



Visible Support for the LGBTQIA+ Community

The Academic Senate encourages faculty to share their pronouns in Zoom, Canvas, email signatures, and syllabi to foster an inclusive educational environment for the LGBTQIA+ community on campus.

This is not a requirement, and there are other ways that faculty can show support for the LGBTQIA+ community at the college. The Senate recognizes that the sharing of pronouns is an individual choice and that some people may not be comfortable doing so.

This article from *Forbes*, "[Should You Put Pronouns in Email Signatures and Social Media Bios?](#)" provides some background on this practice:

Adding these words to your email signature has the practical benefit of making clear how you would like to be referred to, while also signalling to the recipient that you will respect their gender identity and choice of pronouns. It is an effective way of normalising discussions about gender and creating an inclusive work environment for transgender and non-binary people.

Additional information can be found here:

- "[Using Pronouns to Demonstrate Allyship](#)" - National Institutes of Health
- "[How Do I Share My Personal Pronouns?](#)"
- [International Pronouns Day](#) - October 20

If you choose to share your pronouns . . .

- follow these [steps](#) for Canvas
- use the [pronouns option](#) in Zoom

Thank you for participating in this ongoing conversation about inclusivity and allyship on our campus.

Sincerely,

The Chaffey College Academic Senate

Neil Watkins, President

Sarah Cotton, Vice-President

Liz Encarnacion, Secretary / Treasurer

Angela Burk-Herrick, Curriculum Chair