

# PRONOUNS GUIDE

## What are pronouns?

Pronouns replace a noun in a sentence. It refers to either the person talking or someone or something that is being talked about. There's are different types of pronouns that fulfill different functions, such as reflective, indefinite, and possessive pronouns. For our purposes we will focus on personal pronouns and their connection to gender identity.

We're familiar with the personal pronouns she/her and he/him. These pronouns reflect a binary understanding of gender. Since gender exists on a broad spectrum, our use of personal pronouns should reflect the diverse ways that people can identify their gender. Check out the Nonbinary Pronouns Chart below to learn a few examples of nonbinary pronouns and how to use them.

## 5 Things You Can do Today!

- Share your pronouns in your email signature zoom name, and introductions
- Provide opportunities for students to share their pronouns
- Avoid misgender people and when you do apologize
- Use name tags at events that have a space for people to share pronouns
- Practice using nonbinary pronouns in daily conversations

## Does everyone use pronouns?

Did you know that some people don't identify with a gender at all? For agender people using any gender pronoun does not fit their identity. In these instances that person may request that you use their name in lieu of a pronoun.

## Practice makes perfect

You might feel unsure on how to use nonbinary pronouns or an individual's name because you're not use to it. Luckily, with practice it'll become second nature! If you make a mistake quickly apologize, correct yourself, and move on. Practice using nonbinary pronouns on Minus18 interactive activity: [pronouns.minus18.org.au](https://pronouns.minus18.org.au)

## Additional Resources

This is just a starting guide to pronouns. We recommend checking out the following sites for more info:

- [mypronouns.org](https://mypronouns.org)
- [pronounsday.org](https://pronounsday.org)
- [bottomline.org](https://bottomline.org)
- [glaad.org](https://glaad.org)

To learn more about gender and pronouns, check out the Pride Inclusion Training!

## Nonbinary Pronouns Chart

Subjective	Objective	Possessive	Reflexive
They	Them	Theirs	Themselves
Ze	Zir	Zirs	Zirself
Per	Per	Pers	Perself
Xe	Xem	Xyrs	Xemself
Ve	Ver	Vis	Verself