

My Identity

Gender

Guide to Pronouns

Gender should be defined by the people who live it. It's important not to "misgender" your co-workers by referring to them with the wrong pronouns. In English, our most commonly used pronouns (he/she) specifically refer to a person's gender. For queer, gender nonconforming, nonbinary and transgender people, these pronouns may not fit, and can create discomfort, stress and anxiety. One recent study showed that in transgender youth, using correct pronouns and names reduces depression and suicide risks.

Most Commonly Used Gender Pronouns

"Some people don't want to use pronouns at all and will ask you to refer to them by their name alone."



Learn more about how gender neutral pronouns are used around the world:

- [ILGA World](#)
- [International Pronouns Day's](#)

Pronoun Tips for the Workplace



Ask if you're not sure:

Often, allyship begins with curiosity. Avoid making assumptions, and don't be afraid to ask your colleague what their pronouns are if you're not sure. It helps normalise pronoun use and shows that you respect people and want to learn.



Put yourself in their shoes:

If you have trouble understanding why incorrect pronoun usage would upset someone, think about your pronoun (likely "he" or "she"). Now imagine someone calling you the other one, over and over and over, even after you've corrected them.



Share your own pronouns routinely:

This encourages others to do the same and demonstrates that you understand the importance of sharing pronouns.



Implement company policies encouraging people to respect pronouns:

Allow -rather than require - people to include their pronouns in their email signatures. It has become quite common in diverse and inclusive environments to add your gender pronouns in your email signature. This practice helps minimise misgendering and is an important strategy toward inclusivity.



Learn from your mistakes:

If you make a mistake with someone's pronouns, it's OK to apologise and acknowledge your mistake. Then, once you know better, commit to do better.

For more information, including additional definitions or terminology, read the [United Nations' Guidelines for Gender-Inclusive Language](#) and the Human Rights Campaign's [Glossary of Terms](#).

Mural

In July, street artist Alice Pasquini created a giant #GenerationEqualityMural on Leather Lane EC1, home to the famous street market that brings together diverse cultures and backgrounds.

The Mural marks the first year of implementation of the Generation Equality Plan, which, amongst other things, calls for equality for women in pay, an end to violence against women and girls, and health-care services that respond to their needs, which was launched during the Generation Equality Forum in Mexico City and Paris last year.

Mark Cahill, Managing Director, ManpowerGroup UK, said, *“This is the second year that we are supporting the Generation Equality Mural, which speaks to the importance we place on supporting gender equality issues and initiatives. We are committed to do all we can to strengthen diversity, equality and inclusion within our company, and in the communities in which we live and operate. From our vast experience in labour markets across the world, we know that we must engage and include all available talent and ignite human potential to sustainably grow prosperity around the world. It is the right thing to do, and it is what we must do to prosper.”*

<https://forum.generationequality.org/news/generation-equality-mural-london-revealed-un-women-manpowergroup-and-street-art-mankind-raise>



Menopause

What is Menopause?

Menopause is the end of a woman's menstrual cycles. The term can describe any of the changes you go through just before or after you stop having your period, marking the end of your reproductive years.

The menopause is a natural part of ageing that usually occurs between the ages of 45 and 55, as a woman's oestrogen levels decline. But around 1 in 100 women experience the menopause before 40 years of age. This is known as premature menopause or premature ovarian insufficiency

Menopause Stats

- 47% of the UK workforce will go through menopause during their working lives
- 63% said menopause symptoms negatively impacted their work
- Approximately 13 million women in the UK are either peri- or post-menopausal
- Symptoms can last up to 15 years
- Over 60% of women experience symptoms resulting in behaviour changes

<https://www.channel4.com/programmes/davina-mccall-sex-myths-and-the-menopause>

<https://www.themenopausecharity.org/>

<https://www.bbc.co.uk/programmes/articles/3igXTgg512IB3YMPkNy3Tsq/5-things-men-should-know-about-the-menopause>

Resource centre for external tools & information to provide further support, advice and information

(Please note these are all external resources, not provided by ManpowerGroup)

Karma Nirvana

Karma Nirvana support victims of so called 'honour-based' abuse and forced marriage. They operate a national helpline to support victims and professionals.

Telephone: [0800 599 9247](tel:08005999247) ([Monday-Friday 9am-5pm](#))

Email: info@karmanirvana.org.uk

Male Survivors Alliance

The Male Survivors Alliance provides help and information to male victims/survivors or sexual abuse, rape and sexual exploitation.

The National Male Survivors helpline is [0808 800 5005](tel:08088005005).

The helpline is available [Mon-Weds 9am-5pm](#), [Thurs 8am-8pm](#), [Fri 9am-5pm](#), [Sat 10am-2pm](#). There is also a text service and online chat function available via Safeline here-

<https://www.safeline.org.uk/contact-us/>

ManKind Initiative

Mankind offer support to male victims of domestic abuse. Their helpline provides both emotional support and practical information.

Telephone: [01823 334 244](tel:01823334244) ([Monday-Friday 10am-4pm](#)).

NAPAC (National Association for People Abused in Childhood)

NAPAC offers support to adult survivors of all types of childhood abuse, including physical, sexual, emotional abuse or neglect. They offer a range of resources for survivors, as well as those who care for and work with them.

