

OREGON NEW LAWYERS DIVISION

Pledge of Gender Inclusivity

At the core of our legal system is the notion that justice should be accessible to all persons in our communities, regardless of race, creed, religion, or gender. The Oregon New Lawyers Division's ("ONLD") mission is to "increase access to justice" and "advance a fair, inclusive, and accessible justice system." Desiring to create a more inclusive environment for all persons in our communities, the ONLD promotes this Pledge to encourage its members and the members of the OSB to continue to take steps in advancing a more fair, inclusive, and accessible justice system.

This Pledge commits members to incorporate these practices into their professional spheres, and commits members to reflect, and engage in conversation, from time to time, on what improvements and changes they can make in applying the below practices.

While ensuring my ethical duties as an attorney and taking into consideration the safety and requests of my clients, and those I encounter, I pledge:

- To use more gender-inclusive language in my practice;
 - To review my practices regularly to confirm that it reflects best practices in using gender-inclusive language;
 - To honor people's pronouns and honorifics by intentionally and affirmatively using the pronouns and honorifics a person uses;
 - To include my pronouns and honorifics in my signature lines;
 - To include my pronouns and honorifics when signing briefs, pleadings, filings, and letters;
 - To introduce myself when appearing in court with my honorific, and to introduce my client and witnesses as is safe and practicable in the same fashion;
 - To gather people's personal pronouns and honorifics during client intake or other initial meetings and then ensure use of those pronouns and honorifics as is safe and practicable;
 - To use my pronouns and honorifics when introducing myself to clients or other third parties;
- and
- To continue to educate myself about pronouns and gender inclusivity in the justice system.