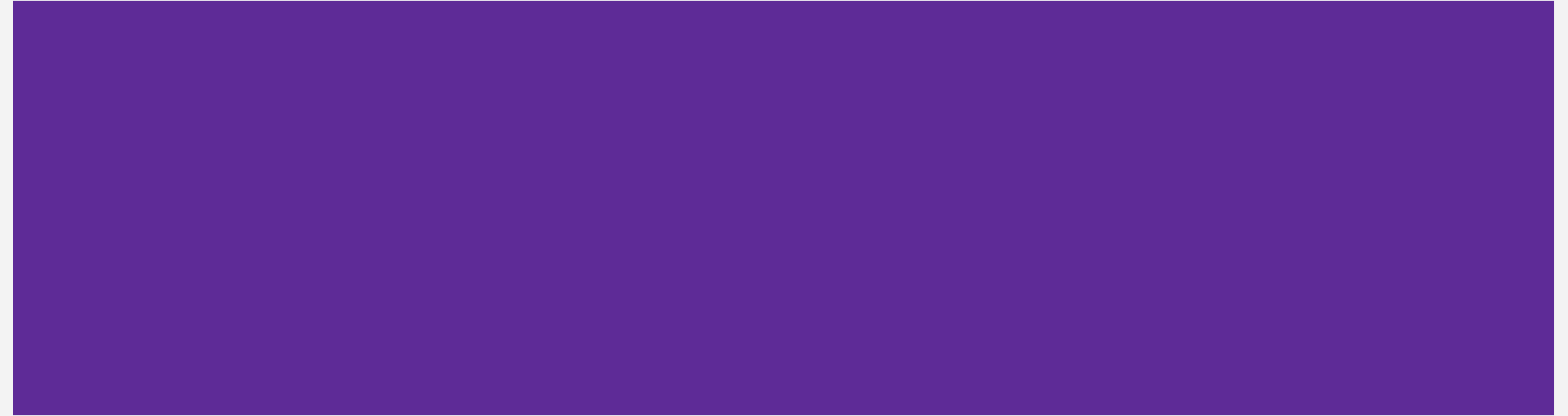


Embracing Difference: The Pronoun Project

Katelin Markcrow & Warren Kunce



The Pronoun Project as a Strategy for Change

How did it start?

Summer 2019

A conference on student well-being and empowerment at Durham University (UK).



Goal

Aims to provide pronoun badges for students and staff at Uppsala University.

Why

A small gesture in creating a gender inclusive and safe environment within the classroom.

- Especially important for students that are misgendered



**How to you
create change?**

**... top down or bottom
up approach?**

**...individual or
collective?**





Why is this important?

Increase visibility, equality and rights for LGBTQ+ people

- Prejudice and violence towards LGBTQ+ people is widespread despite 23 countries legalizing same-sex marriage, and 73 countries enacting antidiscrimination laws on the basis of gender identity and sexual orientation (Felter & Renwick, 2019).

Create an inclusive and safe classroom and institution

- Uppsala University's non-discrimination policy includes gender identity as a protected group, and we aim to see this policy applied at every level within the university.

Stages of the Project

1. Project Plan Document

- Background research on gender identity and pronoun usage.
 - This is a rapidly changing area in both research and how people use pronouns
- Detailed description of goals, objectives and timeline of the project.
 - I.e. What needs to be done and when.



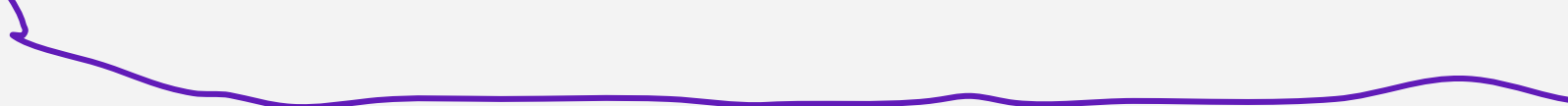
2. Pilot Study

Interviews

- 4 semi-structured interviews
- 35 minutes - 1.5 hours in duration
- 2 Course Coordinators from CEMUS, 1 from the Center for Gender Research and 1 non-binary student.

What would you require in workshops? Would you wear a badge?





Exploration of gender inclusive policies at other Universities:

- Inform about relevant terminology to support a common language about gender identity and expression.
- Inform about what practices create discomfort and/or hostility for gender diverse staff and students, and share gender affirming practices.
- Provide suggestions for how to normalize not making assumptions about gender based on appearance.
- Provide guidance on how to best handle mistakes and conflicts.

Digital Learning Environment

Staff recommendations:

- Include your pronouns in your email signature.
- Include your pronouns in your zoom name.
- Include a pronoun 'round' during the first or second week of the course.

MY
PRONOUNS
ARE:
THEY/THEM

Digital Learning Environment continued

- A workshop was created to provide necessary skills and knowledge for staff.
- An informational video was also created to support the previous recommendations and workshop. The video covers Uppsala University's policy on discrimination, and introduces gender identity, pronoun use and misgendering.
- A proposal to update Uppsala University Wide Email Signature was also pursued.





Thank you!

katelin.r.markcrow@gmail.com

References

Felter, C. & Renwick, D. (2019, 29 October). Same-Sex Marriage: Global Comparisons. *Council on Foreign Relations*. Retrieved from:
<https://www.cfr.org/backgrounders/same-sex-marriage-global-comparisons>.