

PRONOUNS

Karen Roberts

Adjunct Faculty, Visual and Media Arts

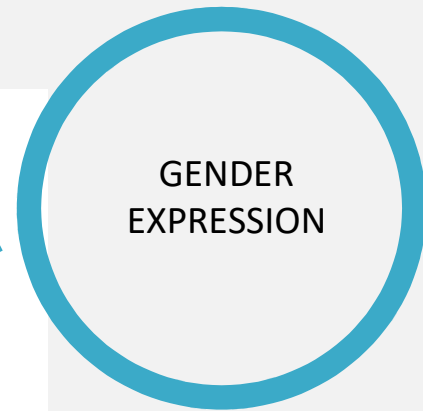
WHY

- Systematic discrimination targeting:
 - Women (cisgender and transgender)
 - LGBTQIA+
 - Transgender, and Nonbinary people.
- Using someone's correct gender pronouns is one of the most basic ways to show your respect for their identity and foster inclusivity.

Strategies to incorporate gender pronouns in everyday use:

- Edit your email signature to include your pronouns
- Verbal introductions and check-ins are great opportunities to solicit gender pronouns. Here are some ways you can do this:
 - **"What pronouns do you use?"**
 - **"How would you like me to refer to you?"**
 - **"How would you like to be addressed?"**
 - **"Can you remind me which pronouns you like for yourself?"**
 - **"My name is Joshua and my pronouns are he, him, and his. What about you?"**

FOUR CIRCLES OF IDENTITY



COMMON GENDER PRONOUNS

She/Her/Hers

- She went to the store.
- Did you ask her?
- That water bottle is hers.

He/Him/His

- He went to the store.
- Did you ask him?
- That water bottle is his.

Ze/Hir/Hirs

- Ze went to the store.
- Did you ask hir?
- That water bottle is hirs.

They/Them/Theirs

- They went to the store.
- Did you ask them?
- That water bottle is theirs.