



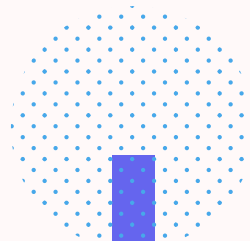
# PRONOUNS 101

When people refer to us in the third person, they use pronouns in place of our name. Many languages, including English, have pronouns and many others do not. Principles and best practices related to using and affirming include:

- **Self-Determination:** People are entitled to be referred to by the name(s) and pronoun(s) that affirm who they are
- **Assume Good Intentions, not Pronouns:** The easiest way to avoid misgendering someone is to ask, not assume, what their pronouns are
- **Pronouns are not indicative of someone’s SOGIE and we cannot guess anyone’s pronouns based on their SOGIE**

**Below are some examples of commonly used pronoun sets and how to use them:**

Subject	Object	Possessive	Reflexive
He	Him	His	Himself
<i>He is running late because he forgot his phone. We will leave him the key to let himself in.</i>			
She	Her	Her(s)	Herself
<i>She is running late because she forgot her phone. We will leave her the key to let herself in.</i>			
They	Them	Their(s)	Themselves / Themselves
<i>They are running late because they forgot their phone. We will leave them the key to let themselves in.</i>			
[Name]	[Name]	[Name]'s	[Name]self
<i>Val is running late because Val forgot Val's phone. We will leave Val the key to let Val's self in.</i>			





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# PRONOUNS FAQS

## Why do we ask for pronouns?

People use a variety of pronouns and there is no way to tell what pronouns someone uses. By asking a person for their pronoun(s), we are respecting and affirming who they are.

## How do I ask about pronouns?

There are lots of different ways! In a group setting, you can invite folks to share their pronouns as a part of their introduction. When talking to someone new, you can simply ask by saying “What pronouns do you use?” or “What pronouns can I use to refer to you?” Until you have a chance to clarify someone’s pronouns, you can use their name.

## How should I respond when people ask me about my pronouns?

When someone asks you, they are telling you that they care, that they want to treat you with respect, and that the space values inclusion. For a lot of people, pronouns are deeply personal and important, regardless of which pronouns they use or why they use those pronouns. If you’re asked for your pronouns, you can simply share the one(s) you use.

## When should we ask for pronouns?

Transgender[i] people exist in all spaces and are more likely to be misgendered[ii] [iii], so you should make asking this question a regular practice. Asking a person or group to share their pronouns helps to signal that the space is affirming. It creates visibility, provides an opportunity for learning, and reinforces that this best practice should be normalized. Ideally, you should ask for pronouns any time you meet a new person.

## What if I mess up?

We all make mistakes, especially if discussing pronouns is newer to us. You can take 3 easy steps if you do: 1) apologize; 2) correct yourself; and, 3) practice, independently, for accuracy.

[i]Transgender (adj.): An umbrella term used to describe someone whose sex assigned at birth and gender identity do not align in the ways that we typically expect. This may include but is not limited to genderqueer, agender, and Two Spirit individuals.

[ii]Misgender (v.): To refer to someone using the incorrect pronouns and/or name which they do not use

[iii]LGBTQ Nation: 3 in 5 people will deliberately misgender a trans person to show disrespect