**Abstract:**We'll discuss good practice recommendations for creating more inclusive and equitable learning environments for transgender and gender-nonconforming students. We'll discuss practical, theoretical, and historical information on the proper use of gender identity terms including personal pronouns. We'll learn why pronouns matter, how to ask and use pronouns, and what to do after making a mistake.

**Short bio:**Julián Cancino is the inaugural director of the Gender and Sexuality Center at Brandeis University. Julián develops university wide policy and practices, data systems, training for faculty and staff, and partnerships with local organizations.