

A dense collage of various sports-related icons in teal and white, including basketball, football, tennis, swimming, running, and more, surrounding the central text.

I&D TRAINING CAMP

IN HONOR OF THE CEO ACTION DAY OF
UNDERSTANDING

TOPIC: PRONOUNS

CEO Action for Diversity & Inclusion is the largest CEO-driven business commitment to advance diversity and inclusion within the workplace.

DICK'S is joining in the CEO Action Day of Understanding alongside 13 million other signatories! This year we are helping you **#MAKETHEPLAY** by building understanding around 4 key topics.

I&D Training Camp:
Allyship – Nationality, Ethnicity & Race – Equity vs Equality – Pronouns

All DICK'S Teammates have access to the CEO Action site and can find resources there.

www.ceoaction.com Signatory Log In: DIVERSITYMATTERS



PRONOUNS

Pronouns As a society, we commonly assume the gender of others by their appearance and indicate these assumptions by using gendered language, such as she/he, ma'am/sir, Ms./Mr., and ladies/gentlemen.

Importance of Pronouns While this is polite it may result in many individuals, especially trans and gender-nonconforming individuals, being misgendered, which may lead them to feel disrespected, marginalized, and invisible



HOW TO START YOUR PRONOUN JOURNEY

- Normalize the process of indicating your gender pronouns, with strategies such as including them in your **email signature, business cards, website profile, and nametags**, or using them as you introduce yourself.
- Ask individuals to provide their personal pronoun(s). It can feel awkward at first, but it is not as awkward as getting it wrong or making a hurtful assumption. Here are some ways you can do this:

What pronouns do you use?

How would you like me to refer to you?

Can you remind me what pronouns I should be using for you?



ALLYSHIP

- An Ally is someone that actively supports people from marginalized groups
- Allyship is about the work that you do, not just the ideals you hold
- Take responsibility, hold yourself accountable for making yourself and workplace more inclusive
- Seek to understand the experiences across diverse groups. Attend a dialog circle or a panel discussion offered by the Inclusion & Diversity team.
- Make it a habit to become aware of voices not being heard in meetings, and who is not included at the table.
- Be aware of your body language and use verbal and non-verbal actions to demonstrate support.



PRONOUNS

- Respecting someone's self-identification means using the gender pronouns with which they identify.
- Normalize indicating your gender pronouns in everyday use.
- You cannot assume how someone identifies their gender based on their appearance.
- Add your pronouns to your email signature and social media.
- When in doubt, lead with your own pronouns to show support and create safety in the conversation.
- If you are in a group setting, avoid using terms like guys/ladies; try using neutral terms like people, folks, or ya'll.



NATIONALITY, ETHNICITY, RACE

- To be a national is to be a member of a state. Nationality is acquired by birth, adoption, marriage, or descent
- Ethnicity describes large groups of people classed according to common racial, national, tribal, religious, linguistic, or cultural origin – Ethnicity describes your culture
- Race is a category of humankind that share certain distinctive physical traits such as skin color or hair texture
- Nationality, ethnicity, and race do not show up at the genetic level



EQUITY & EQUALITY

What is Equity: Everyone gets what they need based on their own situation

- Equity is a process that promotes fairness by acknowledging an unequal starting place and works to continuously address and correct the imbalances. Equity means giving people what they need to be successful. Equity requires a redistribution of access, opportunity, and resources.

What is Equality: Everyone gets treated the same

- Equality promotes fairness by treating everyone the same. The shortcoming of equality is that it assumes that everyone starts from the same position. You cannot have equality until you have equity.