Pronoun Guide

What are pronouns and why are they important?

Pronouns are linguistic tools that we use to refer to people. (i.e. they/them/theirs, she/her/hers, he/him/his). It is important to give the opportunity for people to state the pronoun that is correct to use when referring to them. Often times, people make assumptions about the gender of a person based on person's appearance and/or name. This can be very harmful in stating that people have to look a certain way to demonstrate the gender that they are or are not. Using personal pronouns is a way to respect others and create an inclusive space just as using a person's name can be a way to respect them.

(This is NOT an exhaustive list)

Subjective	Possessive Adjective	Objective	Possessive Pronoun	Reflexive
he	him	his	his	himself
she	her	her	hers	herself
they	them	their	theirs	themself
xie	hir ("here")	hir	hirs	hirself
yo	yo	yos	yos	yoself
ze	zir	zir	zirs	zirself
ve	vis	ver	ver	verself
co	co	cos	cos	coself
en	en	ens	ens	enself
ey	em	eir	eirs	emself

Using pronouns other than the ones a person has asked you to use can make them feel unwelcome, invisible, or unsafe in the community. This is called *misgendering* someone. Sometimes a person's pronouns will change without a change in gender identity or expression. If you make a mistake, quickly correct yourself and apologize. Do not make a big deal out of it for it is not necessarily helpful and could be harmful.

Example:
They reminded *themself* to pick up *their* umbrella before going outside.

How you could ask:
"I use *they/them/theirs* pronouns, how about you?"
"Hi, my name is Akeem, and I go by *he/him* pronouns. How should I refer to you?"

How you could share:
"I'm Nancy and my pronouns are *she and her*"
"Leo, I prefer *they and them*, but *he* is fine too."
"My name is Jade, I use *she/her* pronouns."

Ways to make language more inclusive:

"Hello, everyone" or "How are y'all doing today?" in a group setting instead of "Hey guys!" or "Hey ladies" or "How are you guys doing?"

"They are a first year" when referring to a student instead of "they are a freshman"

If you are unsure of someone's pronouns, you can use their name in place of any pronoun: "Sam was feeling hungry, so Sam went to WCG for a snack."