

Gender Pronouns

As part of our commitment to inclusion and diversity, everyone at Dentons has the option to display gender pronouns in their email signature. This option is one further way for us to demonstrate our inclusive culture, providing all colleagues, including those who are transgender and/or non-binary, the ability to indicate the pronouns they wish others to use. If we are all open and intentional about gender identity we can create a more inclusive environment and avoid misgendering.

Gender pronouns refer to the way in which we address others in relation to their gender identity. We often just interpret or assume a person's gender based on their outward appearance and expression, and "assign" a relevant pronoun such as "she/her/hers" or "he/him/his" or "they/their/theirs". Gender identity is internal: for example, an individual may identify as non-binary or gender-fluid and/ or otherwise not associate with the binary of either male or female and their relating pronouns ("he/him/his", "she/her/hers", "they/their/theirs").

We recognize that everyone should be able to choose whichever sets of pronouns they are most comfortable with and we are committed to creating a safe and supportive environment for discussions about gender identity and expression.