Telephone: [0808 801 0331](tel:08088010331) ([Monday-Thursday 10am-9pm](#) and [Friday 10am-6pm](#))

Email: support@napac.org.uk

National Domestic Abuse Helpline (run by Refuge)

Refuge's National Domestic Abuse Helpline provides free, confidential support 24 hours a day to victims of domestic abuse and those who are worried about friends or loved ones.

Telephone: [0808 2000 247](tel:08082000247) (24 hours a day)

Email (via website): <https://www.nationaldahelpline.org.uk/Contact-us>

Rape Crisis England and Wales

Rape Crisis Centres provide specialist support and services to women and girls who have experienced sexual violence. The Rape Crisis National Helpline offers free, confidential emotional support and information.

Telephone: [0808 802 9999](tel:08088029999) (every day between [12-2.30pm](#) and [7-9.30pm](#))

Rape Crisis Live Chat: Live Chat is a free, text-based support service. For more information please go to <https://rapecrisis.org.uk/get-help/want-to-talk/>

Respect

Respect is a domestic abuse organisation which runs a confidential helpline for men and women who are harming their partners and families, as well as a confidential helpline for male victims of domestic abuse and those supporting them.

Respect Phonenumber:

Telephone: [0808 802 4040](tel:08088024040) ([Monday-Friday 9am-8pm](#))

Email: info@respectphoneline.org.uk

Men's Advice Line:

Telephone: [0808 8010 327](tel:08088010327) ([Monday-Friday 9am-8pm](#))

Email: info@mensadviceline.org.uk

Revenge Porn Helpline

The helpline is a UK service supporting adults (aged 18+) who are experiencing intimate image abuse, also known as, revenge porn.

Due to concerns around the Coronavirus outbreak, the Helpline will be operating an email only service for the time being, therefore voicemail messages may not be responded to immediately.

Please contact by email on help@revengepornhelpline.org.uk open [Monday to Friday](#) from 10am to 4pm.

Safeline

Safeline's National Male Survivor Helpline is a dedicated service for men and boys in

England and Wales affected by rape or sexual abuse and those that support them such as friends and family.

Telephone: 0808 800 5005 (Monday, Wednesday and Friday 9am-5pm,

Tuesday and Thursday 8am-8pm and Saturday 10am-2pm)

Email (via website): <https://www.safeline.org.uk/contact-us/>

Southall Black Sisters

Southall Black Sisters specialise in domestic and gender related violence, including forced marriage and 'honour-based' abuse. They provide specialist advice, information, casework, advocacy, counselling and self-help support services in several languages.

Telephone: 0208 571 9595 (Monday to Friday from 9-5pm)

Email (via website): <https://southallblacksisters.org.uk/contact-us/>

Stay Safe East

Stay Safe East provides specialist and holistic advocacy and support services to disabled people who are victims and survivors of domestic or sexual violence.

Telephone: 0208 519 7241

Email: enquiries@staysafe-east.org.uk

National Male Support Service - SurvivorsUK

SurvivorsUK support men, boys, trans and nonbinary survivors of sexual violence. They offer one to one counselling, ISVA services, and an online helpline.

Website: www.survivorsuk.org (Monday-Sunday 12pm-8pm)

Email: info@survivorsuk.org

Suzy Lamplugh Trust

Suzy Lamplugh Trust run the National Stalking Helpline, which gives practical information, support, and advice to victims of stalking, their friends, family, and professionals working with victims.

Telephone: 0808 802 0300 (9:30am-4pm Monday, Tuesday, Thursday and Friday; 1pm-4pm Wednesday)

Email (via website): <https://www.suzylamplugh.org/forms/national-stalking-helpline-enquiry-form>

The Survivors Trust

The Survivors Trust provides confidential information, advice and support for people who have experienced rape and sexual violence.

Telephone: 0808 801 0818 (Monday-Friday: 10am-8:30pm, Saturday from 10am-12:30pm, 1:30pm-4:30pm and 6pm-8:30pm and Sunday from 1:30pm-4:30pm and 6pm-8:30pm)

Email: info@thesurvivorstrust.org

www.thesurvivorstrust.org

Women's Aid

Women's Aid provides support for women who are experiencing or have experienced physical, mental, sexual or domestic violence or abuse.

Live Web Chat: <https://chat.womensaid.org.uk/> (Monday to Friday 10am-4pm, Saturday and Sunday 10am-12pm)

Email: helpline@womensaid.org.uk

Bawso (Wales)

Bawso is an all Wales voluntary organisation providing specialist services to black and minority ethnic (BME) women and children made homeless through domestic abuse. Bawso's work extends to providing support to BME women confronted with forced marriage, FGM and so called 'honour-based' abuse.

Telephone: [0800 7318147](tel:08007318147) (24hr)

Email: info@bawso.org.uk

Dyn Wales Helpline

The Safer Wales Dyn Helpline provides free confidential support to men who experience domestic abuse in Wales.

Telephone: [0808 801 0321](tel:08088010321) (Monday and Tuesday 10-4pm, Wednesday 10-1pm)

Email: support@dynwales.org

Beyond the Streets

Beyond the Streets provides a confidential call back service for women who are involved in prostitution and want to explore possible alternatives.

Telephone: [0800 133 7870](tel:08001337870) (call back service)

Email: support@beyondthestreets.org.uk