



# Building Belonging: Pronouns + Allyship **At Work.**

Presented by

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KEYNOTE  
SPEAKER



TEAM  
WORKSHOPS



JOB POST  
LIBRARIES



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Seriously,  
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# English Lesson: Pronouns

I wonder where they are. They must be freaking out about losing their wallet.



# Personal (Not Preferred): Pronouns

Subjective	Objective	Possessive	Reflexive	Example
She	Her	Hers	Herself	She is speaking.
He	Him	His	Himself	He is speaking.
They	Them	Theirs	Themselves	They are speaking.
Ze	Hir/Zir	Hirs/Zirs	Hirself/ Zirself	Ze is speaking.

# What do **pronouns** mean?

“Pronouns can seem like the smallest part of the sentence but they make me feel included and respected.”



# You Messed Up: What Now?

Don't		Do This	
Panicked Apology	➡	Correct Yourself	
"It's Hard" Explanation	➡	Keep Moving	
Ignore It	➡	Practice	



Take a Pic  
@katrinakibben

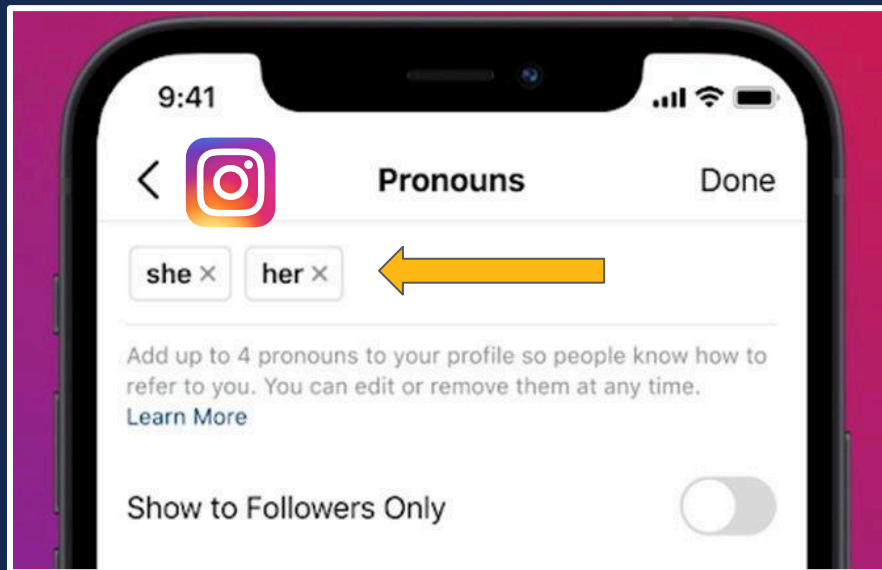
# Profile Pronouns.

