MICHAEL BACH, CCDP/AP

INCLUSION, DIVERSITY, EQUITY AND ACCESSIBILITY
EXECUTIVE AND THOUGHT LEADER

He/She/They/Hey! Understanding the Why and How of Pronouns.

Overview

We've all heard someone say it; that introduction where they not only share their name, but also their pronouns. "Hi, my name is Alex, and my pronouns are they/them," or something of that nature. But what does it matter? And what exactly are pronouns?

Pronoun usage isn't new, nor is the use of 'they' in the singular as a gender-nonspecific identifier (which dates back to the 13th century – just ask Chaucer and Shakespeare). What is new is the inclusion of pronouns as part of introductions, and in email and various online platforms like LinkedIn, which is where the confusion lies.

He/She/They/Hey! Understanding the Why and How of Pronouns is designed to help people understand what pronouns are, and more importantly, how to use them inclusively in order to create space where people can be themselves. Leveraging content from his best-selling book *Alphabet Soup: The Essential Guide to LGBTQ2+ Inclusion*, Michael Bach takes participant on a learning journey to understand the importance of pronoun identification in maintaining 2sLGBTQI+ inclusive spaces.

Learning Objectives

Participants will come away with a clear understanding of:
1. What is a pronoun and what types of pronouns are there.
2. Why using pronouns is an important indicator of 2sLGBTQI+ inclusion.
3. How to properly indicate ones pronouns in an inclusive and informative manner.

What People Are Saying:

"It was an absolute pleasure experiencing all that is Michael Bach. He has the great ability to make those around him feel very comfortable to openly share their experiences and practices. His keynote presentation based on his latest book Alphabet Soup: The Essential Guide to LGBTQ2+ Inclusion at Work was enlightening, educational and engaging. Michael's delivery style is completely authentic, combining both humour and storytelling to demystify the topic and help our employees understand the complexity of the alphabet soup that is the LGBTQ2+ initialism. This was extremely impactful for those who participated at Cadillac Fairview – helping us to enhance our overall knowledge and understanding as it relates to inclusion, diversity, and equity in the workplace."

Talent Management & Organizational Development team | Cadillac Fairview
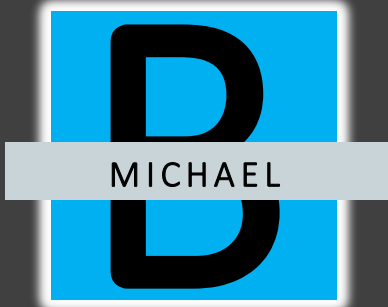
@TheMichaelBach

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Target Audience

This program is ideal for any organization or audience that is looking to engage people in a conversation about how they can be more active participants in 2sLGBTQI+ inclusion. It is applicable for for-profit and non-profit audiences, across any industry, and appropriate for all potential attendees.

Abbreviated bio

Michael Bach is internationally recognized as a thought leader and subject matter expert in the fields of inclusion, diversity, equity, and accessibility, with nearly 20 years of professional experience in the field. He is the former deputy Chief Diversity Officer for KPMG International and has spent the past 10 years working as a consultant with some of the world's largest employers. He is an engaging, entertaining, and informative keynote speaker and storyteller, bringing a vast knowledge of leading practices in a live setting to his work. He is the author of two award-winning and best-selling books: *Birds of All Feathers: Doing Diversity and Inclusion Right*; and *Alphabet Soup: The Essential Guide to LGBTQ2+ Inclusion at Work*. Additionally, he speaks openly about his lived experience as a member of the LGBTQ2+ communities and as a person with a disability.

Educational Materials

Michael's presentations aim to be as paper-free as possible. A PDF of the presentation can be emailed to interested participants, following the engagement.

AV Requirements

- ☒ Lavalier Microphone and associated speakers, if room requires
- ☒ Screen (Large)
- ☒ Projector
- ☒ Presenter Monitor

Can be offered virtually; above requirements not necessary in that circumstance