

Gender-sensitive working in Share-Net International

Following a gender-workshop with the Share-Net International Secretariat in March 2023, all Share-Net staff members are committed to:

- Normalising the use of varied gender pronouns. This means including their pronouns when first introducing themselves and including their pronouns in signature/teams/zoom/name tags. Staff can also do this for their social media profiles.
- Asking for a person's pronouns when meeting them for the first time and never assuming someone's pronouns. Introducing your own pronouns first is a polite way to ask/introduce. It's good to remember some people may use more than one set of pronouns, for example, she and they, he and they, or any/all pronouns.
- Introducing colleagues with the right pronouns from the beginning
- Not using assumption-based language. Use gender neutral pronouns 'they' when referring to persons of whom we don't know their pronouns, or simply using their name instead of pronouns
- Making a conscious effort to re-learn, correct ourselves and each other if we accidentally use the incorrect pronouns for someone. Correct ourselves and move on
- Using gender-inclusive nouns in everyday conversations, emails, and documents, for instance:
 - Instead of 'hey guys', try 'hi everyone/all/folks/colleagues'
 - Instead of 'wife/husband/boyfriend/girlfriend' use 'spouse' or 'partner', where appropriate. For some people, they may specifically want to use these terms however, for example, some LGBTQI+ couples may choose to use these terms. Use your own judgement and don't be afraid to ask and clarify
 - Conversation example, 'Sarah works in our communications department. They delivered an informative presentation today about their most recent project.'
- Making use of non-gendered/gender-neutral language when writing emails and documents, for example;
 - Instead of using '...his or hers...' or '...he or she...' use '...their/theirs...'
 - Instead of using 'dear sir/madam', use 'dear (organisation name/folks)',
- Making sure SRHR topics are approached/addressed holistically and are centered in intersectionality, for example,
 - Instead of using only 'mothers' to refer to birthing parents, try using 'mothers and birthing people'
 - Instead of 'women who menstruate', try using 'women and people who menstruate/people with periods'
- Learning more about the spectrum of gender identities

- Having open conversations and discussions on gender-inclusive working within the Share-Net network
- Offering resources, articles and advice on gender-inclusive working to colleagues and members, for example, the following resources may be useful;
 - [Beginners guide to using pronouns in the workplace](#) by Stonewall UK
 - [Waarden voor een Nieuwe taal](#) (this is a Dutch Language guide for the arts and cultural sector to decolonial, inclusive, and accessible language, but is useful beyond this sector too)
 - [Gender inclusive language & using pronouns handout](#)
- Searching for information, reading texts, watching videos, and listening to speeches where different gender pronouns are used
- Asking critical questions e.g. on team composition when on Share-Net field trips and organising meetings.
- Not excluding/judging ability or availability of colleagues, members and partners based on someone's family composition, e.g. assuming they are not available if they have children and partners, or will be available if they do not have children/partners, etc.

Share-Net staff would like KIT to:

- Advocate for more gender-neutral toilets/WCs with facilities for
- Advocate to include gender-inclusive language and acts into the KIT social agreements

It takes intentionality and transparency, and a continued willingness to evolve.