



DERBY HOUSE PRINCIPLES FOR DIVERSITY AND INCLUSION IN PROFESSIONAL WARGAMING

WE BELIEVE THAT PROMOTING DIVERSITY AND INCLUSION IS THE RIGHT THING TO DO.

THE BENEFITS OF DECLARING PRONOUNS

WHAT DO WE MEAN BY “DECLARING OUR PRONOUNS?”

Declaring our pronouns simply means making clear how we wish others to refer to us. This might be in an email signature, or it could be when introducing yourself at the start of a conversation or meeting, e.g. “Hello, I’m Lynn, and my pronouns are she/her.”

WHY WOULD ANYONE WANT TO DECLARE THEIR PRONOUNS?

Gender is not necessarily obvious from someone's name:

- Some names are unisex, like Alex, Chris, Jamie, Charlie, Pat or Kim.
- You may be unfamiliar with norms from other cultures. Nima, Rasha and Zia are unisex Arabic names. Andrea is a boy’s name in Italy.
- Surnames can be first names, which can cause confusion if you don’t know which order they are presented in, like Hannah David / David Hannah.

Gender is not necessarily obvious from someone’s presentation (appearance or voice):

- People who are transgender, gender non-conforming, or non-binary.
- Anyone who does not match people’s (stereotypical) expectations of “what a man/woman looks or sounds like”.

Being misgendered, even innocently, can be hurtful and can damage people’s self-confidence and self-esteem.

Many (but not all) non-binary people use pronouns other than “he/him” or “she/her”. Some use “they/them” or other options, and you won’t know unless they say.

OKAY, WHY SHOULD I DECLARE MY PRONOUNS?

Many people do grasp the above, but genuinely wonder why there’s any need for *them* to declare their pronouns, usually because they feel that their gender is obvious.

Declaring your pronouns demonstrates a commitment to inclusivity and normalises their use.

If the only people declaring their pronouns are those who need to, then it immediately makes them “different”. It “others” them. It makes them an exception and makes them stand-out as such.

If we all declare our pronouns, it makes it less fuss for those that need to, and makes wargaming more welcoming, more inclusive and more comfortable.

Read more about the Derby House Principles here: paxsims.wordpress.com/derby-house-principles/