

Always here for you.

What is a pronoun?

Pronouns are words that an individual wants people to use when talking about them. These may include

- He/him/his
- She/her/hers
- They/them/theirs
- A combination of the above
(For example, She/them/theirs)

Why do pronouns matter?

It is important to be aware that we can't always tell someone's gender by looking at them. For those who identify as transgender, gender diverse and sexually diverse, or non-binary being misgendered, misnamed, or frequently questioned about their gender, or intersex variation can lead to feelings of exclusion and discrimination. It is for this reason that it is important to be aware that we cannot assume someone's pronouns, gender, and sexual identity.

To provide a supportive service and an inclusive work environment, using the correct pronoun can make someone feel safe and welcome within our organisation.

Banyule Community Health's commitment

Banyule Community Health is committed to ensuring our service is a safe and supportive environment for trans, gender and sexually-diverse, non-binary, and intersex staff, volunteers, students and consumers.

As part of this commitment, we are introducing the option to include pronouns in staff email signatures.

Adding pronouns to signatures is a way to demonstrate our allyship and support for transgender, gender and sexually-diverse, non-binary or intersex colleagues and consumers and is an important step toward creating a more inclusive workplace.

We encourage workforce members, volunteers, students of all identities to include pronouns in their email signatures as a meaningful way to show support for our trans, gender and sexually diverse, non-binary and intersex communities.

