

~~ What Are Your Pronouns?! ~~

- A pronoun is a word that is used instead of a noun or a noun phrase.
- It is very appropriate to ask which pronouns a person uses. It is *inappropriate* to assume someone's pronouns based on their outward appearance.
- Respecting someone's self-identification means using the gender pronouns with which they identify. Some people go by more than one set of pronouns.
- If you do not know/have not asked someone's pronouns, use "they/them" pronouns for them (as this sentence does).

Here's a list of some common pronouns!*				
they	them	their	theirs	themselves
she/he	her/him	her/his	hers/his	her/himself
xe (pronounced "zee")	xem (pronounced "zem")	xyrs (pronounced "zers")	xyrs (pronounced "zers")	xyrself (pronounced "zerself")
ze (pronounced "zee")	zir (pronounced "zer")	zirs (pronounced "zers")	zirs (pronounced "zers")	zirself (pronounced "zerself")

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

Let's try it out!

(using "they/them" pronouns as an example—you can exchange the pronouns that fit you!)

Subject: They laughed at the notion of a gender binary.

Object: The uninformed person told them that asexuality didn't exist.

Possessive: Their favorite color is rainbow.

Possessive Pronoun: This pronoun handout is theirs.

Reflexive: They think highly of themselves.



Pronoun Dos and Don'ts

Do!

- **Do** recognize that everyone has pronouns—not just trans people—and that asking pronouns is 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.
- **Do** 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!

- **Don't** refer to pronouns such as “they/them” or “ze/zir” as “gender-neutral pronouns.” While some trans people identify as gender-neutral, many see themselves as gendered, but as gender nonconforming or nonbinary. Better language is “nonbinary pronouns.”
- **Don't** 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.
- **Don't** say “male pronouns” and “female pronouns.” Pronouns are not necessarily tied to someone’s gender identity: some trans people use “he/him” or “she/her,” but do not identify as male or female, respectively.
- **Don't** 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.