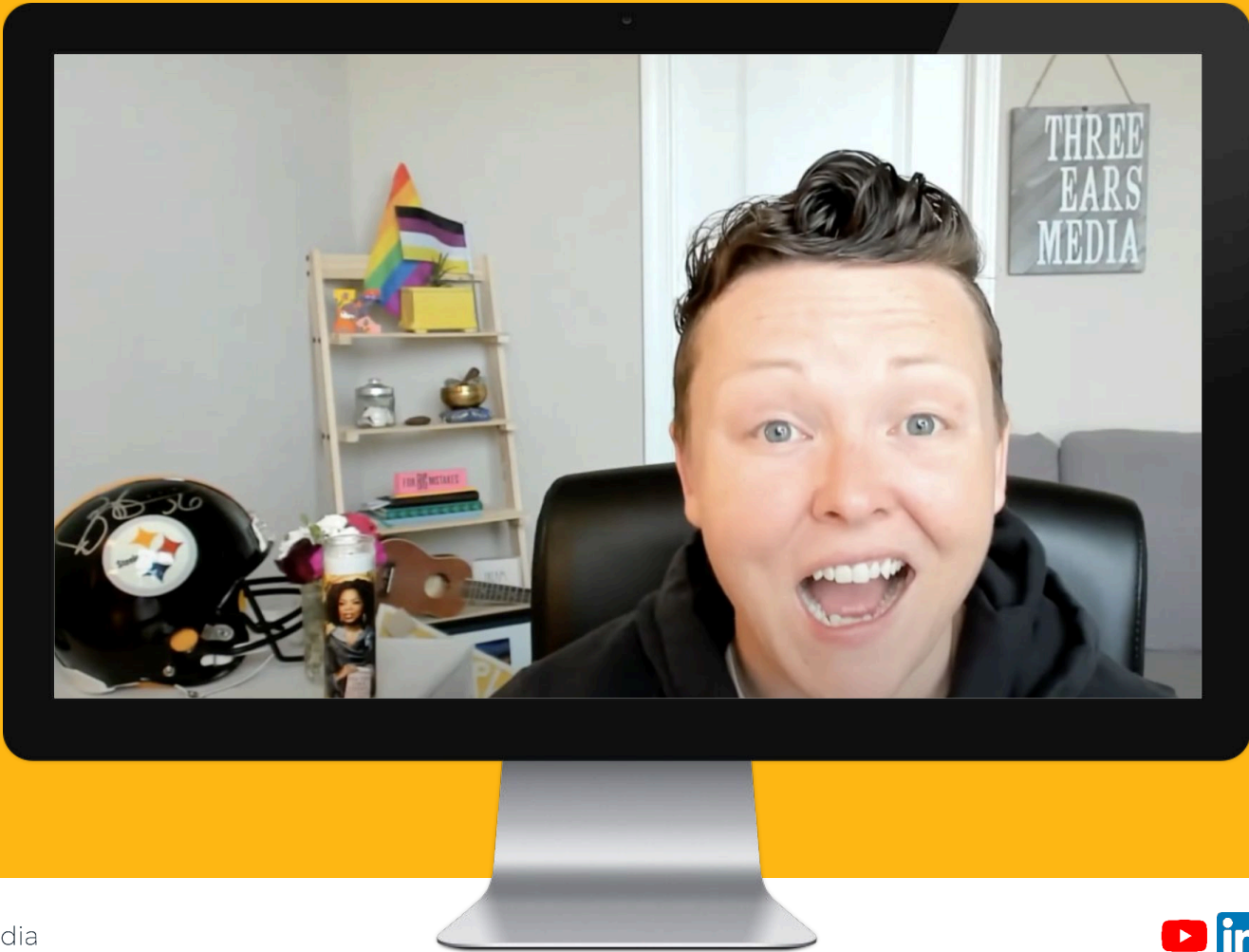
Katrina Kibben (Call me Kat)



CEO - [Three Ears Media](#)

My pronouns are they/them. [This is why I shared that.](#)







# Candidate Experience Journey:



Search Engine



Career  
Website



Job  
Postings



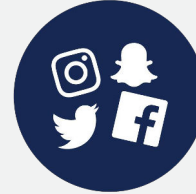
Apply  
Process



Glassdoor  
Profile



Positioning and  
Differentiators



Social  
Media

# Gendered Language In Job Posts

## Masculine

Adventurous  
Aggressive\*  
Ambitious\*  
Analyze\*  
Assert\*  
Autonomous\*  
Boast\*  
Challenge\*  
Compete\*  
Confident  
Courage\*  
Decide  
Decisive

## Feminine

Affectionate  
Cheer\*  
Commit\*  
Communal  
Compassion\*  
Connect\*  
Considerate  
Cooperate\*  
Co-operate\*  
Depend\*  
Emotional\*  
Empath\*  
Flatterable

# Pronouns In Your **ATS**:

Pronoun \*



They/Them

She/Her

He/Him

E/Em

Xe/Xem

Ze/Hir

Fae/Faer

Other

Prefer not to disclose

# Don't Assume.

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“My name is...  
My pronouns are...  
How should I refer to you?”

“You’re in the **wrong**  
bathroom...”

“Hey, are you ok?”



Take a Pic  
@katrinakibben

# Are They A Boy Or Girl?

## Talk to them.

- Ask questions.
- Admit when you don't know.
- Learn together.



# Free Pronoun **Guide.**



SCAN ME

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