



MORE THAN JUST A PRONOUN

The Chicago Bears organization continues to deepen its commitment to establishing an inclusive, equitable work environment that reflects the diversity within our communities and fan base. We value, respect and appreciate diversity at all levels, on and off the field, and are guided by a vision of success that includes integrating diversity, equity, and inclusion into our club's DNA and culture.

Creating a diverse, equitable, and inclusive workplace is far from easy and one major (but simple) step you can take to promote inclusivity is enabling conversations around gender pronouns. Pronouns—whether we realize it or not—are core to everyone's identity and have become an increasingly common topic across many and personal and professional settings. We encourage you to use this resource to educate yourselves and discover actions you can take to add to our inclusive environment.

WHY PRONOUNS MATTER



Using pronouns can help prevent incorrect assumptions about gender identity based on name, appearance, or other factors. The language we use and the respect of referring to individuals by their correct pronouns is powerful.



When used with respect and empathy, pronouns can help promote an inclusive and welcoming environment where individuals can bring their whole selves to work and feel a genuine sense of belonging.

KEY TERMS AND CONCEPTS*

GENDER PRONOUNS

Words used specifically to refer to people. Commonly used gender pronouns (include but are not limited to): he/him, she/her, and they/them.

GENDER IDENTITY

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

GENDER EXPRESSION

External characteristics and behaviors that are socially defined as either masculine or feminine, such as dress, grooming, mannerisms, speech patterns, and social interactions.

CISGENDER

Individuals whose internal sense of gender identity matches their sex assigned at birth.

TRANSGENDER

A person whose gender identity differs from their 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.

GENDER NONCONFORMING

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

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 FLUID

Gender fluidity refers to change over time in a person's gender expression or gender identity, or both.

ACTIONS YOU CAN TAKE TO BE MORE INCLUSIVE



Share your pronouns in meetings (ex: "Hi, my name is _____. My pronouns are...") to set the tone for the group and indicate to people that pronoun-sharing is normal and will be respected.



Use gender-neutral language (ex: colleagues, y'all, folks) to engage more inclusively with staff, players, fans, partners, vendors, and other members of our community.



Opt in to add pronouns to your email signature and social media accounts to further normalize and encourage discussions around gender.

*Definitions leveraged from Out & Equal's Glossary of LGBTQ+ Terms, which contains additional material that may help enhance your awareness of gender identity, gender expression, and other important LGBTQ+ topics.