

Introduction to pronoun labels

This year, the SfEP is encouraging everyone attending its annual conference to use pronoun labels on their name badges. This is an important step that can help to normalise the sharing of personal pronouns and make professional spaces feel safer for trans and gendervariant members.

You will find the pronoun labels at the registration desk, where you will pick up your name badge.

What will the labels look like and how do I use them?

There will be four options available to you, including a blank option that you can fill in if you prefer, and you can use whichever of these best reflect(s) your pronouns.

they/them she/her he/him ____/____

Simply peel off your label(s) of choice and attach it/them to your name badge.

Like the name badges themselves, the pronoun labels are intended to supplement, not replace, personal introductions and we hope they will make it easier for those who want to share their pronouns in conversation to do so. The label may also act as a helpful reminder the next time you meet.

Why should I use the pronoun labels?

The SfEP is committed to making its activities more inclusive, and this means acknowledging and respecting our differences in a way that minimises marginalisation.

The more we *all* use pronoun labels, the less remarkable they become, and this can help those of us who are trans and gendervariant to feel comfortable in professional spaces such as conferences, in which the pressure to conform to dominant norms can be high.

What if I don't want to use the pronoun labels?

For some of you, the pronoun labels may be new and unfamiliar; others of you may not yet feel confident in identifying authentically within the SfEP. While the SfEP encourages everyone to use the labels, they are not mandatory.

All attendees are, however, expected to respect the pronouns of those who do choose to share them.

What if I get someone's pronouns wrong?

We all make mistakes and practice makes perfect. Acknowledge the mistake. Apologise – in the easy way you would if you were to step on someone's toes – and then move on, trying not to do it again.

What if someone repeatedly gets my pronouns wrong?

If you believe that someone is deliberately being disrespectful of your pronouns, please let a director know. The SfEP will not tolerate discrimination or other unacceptable behaviours, as defined under our new policy on [Dignity at the 2019 SfEP conference](#).

We thank you warmly for your support and will see you soon at the SfEP's 30th annual conference!