Name Pronunciation Proposal
Developed by Sari van Anders, EDI Chair, 06.08.21

Our department, like Queen's in general, is predominantly white, of western European and UK origins. People's names reflect this as does their familiarity with names from minoritized cultures. As a result, there is common mispronunciation of names, but this occurs largely in one direction: from majority department members towards minoritized department members. It also occurs despite repeated corrections, and propagates outward, as people hear names mispronounced by others and use and disseminate the mispronunciation themselves. The burden to correct this is on the individual who, as noted above, is usually a member of a minoritized group, and these corrections are not, as noted, always effective. In addition, many department members would like to correctly pronounce the names but may not know how or may not want to ask the individual (at all or yet again). This can mean a daily exposure to microaggressions about a person's core aspect of their identity (i.e., their name).

I propose that we have a link on either department members' listing on the website or their specific page (for faculty) that has a phonetic spelling of the name and a lightning audio clip of the person pronouncing their name. Everyone could do this (or as many buy-in), so that it's not only minoritized folks. This will help to normalize the notion that each of us has correct pronunciations of our names, these may be difficult for anyone, all can benefit from reading/hearing the correct pronunciation, and our department should take care to respect individuals.

Pros:
- Help to decrease microaggressions against minoritized department members
- Increase belongingness and respect
- Provide a way for thoughtful department members to learn pronunciation (even repeatedly) without burdening individuals
- Quick and simple

Cons:
- It may only be those who are from minoritized backgrounds who do this, which could further other these group members.