We can never know or tell someone's name or pronoun just by looking at them or by the sound of their voice. So... You always have to ask!

If you're ever unsure or even maybe forgot, there's never any harm in asking again.

If someone tells us their name, pronouns, or something about their gender, it's our job to use and respect them.

If we need help, we can always ask others to help us with our learning & point out when we've made a mistake.

For some of us, things like using a different names for people, or asking for pronouns is new and can be tricky. That's okay.

Changing our words and actions takes time and effort. Keep working at it and it will pay off.

Gender Neutral Bathrooms
Pronouns/Names on forms
Pronouns on nametags
Use inclusive language
Listen & Learn

Curiosity is a valid feeling. Remember though that while you may be curious about the details of someone's gender or body, it doesn't mean you automatically have the right to answers.

None of us ever have the obligation to share or explain more of ourselves than we want.

Mistakes are a natural part of being human, but the growth that can come from them is one of the absolute best parts of being human.

So, when we make a mistake, we...
• PAUSE: take a breathe and don't panic. It doesn't make us a bad person.
• APOLOGIZE: Acknowledge our mistake, offer a brief apology, and correct the error.
• LEARN: commit to learning from this and putting in the effort to do better.

There's lots of great information out there from social media, blogs, websites, books and resources you can use to continue to learn.

For more information and other great resource visit us: www.skippingstone.ca