When someone is referred to with a pronoun (e.g. he/she/they) that doesn’t align with their gender identity, it can make them feel alienated. Getting pronouns right is a basic way to respect a person’s gender identity.

Try to get in the habit of using ‘they/them’ until you know someone’s pronouns, e.g. “There is someone here to see you, I’ll ask them to take a seat”

For more information on pronouns and ways to get pronouns right, go to: www.warwick.ac.uk/getpronounsright