



# Using RSC Pronoun Stickers

**Pronoun stickers are one way of making events more inclusive to transgender and non-binary individuals. They provide a visual aid to help everyone refer to one another using correctly gendered language.**

Pronoun stickers also help to **normalise the practice** of explicitly stating pronouns, including for cisgender (non-trans) individuals. This practice helps to avoid singling out trans and non-binary people, and can help us all **reflect on the assumptions** we make about gender based on appearance.

Trans and non-binary people often have to navigate being **misgendered** – referred to by the wrong gender pronouns – in every aspect of their everyday lives, including their scientific career. The 2019 report *Exploring the Workplace for LGBT+ Physical Scientists* demonstrates the negative impact this can have, with nearly half of trans respondents having considered **leaving their workplace due to discrimination**, and 20% considering this often.

By demonstrating commitment to trans inclusivity and to challenging harmful assumptions, pronoun stickers can create a more visibly welcoming environment for everyone.

## HOW TO PRINT

The easiest way to use our pronoun stickers is by printing them on pre-cut sticker paper. Look for sticker paper with 70x 25mm stickers to a page. Make sure you get the appropriate sticker paper for the printer you'll be using (inkjet or laser), otherwise it can melt! Set the printer to high resolution for best results and always print a test page on regular printer paper first, to check that the stickers line up. If not, adjust the margin settings.

## HOW TO USE

Have pronoun stickers available in the same place you distribute other resources for an event, such as nametags, conference packs or the code of conduct/participant agreement. Have one or two pens available as well; the bottom row of stickers are blank, so that individuals who use pronouns other than she/her/hers, he/him/his, or they/them/theirs can write in their pronouns.

Pronoun stickers should be **normalised and encouraged, but not mandatory**. There are a number of reasons someone might not feel comfortable stating their pronouns, for example if they are questioning their gender, or don't feel comfortable outing themselves as trans or non-binary.

It's good practice, particularly at larger events, to **highlight and explain the purpose** of pronoun stickers to attendees, for example as part of an opening

speech. Encourage attendees to pay attention to using the right pronouns and other gendered language, to **respectfully correct** any mistakes that arise, and to be considerate of trans and non-binary inclusion more generally. Ensure that all event organisers and staff understand the purpose of pronoun stickers and are comfortable giving a brief explanation if asked.

An appropriate code of conduct/participant agreement should also be read and agreed to by all attendees. The vast majority of individuals will of course be considerate and welcoming towards their trans colleagues in all respects, but it is important to reinforce inclusion measures such as pronoun stickers by making it clear that transphobia of any kind will not be tolerated.

## WHAT NEXT?

We have created an **LGBT+ inclusion toolkit** – access a wide variety of resources on issues from allyship and accountability to rights and reporting.

To find out more about making workplaces more inclusive of trans and non-binary individuals, take a look at our resource on **building trans-inclusive workplaces**.

If you want to know more about any of the LGBT+ terminology used in this quick guide, see our **Glossary**.

You can find more **quick guides** to inclusive events, communications and committees here.