Gender Inclusion at SOM

In the spirit of fostering Community & Inclusion, we offer all students the opportunity to include personal gender pronouns (PGPs) on student communications, including name badges used for professional purposes, name plates for the classroom and the SOM online directory. Students should also feel free to include their PGPs in email signatures, Zoom names, Slack profiles, and when verbally introducing themselves at SOM.

By electing to include your pronouns, you are taking an important step in showing allyship to the gender diverse community.

If you wish to update your school communications with your personal gender pronouns, please fill in this brief form.

FAQ:

**Question:** What does "they/them/their" mean? Does it mean that they don't want to disclose their gender identity?

**Answer:** They/them/their pronouns are often used by people who identify as non-binary, that is neither as a man nor a woman. They are in fact disclosing something about their gender identity by asking you to use these pronouns, but you wouldn't know whether they identity as agender or transgender or androgynous from these pronouns.

**Question:** Does anyone actually use "they/them/their" pronouns at Yale? Is it common?

**Answer:** Yes, the use of they/them/their pronouns is quite common and there are many fellow SOM students who use these pronouns. It might be a good idea to practice. Think of a sentence you’ve used about a fellow student recently using he/she pronouns. Now say it again using they pronouns in the singular.

**Question:** How would I know what people's preferred gender pronouns are?

**Answer:** People often put their pronouns in their email signature, it can appear on Canvas materials, they may share during an introductory go around, they may have a sticker on their name plate or have it etched in their name tag. If you want to know the pronouns of someone you are speaking with, just offer your own—eg “My pronouns are she/her/hers.”
Want to learn more? Below please find more information about pronouns, the importance to fostering inclusion and how to best use them:

https://www.mypronouns.org/what-and-why
https://www.mypronouns.org/how
https://www.mypronouns.org/sharing
https://www.mypronouns.org/assembling