



# Information Sheet

## The Law Society's Commitment to Gender-Inclusive Communication

*How can I expect to be addressed and referred to in correspondence I receive from the Law Society?*

The Law Society is committed to embracing and promoting equity, diversity, inclusion and cultural respect within our leadership and staff, and in the legal profession, justice sector and with the public.

As part of this commitment, the Law Society has adopted a gender-inclusive approach to correspondence that disrupts the making of assumptions about gender, avoids misgendering the people we interact with, and promotes inclusive and respectful communication.

Pronouns are often how individuals are referred to when they are not identified by name (for example, she/her, he/him, they/them, ze/hir). Honorifics are titles used to show respect to another person (for example, Mrs., Mr., Ms., Mx.). Often in conversation and in correspondence, a person's pronouns and honorifics are assumed by the speaker or writer, which can lead to misgendering.

With all of this in mind, the Law Society has adopted a gender-inclusive approach to communication, centered on respecting how people have asked to be referred to and addressed, and treating everyone who interacts with the Law Society with respect. The approach is built around two principles:

- If a person has provided the Law Society with their pronouns and honorifics, that person will be addressed and referred to with those pronouns and honorifics;
- If a person has not provided the Law Society with their pronouns and honorifics, that person will be addressed and referred to in a gender-inclusive manner (for example, by their full name, using the pronouns they/them, or by another gender-inclusive term such as client, lawyer, articulated student, paralegal, assistant, etc.)

Accordingly, if you would like the Law Society to address and refer to you with your pronouns and/or honorifics, please feel free to share them with us. Whether you take this step is completely up to you. Lawyers and articulated students can share their pronouns and honorifics with the Law Society through the Member Portal. Members of the public can share their pronouns and honorifics with the Law Society by informing the staff member they are interacting with at the Law Society.