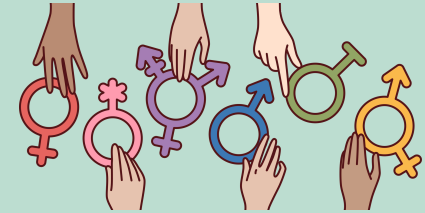


This is a group of people



Not everyone in this group will have the same pronouns



PRONOUNS: A GUIDE

But how will I know all those pronouns?



You respectfully ask!



Using Pronouns is simple!



Keep reading and we can help you learn more.





WHAT ARE PRONOUNS?



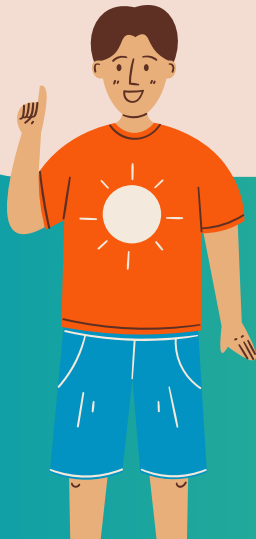
Pronouns are words (or phrases) you substitute for nouns (a name) when the listener already knows who you are referring to.

For example: Yadid is a beautiful singer. They sang at our event last night.

IMPORTANT



Not everyone uses the same pronouns. Some use one set of pronouns, multiple, or none. Individuals may also change their pronouns. Here are some ways that you can find out what someone's pronouns are.

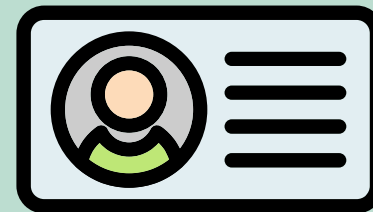


Include your pronouns in your work email signature, even if you are cisgender!

This is a simple way to make people feel comfortable using their pronouns.



You can add them to your nametags and business cards too!



USING PRONOUNS

Try introducing yourself with your pronouns. This will help put others at ease to tell you theirs.

Hi my name is Aaron, my pronouns are He/Him



Hello, I'm Sam, my pronouns are They/Them

When in doubt use 'They.' This avoids assuming someone's gender. Once they tell you, switch to the pronouns they use!



Let's introduce ourselves! My name is Michelle, my pronouns are She/Her



In group settings make space for pronouns during introductions. If you are facilitating, start with yours!

HERE ARE SOME COMMON PRONOUNS



They/Them



He/Him



She/Her



No pronouns, just
use my name.



He/They



Xe/Xyr

HERE ARE SOME COMMON PRONOUNS



CONCLUSION

Assuming someone's gender can cause emotional harm, leading to feelings of invalidation and exclusion. It can reinforce stereotypes and make individuals feel unseen or misunderstood. On the other hand, using someone's correct pronouns shows respect, recognition, and care for their identity.

This small but meaningful action can foster a sense of belonging, reduce stigma, and promote mental well-being, creating a more inclusive and supportive environment for everyone.

Let's make these simple changes together!



FOR MORE:

To learn more about gender, gender identity and types of pronouns take a look at our Gender Identity and Pronouns: Comprehensive Guide.

www.outontheshelf.com

