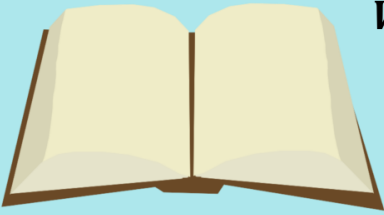


Pronouns and why they matter



WHAT ARE PRONOUNS?

A pronoun is a word that is used instead of a noun or noun phrase
(Merriam-Webster)

When talking about gender, you are referring to the pronouns used when talking about an individual, AKA personal pronouns. Some examples are:

SHE HE THEY I WE YOU ZE XE (and more)

These are examples of neo-pronouns!

Generally pronouns are linked to a gender. This is particularly true in Western languages!



she
he



ella
él

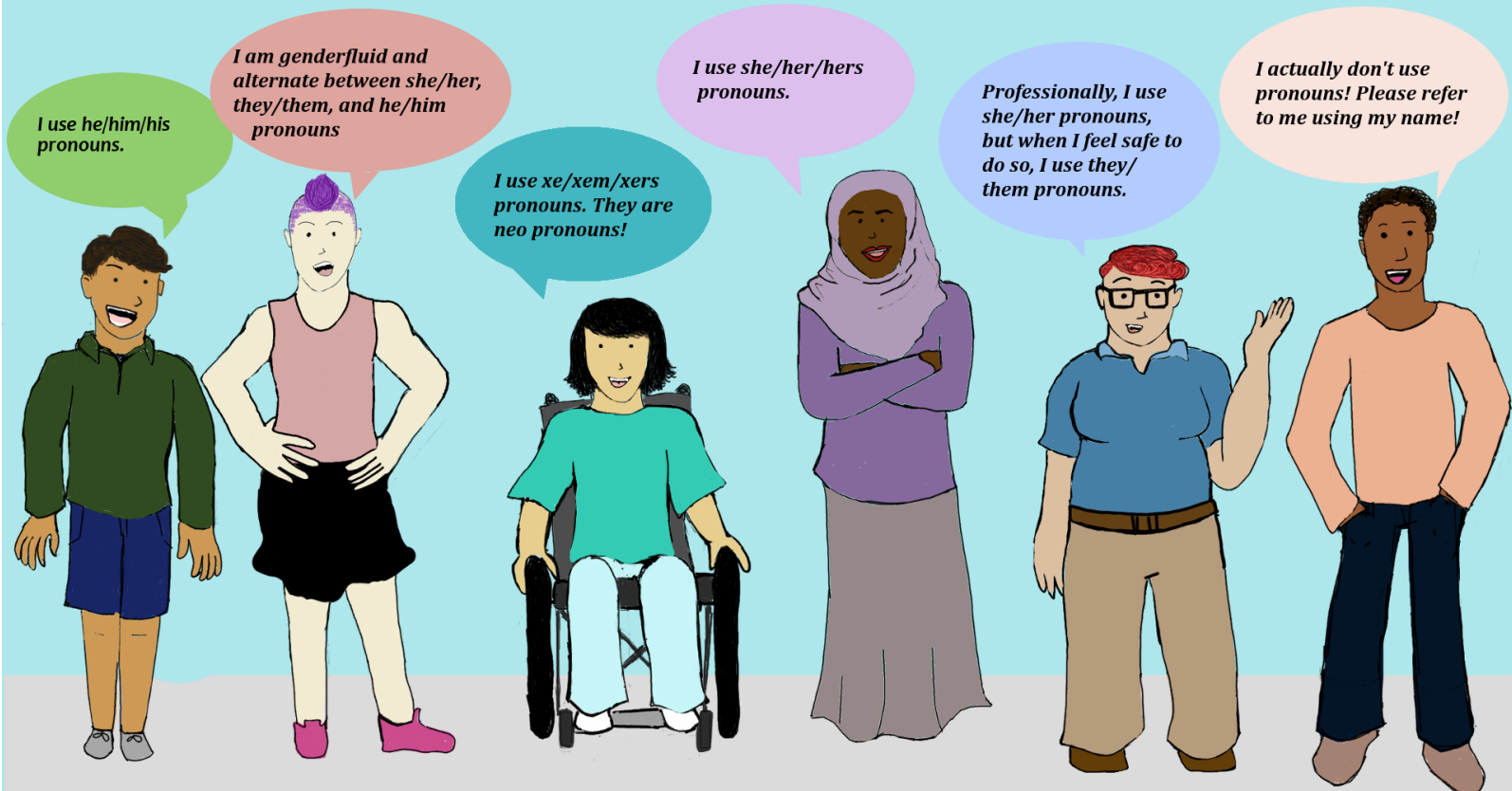
Note: There are languages with pronouns that aren't linked to a gender!
(eg Tagalog, Finnish, Armenian, Georgian)

