



**BC NURSES'
UNION**

Standing up for health care

PRONOUNS MATTER

An initiative of the 2SLGBTQ+ Caucus

The 2SLGBTQ+ Caucus aims to be a culturally safe and welcoming place for all Two-Spirit, lesbian, gay, bisexual, trans, queer and gender diverse members.

We strive to create a more just and equitable union and workplace.



Create inclusivity

Correct use and understanding of pronouns are vital for creating an inclusive environment that affirms gender identity and avoids misgendering. Here is a list of some common and gender-neutral pronouns:

She/He/They	He/They	Ze/Zir
Ze/Hir	Te/Tem	They/Them
She/Her	She/They	He/Him

Respectful use

If you're unsure

Ask: "What are your pronouns"?

Use neutral language

When unsure, use "they/them".

Normalize Sharing Your Pronouns

Introduce yourself with your pronouns to encourage others to do the same.

Active Listening

Pay attention to the pronouns people use for themselves and others.

Correct Mistakes

Mistakes happen. Simply apologize and correct yourself.

Inclusive Contract Language

Bargained language in the current Nurses' Bargaining Association collective agreement highlights the importance of respecting Two-Spirit, gender diverse and transgender individuals in the workplace:

Gender Affirming Support

Upon request the employer will work with union members to create and tailor gender affirming support plans that respect employee name and pronoun preferences.

Protection Against Discrimination

Gender identity and expression are protected under the BC Human Rights Code, prohibiting actions like deadnaming and misgendering.

For more, see APPENDIX AAA MEMORANDUM OF AGREEMENT GENDER DIVERSITY AND INCLUSION.

Learn more and contact
the 2SLGBTQ+ Caucus

