

~~ Why Use My Pronouns?! ~~

We identify our pronouns as another way to welcome everyone into our community. It recognizes that people identify in many different ways and we don't want to make assumptions.

- A pronoun is a word that is used instead of a noun or a noun phrase.
- It is good practice to ask which pronouns a person uses. It is not good practice to assume someone's pronouns based on their outward appearance.
- Using someone's self-identification is a way of respecting them for who they are.
- If you do not know/have not asked someone's pronouns, you can use their name or use "they/them" pronouns. Don't ever assume.

| Here's a list of some common pronouns!* | | | | |
|---|---------|---------|----------|-------------|
| they | them | their | theirs | themselves |
| she/he | her/him | her/his | hers/his | her/himself |

*This pronoun list is not exhaustive, so always be sure to ask about someone's pronouns!

Never heard of these pronouns? Want to know more? Check out this one-minute video:

<https://youtu.be/C3Sp8muzl2o>

If you do not tell us your pronoun expect you will be referred to as they/them as people want to be polite.

Something to ponder...

Pronoun Dos and Don'ts

Do!

- Recognize that everyone has pronouns—not just trans people—and that asking pronouns is very important, both so someone is not misgendered and so that trans people are not the only ones who will feel the need to share their pronouns.
- Ask people the pronouns they use for themselves whenever you ask people their name, such as when you meet someone for the first time or when you do go-arounds at meetings. Keep in mind that people may change the pronouns they go by, so it is necessary to ask pronouns in go-arounds regularly.

Don't!

- Refer to pronouns such as “they/them/their” or “ze/hir/hir” as “gender-neutral pronouns.” While some trans people identify as gender-neutral, many see themselves as gendered, but as gender nonconforming. Better language is “non-binary pronouns.”
- Describe the pronouns someone uses as “preferred pronouns.” It is not a preference. The pronouns that a person uses are their pronouns and the only ones that should be used for them.
- Say “male pronouns” and “female pronouns.” Pronouns are not necessary tied to someone’s gender identity: some trans people use “he/him/his” or “she/her/her,” but do not identify as male or female, respectively.
- Indicate that you “don’t care what pronouns are used for me,” if you are a cisgender person. Such a statement reinforces the privilege that many cis people have in not needing to worry about the pronouns that people use for them—that they are not going to be misgendered. It also invalidates the experiences of trans people, many of whom struggle with getting people to use their correct pronouns.