

WHAT ARE PRONOUNS?

**WHY ARE PRONOUNS
IMPORTANT?**

BEYOND THE BINARY

HOW TO BE AN ALLY



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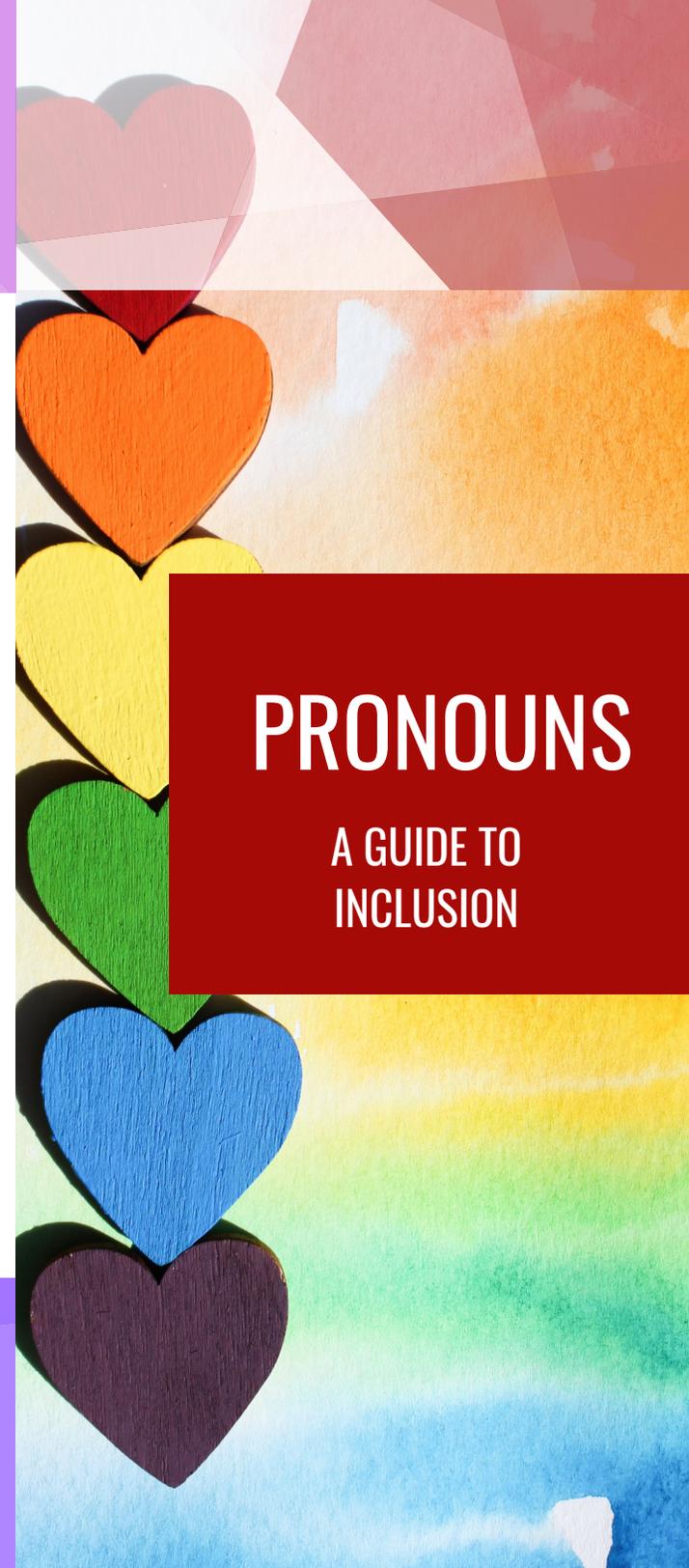
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PRONOUNS

**A GUIDE TO
INCLUSION**





WHAT ARE PRONOUNS?

Pronouns are linguistic tools that we use to refer to people (e.g., they/them/theirs, she/her/hers, he/him/his).

We believe that it is important to give people the opportunity choose and state the pronouns that they prefer.

| A (non-exhaustive) List of Gender Pronouns | | |
|--|--------|------|
| He | She | They |
| Ne | Ve | Ey |
| Ze/Hir | Ze/Zir | Xe |

WHY ARE PRONOUNS IMPORTANT?

Some people don't feel like traditional gender pronouns (she/her, he/him) fit their gender identities. Transgender, genderqueer, and other gender-variant people may choose different pronouns for themselves.

A person's pronouns is part of a person's identity. It's important that we take the time to learn a person's pronouns rather than assuming how they would like to be referred.

BEYOND THE BINARY

Everyone has a gender identity. Not everyone identifies their gender as either male or female. Not everyone identifies their gender in only one way.

It is important that we allow everyone to decide what pronouns and other identifiers are best for them, and to respect their choice.

HOW TO BE AN ALLY

- Ask respectful questions to show you are interested (e.g., "What are your preferred pronouns?")
- Don't be afraid to add your own preferred pronouns when introducing yourself, or creating a name tag or email signature.
- Try honestly. It's okay if this is new for you. You may mess-up at first, but it's important to keep trying.
- Be reassuring. Let every person know that you respect and care for them.
- Send gentle signals to show your acceptance and support: add a Human Rights Campaign sticker to your laptop, refrain from using demeaning words and challenge others to do the same, get involved in pro-LGBTQIA+ causes or groups, etc.