Lead an introduction by sharing your name and pronouns

"Hi, my name is Kaylan. My pronouns are he, him, his."

Avoid assuming pronouns or using gendered language

Try "excuse me" or "the person in the green blazer" or "welcome, honored guests".

Use "they, them, their" pronouns

Until someone's pronouns are known, use gender neutral pronouns.

"Have I seen Sarah? Yes, I saw them leave for lunch. They went to the Jolly Scholar."

Correct yourself and others

If you use the incorrect name or pronouns for someone, apologize sincerely and move on.

Practice using gender neutral pronouns

minus18.org.au/pronouns-app

Discussing Policies & Practices

The following are questions potential employees may have regarding policies and workplace environment.

- How does your company's non-discrimination policy or diversity statement support LGBTQ+ employees?
- How many LGBTQ employees work at your company?
- What support is there for employees who are also people of color, people with disabilities, immigrants, parents, etc?
- Does your company offer family leave for birthing and non-birthing parents?