

SOAR-8
Motion D: Amend Region 8 Policy & Procedure Manual

	Adopted
	Amended
	Lost

Motion: Move to amend Region 8 Policy and Procedure Manual by changing his or her and his/her to their

CURRENT WORDING	PROPOSED WORDING
<p>Move to change all instances of the words his or her or his/her to their</p> <p>An example: XXI Board Members Duties of Board Members</p> <p>5. Board member may select someone to give report in his/her absence, at no expense to Region.</p>	<p>5. Board member may select someone to give report in <u>their</u> absence, at no expense to Region.</p>

SUBMITTED BY:

Bylaws Committee

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INTENT:

To make the P&P more inclusive.

IMPLEMENTATION:

Change all instances of the word his or her to their and his/her to their

COST:

Minor only if reprinting of the P&P is necessary.

RATIONALE: To make the P&P more inclusive. The pronouns they/them/their are more commonly used as singular today.

According to Merriam Webster, “In an 1881 letter, Emily Dickinson wrote "Almost anyone under the circumstances would have doubted if [the letter] were theirs, or indeed if they were themselves." People have used singular 'they' to describe someone whose gender is unknown for a long time, but the nonbinary use of 'they' is relatively new.”

More information can be found here: <https://www.merriam-webster.com/words-at-play/singular-nonbinary-they>