Language is constantly changing and new terms to describe someone's sense of self are also constantly changing. You may come across some terms that you do not recognize in this guide, and that's ok! Some sources that will define some different terminology can be found at:

Trans Student Educational Resources
<https://bit.ly/2Aed8uU>

Trevor Project
<http://bit.ly/2CPpNXH>

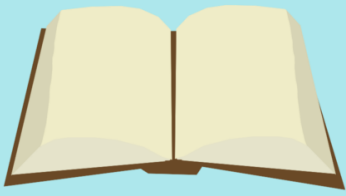
GLAAD
<http://bit.ly/2yGdcBz>



It is always ok to ask someone for their pronouns!

As of 2016, 1.4 million Americans were estimated to be transgender and/or gender non-conforming
NYT, 2016

Numbers are speculated to be higher among younger populations.



Misgendering: Referring to someone (especially a transgender or gender non-conforming person) with a word that does not accurately reflect their gender.

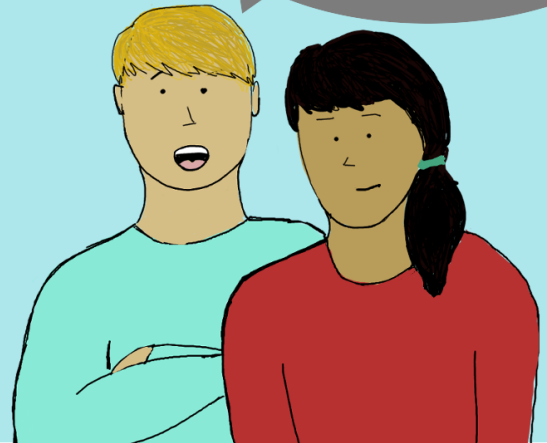
*Intentional and/or consistent misgendering is often considered harassment
Mistakes happen! Be sincere and commit to improving in the future.*



Stop making me feel bad! I'm trying so hard!



Hey, I'm sorry I just misgendered you. I will work hard to make sure it doesn't happen again.



By incorporating pronoun inclusive behavior into your everyday life, you can show that you are supportive of the trans community.

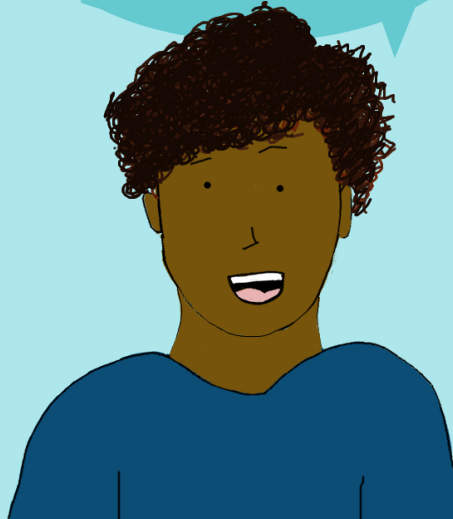
Introduce yourself with your pronouns

Hi! My name is Jelissa, and I use ze/zem/zir pronouns!



Ask others for their pronouns.

I just wanted to double check, what pronouns do you use?



Don't assume other's pronouns, even if they aren't around

I like that dress that person is wearing! I wonder where they got it?



Inclusive pronoun usage may not seem paramount to you...



...but you never know who around you may appreciate and need that extra support.