



Gender-Inclusive Language

In conversations with teachers, it has come to our attention that the phrase "boys and girls" is exclusionary, and we want to ensure that all students feel included regardless of race, creed, gender identity. With this in mind, we are providing recommendations for our Sports Ambassadors to promote a more inclusive environment. We have verified these recommendations with the Office of the Child and Youth Advocate to ensure they conform to New Brunswick's Policy 713 and to best practices.

We recognize that gendered language is habitual. If you feel comfortable, you can arrange with the teacher in advance to give you a silent cue if you're using gendered language. Alternatively, you may address the class in your introduction by saying words to the effect of, "I will try to speak in gender-neutral terms, but please know that if I happen to say 'boys and girls' or 'he/she,' I'm referring to everyone."

1. **Using Gender-Inclusive Language:** When addressing students, refer to the group as "everyone," "students," or similar inclusive terms. Avoid using "boys and girls" to ensure that all students, regardless of gender identity, feel included and respected.
2. **Addressing Gender Stereotypes in Sports:** NB Sports Hall of Fame stands for inclusion. You may acknowledge that gender stereotypes exist in sports, but emphasize that all sports are for anyone, regardless of identity.
3. **Respecting pronouns:** If a student shares a gender-neutral pronoun, such as they, use the pronoun respectfully without drawing special attention to it.
4. **Trans-gender questions:** It is unlikely but possible that transgender questions arise during the course of a Sports Ambassador presentation. We leave your responses to your discretion, however we would ask that you emphasize inclusion and encourage all students to work hard toward athletic goals.