

Pronouns Matter

At Neal Gerber Eisenberg, we are committed to fostering a workplace where everyone feels respected, valued, and empowered to be their authentic selves. One of the simplest yet most meaningful ways we can support this commitment is by recognizing and using each person's correct pronouns. Pronouns are not just words; they are an essential part of our identities, and respecting them is a fundamental act of inclusion and a powerful way to affirm the dignity of our colleagues, clients and community



Why Pronouns Matter

Using the correct pronouns:

- Demonstrates respect for their identity
- Helps prevent assumptions based on appearance or name
- Fosters a culture of belonging and psychological safety

At NGE, we encourage everyone to include their pronouns in their email signatures and attorney biographies. These small actions help normalize the conversation around gender identity and help everyone to feel seen and respected.

Respecting Pronouns in Practice

Inclusion is an ongoing practice. Here are a few ways to support respectful pronoun use:

- Introduce yourself with your pronouns: "Hi, I'm Michael. I use he/him pronouns. How about you?"
- If you're unsure, ask politely – and listen

If you make a mistake, correct yourself and move on. It is okay to get it wrong sometimes; what matters is your willingness to learn

Key Terms and Concepts for Inclusion and Understanding



Gender Pronouns

Words used specifically to refer to people in place of their names. Common examples include: he/him, she/her, they/them.



Gender Expression

How someone outwardly expresses their gender – through clothing, behavior, speech patterns and social interactions.



Gender Identity

A person's innate, deeply felt psychological identification of gender, which may or may not align with the person's sex assigned at birth.



Gender Binary

The belief that human gender only exists as male and female, and that individuals must be strictly gendered as either/or.



Cisgender

A person whose gender identity aligns with their sex assigned at birth.



Transgender

A person whose gender identity differs from their sex assigned at birth.



Gender Fluid

Describes a gender identity or expression that may shift over time.



Non-Binary

An individual who does not identify as strictly female or male. A non-binary person can identify as both or neither male and female, or sometimes one or the other.



Gender Nonconforming

Someone whose identity and expression of gender does not ascribe to the gender binary, or, rather, traditional male/female expressions.

Creating an Inclusive Environment

At NGE, we are committed to continuous learning and improvement in our diversity, equity, and inclusion efforts. We provide ongoing training and resources to help our attorneys and staff understand the importance of pronouns and how to use them respectfully. By fostering an environment where everyone feels comfortable



sharing their pronouns and properly using others' pronouns, we can create a more inclusive, supportive, and collaborative workplace for all.