



Introducing the Inclusive Communications Project

👤 Eileen Foran 📅 Sep 09 👁 146 ❤ 8

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In our day-to-day lives, we often make assumptions – usually without realizing it – about a person’s identity based on their name, appearance or other cues. When incorrect, assumptions like these can make people feel excluded and lead to damaged relationships.

As Marc mentioned at Town Hall, UA has launched an **Inclusive Communications** project to help eliminate these assumptions in our interactions with McGill constituents. We want to allow graduates, donors, volunteers, students, parents, and friends to freely express their identities and tell us how they wish to be addressed.

This important project will help ensure that all McGillians feel a sense of belonging when they interact with the University and will bring UA’s data practices in alignment with McGill’s Strategic Equity, Diversity and Inclusion Plan.

In practice, the project involves updating how we collect, store and use data relating to prefixes, pronouns, salutations and gender. The changes will include:

- Recording preferred pronouns
- Allowing any prefix to be used with any gender
- Making prefixes optional and adding Mx. (pronounced *mix* or *mux*) as a gender-neutral prefix option
- Offering a non-binary gender option
- Distinguishing between a person’s primary and legal name
- Ending the male first default in joint salutations

You will start seeing some of these changes in the coming months as Systems begins updating James. The Inclusive Communications team will provide regular updates on Martnet as the project progresses.

By paying attention to these changes and adopting them in your daily work, you will be helping to promote inclusiveness at McGill and ensuring that all of McGill’s over 300,000 constituents are treated with respect.

For more information about this initiative, please see the [attached slide deck](#).

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Confused about prefixes? We’ve got answers

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Hello again, UA! The Inclusive Communications (Prefixes, Pronouns, Salutations and Gender) team is back to present an update on our project.

This week, we’re talking about prefixes, (like Mrs., Ms., Mr., or Dr., which are often referred to as titles or salutations on forms) because many of the changes involved in this project will affect how prefixes are used in correspondence, at events, on data collection forms and in many other contexts.

Here are the updates to prefixes that are in progress or that have already been implemented:

- Prefixes will be made optional on forms
- The Mx. prefix has been added to James and is being added to forms
- It will be possible to use any prefix with any gender
- Prefix will no longer be tied to language preference

To help you understand how these changes will affect your work and your interactions with McGill constituents, we’ve put together an [FAQ document](#). Inside, you’ll find answers to questions like:

- How do I pronounce Mx.?
- Which prefixes should I include in my form?
- What do I do when the person I’m addressing does not have a prefix?
- Are there situations when I should avoid using a person’s prefix?

We recommend saving the document in your files or printing it out so you can refer to it as needed.

Happy reading,

The Inclusive Communications Team

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