



American Association of Physics Teachers

Dear AAPT Meeting Attendee,

As part of our ongoing efforts to improve inclusiveness at AAPT National Meetings, we are creating mechanisms through which you and others can indicate which gender pronouns you use on your name badge.¹ Currently, we are providing stickers with pronouns that can be attached to name badges. In doing so, we aim to:

- Make it easy for you to know which pronouns to use for someone you just met, especially if you're unsure about their pronouns.
- Make it easy for people to communicate their pronoun sets to others, especially for people who use uncommon pronouns or who have recently changed which pronouns they use.
- Prompt conversations among AAPT members about gender, and raise awareness that gender is complicated.
- Create a welcoming environment for people of all genders.

In addition to **she/her/hers** and **he/him/his**, other pronoun sets include **they/them/theirs** and **ze/zir/zirs**. Each of these pronoun sets includes subjective, objective, and possessive cases. When a pronoun is used as the subject (object) of a sentence, the subjective (objective) case is appropriate; the possessive case, on the other hand, is used to show possession. For example,

Subjective: **[She, he, they, ze]** is/are giving a presentation on Monday.
Objective: I asked **[her, him, them, zir]** to meet me at the poster session.
Possessive: That laptop is **[hers, his, theirs, zirs]**.

Gender can be fluid, and many of the people you will encounter at AAPT's meetings will fall at various places across the spectrum. Some people may use gender pronouns that are unfamiliar to you and/or may not align with your own (often subconscious) assumptions or expectations. Referring to a person with pronouns other than those used by that person is an example of misgendering. To reduce instances of misgendering, please use the pronouns indicated on attendees' name badges. Note that some people may choose not to use a sticker and others may have a sticker that says, "**Ask Me.**" In these cases, it may be appropriate to ask which pronouns the person uses.

If you have questions or suggestions related to gender pronouns or how we can all contribute to environments that are inclusive of people of all genders, there are several resources at AAPT's National Meeting that you may find helpful. The Event Participation Code of Conduct² can help guide us in our interactions, and provides an avenue for reporting and investigating potential violations. A Quiet Room and gender-neutral restroom are available at all AAPT meetings as well as Meet-up for Members and Supporters of the LGBTQ Community.

Sincerely,

Mel Sabella, SM18 Program Chair
Tiffany Hayes, AAPT Director of Programs and Conferences

¹ The University of Milwaukee LGBT Resource Center has a helpful website where you can learn more about gender pronouns: <https://uwm.edu/lgbtrc/support/gender-pronouns>

² The AAPT Event Participation Code of Conduct is available online at: http://www.aapt.org/aboutaapt/organization/code_of_conduct.cfm