

nu-education:

This year, International Pronouns Day is October 18. First celebrated in 2018, International Pronouns Day takes place on the third Wednesday in October each year. The day serves to normalize the practice of respecting, sharing, and educating each other about pronouns. Though pronouns may seem insignificant or inconsequential, the words we use to refer to people matter.

There are over 7,000 languages and dialects spoken in the world, each with their own phonetic and grammatical rules. Some languages use pronouns, words used in place of a person or item's name. But, some languages do not, meaning, there aren't separate words for "he" or "she" - they use the same word. In English, pronouns are gender implied - "he" refers to a man or boy and "she" refers to a woman or girl. But as we learn more about different gender identities and forms of gender expression, the rules of language can't always keep up. In using the wrong pronouns, it is possible to offend someone because it can demonstrate an assumption of their gender identity based on their appearance or name.

Respecting someone's personal pronouns both acknowledges and affirms one's gender identity and self expression. Pronouns are deeply personal and integral to one's sense of self, and using the correct pronouns demonstrates respect, empathy, and validation for their unique identity. Misusing someone's personal pronouns can lead to feelings of exclusion or discomfort, negatively impacting an individual's well-being and psychological safety. By honoring pronouns, we can create an inclusive and supportive environment where everyone feels valued and

accepted for who they are, fostering a more equitable and compassionate society for all.

Allies are also encouraged to share their pronouns so that it is normalized for transgender or nonbinary folks, if they choose to share their pronouns too. With education and practice, it becomes easier and normalized to use pronouns in everyday life. We can work together to create safer, more inclusive spaces for all.

Tips for Incorporating Pronouns into Daily Life:

- Introduce yourself with your personal pronouns
- Add your personal pronouns to your display name or email signature.
- If you are unsure of someone's pronouns, use "they/them" or just use their name.
- If you are corrected for misusing using someone's personal pronouns, apologize and thank the person for the assist!
- Respect people's privacy and boundaries- not everyone will be comfortable with sharing their pronouns.



Sources:

- pronouns.org

nu-spotlight:

Check out some of these local events happening this month and look out for more on our social media accounts! → → →

quote of the month:

“Honesty and openness is always the foundation of insightful dialogue.”

- Bell Hooks

- Wednesday October 4**
Reimagining DEI: Part 2 in our Conversation on Shaping the Future of DEI
 - 11:00 am to 12:30 pm
 - Virtual
 - FREE[tickets and event details](#)
- Sunday October 8**
LGBTQIA+ Mixer @The Boardroom
 - 12:00 pm to 5:00 pm
 - The Boardroom - Board Game Cafe - 3 Mill St. Burlington, VT
 - FREE[tickets and event details](#)
- Monday October 9**
Gender Quest
 - 7:00 pm to 9:00 pm
 - Virtual
 - FREE[tickets and event details](#)
- Tuesday October 10**
Inclusive Workplace Series | DEI Awareness
 - 11:30 am to 1:00 pm
 - Virtual
 - FREE[tickets and event details](#)
- Thursday October 12**
Inclusive Innovation - Building Your Business with DEI Principles
 - 11:30 am to 1:30 pm
 - Virtual
 - Free[tickets and event details](#)

- Thursday October 12**
Peace and Security in a Changing World
 - 6:15 pm to 8:15 pm
 - 50 Lakeside Ave Burlington, VT 05401
 - \$75-125[tickets and event details](#)
- Thursday October 12**
Diversity, Equity, & Inclusion (DEI) Discussion
 - 6:30 pm to 7:30 pm
 - Virtual
 - FREE[tickets and event details](#)
- Tuesday October 26**
Inclusive Workplace Series | Diversity Talent Hiring
 - 11:30 am to 1:00 pm
 - Virtual
 - FREE[tickets and event details](#)
- Sunday + Monday October 29+30**
2023 Health Equity Summit
 - Sunday, October 29 4:00 pm to 6:00 pm and Monday, October 30 8:00 am to 5:00 pm
 - Dudley H. Davis Center, 590 Main Street, Burlington, VT 05401 and virtual options
 - FREE[tickets and event details](#)

social media:

-  info@nuwaveco.com
-  [@nuwaveEquityCo](https://twitter.com/nuwaveEquityCo)
-  [@nuwave.equity](https://www.instagram.com/nuwave.equity)
-  [Nuwave Equity](https://www.facebook.com/NuwaveEquity)
-  [Nuwave Equity Corporation](https://www.linkedin.com/company/nuwave-equity-corporation)
-  [@nuwaveco](https://www.tiktok.com/@nuwaveco)